

# **STRATEGIC PLAN**

# **Sushant University**

## **Strategic Plan**

### **2020 – 2025**



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## 1. Preamble

Sushant University, an embodiment of the diffusion of ancient and modern learnings with a contemporary international approach, presents itself as one of the most progressive universities of modern times, with the slogan – **Ahead, for life**. Merit-based scholarships, additional, allied certifications, multi-disciplinary learning, study of soft skills, student mentoring and international collaborations are but a few features of the deep-rooted, well deliberated and a calculated approach towards the overall development of students, leading eventually towards moulding them into responsible citizens of India.

The well drafted vision and the mission of the university are aimed at local, regional and national interests with a view to giving back to the society, adding value and assuring better lives in general terms. The interests of stakeholders, i.e., the students, parents, teachers and the corporate world have been closely guarded and efforts towards bringing about a universal understanding have been envisaged.

The Governing Council of the University consists of experts from the industry in various fields who meet periodically and suggest the best practices being practiced by them. These are incorporated in the curricula of all schools, thereby upgrading and making the pedagogical approach more up-to-date and contemporary. Time-bound, realistic and achievable goals are set for which a closely monitored follow-up system is introduced.

Harnessing the limitless energy, enthusiasm and passion of students and duly appreciating their interest in order to help them achieve their goals in life has always been the earnest endeavour of the University. Giving the students their due space and liberty of expression by the creation of a student body and keeping a close touch with alumni are all key activities of the Sushant University's lifelong learning systems designed to put India at the peak of learning and the dissemination of education of the highest order.



## **2. Sushant Legacy – A brief Profile**

The legacy of the Chiranjiv Charitable Trust in the realm of higher education goes back to 1989, when the foundation of the Sushant School of Art and Architecture was laid by Mr. Sushil Ansal to address the gap between the prevailing Indian architectural education and the corresponding corporate needs. The School was conceived with the objective of combining traditional Indian aesthetics and modes of urban planning with the needs of a modern cityscape.

As the architecture school began to make a mark in the field of architectural education under the guiding force of late Fellow of the Frank Lloyd Wright Foundation, Padma Shri MM Rana, the Trust further expanded to establish the Ansal Institute of Technology (AIT) in the year 2000 that soon received international recognition in the field of research, extension and global collaborations.

The Sushant School of Design was instituted a decade later and in 2012 the 'Sushant Group of Institutions' came under the Ansal University, established through the legislation of the State of Haryana under Haryana Private Universities Act 2006.

The various schools under the Sushant University, located in a sprawling campus in the heart of Gurgaon, have carved a niche for themselves by offering the most modern educational programs and deploying the best faculty to carry forward the University's vision. The strengths of the University include strong international collaborations with some of the top Universities in USA, Canada and Australia like Clemson University, Valparaiso University, Eastern Michigan University, Tarleton State University, NJIT, Saint Mary's University, Deakin University, Northumbria University, Sonoma State University and Eastern Institute of Technology.

The university has a rich intellectual capital comprising of about 150 qualified and experienced faculty members belonging to diverse fields. Besides the regular faculty members, the institutes have had a long-standing history of academic relationship with eminent personalities like late MF Hussain, Sonal Mansingh, Sir Joseph Allen Stein, Mario Botta, Sir James Bevan, Sunil Kant Munjal, Hafeez Contractor, Rajan Anandan and several others from the various fields.





### 3. From the office of Vice Chancellor

The aim of education is to create a learning platform for a critical examination which go with - What, How, and Why. The world is evolving at a very rapid pace. Diverse opportunities and innumerable challenges – the simultaneous existence of both is desirous of an education methodology that shapes intellectuals who are well-versed to deliver nothing but quality performance.

Ansal University, Gurugram, located in the midst of fortune 500 companies is an established temple of education. It evolves through a growth-oriented, teacher-pupil centric engagement, focused on creating an experiential ambiance. The pedagogical methodology drives of education at the University are oriented towards ensuring a competency-based education. To this, our approach is multi/trans/inter-disciplinary which provides assurance of quality learning and thereby influencing learners' overall performance.

The vision of the University is to provide an academically enriching environment and to help create, build and hold globally competent graduates for constantly changing knowledge economy along with professionalism at large. To an effect, Sushant University has deep-rooted and cordial global collaborations; distinguished, industry-experienced faculty with a blend of academically and professionally qualified practicing executives, state-of-the art infrastructure, research engagements and consultancy projects. All this with an educational portfolio that blends the best of campus and digital delivery into a highly supportive and personalized student experience.

Students at Sushant University are enthusiastic, participative, and entrepreneurial in their bent of mind. We at University create an opportunity for our students to develop a global mind-set through our partnerships with universities and organizations around the world.

With students-teachers being an important component of university, along with other stakeholders, we are engaged in a research-focused; participative and innovative practice while in engagement with a diverse group of participants.



