



## **CRITERIA 6**

**6.2.1 The Institutional perspective plan is effectively deployed and functioning of the Institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc. (5 Marks)**

### **PERSPECTIVE PLAN (STRATEGIC) WITH IMPLEMENTATION**

**|| Sushant  
University**

**School of Art &  
Architecture**

# Sushant School of Art and Architecture



## Strategy Plan 2020 - 2023



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## 1 A Brief Profile

2019 was a landmark year for Sushant School of Art and Architecture as it completes 30 years since its establishment in 1989. As the flagship higher education institute of the Chiranjiv Charitable Trust, today SSAA has positioned itself as one of the premier Architecture Institutes in the country. The school is recognized by the Council of Architecture (COA), All India Council of Technical Education (AICTE) and University Grants Commission (UGC). Through the alumni and faculty networks, the schools have cultivated associations with several international universities. International relationships ensure that SSAA commands its respected status within the global design community.

Over the years, SSAA has won numerous awards and felicitations. Some of these in the past year include:

1. Best Private College of Architecture in India for Year 2018
2. SSAA won at the 2nd Asia Pacific Education & Technology Award (APETA) organised by ASSOCHAM India in 2 categories:
  - a. Best Institute for Academic Excellence in India for Year 2018-19
  - b. Best Institute for Innovation & Pedagogy in India for Year 2018-19
3. 3rd position in UN convened International Bamboo Workshop and Photography competition.

In recent times, SSAA has grown exponentially in all respects, be it student intake, number of programmes offered, international outreach or faculty strength. The school is truly on its way to become comprehensive, multidisciplinary, and a globally situated institute that provides socially relevant education.

SSAA currently offers B.Arch, M.Arch in 4 different streams, and Ph.D programmes along with short courses summer and winters with a student strength of over 650. The diverse student body of SSAA, coming from many states and UT's of India is indicative of SSAA's reach and standing in the discipline. As is the case with any institution of repute that has to cater to such large number and range of students who bring with them different cultures, SSAA's faculty strength also reflects this greater cultural understanding.

Currently there are 82 faculty members in B.Arch and 38 faculty members in M.Arch both full-time and visiting. SSAA also offers short-term educational and training programs to individuals, companies, and governmental and non-governmental organizations. Our large faculty numbers also necessitate a rigorous faculty development programme.

SSAA FacTOR is a unique programme for faculty of Architecture that recognizes faculty and researchers as professionals and supports them in their teaching and research by providing a comprehensive program of services and resources on Technological Advancements | Skill Development | Design Thinking | Critical Thinking | Pedagogy | Orientation Towards Research | Content Development and Regeneration | Subject Specific Content and Delivery | Curriculum Development | Exposure to New Products in the Market | Development of Tools and Techniques. SSAA is launching, for the first time in India, Masters Level Programmes to address the gaps in architectural practice and the construction industry. The school is also running summer / winter school programmes to educate school-goers about architecture and planning.



SSAA has strong association with institutions such as the American Institute of Indian Studie (AIIS), Indian Institute of Remote Sensing (IIRS), International Council on Monuments and Sites (ICOMOS), Indian Green Building Council (IGBC), Indian National Trust for Art and Cultural Heritage (INTACH) to facilitate exchange of resources and expertise.

### 1.1 A world of global opportunities:

Sushant School of Art and Architecture at the Sushant University, Gurgaon, is amongst the Best Architecture Schools in India. It offers numerous national and international opportunities in the growing business of architecture and construction.

Sushant School of Art and Architecture (SSAA) Alumni have contributed to the development of society, neighbourhoods, cities and states across the world. They also establish as a priceless network to the graduates for international job market.

SSAA won at the 2nd Asia Pacific Education & Technology Award (APETA) organised by ASSOCHAM India in 2 categories:

- a. Best Institute for Academic Excellence in India for Year 2018-19
- b. Best Institute for Innovation & Pedagogy in India for Year 2018-19

And secured number one position amongst the private architecture colleges in the country.



## 2 Dean's Message

*Critical reading and writing strengthens our knowledge base and brings clarity to our thought processes, which in turn improves our design ability.*

Prof. Dr. Vibhuti Sachdev  
Professor & Dean – SSAA  
Director - Architecture, Planning & Design



At the Sushant School of Art and Architecture (SSAA), we share goals of innovation in learning through a focus on a socially relevant education in Planning and Architecture. This also allows us to position ourselves internationally. We aim to contribute with architects who are sensitive, articulate and confident with a strong ethical awareness of their positive role in culture and society.

The pedagogic and research emphases of the School include: 'heritage', 'sustainability', 'art and aesthetics' with a directed but open 'hands-on learning'. Building upon these, we hope to develop research and make a mark on architectural and planning pedagogy at the global level. Expansion in the Masters programmes (2017) in Architecture and Planning was already aimed to bridge the gap between Bachelor's and Doctoral degree programmes.

Upgrading research skills in the country and developing intensive faculty training programmes helps us extend our pedagogic output whilst infrastructure has been upgraded with state-of-the-art studios and workshops. Expanding the library with an online database of books, references, national & international periodicals and journals are some critical steps for the way ahead that the school has heavily invested in.

SSAA is also in the process of positioning itself as a resource centre in the region, providing capacity building, data management and training opportunities for professionals in the field. We have conducted several urban interventions with our students using our idea of Gurgaon as a Living Lab for innovative strategies. The Degree Show 2019 showcased the best of the final year deliverables of all the degree programmes at Sushant School of Art and Architecture. On display were the awarded Theses & Dissertations of the undergraduate and postgraduate programmes.

This was attended by our eminent Alumni and Architects and was an important interface between the students and the industry providing Sushant students an excellent networking opportunity. In the near future, we aim to establish a permanent gallery and archive Centre of Modern Indian Architects. Work on the second SSAA International Journal of Architecture: Veranda has already begun and the first edition was launched early 2019 during our global carnival week of iPAC, International Planning and Architecture Conclave.

In the current global economy and in this time of exchange, networked systems are essential for the co-production of sustained knowledge. These systems are created and governed by us as individuals as well as by our collective selves. This is the essential philosophy that underpins SSAA's global connect. It is a true place of sharing wherein the network becomes more robust by drawing on the strengths of each other within a synergistic value system. We invite institutes, schools, individuals, practices, firms, thinkers, philosophers and artists to come together at Sushant and evolve specific platforms where this sharing can take place. The platforms are of diverse nature and the exchange is multifarious and bilateral. Our endeavour is to give and to



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receive, all from the perspective of growing global knowledge. Through these endeavours and developments, we envision SSAA as the think tank of innovative disciplinary discourses that are ethical, responsible, inclusive, socially effective, and global yet rooted within our context.

