



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)

IN THIS FILE

- **Institutional Developmental Plan**

Sushant University

soaring high



INSTITUTIONAL DEVELOPMENT PLAN 2025

Sushant University-
Golf Course Road | Sector 55 | Gurgaon, Haryana



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Preamble

Sushant University integrates ancient and modern knowledge with a contemporary international approach, positioning itself as a progressive university committed to holistic education, with the motto– 'Ahead, for life'. The university offers merit-based scholarships, allied certifications, interdisciplinary learning, soft skills training, student mentoring and global collaborations, ensuring comprehensive students' development and shaping them into responsible citizens of India.

The university's vision and mission are aligned with the local, regional and national interests focusing on societal contribution, adding value and assuring overall well-being. The interests of stakeholders including students, parents, faculties and the industry professionals have been closely guarded and efforts have been made to foster a universal understanding.

The Governing Council of the university comprises of industry experts from various fields, who periodically review and integrate the best practices. These are incorporated in the curricula of all schools, thereby upgrading and making the pedagogical approach relevant and contemporary. Clear, time-bound, realistic goals are established, accompanied by a closely monitored follow-up system to ensure progress.

The University is dedicated to harnessing the boundless energy, enthusiasm and passion of students, while valuing their interests to help them to achieve their life goals. Providing students their due space and liberty of self- expression through the establishment of a student body and keeping a close contact with alumni are the key elements of Sushant University's lifelong learning systems. These initiatives aim to thrust India at the forefront of education and knowledge dissemination of the highest order.



From Vice Chancellor's Desk



I am honored to present Institutional Development Plan (IDP) of Sushant University, aimed at establishing the institute as a global leader in higher education through excellence in research, innovation, and participatory governance. Aligning with **NEP 2020** and Sustainable Development Goals (**SDGs**), this plan emphasizes diversity, interdisciplinary learning, international collaborations, and holistic student development. Key areas of focus include academic excellence, research, faculty and student satisfaction, digital transformation and sustainable infrastructure. Enablers such as governance, financial stability, industry partnerships and alumni networks support IDP implementation. The plan outlines a strategic path for long-term growth and impact, emphasizing cutting-edge pedagogy, employability, and global visibility.

Sushant 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.

Students at Sushant University are enthusiastic, engaged and possess an entrepreneurial mindset. We provide and create opportunities for our students to cultivate a global perspective through our partnerships with universities and organizations worldwide. We are confident that with goals set for next five years, Sushant will emerge as University of eminence that caters both local and global needs.

Regards

Prof. Rakesh Ranjan



Sushant University

Sector 55, Golf Course Road, Gurugram-122003 *soaring high*



VISION

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

MISSION

- 1. Transform lives & communities through education & 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.**



OUR CORE VALUES



**Intellectual
Excellence**

**Student
Centric**

**Diversity
&
Inclusiveness**

**Multidisciplinary
Approach**

**Global
Engagement**

Sustainability

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, enhances the student-welfare activities, academic counselling and administrative support services, helping to shape responsible citizens of the future.

Diversity & Inclusiveness:

In order to appreciate a culturally and intellectually diverse community, Sushant University understands both differences and similarities among individuals and aspires to emerge

as an increasingly inclusive educational institution that attracts, retains, and values talented people from all walks of life.

Multi- disciplinary 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. The same is reflected in the trans-disciplinary Courses offered by the university across various disciplines, enabling students to develop a well-rounded, multi- disciplinary approach.

Global Engagement:

Through outreach, research, and partnerships, the university promotes sustainable development and a happy, healthy, and inclusive society. This engagement is global in scope and grounded in intercultural understanding.