## **4. Institutional Profile**

### **4.1 Scope**

The scope of university's strategic plan is to derive a framework for determining and acting on key considerations in the form of themes fostering the main sphere of university and various schools under it. The strategic plans involves formulating objectives, themes for excellence and action steps. The strategic plan will be underpinned by a detailed strategic commitments and respective Strategy design with indicators which will be approved by the university council and overseen by the vice chancellor. The sole purpose of this strategic plan is to strengthen the key academic and administrative areas of concern fostering academic distinction and overall excellence fulfilling the objectives of the university.

Strategic scope decisions will be taken in order to set targets and progress towards achieving academic brilliance.

### **4.2 Vision**

- Achieving excellence in higher education through research, Innovation, participatory governance and global presence.

### **4.3 Mission**

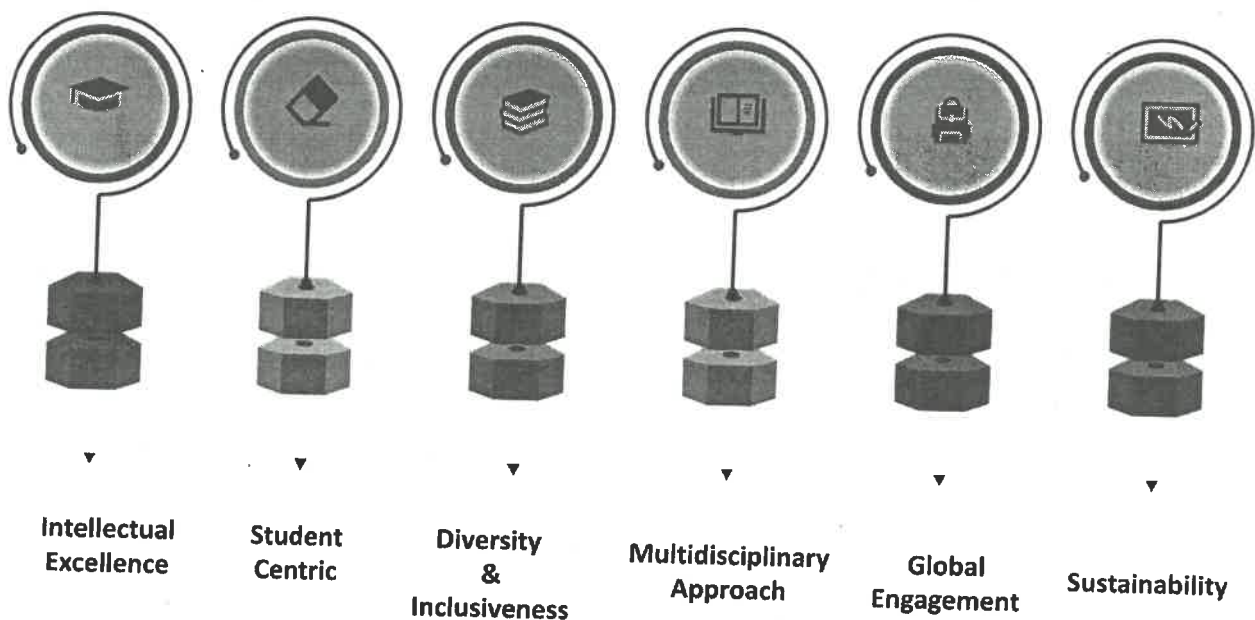
Our mission is to :-

- Transform lives and communities through education and research
- Achieve excellence through participatory governance and focus on quality research and innovation
- Attract talent through international partnerships and collaborations to achieve highest standards
- Facilitate learning through student centric and empathetic approach
- Develop thought leadership with industry integration



#### 4.4 Core Values

### OUR CORE VALUES



#### **Intellectual Excellence:**

Excellence incites us to utilize our intellect in terms of the social, physical, spiritual and ethical aspects. Sushant University strives for excellence in teaching learning, research and scholarships across various disciplines.

#### **Student Centric:**

Sushant University's student participation through exchange programs, volunteering and work-based learning leads to strengthening the student-welfare activities, academic counselling and administrative support services that create responsible citizens of the future.





**Diversity & Inclusiveness:**

In order to appreciate a culturally and intellectually diverse community, Sushant university understands differences and similarities in one another, and aspires to emerge as an increasingly inclusive educational institution that attracts, retains, and values talented people from all walks of life.

**Interdisciplinary Approach:**

Supporting overarching themes in all academic and allied pursuits to address significant opportunities and challenges for which the university is particularly positioned to build nationally and internationally recognized capacity.

**Global Engagement:**

The University through outreach, research, and partnerships promotes sustainable development and a happy, healthy, and inclusive society. This engagement is universal and is based on intercultural understanding.

**Sustainability:**

This is reflected in the University's shared commitment to lead in preserving and protecting our natural resources, and in being carbon positive, water positive and environment positive.