### **3 Sushant University Vision, Mission & Core values**

#### **3.1 Vision**

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

#### **3.2 Mission**

Our mission is to: -

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

#### **3.3 Core Values of the University**

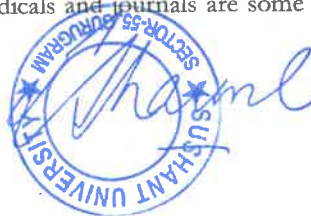
Our Core Values: -

1. Intellectual Excellence
2. Student Centric
3. Diversity & Inclusiveness
4. Multidisciplinary Approach
5. Global Engagement
6. Sustainability

### **4 Sushant School of Art and Architecture**

#### **4.1 Vision and Mission**

Innovation in education; International Positioning; Socially relevant education in architecture. With an aim to make and teach architects who are sensitive, have a strong work ethic, are articulate and confident, and contribute positively to the society, the Innovation in education; International Positioning; Socially relevant education in architecture. With an aim to make and teach architects who are sensitive, have a strong work ethic, are articulate and confident, and contribute positively to the society, the pedagogic and research emphases of the School include: 'heritage', 'sustainability' and 'art and aesthetics' and 'hands-on learning'. Building upon these, we hope to develop research and make a mark on architectural and planning pedagogy at the global level: Expanding the Masters programmes in Architecture and Planning to bridge the gap between Bachelor's and Doctoral programmes; Upgrading skills of research in the country; developing intensive faculty training programmes to upgrade pedagogic output; Upgrading infrastructure with state-of-the-art studios and workshops housed in a new environment-friendly building; Expanding our library with an online database of books, references, national & international periodicals and journals are some critical steps for the way ahead



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that the school has heavily invested in. The school is in the process of positioning itself as resource centres in the region, providing capacity building and training opportunities for professionals in the field. We have also established a permanent gallery and archive centre of the Modern Indian Architects, the first SSAA Journal of Architecture: Veranda has been published and the second edition is expected to be out early next year. We aspire to be amongst the world's most advanced architecture and planning institutes known for their stimulating, innovative and outstanding learning environment. Here, best faculty apply innovative pedagogical techniques and encourage young minds to explore the frontiers of research, creating knowledge that will equip them for the challenges of our collective future. Through these endeavours, we envision SSAA to become the think tanks of innovative disciplinary discourses that are ethical, responsible, inclusive, socially effective, global yet rooted within in our context.

## 4.2 Core Values of School

The school believe in the power of the architecture education that could transform the lifelong pursuit of personal and professional goals. We combine a rigorous interdisciplinary curriculum, immersive studio practice, and wealth of professional development opportunities to provide an educational experience that embodies being explorers and multi-disciplinary, correlate learning and doing, student centric and leadership, achieve design excellence, community engagement, and creative entrepreneurship.

### Being Explorers and Multi-disciplinary

At SSAA, we exceed boundaries. Our commitment to a vibrant structure is embodied in a curriculum that promotes critical thinking, rigorous investigation, and playful creativity. Through interdisciplinary practices faculty and students accomplish exchanges in architecture, urban design, built heritage, landscape architecture and interior architecture with architects and designers around the world. The members strive to encourage research and shares best practices to improve success of a student in and beyond classroom.

### Correlate learning and doing

Our commitment to a wide range of processes asserts that the architects and designers are qualified to provide leadership perspective, creativity and hands-on learning skill for shaping today's community. The learning from this enables our students to critique and assess new ideas, possibilities, and directions that would enable a community to experiment, sustain argument, be inventive and develop mutual respect.

### Achieve Design Excellence

The school instills the process of self-inquiry, self-discovery, shaping expressions. The school offers students and environment where they could creatively and critically work within and across disciplines.

### Community Engagement

We focus on engaging students in the process of becoming the inventive, self-disciplined, contributing citizens who shape our society and world. This will sensitize the students of diverse cultures and societies.

### Creative Entrepreneurship



The school provides necessary entrepreneurship environment to students, which would enable them to transform their skills, aspirations and values into practice that will serve as a foundation for a rewarding career.

### **Student Centric and Leadership**

The students, faculty, and staff of SSAA are innovative creators. The faculty drives the curriculum, and each member brings the diverse experiences of her or his practice directly into the classroom and studio. Our students are viewed as emerging peers in the learning that occurs in collaboration with faculty and each other. Through their diverse practices, the members participate to support the learning process; promote the overall well-being, growth, and development of students; and enhance student success.

### **4.3 Objectives**

Architecture programme at SSAA takes a deep interest in bringing up the underserved urban communities, sustainable development, engaging communities, a strong handle on historic preservation, and building appropriate relationship with community and officials for a better development. These interests are built upon a shared philosophy among the faculty and students to prepare future professionals who can assume global responsibilities.

Thus, the School aims to raise questions about conventional ideas and seek answer from the past to create new frontiers which touches everybody.

The School's objectives are:

1. To encourage creative, critical, sensitivity and rational thinking
2. To create an atmosphere for entrepreneurship and employment
3. To prepare individuals who can deliver adaptive solutions to the changing society
4. To create a holistic and self-aware SSAA graduate

### **4.4 Alignment of School's core values with University's core values**

Core values are indicators that assists any organisation in achieving their mission; thereby achieve pedagogy excellence and above par student cohort:

1. The Sushant University's core value of intellectual excellence is practiced at Sushant School of Art and Architecture by way of curriculum that promotes critical thinking, rigorous investigation, and playful creativity. The faculty members holds the requisite intellectual excellence, and a valuable hands-on experience.
2. Learning in architecture is through discourse. And this being one of the important tool the student-centric education set up by the Sushant University governs the discourses to support the learning process; promote the overall well-being, growth, and development of students; and enhance student success.
3. Sushant University believes and in diversity and inclusivity. SSAA engages students in participatory approach with communities and sensitize them to diverse cultures. This will make the students



inventive, self-disciplined, contributing citizens who shape our society and world.

4. Sushant University has for a long time instilled multi-disciplinary learning amongst its student. Through interdisciplinary practices faculty and students accomplish exchanges in architecture, urban design, built heritage, landscape architecture and interior architecture with architects and designers around the world. The members strive to encourage research and shares best practices to improve success of a student in and beyond classroom. Through inter-disciplinary the students achieve multi-disciplinary by engaging members from various other organisation.
5. The creative entrepreneurship is tandem with global engagement core value of the Sushant University. Through this the school is enabling a leadership environment to reach out to the leaders of the world. The school offers students an environment where they could creatively and critically work within and across disciplines.
6. The school provides leadership perspective, creativity and hands-on learning skill for shaping today's community. In this process the student engages themselves in learning the resource management skills. This is very much in alignment with the sustainability core value of the University.

#### 4.5 SWOC Analysis

<i>Strengths</i>	<i>Weaknesses</i>
Experiential learning	Shortage of faculty
International Internships	Slow consultancy and project work
Strong International Alumni network	Lack of Time for research amongst faculty & students
State of the Art Infrastructure	Lack of advance labs
Trans-Disciplinary learning	
Collaboration with top International Universities	
Architecture, Planning and Design Creative Cluster	
Strong Industry Connect	
<i>Opportunities</i>	<i>Challenges</i>
Emphasis on vocational and skill based courses in the NEP 2020.	Challenges posed by COVID 19 and its impact on the construction industry and market



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Introduction of Gap Year for students who are taking a year break and hone their skills	Placements
New Programmes and certificate courses related to Architecture aligning with NEP2020	Fees vs Admissions
National level collaboration and research, International Faculty	Technology advancement
Dual Degrees	Visibility in the market
Enhanced digital learning and creating a strong database of e-resources	Recruitment process of Faculty
Exploring more hands-on projects or consultancy projects	Exit policies for students as per NEP2020
	Development of outreach programs



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## 5 Identified themes for Excellence

### 5.1 Excellence in Architecture Education

Sr. No.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1	To create student centric environments and focus on providing skill & competencies in order to grow in the field of architecture	Regular planning of FDPs and MDPs for faculty members.	August 2021
		Modifications in teaching pedagogy and methodology	December 2021
		Alignment of tracks, introduction of additional value added courses, enhancing elective track	July 2021
2	Teaching Beyond Classrooms	Integration technology with studios and lectures to enhance the learning process	As per semester
		Each semester studio projects are converted as lab/live projects in collaboration with organisations.	As per semester
		Student led events and activities	As per semester
3	Monitor progress of students and devise effective strategies for improving their understanding skills	Progressive marking system in each lecture and studio based assignments	August 2021
		Pulse check system after mid-term to correct overall performance of students	
		Remedial measures in terms of assignments and mentoring sessions	
4	To strengthen our collaborations and associations	Planning of semester exchange programmes for students and faculty members with existing and future global Universities	June 2022
		Planning of studio projects and dual degrees with existing and future global Universities.	September 2022
5	To enhance the skills, education of existing and future faculty team	Initiate mentoring session with respect to skill based programmes and PhD programmes and emphasize enrollment of faculty members	December 2021