Sustainability:

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

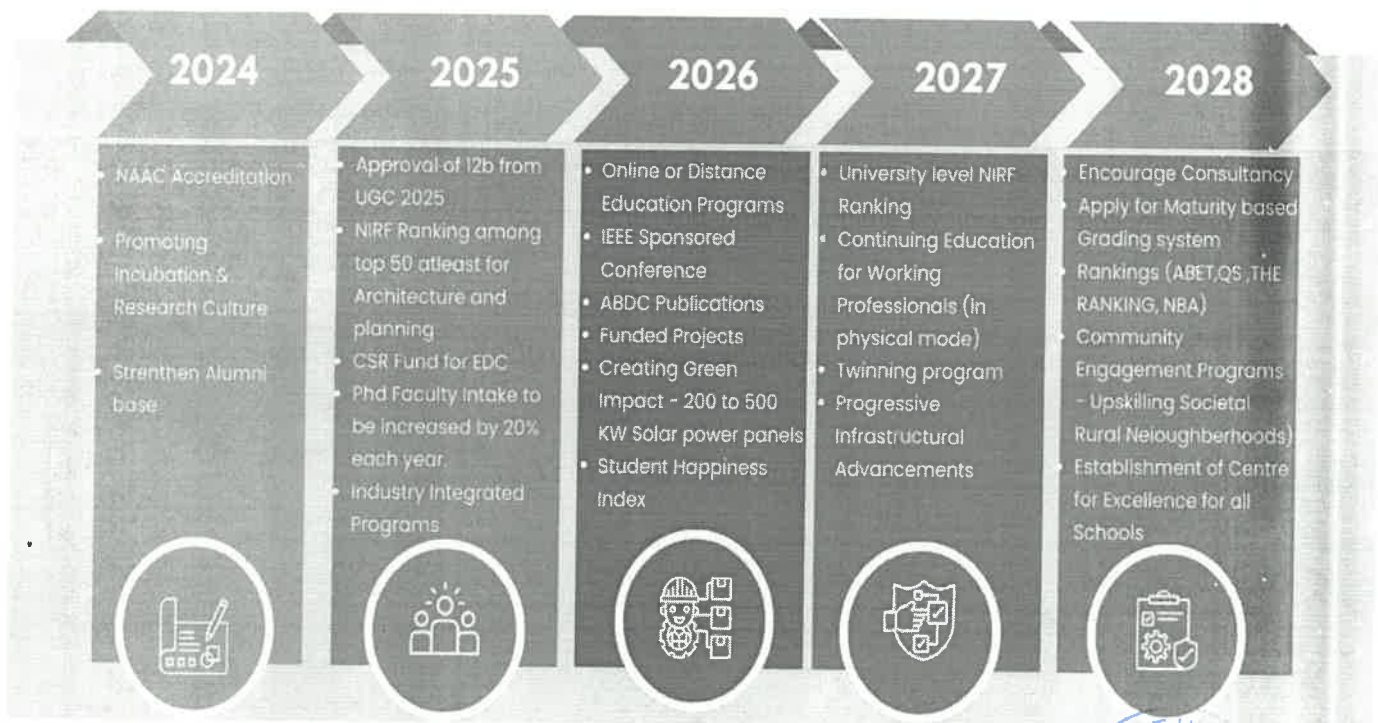


Main Goals

Goals of Sushant University IDP includes:

1. To further align the vision and mission with NEP 2020 and SDGs
2. To develop a five-year growth plan and address any gaps from previous years
3. To promote diversity among students and faculty community including national and international cohorts
4. To improve the ranking of all schools at national and international level
5. To integrate key elements of Indian Knowledge System

Five Year Plan: An Outline



SWOC ANALYSIS

INTERNAL FACTORS	
Strengths	Weaknesses
Holistic Student development	AI Based IT Resources
Inclusive Academic Curricula	Non-Existence of Liberal Art Disciplines
Faculty emphasis on Student's Academic Growth	Lesser International Students Representation
Robust , Global academic Associations and partnerships	Complex Visa Policies & Procedures for International Students
Dynamic Student Council & Campus Life	Quality Journal Publications
Experiential Learning	Lesser Funded Projects & Consultancies
Multi - Disciplinary learning	
Industry Connect	
Strategic Location (Hub of Multi-National companies)	
External Factors	
Opportunities	Challenges
Growing public interest in educational value	Limited land Area for Expansion
Implementation of AI in all Programs	Increased Higher Educational market of Foreign Universities and their setup in India
Growing Engagement & partnerships opportunities in Academic Community.	Political & Social Uncertainties in Foreign nations (in case of Foreign students)
Scope for Online Courses	Challenges in the Competitive Education market in Delhi NCR
Centre for Continuing Education	Bank loan facilities to lesser privileged
Design Industry Collaborated Curriculum	Limited Hostel Facilities