#### 4.5 Objectives

Objectives of Sushant university have been formulated to disseminate and develop knowledge related to core academics, research and innovations and interdisciplinary learning. The university endeavours to provide to the students, staff and faculty members a dynamic infrastructure and environment to facilitate and promote the following:

*Education for  
New age  
Leadership*

*Create centres of  
excellence for  
research and  
development and  
for sharing  
knowledge and its  
application*

*Multi-disciplinary  
Perspective*

*Promote equality and  
social justice through  
diffusion of knowledge*



#### 4.6 Growth Indicators –

Growth Reflection								
Year	2012	2013	2014	2015	2016	2017	2018	2019
Number of Schools	8	8	5	5	8	8	8	8
Total Students	589	992	1579	2353	2499	2687	2724	2638
Total Faculty	52	59	98	116	120	145	151	156
Total Staff	31	46	69	74	85	93	96	106
PhD Students	30	31	0	1	0	4	13	31
Degrees Conferred	-	-	-	-	179	-	808	619
Courses Offered	32	41	18	28	36	32	41	56
Journal Publications	-	-	-	14	10	21	42	44
Number of R & D Projects	-	-	-	1	1	1	1	1
Patents filed	-	-	-	2	0	0	7	5





## 5. Strategic Road map

Strategic Roadmap						
MILESTONES	2020	2021	2022	2023	2024	2025
Academics Excellence	Designing & Implementing OBE based curriculum			Advancement of modern technology as a pedagogical tool		
		Pedagogical Innovation to improve promote Trans-Disciplinary Learning				
			Launch of Centres for Excellence			
Strengthened Innovation & Research Profile		Development & retention of strong research oriented human resource pool				
		Publishing of quality research in top indexed papers & enhancement of H index of faculty members				
			Government & Industry Funded Research projects			
		Increased no. of MOU's for Research Collaborations				
Holistic Student Development		Development of Rubrics to ensure student centric learning				
		Enhancement of Value added courses of transferrable & life skills in trans-disciplinary learning				
			Create Centre of Excellence for liberal arts			
			Integration of Co-curricular Activities corroborating to holistic development of Students			
Robust Industry Connect & Alumni Network		University Level MDP's & FDP's with Industry collaboration				
		Strengthened Joint activities/collaboration with industry as an active partner				
			Annual Alumni meet/surveys and alumni committee platform			
Accreditations and Rankings	NAAC Accreditation		National International school rankings as per respective domains/disciplines			
			NBA Accreditation			
			QS Indian University Ranking & NIRF by MHRD			
Infrastructure & Resources		Establishment of University level IQAC & monitoring its progress				
		Upgradation & addition to the infrastructure portfolio of the university				
		Installation of Security Devices and authentication solutions in the campus				
			Upgradation of Audio-Visual pedagogy content & delivery			
			Creation of robust policy & procedure for financial resources to promote research & teaching			
Employability & Entrepreneurship	Active Corporate Resource Centre					
			Development of University Entrepreneurship Incubation			



## 6. SWOT Analysis

### *Internal Factors*

#### *Strengths*

Holistic Student development

Inclusive Academic Curricula

Faculty emphasis on Student's Academic Growth

Robust , Global academic Associations and partnerships

Dense & Instructive Educational Ethics

Experiential Learning

Trans- Disciplinary learning

Strong Industry Connect

Strong intellectual property in the form of patents

Dynamic Student Council & Campus Life

#### *Weaknesses*

Shortage of Academic Excellence & Innovation centres

Non Existence of Liberal Art Disciplines

Unable to harness desired International Students

Noticeable students withdrawals

Excessive staff turnover

### *External Factors*

#### *Opportunities*

Growing public interest in educational value

Location in the heart of millennial city Gurgaon

Growing Engagement & partnerships opportunities in Academic Community.

Scope for Online Education

Continuing Education

#### *Threats*

Challenges in the Competitive Education Community

Increased Higher Educational market of Foreign University

Limited International & Regional Student movement because of Global corona Virus pandemic





## 7. Identified Themes for Excellence

### 7.1 Academic Excellence

By virtue of being the strongest source and a vigorous foundation of social and economic wellbeing, education stands out as the most imminent catalyst in bringing up a closely-knit, productive and a progressive society. Education opens up people's mind, widens their horizons and helps them work towards achieving their dreams, goals and aspirations.

A research on the psyche of students of modern times underlines prominently that they are living in a rapidly changing world offering innumerable choices nationally and globally. Besides a concentrated focus in the field in which the students wish to particularly excel, they wish to amass information, facts and seek to get acquainted with the other, even with the remotely-allied fields. The trans-disciplinary learning system which has been mastered at the Sushant University over the past several years is a calculated step towards this direction. Coordination between students and teachers and their mutual confidence plays an integral part in overall development of students – the more successful a student is in being able to create a meaningful career for himself, the more prosperous and obliged will the university feel. An amalgamation, therefore leading to a cohesive balance of both academic and psychological development of its pupils is the need of the hour and is widely practised at the University.