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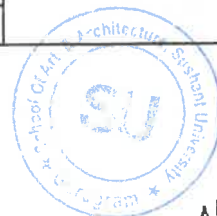


## 5.2 Quality academic research by students and faculty members

Sr. no.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1	At least 75 papers per year should be published by faculty members	Publishing research papers in reputed journals & conferences	June 2022
2	Converting Dissertation and Thesis into research papers that could be published in leading journals	Participate and contribute in research- based events and seminars both nationally and internationally.	Every Year
3	To promote school research stature	Conceptualizing and Conducting research conferences, seminars, conclaves and similar research activities	June 2021

## 5.3 Experiential learning through exceptional industry connect

Sr. No.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1	Industry mentorship	Dedicated mentor to be assigned to each student undergoing an internship who will act as a liaison between industry and institution.	Already in place
		Creation of robust monitoring system to track student's internship performance and regularity during internships and address concerns if any.	Already in place
2	Enhancement of faculty skills and knowledge to be in alignment with industry trends	Regular FDPs and various other training programmes for faculty.	June 2021
		Engagement of faculty in consultancy projects	December 2021
		Conduct Dean – Industry meet to facilitate a better industry connect & network.	June 2021
3	Continuous engagement with organisations, companies and firms for better dissemination of information	MOU's and Academic tie ups with architecture firms and research institutes	March 2022
		Associations and memberships with national international organisations	August 2021
4	To increase field visits, hands-on learning, workshops, symposiums, seminars	More industry visits and experiential field visits	February 2022
		Demonstration/live sessions from Professionals	
		Students led events and activities	



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#### 5.4 Upgradation of Infrastructure and Resources

Sr. No.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1.	To enhance infrastructure facilities in terms of both academic & technological infrastructure of the school	Development of Construction Yard	December 2021
		Upgradation & Renovation of existing lab facility and infrastructure	
		Creation of advanced labs – VR Lab, Robotic Lab, Parametric Modeling Lab	
2.	To create an extensive resource base for academic excellence	Enhancement of library – Architecture books, research papers and secondary resources.	August 2022
		Automated system of issuing and returning of books	August 2020

#### 5.5 Ranking

Sr. No.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1.	Improve the visibility of architecture school by ensuring the presence in all prominent national rankings	India Today ranking	April 2021
		QS Ranking	February 2022
		Outlook- India's Top 10 Architecture Schools	April 2021

#### 5.6 Strengthen faculty profile

Sr. No.	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1	Improve intellectual and skill capabilities of faculty	Hire & Retain high quality and diverse faculty with an orientation towards research. Minimum of 1 quality publication per semester by each faculty.	February 2021
		50 % of architecture faculty to have doctoral qualification.	May 2023
		Faculty to undertake refresher course or specialized trainings.	August 2022
		Faculty to do 1 online course per semester.	June 2021



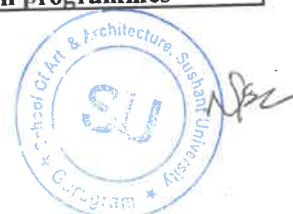


### 5.7 Creating ethically and socially responsible global leaders

#	Strategic Priorities	Key performance indicators (KPI)	Target Time line
1	To practice ethical values and work towards betterment of the society	Students to focus and contribute towards community and society through CSR activities and other related events for betterment of the society.	1 Activity each semester starting January 2021
		Embedding ethics & Best practices into the curriculum.	January 2023
		Participating and engaging communities in sectoral or neighbourhood level development.	1 Activity each semester starting January 2021

### 6 Vision for Sushant School of Art and Architecture by 2023

Student	Total No of Enrolments	780 Students*
	In Undergraduate programmes	700
	In Post graduate programmes	80
	In PHD Programme	15
	Online/Distance learning programme	In line with university
	International Students	15
Faculty	Total No of Faculty	12
	Faculty in B.Arch	56
	Faculty in M.Arch	16
	Faculty with Doctorate	20
	Faculty with Rich Industry Experience	20
	International Faculty	4
Research	Total Publications/Citations	100**
Rankings & awards	National Rankings	4 Prominent Rankings 4 International Awards Tier 1 Ranking amongst all Embassies
Infrastructure Upgradation	Renovation	All Labs in the basement Studio and Lecture room furniture All rooms in M.Arch programmes



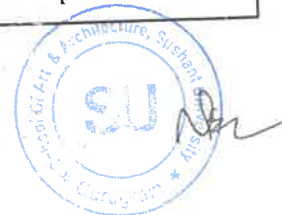
		Faculty Room upgradation 100% WiFi and Internet connectivity
	New Construction	Construction yard Advance Labs (Robotics, 3D printing, VR) Studios for final year NASA Room Rooms for Student societies and clubs

\* 140 students in each year of B.Arch and 80 students in M.Arch (4 programmes)

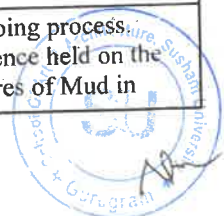
\*\* 2 per year research papers

**Snapshot of Implementation Timelines.**

Key performance indicators (KPI)	Target Time line	Timeline Achievement Status
Regular planning of FDPs and MDPs for faculty members.	August 2021	Most of the faculties attended various FDP's throughout the year.
Modifications in teaching pedagogy and methodology	December 2021	-Updating and Revising the B.Arch and M.Arch Syllabus in line with NEP 2020 and the accreditation bodies like CoA, ITPI -Encouraged to undertake MooC and VAC Courses online to earn credits and completing courses at their own pace in the semester.
Alignment of tracks, introduction of additional value added courses, enhancing elective track	July 2021	Additional Value Added Courses like: Solar Passive Architecture, Climate Change and Disaster Management were added to the curriculum in Academic year 2021-22.
Integration technology with studios and lectures to enhance the learning process	As per semester	Yes, ongoing process. All courses aligned with LX portal with profiles of faculty taking a particular course since Academic year 2022. 6 studios incorporated with smart boards.
Each semester studio projects are converted as lab/live projects in collaboration with organisations	As per semester	Continuous process, conducted as per studio requirement.