Key Objectives

The goals mentioned above will be achieved through a range of objectives defined below:

1. To develop a series of MOOC courses across disciplines and subjects
2. To plan and organize faculty interaction and workshops, identifying areas for improvement, excellence and effective delivery
3. To conduct hands-on practical sessions for students and researchers in order to enhance their understanding, exposure and experience
4. subjects
5. To establish a robust evaluation and monitoring system and revisit at regular intervals for contemporary and future relevance
6. To promote and support activities for industry and academia collaboration, and integrate the outcomes in content and pedagogy
7. To develop and implement activities that enhance global visibility, impact and achieve over all academic excellence.
8. To strengthen existing national and international collaborations and forge new ones
9. To set up workshops and laboratories for practical sessions, digital learning, incubation ideas, immersive learning and more
10. To update and revise curriculum at regular intervals to meet contemporary and future needs
11. To organize activities for enhancement of the potential and competence of faculty
12. To deliver student academic satisfaction and address the growing needs
13. To maintain an active and pro-active placement cell
14. To build strong alumni relationships and maintain a comprehensive database in order to involve them in the university's growth and development
15. To create opportunities and resources for undertaking projects and consultancy works
16. Develop programs for continuing professional development and lifelong learning
17. Community engagement initiatives for upskilling and growth – social, economic and technological
18. Undertake market surveys and feedback and increase employability potential and pathways
19. Set growth targets and introduce measures and plans for implementation
20. Assess needs, resources and impact of infrastructure and facilities requirements



GOVERNANCE ENABLERS

1.1 Strengthening Board of Governance & Academic Council

A university may develop and thrive when decision-making is informed and facilitated by good governance. When combined with transparency and accountability, governance (as a broad framework) enables a university to be long-term viable.

Our vision in the next few years is to promote shared governance. Enhancing shared governance means coming together with a shared strategic goal for the organization and communicating about it. The academic community's support is crucial for implementing constructive reforms. A well-crafted strategic plan will serve as a blueprint for the institution to achieve excellence and creating a competitive edge in the educational landscape.

The below mentioned encompasses good governance principles

- Purpose-drivenness
- Resoluteness towards stakeholders' interests
- Dependable, knowledgeable decision-making
- Transparency
- Accountability
- Diversity by gender and ethnicity



Sushant University Institutional Development Plan

Short-term Goals	Mid-term Goals	Long-term Goals
<ul style="list-style-type: none"> In our endeavours to improve Academic & Administrative efficiency and to streamline operations, Sushant university is committed towards digitalization of Core & ancillary Departments through Digital Platforms like TCS which will help in documentation of files on cloud resulting in paperless administration and related tasks thereby reducing carbon footprints. The university also aim to ease the on boarding and documentation process for foreign students through Creation of Centre for foreign Student Assistance (for students <i>who faces language barriers, adaption challenges, visa complexities and Money transfer related issues</i>). 	<ul style="list-style-type: none"> Adherence to a transparent assessment plan that is appropriately and frequently reviewed, as well as strategies designed to accelerate the institution's strategic strategy. Good governance practices which will include members representative of the faculty in the board of decision makers Remove obstacles and raise the standard of learning mobility by giving students from underprivileged backgrounds sufficient incentives to prove their mettle. 	<ul style="list-style-type: none"> Aligning university's governance policies with that of the nation's governance reforms - This alignment emphasizes the need for a thorough approach to governance change that complements the national aim for comprehensive governance reform while also taking into account the universities' urgent operational demands. Promoting institutional Agility, Academic Integration & Strategic growth by creating participatory governance module that includes all major Stakeholders in the Governing body. Contemporary governance techniques will be adhered to in the near future. University aims to have a student's representatives who will voice the issues and concerns and tries to resolve during The Board of governance meetings.