#### 7.1.1

Strategic Commitment	
Envisage dynamic and thriving academic environment to sustain excellence in teaching through Outcome based education system.	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>• The university mission has been mapped with PEO's of each programme.</li> <li>• PEO's of each programmes shall be mapped with PSO's.</li> <li>• PSO's of each programmes shall be mapped with PO's.(Graduate Attributes)</li> <li>• Each course offered in the university for all programmes shall have defined course outcomes using measurable verbs.</li> <li>• Each course outcome for each course in all programmes shall be mapped with respective PO's (Programme outcomes).</li> <li>• Implementation of CBCS in the academic curriculum of all programmes.</li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>• Programme Structures, Detailed syllabus with mapping of CO &amp; PO</li> </ul>	



## 7.1.2

Strategic Commitment
<b>Pedagogical innovations and changes in curriculum to promote trans disciplinary learning.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>To ensure a 2 credit course on trans disciplinary learning for 30 contact hours to be reflected in each academic semester of each programme in the university.</li> <li>Invitation of minimum such trans-disciplinary courses to be launched by each school in each semester to create a common basket of trans disciplinary courses for students of the university.</li> <li>To ensure a minimum of 2 courses out of 5 from each school to be based as value added courses on transferrable and life skills.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>Consolidated list of Trans-disciplinary Courses for each semesters.</li> <li>Creatives/brochures announcing value added courses of transferrable &amp; life skills.</li> <li>Detailed teaching plan of each course</li> <li>Attendance record &amp; result of students</li> </ul>

## 7.1.3

Strategic Commitment
<b>University will launch centres of excellence promoting short term certificate courses and continuing education in various discipline.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>The university will establish different centres of excellence to facilitate skill development and continuing education.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>Profile of centres with their key objectives.</li> <li>Programmes launched under each centre</li> <li>No of students enrolled</li> </ul>



#### 7.1.4

##### Strategic Commitment

**Build a robust feedback system of all stake holders for course curriculum review and development.**

##### Strategy Design (Target Set)

- Detailed Curriculum review to take place annually, Minor review of the syllabus may take place semester wise.
- Feedback of 4 main stakeholders namely students , Employers, alumni & teachers to be initiated on the revised curriculum.
- Detailed analysis and a brief report of the same to be compiled.
- Feedback to be incorporated in the curriculum
- Action taken report on the feedback to be compiled
- Involvement of all course Faculty to be ensured in the reviewing process.

##### Indicators

- Duly filled & completed feedback forms from all stakeholders.
- Feedback analysis
- Minutes of BOS
- Feedback analysis report
- Action taken report of feedback and its integration in curriculum review.

#### 7.1.5

##### Strategic Commitment

**To inculcate modern technology as a pedagogical tool in teaching learning process to keep in trend with global needs of higher education.**

##### Strategy Design (Target Set)

- The dean & programme director of each programme shall deliberate and identify new pedagogies in teaching learning process peculiar to the discipline and course outcomes.
- At least 1 to 2 courses in each semester shall be conducted in a blended course format.
- Use of technology to deliver courses to be inculcated in at least 50 % of courses.

##### Indicators

- Minutes of dean and programme director review meeting
- Detail teaching plan for all blended courses
- A report on use of technological pedagogical methods used during the semester
- Student feedback record on courses using blended and learning and technological pedagogy.





## **7.2 Strengthened Innovation & Research Profile**

It is a fact universally acknowledged that a well-defined, concentrated and a focussed endeavour in the field of research leads to discovering new facts and widens the horizons of teachers as well as that of students in general. As a primary objective, the tradition of instilling into students the willingness, competence, the skill and the ability to conduct research is what the Sushant University has always looked forward to doing. So encouraging has this endeavour been that the researchers have been successful in making noteworthy contributions to social, cultural, economic and environmental wellbeing across a broad range of choices from the arts, humanities and social sciences to the physical and life sciences, technology and engineering.

In order to further enhance the depth of research, the Sushant university targets to set higher goals at a micro level in order to develop a better understanding with regard to the finer aspects of research and innovation. This would warrant a phenomenal depository of research of the highest order and a working in tandem with the continuously changing wants and necessities of the society at large. This would also address the national and international challenges of global warming, environment change, emission of greenhouse gases and soil erosion. This would prominently highlight the steps taken in the direction of Corporate-Social responsibility

Getting eminent learned scholars to deliver lectures about the latest ways in which the level of education can be enhanced and be geared to adopt the changes as suggested by the National Education Policy in the field of Higher Education would be one of the sincerest efforts promoted by the Sushant University. Being able to address the gaps and working towards creating an environment, a temple of knowledge and to be recognized as one of the prominent institutions imparting quality education would be one of the primary goals set to be achieved in a phased manner.



## 7.2.1

Strategic Commitment
<b>Develop and retain strong research oriented human resource pool to inspire the academic activities of the university and ensure strong research infrastructure facilities.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Commit to have state of the art research facilities.</li> <li>• Upsurge PhD candidate enrolment to-300 Nos.</li> <li>• Ensuring research intensive courses in curriculums of all programmes across the university.</li> <li>• Involvement of all students in activities like Research conclaves, conferences to be held across all schools of the university.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Research related infrastructure blueprints</li> <li>• Syllabus of research intensive courses</li> <li>• Admission and orientation details of PhD scholars.</li> <li>• Details of research activities/programmes</li> </ul>

## 7.2.2

Strategic Commitment
<b>Corroborating research work of scholars &amp; Faculty members to be high quality &amp; authentic.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• All research works under the umbrella of the university to undergo plagiarism check.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Plagiarism report</li> </ul>





### 7.2.3

Strategic Commitment
Striving for government and industry funded research projects.
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>Atleast 8 Nos. government and industry funded research projects</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>Details of government &amp; Industry funded research projects.</li> </ul>