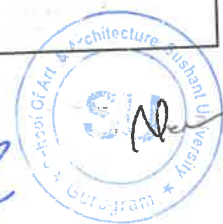
Student led events and activities	As per semester	Every year a student council is formulated which conducts various events such as: Founder's Day, celebrating various festivals and more events. Student led clubs are also present.
Progressive marking system in each lecture and studio based assignments. Pulse check system after mid-term to correct overall performance of students. Remedial measures in terms of assignments and mentoring sessions	August 2021	Progressive marking system integrated since Academic Year 2021.
		Yes Pulse check system incorporated through YCCM meetings since 2022.
		Yes Remedial measures in assignment taken through the identification of Slow/Fast learner process since Academic Year 2023.
Planning of semester exchange programmes for students and faculty members with existing and future global Universities	June 2022	Ongoing process to collaborate in different capacities based on statutory guidelines.
Planning of studio projects and dual degrees with existing and future global Universities.	September 2022	Exploring possibilities with statutory bodies
Initiate mentoring session with respect to skill based programmes and PhD programmes and emphasize enrollment of faculty members	December 2021	Faculties encouraged to do PhD. A strength of 7 doctorate faculties and 16 pursuing PhD by the year 2024.
Publishing research papers in reputed journals & conferences	June 2022	Various faculty members and students published papers in reputed journals and conferences in the academic year 2022 with proper ISSN number.
Participate and contribute in research based events and seminars both nationally and internationally.	Every Year	Active participation seen from faculty members.
Conceptualizing and Conducting research conferences, seminars, conclaves and similar research activities	June 2021	Ongoing process. Conference held on the Futures of Mud in



		Architecture in July 2021 – April 2022
Dedicated mentor to be assigned to each student undergoing an internship who will act as a liaison between industry and institution.	Already in place	Mentorship provided to students on internship by faculties.
Creation of robust monitoring system to track student's internship performance and regularity during internships and address concerns if any.	Already in place	Robust monitoring system through weekly logbooks and external jury added to the course curriculum to ensure student's performance and monitor their regularity.
Regular FDPs and various other training programmes for faculty.	June 2021	FDP organised in Academic year 2022 on Planning and Designing for Climate Resilient Built-Environment.
Engagement of faculty in consultancy projects	December 2021	Consultancy project taken up by faculty member in Academic Year 2022.
Conduct Dean – Industry meet to facilitate a better industry connect & network.	June 2021	Conducted regular industry visits and workshops
MOU's and Academic tie ups with architecture firms and research institutes	March 2022	13 MOU's signed until Academic year 2024
Associations and memberships with national international organisations	August 2021	Faculties have membership with COA and various other bodies.
More industry visits and experiential field visits	February 2022	Industry visits conducted in the year 2022.
Demonstration/live sessions from Professionals		Regular Industry Connect lectures by guest professionals from different backgrounds in every semester.
Students led events and activities		Various student council driven activities taken place throughout the year
Development of Construction Yard Upgradation & Renovation of existing lab facility and infrastructure Creation of advanced labs – VR Lab, Robotic Lab, Parametric Modeling Lab	December 2021	Carried forward to the next strategic plan.
Enhancement of library – Architecture books, research papers and secondary resources.	August 2022	Regular book purchases of Books and other resources regularly done every Academic Year.



Automated system of issuing and returning of books	August 2020	Existence of Semi-Automated system controlled by the librarian.
India Today ranking	April 2021	Best Architecture Institute Ranking for 2022 and 2023: Achieved Number 1 Ranking amongst Private Architecture Institute in North India by India Today Group.
QS Ranking	February 2022	Ongoing process
Outlook- India's Top 10 Architecture Schools	April 2021	Best Architecture Institute Ranking for 2022 and 2023: Achieved Number 1 Ranking amongst Private Architecture Institute in North India by Outlook Group.  4th- All India overall Rank (2023) 5th All India overall Rank (2022)
Hire & retain high-quality and diverse faculty with an orientation towards research. Minimum of 1 quality publication per semester by each faculty.	February 2021	Ongoing process: Have faculties with diverse profiles with core strengths of international exposure and research expertise.
50 % of architecture faculty to have doctoral qualification.	May 2023	Encouraged faculties to undertake a PhD research. Have 7 doctorate faculties and 16 pursuing PhD by the year 2024.
Faculty to undertake refresher course or specialized trainings.	August 2022	Stalled due to COVID-19, shifted to next operational plan
Faculty to do 1 online course per semester.	June 2021	Faculties encouraged for the same throughout the semesters, same to be reflected in their pedagogy.
Students to focus and contribute towards community and society through CSR activities and other related events for betterment of the society.	1 Activity each semester starting January 2021	Ongoing process for incorporating the same.
Embedding ethics & Best practices into the curriculum.	January 2023	Ongoing process





Participating and engaging communities in sectoral or neighbourhood level development.	1 Activity each semester starting January 2021	Incorporated in Academic year 2022-23 in Masters Programs.
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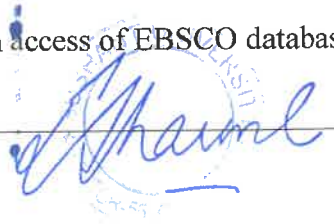
**School of  
Business**



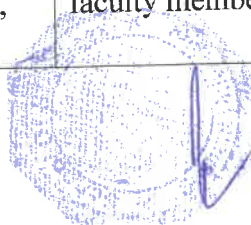
## Implementation Plan – School of Business

### Snapshot of the Implemented Timelines (22 – 26)

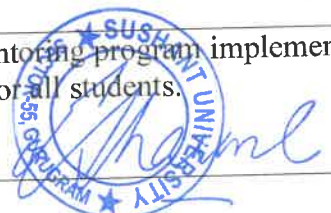
S.No	Strategic Area	Key Focus Areas	Initiatives/ Actions	Expected Outcome
1	<b>Excellence in Business Education</b>	Academic Excellence, Curriculum Innovation, Pedagogical Approaches	<ul style="list-style-type: none"> <li>- Incorporate experiential learning</li> <li>- Conduct regular curriculum review</li> <li>- Alignment of Courses with NEP 2020</li> <li>- Membership of Professional bodies</li> <li>Procurement of Bloomberg terminal</li> </ul>	<p>Inclusion of industrial visit, AIMA program participation. Social internship and Summer internship as integral part of the curricula</p> <p><b>Conducted annual</b> curriculum reviews meeting and implemented the suggestions. Invited experts for BOS from industry &amp; reputed institutes like IIM.</p> <p><b>UG programs mapped with</b> NEP 2020 since 2023.</p> <p>Acquired AIMA Membership</p> <p>Yet to be initiated</p>
2	<b>Quality Academic Research by Students and Teachers</b>	Research Focus Areas, Faculty Research Initiatives, Student Research Support	<ul style="list-style-type: none"> <li>- Establish research centers</li> <li>- Encourage student participation in research</li> <li>- Acquire Access of databases</li> </ul>	<p>Yet to be initiated</p> <p>-Students have presented papers in various national / international conferences since 2023.</p> <p>Taken access of EBSCO database</p>

3.	<b>Experiential Learning through Exceptional Industry Connect</b>	Industry Partnerships, Internships, Industry Projects, Guest Lectures	<ul style="list-style-type: none"> <li>- Establish and strengthen industry ties</li> <li>- Organize internships</li> <li>- Organize corporate training</li> <li>- Invite industry experts for guest lectures/workshops</li> <li>- Visiting faculty for practical/ corporate exposure</li> </ul>	<p>Collaborated with Samatrix.io,</p> <p>100% students were given internships till now.</p> <p>Training are yet to be initiated</p> <p>1 guest lecture per semester was organized where eminent speakers from corporate like Erricson, Indigo, Sharekhan etc. were invited</p> <p>20% of visiting faculty were invited in last three semesters</p>
4	<b>Upgradation of Business Infrastructure &amp; Resources</b>	Technological Advancements, Classroom Facilities, Library Resources	<p>Establishment of Business Lab</p> <p>Class Facilities</p>	<p>Established Business Analytics Lab, Data Driven Lab in 2023.</p> <p>Creation of new block for MBA and BCom.</p>
5	<b>National and International Rankings</b>	Ranking Strategy, Global Exposure, Accreditation	<ul style="list-style-type: none"> <li>- Focus on continuous improvement in rankings</li> <li>- Apply for NIRF Ranking</li> <li>- Increase international students</li> </ul>	<p>Best Business School Campus, 2022.</p> <p>4<sup>th</sup> best Emerging Business School by ToI, 2023.</p> <p>No. 2 Outstanding Excellence 2024.</p> <p>Top Elite Business School by GHRDC 2024</p> <p>Yet to be initiated</p> <p>To be improved</p>
6	<b>Strengthened Faculty Profile</b>	Faculty Recruitment,	- Hire qualified faculty members	Hired NET/ PhD qualified faculty with industry experience.