1.2 Quality Assurance

Short-term Goals	Mid Term Goals	Long term Goals
<ul style="list-style-type: none"> • Streamlining Need Identification Process for Students • Academic Teaching learning resources in the form of Smart Interactive classrooms, recording sessions and sharing with the students. • Consortium of Teachers with expertise in the field of psychology, soft skills, Stress management in order to access student's needs. • To Augment & widen the placement opportunities in order to create and provide better job prospects to the students. • Ph.D. Faculty intake to be increased by 20% each year starting academic year 2026-27 • Development of MOOC's by the faculty. 	<ul style="list-style-type: none"> • Approval of 12b from UGC. • The university will improve the calibre of publications that are required for all Ph.D. programs. • Installation of Advance Research Instruments thereby strengthening centre for Research & Development at Sushant University. • Application of Indian Knowledge System (IKS) in real life for knowledge advancement and lifelong learning. • To support budding entrepreneurs and help them acquire skills and competencies for starting up their own entrepreneurial ventures. • Work towards Implementation of Student Happiness Index. • Creating Green Impact – 200 kW to 500 kW Solar Panels. • Executive programs for professionals to draw in mid-career students. 	<ul style="list-style-type: none"> • Capacity Building through Teachers Training Program at regular Intervals • University to plan Orientation / Train the Trainers programs for all members of the faculty in order to familiarize them with newly introduced teaching & Learning methodologies and resources, rules & regulations and other capacity building activities and refresher courses for their continued professional development. • Twinning programs with International Universities. • Apply for Maturity based grading system. • Introduction to Engagement Programs for Upskilling Society and Rural Neighbourhoods. • University will focus on master's & other post graduate programs for Industry experts who could not manage time and expenses for attending Regular programs.



1.3 Financial Sources and Management

Short-term Goals	Mid-term Goals	Long-term Goals
<ul style="list-style-type: none"> Improved Educational Programming: Educational leaders focus on improving educational programs by setting curriculum standards, preparing budgets, and implementing school-wide policies. 	<ul style="list-style-type: none"> Robust Fund using mechanism University aims to derive a mechanism for using available funds towards upliftment of Academic facilities & Resources, Infrastructure, Research and Innovations, Networking & other Governance Enablers. University will work towards improving foreign students enrolments through International tie ups & associations. Understanding the funding agencies' standards and offering guidance on crafting effective research proposals 	<ul style="list-style-type: none"> Strengthening of Endowment funds. Designated office for Research and Applied consultancies rendered by University Faculty & other employees. Guidelines/action plan for extending loans to members of the faculty for emergency purposes. Audio Visual Studio/Recording theatre for capturing events and moments.



1.4 Leadership

Short-term Goals	Mid-term Goals	Long-term Goals
<p>Certificate program/Executive leadership programs from institutes of Eminence like ISB, IIT, Harvard, Oxford for professors and Associate professors of Sushant University in order to prepare them for leadership oriented roles.</p> <ul style="list-style-type: none"> • Inclusive Leadership • Change Management • Negotiation mastery • Leadership Development • Problem Solving & Decision Making 	<ul style="list-style-type: none"> • Institutional Leadership Development Programs for leaders of SU. • Capitalizing on the strengths of educational leaders at Sushant University and building robust • Fostering an Environment where every member of the institution feels valued and acknowledged. The same will be executed through conduct of • Employee Recognitions (Yearly basis) • Curating/crafting a development path for Employees with leadership Qualities • Annual Employee meets with leadership team and sharing Institutional Developmental path for the year to come thereby involving them in the decision making process. 	<p>Participate in Collaborative Projects: Work on cross-functional initiatives that require cooperation across departments or institutions</p> <p>Certificate program/Executive leadership programs from institutes of Eminence like ISB, IIT, Harvard, Oxford for professors and Associate professors of Sushant University in order to prepare them for leadership oriented roles.</p> <ul style="list-style-type: none"> • Inclusive Leadership • Change Management • Negotiation mastery • Leadership Development • Problem Solving & Decision Making

1.5 Student/Parent Feedback

Short term goals	Mid-term Goals	Long-term goals
<ul style="list-style-type: none"> • Implementation of Regular Interactions between University management and parents (School wise) in order to gain better understanding on parents' perspective towards their ward's development. • School level Open days for better sharing experiences and proposing ways to improve students' performance. 	<ul style="list-style-type: none"> • Special Trans Disciplinary courses for creating individuals with lifelong learning experiences and knowledge that could bring in positive tangible changes in the society. 	<ul style="list-style-type: none"> • Curation of Student specific growth plan with respective school deans for better student satisfaction ratings and improved student quality.