### 7.2.4

Strategic Commitment
Collaborative research with other institutions
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>At least 8 Nos. Collaborative research with other institutions.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>MOU for research collaborations</li> </ul>



### 7.2.5

Strategic Commitment	
<b>Encourage &amp; inspire academic staff of the university to undertake quality research and enhance high citation index per paper</b>	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>• Each school to furnish set targets of publications of minimum number of research papers in the beginning of each academic year.</li> <li>• Increased citations.</li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>• Details of patents file granted</li> <li>• Details of research papers of faculty members in journals like Scopus, Elsevier, Web of Science, Thomas Reuters, UGC care.</li> <li>• Details of funded projects.</li> <li>• Details of H- Index of faculty members</li> </ul>	

### 7.3 - Holistic Student Development

The aim of achieving a total, all-inclusive development of students encompassing a broad range of activities and accomplishments wherein the aspiring students get to be exposed to fields other than the one in which they have chosen to specialize, known at the Sushant University as Trans-Disciplinary learning, has gained immense popularity. This activity opens up the horizons, the prospects and the possibilities for the students to adopt a new approach towards the rapidly-changing world. The students find it extremely interesting as this satisfied their personal interests and needs. Not only does their outlook towards the world change, it helps them develop a different perspective towards life in general.



### 7.3.1

Strategic Commitment	
<b>Teaching learning Environment</b>	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>• Student centric learning</li> <li>• Incorporation of concepts of blended learning.</li> <li>• Courses imparting transferrable skills, life skills, behavioural skills &amp; emotional intelligence shall be a part of programmes offered by individual schools</li> <li>• Mentors involvement at regular intervals to assess student academic activities.</li> <li>• Experiential Learning - All core Concepts and classroom teaching to be mapped with various school level events to enhance practical application</li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>• Development of rubrics to ensure student's centric learning</li> <li>• 100 percent Faculty usage of LMS for their respective courses.</li> <li>• Programme structures, Syllabus of respective courses</li> <li>• Minutes of Mentor Mentee meetings.</li> <li>• Event Calendar, Report of Events highlighting key learnings followed by attendance sheet of students.</li> </ul>	

### 7.3.2

Strategic Commitment	
<b>Trans-disciplinary learning</b>	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>• 100 percent students to enrol in trans disciplinary courses to enable them to nurture supplementary skillset motivated by their interests.</li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>• 2 credit course of trans disciplinary learning in each academic semester of each programme.</li> <li>• Programmes structures, list of courses in TDL basket offered in each semester</li> <li>• Results</li> </ul>	



### 7.3.3

Strategic Commitment
Centres of Excellence
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>Students to have opportunity in form of various centres of excellence created to support dissemination of activities like foreign languages, yoga, music, research, continuing education, soft skills and many more</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>List of centres of excellence</li> <li>List of courses &amp; activities</li> </ul>

### 7.3.4

Strategic Commitment
Campus life
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>Integration of Co-curricular activities to develop physical , emotional and psychologically well balanced students</li> <li>Opportunities for students for overall development of growth in terms of sports activities, community outreach, arts and culture, health &amp; wellness.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>List of activities corroborating to holistic development for students.</li> </ul>





## 7.4 – Robust Industry Connect & Alumni Network

Subscribing sincerely to the belief that neither the industry, nor the academia, which have historically been closely connected to each other and have always complemented upon each other's endeavours and, in addition have banked upon the mutual expertise, can ever function in isolation or think about progressing in seclusion. Internship of our students at the various national, multi-national and global organisations within India and abroad are major stepping-stones by virtue of which students are exposed to the true-to-life experiences and are able to connect their classroom learnings to the real-life situations, be it manufacturing, trading, processing, banking, finance, tourism and several other fields. These internships also pave the way for students to seek a possible placement in such organisations.

Industry being the leader, usually gets to be the first entity to sense and to perceive a change in the customer behaviour, all these changes, manifest themselves in the marketing approach, in strategies or in the regular daily operations, and must find their ways into the classrooms of students. Transfer of such knowledge to the students who are imbibing knowledge but within the four walls of the classrooms is possible only by way of the academia-industry interface, internships, special lectures, exposures and indeed through placements.

Alumni of Sushant University, especially the ones who have ventured into their own enterprises and who have developed affinity and camaraderie towards the fellow students of the university are unlimited resources of knowledge. The alumni-connect is as important as the industry connect as these activities bring about a sense of belonging and help the students to eventually realize or to come closer to their hopes, desires and aspirations.