		Development Programs	- Launch continuous professional development programs	2 FDPs and 1 FTP conducted every year since 2023.
7	<b>Creating Ethical and Socially Responsible Business Leaders</b>	Ethics in Curriculum, Leadership Programs, Community Engagement	- Integrate ethics into all courses - Promote student involvement in social responsibility initiatives	Majority of courses include ethics, leadership. Increased the social internship program duration from 1 week to 2 weeks
8	<b>International Exposure and Global Engagement</b>	International Exchange Programs, Global Internships, Collaborative Projects	- Establish international partnerships - Create global internship opportunities	Increased global exposure, cross-cultural learning. Tie-up with Essex university, UK since 2023. International FDP conducted every year.
9	<b>Entrepreneurship and Innovation</b>	Entrepreneurial Initiatives, Incubator Setup, Startup Support	- Set up an entrepreneurship cell - Offer mentorship to startups - Organize innovation challenges	Entrepreneurship cell commenced in July 2023. Yet to initiate Organized Nirmaan, Business plan competition yearly to promote entrepreneurship. Nurturing student innovation and business ventures via TDCC/ Incubation courses
10	<b>Corporate Interface and Industry Partnerships</b>	Industry Partnerships, Corporate Mentoring, Guest Lectures	- Strengthen industry collaborations - Invite industry experts for mentoring - Organize corporate-led workshops	Collaboration with Sematrix since 2024. Industry experts from Erricson, Indigo, Sharekhan etc. were called for mentoring sessions.
11	<b>Student Engagement and Welfare</b>	Student Support Systems, Mentorship,	- Launch mentorship and counseling services	Mentoring program implemented in for all students.



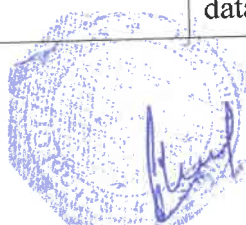
		Campus Facilities	- Improve campus facilities	Washroom and drinking water facility upgraded.
			- Promote extracurricular activities	Enhanced student satisfaction and holistic development via extra-curricular activities like club & sports.
12	<b>Sustainability and Social Responsibility</b>	Sustainable Practices, Community Outreach, Social Impact Programs	- Launch sustainability initiatives on campus	Increased social responsibility, positive societal impact via 100% Social internship program.  Organized plantation, mask distribution, road safety, cleanliness etc drives.
			- Organize social impact programs	
			- Engage students in CSR projects	



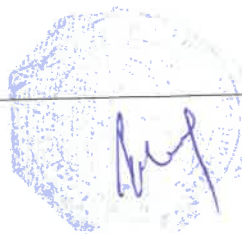
## Implementation Plan – School of Business

Snapshot of the Implemented Timelines (2019 - 2022)

S.No	Strategic Area	Key Focus Areas	Initiatives/ Actions	Expected Outcome
1	<b>Excellence in Business Education</b>	Academic Excellence, Curriculum Innovation, Pedagogical Approaches	- Design innovative and comprehensive curricula	Conducted annual curriculum reviews meeting and implemented the suggestions.
			- Incorporate experiential learning	Given opportunity to students to visit Warwick
			- Conduct regular curriculum reviews	Included competitive specialization to strengthen the programs at school
			- Membership of Professional bodies	Process initiated
2	<b>Quality Academic Research by Students and Teachers</b>	Research Focus Areas, Faculty Research Initiatives, Student Research Support	Encourage Faculty members for FDP and conference participation	FDP conducted from 2019-2022. FDP/conference attended by Faculty members:
			- Encourage faculty for research funding and grants	All faculty members were given financial assistance every year.
			- Acquire Access of databases	Process initiated in collaboration with library



3	<b>Experiential Learning through Exceptional Industry Connect</b>	Industry Partnerships, Internships, Industry Projects, Guest Lectures	- Establish and strengthen industry ties	Collaboration with UpGrad & ImaginXp, International Skill Development Corporation, KOREAN ENHANCEMENT, etc 100% students were given internships  1 guest lecture per semester was organized where eminent speakers from corporate like ISDC, Upgrad, etc were invited  Yet to be initiated
			- Organize internships and corporate training	
			- Invite industry experts for guest lectures    -Visiting faculty for practical/ corporate exposure	
4	<b>Upgradation of Business Infrastructure &amp; Resources</b>	Technological Advancements, Classroom Facilities, Library Resources	Establishment of Skill based lab & Business Lab	Established Skill Development Lab
			- Upgrade IT and library resources	All classes have projectors.
			- Enhance online learning platforms	LMS implemented in 2019.
5	<b>Strengthened Faculty Profile</b>	Faculty Recruitment, Development Programs	- Hire qualified faculty members	PhD qualified faculty, some with industry experience.
			- Launch continuous professional development programs	1FDP conducted every year.
6	<b>Creating Ethical and Socially Responsible Business Leaders</b>	Ethics in Curriculum, Leadership Programs, Community Engagement	- Integrate ethics related subjects into all programs	Business Ethics & corporate governance included as course in PG program
			- Promote student involvement in social responsibility initiatives	Students undergo social internship program.





7	<b>International Exposure and Global Engagement</b>	International Exchange Programs, Global admissions	- Establish international partnerships Intake of foreign students	Tie-up with Warwick University, UK in 2019.
		Collaborative Projects	Conduct International FDP	Yet to be initiated.  IFDP conducted.
8	<b>Student Engagement and Welfare</b>	Student Support Systems, Mentorship, Campus Facilities	- Launch mentorship and counseling services	Mentoring for all students.
			- Improve campus facilities	Transportation facility applied.
			- Promote extracurricular activities	Enhanced student satisfaction and holistic development via extra-curricular activities like club & sports.
9	<b>Sustainability and Social Responsibility</b>	Sustainable Practices, Community Outreach, Social Impact Programs	- Launch sustainability initiatives on campus	Increased social responsibility, positive societal impact via 100% Social internship program,
			- Organize social impact programs	
			- Engage students in CSR projects	

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**School of Design**

## Implementation Plan – School of Design

### Snapshot of the Implemented Timelines

Key performance indicators (KPI)	Target Time line	Timeline Achievement Status
Best Institution for Academic Excellence in Design in India	January 2019	Certificate for best institution from ASCHOM
Percentage of courses that include topics on ethics, sustainability, and social responsibility in design.	1 Activity each semester starting January 2021.	at least 50 percent of courses include topics of ethics, sustainability and social responsibility.
Percentage of faculty with active industry experience or research publications	February 2021	Forty percent of faculty have published research or have industry experience.
Number of faculty development programs attended per year	March 2021	at least two to three FDPs are attended by various faculty over the year.
Amount of funding or grants awarded for student and faculty research projects annually.	March 2021	Around 8 Lakh rupees are allotted in funding of research projects annually
Number of interdisciplinary research projects or collaborations between departments.	May 2021	there are three interdisciplinary research projects being undertaken.
Number of international exchange programs or global industry collaborations per year	June 2021	We have several MOUs with international universities. At least 2 global exchange programs are conducted every year.
Percentage of students participating in internships, co-op programs, or live industry projects.	June 2021	25 percent of students are participating in internship programs.
Percentage of faculty with advanced degrees or industry recognition awards, certifications.	July 2021	20 percent of faculty have advanced degrees
Number of industry collaborations or partnerships involving faculty in research, projects, or consultancy.	June 2021	3 industry collaborations are going on simultaneously