FINANCIAL ENABLERS

Short-term goals	Mid-term goals	Long-term goals
<ul style="list-style-type: none"> • Maintenance of Existing Infrastructure • Cost effective utilization of the existing resources • Streamlining semester-wise budgeting process for individual schools for managing financial resources. 	<ul style="list-style-type: none"> • Dedicated fund for Investment on University's Infrastructural Upgradations, Technological Advancements and Research Incentives. • Target research grants from Government, Non – Governmental organisation. • Strengthening in the Digital Infrastructure of the campus. 	<ul style="list-style-type: none"> • Initiating Finances through Startups, Incubation & Consultancy. • Managing Funds for Addition to the infrastructure portfolio of the university in the form of new Academic blocks/teaching rooms/learning centres & Laboratories.



ACADEMIC ENABLERS

Short-term goals	Mid-term goals	Long-term goals
<ul style="list-style-type: none"> • Encouraging Academic Staff of the university to undertake Quality research. • Integration of more Problem/Case Study based learning modules in the curriculum to promote critical thinking skills. • Minimise the knowledge gap between academia and industry in order to improve and develop teaching and discipline-specific research skills. • Promote IKS through wide range of academic learnings in the form of Astronomy, Ayurveda & Yoga architecture, Mathematics Languages, Linguistics and Literature, Rasa-Shastra, Metallurgy, Public Administration, Philosophy, War Technology, Management Science, agriculture, engineering, governance etc. 	<ul style="list-style-type: none"> • Encourage the use of active learning strategies in the classroom, such as case studies, group discussions, and problem-solving exercises. • International Exposure to students through student exchanges to be implemented across all programs. • Promote Entrepreneurship ecosystem through incubation related compulsory courses. 	<ul style="list-style-type: none"> • Establishment of Centre of Excellence. In order to facilitate skill development and continuing education. • Initiation of Online Program/Executive MBAs for Working Professionals • Promote multidisciplinary in offered programs in the form of Majors and minors. • Introduce twinning programs with universities of Eminence of Foreign country.



RESEARCH ENABLERS

Short-term goals	Mid-term goals	Long-term goals
<ul style="list-style-type: none"> All research works under the umbrella of the university to undergo plagiarism check by university Increase in Quality research by faculty Researched like Scopus, Elsevier, Web of Science, Thomas Reuters Enrichment of the intellectual Capital of SU. 	<ul style="list-style-type: none"> Increased Citations & H & i10 Index. Enhancement in quality patents grant number. 	<ul style="list-style-type: none"> Collaboration with IIT (Atal Incubation) and IIM as knowledge partners for Research oriented events. More Collaborative Funded Researches

NETWORKING AND COLLABORATION ENABLERS

Short-term goals	Mid-term goals	Long-term goals
<ul style="list-style-type: none"> Joint activities/ collaboration with industry as an active partner A sizable number of industry-specific MOUs that are pertinent to the demands of research, training, faculty development, student skill development, and placements. Joint Informal Events to be organized with Industry 	<ul style="list-style-type: none"> Create a system whereby each student is paired with an industry mentor Create and maintain close relationships with alumni to build a robust alumni network who are our major stakeholders. 	<ul style="list-style-type: none"> Increase in Brand Awareness through Industry collaborated events, Social media and Digital marketing campaigns. Teachers training programs for school Teachers in Gurgaon NCR Belt.



ACCREDITATIONS & RANKING ENABLERS

1. To obtain NBA certification for the university's programs after obtaining NAAC accreditation in 2024.
2. QS Ranking for the university
3. NIRF by MHRD for Architecture School (at least in top 50)
4. NIRF for all other University Programs by 2029
5. ABET, QS, THE Ranking.

In the framework of Institutional Development Plan, a key aspect is creating an eco-system that enables the plan to implemented in the most effective, systematic and sustainable manner.

A series of above facilitators or enablers are suggested to create and support this eco-system at the institutional level

Thanking You

***Feedback may be emailed on the Institutional Development Plan 2025 at:
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