### 7.4.1

Strategic Commitment
Reducing of gap between academia & industry to further enhance and develop competencies in teaching and discipline respective researches.
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Internships to be an integral part of all curriculum</li> <li>• Guest lectures focussing on industry trends &amp; subject knowledge.</li> <li>• Interactive sessions with industry experts focussing on inspiring counselling and motivating students.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Details of industry internships</li> <li>• Internship reports &amp; evaluation</li> <li>• List of guest lectures with key learning outcomes and recordings with attendance of these sessions.</li> </ul>





#### 7.4.2

Strategic Commitment
Industry to be an integral part of curriculum review and development
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• All reviewed and newly developed curriculum to be sent to corporates/experts in the industry to initiate a detailed feedback of the same.</li> <li>• The feedback received to be integrated in the curriculum.</li> <li>• Board of studies to have representation of the industry as a member.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Feedback forms filled by industry experts/corporates</li> <li>• Minutes of meetings of BoS.</li> </ul>

#### 7.4.3

Strategic Commitment
Joint activities/collaboration with industry as an active partner
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Substantial number of relevant MOU's with industry discipline wise to cater the needs of the research, training, faculty development, skill development of students &amp; placements.</li> <li>• Develop a system of assigning an industry mentor to all students</li> <li>• To organise industry academia meets in the forms of seminars, trainings, FDP's &amp; friendly sports matches.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• List of MOU Signed.</li> <li>• Details of development programmes (MDP's &amp; FDP's) conducted with resource person from industry.</li> <li>• Details of industry Mentors.</li> <li>• List of informal, fun events organised with the industry.</li> </ul>



**Strategic Commitment**

Develop & Nurture strong ties with alumni thus developing a strong alumni network.

**Strategy Design (Target Set)**

- Organising regular annual-alumni meets
- Interactive sessions of present students with alumni to get better perspective of demands of the discipline in the industry.
- Alumni to be a part of various university committees wherever relevant.
- Alumni to be a stakeholder to furnish feedback in the development and review of curriculum.

**Indicators**

- Alumni survey
- Alumni meet, schedule, poster & activities.
- Details of Committee where alumni are members.
- Feedback forms from alumni regarding curriculum development.



## 7.5 - Accreditations and Rankings

Accreditation and Rankings establish confidence, faith and trust in the minds of the prospective students, more importantly, in their parents. Decisions are made these days depending upon what the media, the press, and the people in general say about a university and their opinion matters a great deal.

One of the main objectives of Sushant University has been to win the trust of its patrons (Students and their parents/guardians) by means of working towards achieving accreditations of higher levels and by way of enhancing its rankings in the local, state-level, national and international platforms. Collaborations with the recognized foreign universities, wherein our students have the opportunity to pursue Dual-Degree programmes, get opportunities of internships or get to pursue specialized certificate programmes is a major step towards broadening the viewpoint and the lookout of students.

### 7.5.1

Strategic Commitment
To get NAAC Accreditation in the year 2021 followed by NBA accreditation of the programmes of the university.
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>University to get NAAC A grade and get a score above 3.15.</li> <li>To achieve NBA accreditation for selected programmes.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>Details of SSR, NAAC inspection visit report &amp; Grade.</li> <li>List of NBA accredited programmes &amp; relevant documents.</li> </ul>



### 7.5.2

Strategic Commitment	
To get reputed ranking for Programmes/ Schools of the university/university.	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>University to aim to get itself ranked amongst the following <ul style="list-style-type: none"> <li>⇒ QS Indian University Ranking</li> <li>⇒ NIRF by MHRD</li> </ul> </li> <li>Schools/programmes of the university to aim to get relevant rankings amongst the following: <ul style="list-style-type: none"> <li>⇒ India today- Nielsen survey</li> <li>⇒ Outlook MDRA</li> <li>⇒ HT Campus</li> <li>⇒ GHRDC Ranking</li> <li>⇒ Discipline/domain-wise relevant ranking</li> </ul> </li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>Ranking Reports</li> <li>Relevant supporting Documents.</li> </ul>	

### 7.5.3

Strategic Commitment	
Derive a system to review & improve process of performance of various academic & administrative systems in the university.	
Strategy Design (Target Set)	
<ul style="list-style-type: none"> <li>IQAC to monitor and evaluate the quality of processes &amp; systems in both academic and administrative functioning of the university.</li> <li>SOP's of various sub- committees of IQAC namely IQACC, IQAAC, IQAEC, IQATC.</li> </ul>	
Indicators	
<ul style="list-style-type: none"> <li>Minutes of the meeting of IQAC.</li> <li>Biannual audit of schools by IQAAC- Schedule, report &amp; improvement summary.</li> </ul>	





## 7.6 - Infrastructure & Resources

Academic and allied pursuits, which are but the main raison-d'être of the University, must be carried out in an environment of peace, harmony and tranquillity. State-of-the-art classrooms with modern gadgetry, latest audio-visual facilities, conference halls, libraries, latest IT software, WI-FI, sports and recreation facilities, spacious playgrounds most modern hostels for boys and girls, cafeterias and canteens and round-the-clock security and medical aids make our students at ease and allow them to concentrate only on their studies.

The Sushant University is however not complacent about it and strives to further refine, coordinate, and structure its financial framework in order to develop new resources of grants and revenues to support the further research for its faculty members, develop upon the infrastructure, the operating budget, and strategic initiatives.

The Sushant University aims to develop a strong resource base to carry forward its endeavours and to further enhance the level of transformation in terms of the campus infrastructure.