Number of industry professionals involved in curriculum development and guest lectures	July/August 2021	3 BOS members are from industry involved in curriculum design. 30 percent of visiting faculty is from industry.
Number of industry partnerships or collaborations established annually.	August 2021	There are around 3 industry partnerships established annually.
Number of courses or workshops co-designed with industry leaders or professionals..	August 2021	At least 10 courses are designed with industry professionals.
Percentage increase in investment for new design tools, software, and technology annually.	August 2021	10 percent increase in investment.
Number of advanced design tools (e.g., AR/VR, 3D printers) available for student use.	August 2021	3 advanced design tools are available for students
Frequency of curriculum updates to reflect emerging design trends and technologies	November 2021	We conduct a BOS twice a year to implement modifications in the curriculum
Percentage of students and faculty involved in cross-disciplinary research initiatives.	December 2021	two percent of faculty is involved in cross-disciplinary research
Frequency of industry experts participating in guest lectures, workshops, or mentorship.	January 2022	there is a guest lecture from industry organised every week as part of our thursday lecture series.
Number of networking events, career fairs, or industry-specific conferences hosted annually.	February 2022	There are two networking events hosted annually.
Percentage of students who secure job offers or internships through networking events.	February 2022	at least 70 percent of students secure internship through networking events.
Percentage of the curriculum aligned with current industry trends and employer needs.	March 2022	80% of the curriculum is aligned with the current trends and employer needs.



Number of research publications (papers, articles) by students and faculty per year.	June 2022	At least 5 publications per year
Participation rate of students and faculty in academic conferences, symposiums, or seminars..	June 2022	Faculty actively participate in conferences and seminars
Number of student projects completed in collaboration with industry partners.	June 2022	Around 6 student projects have been completed in collaboration with industry partners.
Amount of funding allocated for campus and facility improvements labs, studios.	August 2022	Rs 1 lakh is allocated for campus and facility improvements
Number of research papers, articles, or design projects published annually by faculty members.	August 2022	3 research paper, articles and projects are published annually
Number of guest lectures, workshops, or seminars conducted by experts in ethics and social responsibility.	January 2023	at least 1 guest lectures per month are conducted on ethics and social responsibility
Number of faculty members participating in professional development programs conferences, workshops.	May 2023	all faculty are participating in faculty development programs
Student satisfaction rating on the quality of physical learning spaces classrooms, labs.	Ongoing	rating 4 out of 5 on the quality of physical learning spaces, classrooms, labs.



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**School of  
Engineering &  
Technology**



## Implementation Plan – School of Engineering & Technology

### Snapshot of the Implemented Timelines

Key performance indicators (KPI)	Target Timeline	Timeline Achievement Status
50% of engineering faculty to have doctoral qualification.	May-23	Completed in May' 23; >50% engineering faculty with doctoral qualification
Enhanced focus on Number of interdisciplinary research projects or collaborations between departments	Apr-23	Completed Mar' 23; Various interdisciplinary projects undertaken as part of the effort
Enhanced focus on Patents	Feb-23	Ongoing; SET faculty members completed various patents
Faculty expertise sharing through book / chapter writing	Feb-23	Ongoing; SET Faculty contributed as Author/Co-Author for various books and chapters
Embedding & Incorporating Globalization, ethics & Best practices into the curriculum.	Jan-23	Completed in Aug' 21; Mentioned elements incorporated in curriculum
Enhance frequency of curriculum updates to reflect emerging technologies trends	Dec' 22	Completed; Curriculum now reviewed periodically to align with market ask
Remedial action plan to be in place to provide additional support as needed for students	Sep' 22	Completed in Sep' 22; Remedial classes conducted as part of action plan
Enhancement of library – Engineering Section of books, research papers and secondary resources.	Aug-22	Library enhancement completed in Aug' 22 as per requirements
Faculty to undertake refresher course or specialized trainings.	Aug-22	Refresher courses / trainings completed in Aug' 22
Outlook- India's Top 20 Engineering institutes	Jul-22	Completed in July' 22
Develop student's assessment modules that involve research (both primary and secondary)	Jun-22	Completed in Aug' 21; Assessment modules developed as per requirements
Restructuring or revision of curriculum to make it more research oriented.	Jun-22	Completed in July' 22; Curriculum restructured as per requirements
On the Job training for the members of the faculty in renowned companies during the slag period.	Jun-22	Completed in June' 22; OJT completed as per requirement



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Enhanced focus on improving employability for students by organizing webinars on Interviews / interactions	Apr-22	Completed Mar' 22; Organized sessions with Industry experts on interviews / placement
More industry visits and experiential field visits	Feb-22	Completed in Feb' 22
Demonstration/live sessions from corporate Professionals	Feb-22	Completed in Feb' 22
Students led technical events and activities	Feb-22	Completed in Feb' 22
GHRDC (Global Human Resource Development Centre)	Feb-22	Completed in Feb' 22
Creation of robust monitoring system to track student's internship performance and regularity during internships and address concerns if any.	Jan-22	Completed in Jan' 22; Internship performance monitoring system enhanced
Updation of teaching pedagogy and methodology to be adopted based on the course requirements	Dec-21	Adoption completed in Dec' 21 as per requirements
Participate and contribute in research-based events and seminars both nationally and internationally.	Dec-21	Completed in Dec' 21
Monitoring of student academic progress & regularity in classroom - session.	Aug-21	Completed in Aug' 21
Assessment of learning curve of students, address concerns and take necessary actions towards academic progression of the students.	Aug-21	Completed in Aug' 21
Curating engineering programs in the niche areas of engineering & technology to attract international students.	Aug-21	Completed in Aug' 21
Dedicated mentor to be assigned to each student undergoing an internship who will act as a liaison between industry and institution.	Aug-21	Completed in Aug' 21; Dedicated Mentors assigned as per requirement
Associations and memberships of industry Associations and groups.	Aug-21	Completed in Aug' 21
Construction of Computer Lab / show Lab	Aug-21	Completed in Aug' 21; Construction of labs completed as per requirement
Upgradation & Renovation of existing lab facility and infrastructure	Aug-21	Completed in Aug' 21



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Dean, Faculty of Technology  
Sushant University,  
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Installation of engineering subjects software	Aug-21	Completed in Aug' 21
Management of financial & Non-financial resources (CAPEX) through creating of monthly expense budget, Operating expense and annual budget.	Ongoing	Ongoing
Improvement in the learning model through maximizing the usage of learning management systems.	Whenever aligned at university level	Completed and ongoing
FDP's & MDP's for course instructors shall be planned and organized at regular intervals.	June/July 2021	Achieved in July' 21 through various FDP programs
Increased engineering certification courses under continuing education with SET.	Jun-21	Completed in July' 21
Encourage enhanced participation in IBM summer term internship.	Jun-21	Completed in June' 21
FDP's & Training programmes to be conducted for members of the faculty based on the area of expertise by industry experts.	Jun-21	Completed in July' 21
Hire & Retain high quality and diverse faculty with an orientation towards research. Minimum of 1 quality publication per semester by each faculty.	Jun-21	Completed in June' 21 & ongoing
Faculty to do 1 online course per semester.	Jun-21	Completed in Aug' 21
Publishing research papers in reputed journals & conferences	May-21	Completed in May' 21
Guest lectures and FDP's & MDP's by eminent & learned research scholars.	ongoing	Ongoing
Conduct industry – HoD meets to facilitate a better industry connect & network.	Apr-21	Completed in May' 21
India today ranking	Apr-21	Achieved in May' 21
Organizing and planning events conceptualized, managed by students.	Mar-21	Completed in March' 21
Conceptualizing and Conducting research conferences, seminars, conclaves and similar research activities	Mar-21	Completed in March' 21