### 7.6.1

Strategic Commitment
To upgrade university's Infrastructure & work towards implementation of physical and technological upgradations
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>Enhancement &amp; advancement of university's infrastructure</li> <li>Addition to the infrastructure portfolio of the university in the form of new Academic blocks/teaching rooms/learning centres &amp; Laboratories.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>Detailed requirement – Annually of Infrastructure school wise</li> <li>Budget details of Infrastructure upgradations &amp; renovations</li> <li>Investment proofs</li> <li>Details of newly constructed blocks/rooms/teaching labs.</li> </ul>



## 7.6.2

Strategic Commitment
<b>To have robust IT Infrastructure &amp; next gen teaching technology</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Increase &amp; Upgrade Campus Wi-Fi coverages.</li> <li>• Integration of IT Infra structure with Learning management systems and other academic and non-Academic functions of the university.</li> <li>• Upgradation of Audio-visual pedagogical tools.</li> <li>• Installation of Security Devices and authentication solutions in the campus</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Details of updation &amp; Installations concerning to Information &amp; Communication technologies.</li> <li>• Budget details</li> <li>• Investment proofs</li> </ul>

## 7.6.3

Strategic Commitment
<b>Management of Financial &amp; Non-Financial resources thereby promoting quality teaching.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Yearly budget to be allocated for investment on Academic &amp; Administrative activities</li> <li>• Provision of seed money to faculty members for               <ol style="list-style-type: none"> <li>a). Faculty development programmes</li> <li>b). Research opportunities</li> <li>c). Specialized training programmes for upgradation of teaching competency</li> <li>d). Short term certificate courses to upgrade educational skills.</li> </ol> </li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Research proposals for request of seed money</li> <li>• Faculty request for sponsorship.</li> <li>• Letter of acceptance of proposal/request for seed money.</li> <li>• Proof of funds allocated to faculty</li> <li>• Details of exchange/training programmes/short term courses/FDP's/research undertaken by faculty members.</li> </ul>



## 7.7 - Employability & Entrepreneurship

Seeking avenues of successful and meaningful employment for its students or that of looking for a chance to try a hand at own entrepreneurship for its students has always been Sushant University's principle endeavour. One of the main challenges faced by a student is to discover the level of his/her aptitude so that further plans could be mapped and followed accordingly. A correct guidance therefore in making a student what he/she is the best at makes a prominent mark in the student's life. Making the students realise their full potential and seeing them grow further is the effort that has been spared.

Special soft skill classes oriented towards personality development, refining interview skills, making a mark in group discussions and in the personal interviews has helped many students to crack the toughest interviews and have helped them in getting their dream jobs and in starting their own enterprises. Such openings also help in raising the standard of their lives and to bring about a radical change in the society. Financial liberty allows students to make their own decisions and draw a path of their own success and gives them the valuable insight into dealing with banking, investment and the financial structure in general. Students, being the best agents of change shall engage with the different communities and will be able to learn from them and to also understand and solve their problems and shortcomings.

### 7.7.1

Strategic Commitment
<b>To Augment &amp; widen the placement opportunities in order to create and provide better job prospects to the students.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Career advice and future prospect guidance</li> <li>• Active corporate resource centre (CRC)</li> <li>• 100 % placement assistance in the area of specialisation</li> <li>• Orientation of internships towards better organizational understanding fostering a corporate outlook.</li> <li>• Establishment of soft skill centre at university level.</li> <li>• Experiential learning in real world environment</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Details of guest speakers invited online/offline.</li> <li>• Records of activities carried &amp; job opportunities generated by CRC.</li> <li>• Placement details of students.</li> <li>• Details of internship.</li> <li>• List of activities conducted by soft skills centre and record of students enrolled in them.</li> <li>• Details of Industry exposure/field visits</li> <li>• Details of university event calendar</li> </ul>



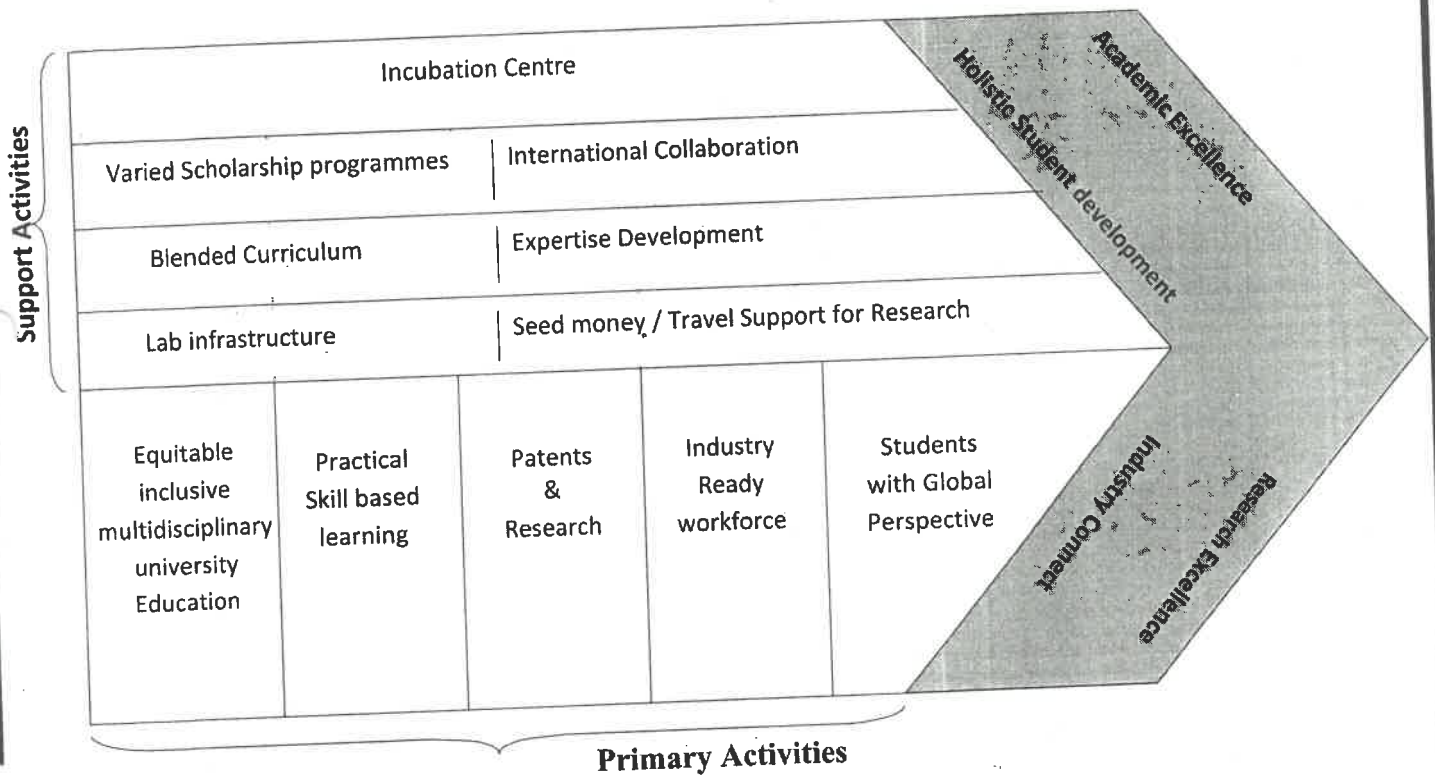
7.7.2

Strategic Commitment
<b>To support budding entrepreneurs and help them acquire skills and competencies for starting up their own entrepreneurial ventures.</b>
Strategy Design (Target Set)
<ul style="list-style-type: none"> <li>• Develop industry partnerships and linkages to support entrepreneurial ventures.</li> <li>• Establishment of Student led University Entrepreneurship incubation centre/ Committee</li> <li>• Conduct events to promote entrepreneurship among students and transforming business plans into ventures.</li> <li>• Fostering entrepreneurial mindset through mentoring sessions and interactions with alumni and established entrepreneurs.</li> </ul>
Indicators
<ul style="list-style-type: none"> <li>• Details of MOU with industry partners for funding entrepreneurial start-up initiatives</li> <li>• Details of the University Entrepreneurship Incubation centre.</li> <li>• Details and attendance sheet of events</li> </ul>





## 8. Value Chain Analysis (Throughput)



## 9. Snapshot of Sushant University in 2025

<b>Student</b>	<b>Total No of Enrolments</b>	<b>3250 Students</b>
	<b>In Undergraduate programmes</b>	<b>2800</b>
	<b>In Post graduate programmes</b>	<b>250</b>
	<b>In PHD Programme</b>	<b>200</b>
	<b>International Students</b>	<b>150</b>
<b>Faculty</b>	<b>Total No of Faculty</b>	<b>220</b>
	<b>Faculty with Doctorate</b>	<b>100</b>
	<b>Faculty with Rich Industry Experience</b>	<b>40</b>
<b>Research</b>	<b>Total Patents</b>	<b>50</b>
	<b>Total Publications</b>	<b>1200</b>
	<b>Research Incubation</b>	<b>10</b>
	<b>Research Collaborations</b>	<b>16</b>
	<b>Revenue from Research</b>	<b>4 crores</b>
<b>Academic Linkages and Tie ups</b>	<b>Tie ups with International Universities</b>	<b>30</b>
	<b>Tie ups with National Universities</b>	<b>40</b>
<b>Infrastructure Upgradation</b>	<b>Renovation</b>	<b>Block D – Vatel Hospitality School, A Block by 2024 and law and health science building by 2025</b>
	<b>New Construction/Academic or Administrative Block</b>	<b>Vatel Hospitality School – Block D, MBA classrooms in block A, B Com – Block A</b>



**Deans & Directors Council  
Minutes of Meeting**

<b>S.NO.</b>	<b>YEAR</b>	<b>NUMBER OF MEETINGS</b>
<b>1</b>	<b>2019-2020</b>	<b>5</b>
<b>2</b>	<b>2020-2021</b>	<b>5</b>
<b>3</b>	<b>2021-2022</b>	<b>9</b>
<b>4</b>	<b>2022-2023</b>	<b>31</b>
<b>5</b>	<b>2023-2024</b>	<b>14</b>
	<b>TOTAL MEETINGS (2019-2024)</b>	<b>64</b>