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Increased real-life hands-on training, industry visits and familiarization tours.	Feb-21	Completed in March' 21
Students to focus and contribute towards community and society through CSR activities and other related events related to well-being of the society	1 Activity each semester starting January 2021	Ongoing
More value-added courses to be incorporated in the syllabus to sensitize students towards subjects that imparts transferrable & life skills	Jan-21	Completed in Jan' 21; Value added courses incorporated as per requirements
Integration of traditional classroom teaching with technology led teaching.	Jan-21	Integration completed in Feb' 21

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**School of Health  
Sciences**

## Implementation Plan – School of Health Science

### Snapshot of the Implemented Timelines

Key performance indicators (KPI)	Target Time line	Timeline Achievement Status
Incorporating more value-added courses and Skill enhancement into the curriculum to inspire students and equip them with transferable and essential life skills, fostering a well-rounded, future-ready mindset.	January 2019	Started from August 2019 Ongoing
Encourage student participation in research paper competitions, conferences, and publications.	January 2019	Ongoing
Adopt and update teaching methodologies based on course requirements, ensuring alignment with industry standards.	December 2019	Ongoing
Increased real-life hands-on training, industry visits and familiarization tours.	April 2019	Started from August 2020 Ongoing
Conduct workshops and training sessions for students on research methodologies, critical thinking, and data analysis.	January 2020	Started from August 2020 Ongoing
Develop student's assessment modules that involve research (both primary and secondary)	June 2021	Completed in October 2021
Monitoring of student academic progress & regularity in classroom - session. Assessment of learning curve of students, address concerns and take necessary actions towards academic progression of the students.	August 2021	Ongoing
Implement and integrate technology-led teaching approaches alongside traditional methods.	January 2020	Completed in July 2021
Organize more industry and experiential field visits for students to gain practical exposure.	January 2022	Students are going for industry visit in every semester.
Encourage faculty to publish research papers in reputed journals and conferences.	May 2022	Ongoing
Regular review sessions with mentors to assess student progress and feedback.	December 2022	Ongoing
Host guest lectures, Faculty Development Programs (FDPs), and Management Development Programs (MDPs) led by eminent research scholars.	FDPs/MDPs conducts each semester	Ongoing



Organize Faculty Development Programs (FDPs) and training sessions by industry experts in relevant areas of expertise.	Feb 2023	Ongoing
Organizing and planning events conceptualized, managed by students of Health Science Smartbin.	March 2023	Completed in October 2023
Improvement in the learning model through maximizing the usage of Digital learning systems.	May 2023	Ongoing
Excellence Award	June 2023	Completed in June 2023
Participate and contribute in research-based events and seminars both nationally and internationally.	December 2023	Ongoing
Enhancement of library –Section of books, research papers and secondary resources.	December 2023	Ongoing
Increase the percentage of faculty with doctoral qualifications to 50%.	March 2024	Ongoing
Conceptualizing and Conducting research conferences, seminars, conclaves and similar research activities	March 2024	Ongoing
Achieve 100% compliance for all faculty with at least 1 publication per semester in peer-reviewed journals.	June 2024	Ongoing
Conduct healthcare social awareness campaigns and public sessions on healthcare's impact.	August 2024	Ongoing
Students are encouraged to focus on and actively contribute to the community, society, and initiatives that promote overall societal well-being.	Activity each semester starting January 2024	Activity each semester starting January 2024
100% participation in at least 1 certified online course per semester by each faculty member.	January 2024	Working on it
Arrange live demonstrations and sessions by healthcare professionals to bridge theory and practical learning.	January 2024	Ongoing
Encourage student-led events and activities to promote leadership and practical skills.	January 2024	Ongoing



Establish MoUs and academic tie-ups with leading healthcare organizations and hospitals.	Feb 2024	Ongoing
Upgradation and renovation of existing lab facilities and infrastructure to meet advanced academic and research needs.	March 2024	Working on it
Establishment of demonstration rooms and a Center of Excellence Incubation Center to enhance hands-on learning, skill development, and innovation education.	March 2025	Ongoing
Join national and international healthcare associations and groups for networking and resource-sharing.	March 2025	Working on it
Creating mooc courses by faculties	April 2025	Working on it

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**School of Law**

**Implementation Plan – School of LAW**

**Snapshot of the Implemented Timelines**

Key performance indicators (KPI)	Target Time line	Timeline Achievement Status
<b>Revised Curriculum:</b> Regularly update syllabi to incorporate emerging areas like Data Privacy, AI Ethics, and International Trade Law.	Feb 2020	Partially Achieved International Trade Law has already been introduced.
<b>Skill-Based Learning:</b> Offer certificate courses in <b>legal writing, mediation, arbitration, and compliance management</b> to make students job-ready	June 2020	Not Achieved, ADR Subject has already been introduced.
<b>Research Centers:</b> Establish dedicated centers for <b>Environmental Law, Human Rights, International Arbitration, and Legal Tech</b> , which can act as think tanks and attract funding	October 2020	No Achieved
<b>Collaborative Research:</b> Partner with leading national and global institutions for joint studies, co-authored publications, and international conferences.	January 2021	Planned and will be conducted on 9 <sup>th</sup> April 2021
<b>Incentives for Research:</b> Provide grants for high-impact research, financial support for journal publication fees, and recognition for top-performing researchers.	February 2021	University has the policy
<b>Student Participation:</b> Introduce <b>student research assistant programs</b> , enabling them to work alongside faculty on live projects.  <b>Enhanced Legal Aid Clinics:</b> Expand legal aid services to underserved communities, offering free legal counseling, dispute resolution, and rights awareness campaigns.  Collaborate with local NGOs and bar associations to widen the clinic's impact	April 2021	Partially achieved. Planned to assist students in research. Organised Legal Aid Camps. 

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<b>Pro Bono Initiatives:</b> Partner with law firms to establish a <b>pro bono network</b> , involving students in real-world legal aid projects	June 2021	Not Achieved
<b>Awareness Campaigns:</b> Conduct public outreach programs on pressing issues like women's rights, cyber fraud, and environmental protection.	September 2021	Started
<b>Policy Advocacy:</b> Develop white papers and policy recommendations to address regional legal challenges.	January 2022	Not Achieved
<b>Workshops and Seminars:</b> Host events for the local community on <b>consumer rights, property disputes, and family law</b> to build trust and visibility.	April 2022	Not Achieved
<b>Mock Trials and Moot Courts:</b> Invite schools and colleges to observe or participate, spreading legal awareness at the grassroots level.	July 2022	Started and Achieved
<b>National and International Conferences:</b> Focus on themes that blend academics with community issues, such as "Access to Justice in Rural Areas."	November 2022	Not Achieved
<b>Domestic Collaborations:</b> Partner with national institutions like NLSIU or Jindal Global Law School for co-hosted events, faculty exchanges, and research sharing	January 2023	Planned to start
<b>Global Alliances:</b> Sign MoUs with universities like <b>Harvard, Leiden, and the London School of Economics</b> for joint research, student exchanges, and dual degree programs.	April 2023	Not Achieved
<b>Corporate Tie-Ups:</b> Collaborate with law firms, corporates, and government bodies to provide hands-on learning opportunities through internships and live projects.	June 2023	One MOU signed with Lawyered Sproutech Solutions Private Limited on 12 December 2020. We are in process to sign more MOUs
<b>NGO Partnerships:</b> Engage with NGOs for collaborative work in areas like child rights, prison reform, and legal literacy.	September 2023	Not achieved

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Build state-of-the-art moot court halls, mediation rooms, and e-resource libraries with access to global legal databases like Westlaw and Manupatra.  <b>Virtual Platforms:</b> Set up a <b>virtual legal aid desk</b> where citizens can seek advice online.  <b>Technology Integration:</b> Use AI tools for research, simulation software for moot courts, and LMS for student engagement.	Feb 2024	Not achieved
<b>Skill-Building Programs:</b> Conduct regular training sessions on <b>legal drafting, negotiation skills, and courtroom demeanor</b> .	Feb 2024	Partially Achieved. Courses like Drafting, Pleading and Conveyancing and Contract Drafting has already been introduced in curriculum.
<b>Research Exposure:</b> Organize <b>annual research conclaves</b> where students can present their work to industry leaders and academics.	April 2024	Not Achieved
<b>Exchange Opportunities:</b> Establish international exchange programs for students to learn about comparative legal systems.	May 2024	Not Achieved
<b>Placements and Internships:</b> Leverage industry connections to secure top-tier internships and job placements for graduates	September June 2024	Achieved
<b>Feedback Mechanisms:</b> Actively collect feedback from students, faculty, alumni, and community stakeholders to refine processes.	November 2024	Achieved
<b>Internal Quality Assurance Cell (IQAC):</b> Set up a dedicated IQAC to monitor progress, especially in areas like research, collaboration, and outreach.	December 2024	Achieved
<b>Annual Reviews:</b> Conduct yearly audits of all initiatives to identify and address gaps in implementation	December 2024	Started



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|| University**

**VATEL Hotel &  
Tourism  
Business School**

### Snapshot of Implementation Overview

Key performance indicators (KPI)	Target Time line	Timeline Achievement Status
FDP's & MDP's for course instructors shall be planned and organized at regular intervals.	June/July 2021	Achieved, School level FDP conducted twice every year
Updation of teaching pedagogy and methodology to be adopted based on the course requirements.	December 2021	Achieved, Implemented CEE – Curriculum Enhancement & Enrichment Framework guidelines and embedded in the curriculum.
More value-added courses to be incorporated in the syllabus to sensitize students towards subjects that imparts transferrable & life skills	Jan 2021	Achieved, 2 value added courses per semester integrated in the curriculum imparting life skills, Soft skills introduced.
Integration of traditional classroom teaching with technology led teaching.	January 2021	Implemented with use of more Audio-Video Aids
Increased real-life hands-on training, industry visits and familiarization tours.	February 2021	Achieved, at least 1 Industry Visit planned for students per semester and more focus laid on experiential learning
Organizing and planning events conceptualized, managed by students.	March 2021	Yes, Every year student organise and plan the food events.
Improvement in the learning model through maximizing the usage of learning management systems.	Whenever aligned at university level	Achieved, ongoing process
Monitoring of student academic progress & regularity in classroom - session.	August 2021	Achieved
assessment of learning curve of students, address concerns and take necessary actions towards academic progression of the students.		Achieved, by addressing Slow & Advance learners and mapping activities to help slow and promote learning for advance learners.
Increased Hospitality certification courses & hospitality management courses under continuing education with vatel.	June 2022	Achieved, Introduced short duration courses
Encourage enhanced participation in Nimes summer term internship & marco polo student exchange programme.	June 2022	Ongoing process, students are encouraged to undergo multi-cultural exposure training
Curating hospitality programmes in the niche areas of Indian gastronomy, hospitality & culture to attract international students.	August 2022	Achieved, Introduced certificate courses in Culinary, bakery and desserts.
Develop student's assessment modules that involve research (both primary and secondary)	June 2022	Achieved, Promote research orientation of students through research papers presentation in conferences.

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Sector-35, Gurugram  
Haryana





Restructuring or revision of curriculum to make it more research oriented.	June 2022	Curriculum updating done every year taking stakeholders feedback into consideration.
Publishing research papers in reputed journals & conferences	May 2021	Achieved, faculty instructed/motivated to publish papers in journals of repute and through provision of Financial assistance from university's end via research and promotion policy.
Participate and contribute in research-based events and seminars both nationally and internationally.	December 2021	Ongoing process. The research participation has increased since Dec 2021.
Conceptualizing and Conducting research conferences, seminars, conclaves and similar research activities	March 2021	Achieved, Vatel Conceptualise and organise international Hospitality conference every year since 2022.
Guest lectures and FDP's & MDP's by eminent & learned research scholars.	December 2021	Achieved, External Resource persons were invited in the school level FDP, Deliberations – Ongoing on Implementation of MDP Programs by various schools.
Dedicated mentor to be assigned to each student undergoing an internship who will act as a liaison between industry and institution.	August 2021	Achieved, Addresses not just academic concerns but also addresses Psychological needs of Students.
Creation of robust monitoring system to track student's internship performance and regularity during internships and address concerns if any.	January 2022	Achieved, monitor in every month during the training
FDP's & Training programmes to be conducted for members of the faculty based on the area of expertise by industry experts.	June 2021	Achieved
On the Job training for the members of the faculty in renowned hotels during the slag period.	June 2022	Achieved, faculty visits International Hotel Chains to update themselves with latest tech and advancements in the field of Hospitality.
Conduct industry – HoD meets to facilitate a better industry connect & network.	April 2021	Implemented but at a very nascent stage. Aim to have a HOD and dean meet at a bigger scale in the year 2022.
MOU's and Academic tie ups with 5-star hotels	March 2022	Achieved, tie-up with various 5 star hotel. Oberoi, Marriott Accor. IHG.
Associations and memberships of Hospitality Associations and groups.	August 2021	Achieved, took membership of AIMA
More industry visits and experiential field visits Demonstration/live sessions from hospitality Professionals	February 2022	Achieved, organise every year for better knowledge & new trends

Students led Hospitality events and activities		
Construction of demonstration / show kitchen Upgradation & Renovation of existing lab facility and infrastructure Installation of hospitality management software	August 2021	Achieved, upgradation of demo kitchen, State of the art advance kitchen lab, coffee place & mock suite
Enhancement of library – Hospitality Section of books, research papers and secondary resources.	August 2022	Achieved, online books resources collected by Members of the faculty and shared with students on need basis.
Management of financial & Non-financial resources (CAPEX) through creating of monthly expense budget, Operating expense and annual budget.	August 2020	Achieved
India today ranking	April 2021	Will go for GHRDC only.
GHRDC (Global Human Resource Development Centre)	February 2022	Achieved
Outlook- India's Top 20 Hotel Management institutes	July 2022	No action Required. Will not go for outlook ranking.
Hire & Retain high quality and diverse faculty with an orientation towards research. Minimum of 1 quality publication per semester by each faculty.	June 2021	Ongoing Process
50 % of Hospitality faculty to have doctoral qualification.	May 2023	Encouraged faculties to undertake a PhD research
Faculty to undertake refresher course or specialized trainings.	August 2022	Achieved, done by faculty in march 2021 under AICTE-NITTT
Faculty to do 1 online course per semester.	June 2021	Ongoing, done by faculty from Havard Business School in dec 2021
Students to focus and contribute towards community and society through CSR activities and other related events related to well-being of the society.	1 Activity each semester starting January 2021	Conduct CSR Activities ,spend time with under privileged, Donate Essential to those who are in need.
Embedding & Incorporating Globalization, ethics & Best practices into the curriculum.	January 2023	Integrate Case studies using global Hospitality scenarios , guest profiles and situations