IILM UNIVERSITY
Greater Noida

INSTITUTIONAL DEVELOPMENT PLAN

Contents

About the University

IILM University, Greater Noida, established in 2022, is a young and dynamic institution dedicated to fostering academic excellence, innovation, and holistic development. Nestled in the vibrant educational hub of Greater Noida, the university is strategically located to provide students with access to a global learning environment and opportunities for industry exposure. With its foundation rooted in the principles of inclusivity, integrity, and quality, IILM University is committed to creating a transformative educational experience for all its stakeholders.

The university offers a wide range of undergraduate, postgraduate, and doctoral programs across various disciplines, including Management, Law, Engineering, Liberal Arts, and Social Sciences. Its curriculum is designed to integrate academic rigor with practical relevance, ensuring that students are well-equipped to meet the demands of an ever-evolving world. At IILM, the emphasis is not only on academic learning but also on nurturing critical thinking, creativity, and leadership skills, which are vital for personal and professional growth.

Despite its recent establishment, IILM University has already positioned itself as a forward-looking institution, focusing on building robust systems for quality assurance and academic excellence. The university has set up an Internal Quality Assurance Cell (IQAC) to oversee the development of a culture of quality, facilitate the adoption of best practices, and prepare the institution for national and international rankings and accreditations. These efforts are in alignment with the university's vision of becoming a globally recognized institution that imparts transformative education and contributes to societal progress.

The state-of-the-art campus of IILM University is designed to provide a conducive environment for learning, collaboration, and innovation. With modern classrooms, well-equipped laboratories, a comprehensive library, and vibrant recreational spaces, the campus supports a holistic approach to education. The university also promotes research and development by encouraging faculty and students to engage in cutting-edge research, interdisciplinary collaborations, and knowledge creation.

IILM University places a strong emphasis on industry engagement and experiential learning. Through partnerships with leading organizations, internships, live projects, and industry-oriented curricula, the university ensures that students gain practical insights and hands-on experience in their chosen fields. The focus on skill development and employability is further enhanced by dedicated career counselling and placement services, which guide students in navigating their professional journeys.

In addition to academic pursuits, the university fosters a rich and inclusive campus life, encouraging students to participate in cultural, sports, and community engagement activities. These experiences help students build interpersonal skills, broaden their horizons, and develop a sense of social responsibility.

As a young and aspirational institution, IILM University is driven by its mission to inspire and empower the next generation of leaders, innovators, and change-makers. By fostering an environment that values academic excellence, ethical leadership, and societal impact, the university is poised to make significant contributions to the higher education landscape in India and beyond. With a focus on continuous improvement, collaborative growth, and a student-centric approach, IILM University is committed to becoming a beacon of knowledge and innovation in the years to come.

Our Vision:

"To be a leading institution of higher education that empowers students to become responsible global citizens and leaders in their chosen fields through an innovative, interdisciplinary, and inclusive approach to learning, with an emphasis on learning with purpose and preparing students for purposeful work."

Our Mission:

- To provide students with an education that is both intellectually stimulating and practically relevant.
- To foster a community of learners that is inclusive, diverse, and committed to social responsibility.
- To prepare students for successful careers and to inspire them to make a positive impact on the world.
- To provide students with the knowledge, skills, and experiences they need to make a difference in the world and to achieve their full potential."

Institutional development Plan:

A. Governance Enablers	
1. **BoG/Senate/Syndicate**	**Short-Term (2022-25):** • Establish a fully functional BoG, EC, AC with defined roles, responsibilities, and accountability. • Appoint competent personnel in these bodies. • Engage students/alumni as key stakeholders through advisory roles and periodic interaction programs. **Mid-Term (2025-27):** • Strengthen governance mechanisms with periodic performance reviews. • Establish alumni participation as a formalized advisory function for decision-making. • Integrate digital tools for real-time tracking of governance processes and outcomes.
2. **Quality Assurance**	**Short-Term (2022-25):** • Design and implement well-defined processes to capture all aspects of governance. • Develop a clear system for deliverables and outcomes across Schools and departments. • Align processes with national and international accreditation requirements (UGC/NAAC/NIRF/NBA/ AACSB/ABET standards). • Establish an independent Quality Assurance Cell to ensure continuous process improvement. **Mid-Term (2025-27):** • Upgrade quality assurance processes to monitor governance efficiency. • Benchmark quality systems against globally recognized best practices.
3. **Financial autonomy**	**Short-Term (2022-25):** • Develop plans to achieve self-sustainability through diversification of revenue streams. • Identify and approach external sources like CSR funding, grants, and industry partnerships. **Mid-Term (2025-27):** • Achieve financial sustainability by creating dedicated revenue pipelines (consultancies, incubation centers, IP commercialization). • Establish an endowment fund to support strategic initiatives. • Formalize financial autonomy policies to ensure long-term viability. • Establish a "Chair for Research" and Research Groups in specific focus areas to attract sponsored research.
4. **Leadership**	**Short-Term (2022-25):** • Develop leadership programs for strategic management and vision setting. • Set clear short-term objectives and targets for leadership teams. • Appoint experienced leaders to key roles with defined KPIs. **Mid-Term (2025-27):** • Institutionalize a leadership succession plan to ensure continuity in governance. • Enhance strategic management systems with global benchmarking and foresight tools. • Foster leadership that drives innovation and stakeholder engagement.

5.	Vision, Mission and Roadmap for the HEI	**Short-Term (2022-25):** • Draft a Vision and Mission document through consultation with stakeholders. • Prepare a shared vision involving all internal and external stakeholders. • Create a 2- and 5-year action plan with measurable milestones. **Mid-Term (2025-27):** • Expand the roadmap to include a 10-year strategic vision aligned with NEP 2020 goals. • Conduct annual reviews to refine and adapt the roadmap as needed.
6.	Close monitoring by IT/ Web-based based Management Information System	**Short-Term (2022-25):** • Finalize performance parameters for monitoring, keeping UGC guidelines in mind. • Develop a comprehensive ERP for real-time monitoring of performance metrics. • Implement an academic management system on priority. **Mid-Term (2025-27):** • Upgrade the ERP to include advanced analytics and predictive tools. • Integrate feedback systems into the ERP to inform decision-making in governance. • Ensure all governance processes are IT-enabled and transparent.
7.	Risk Management Analysis	**Short-Term (2022-25):** • Organize annual meetings with insurance companies to identify and mitigate risks (legal, financial, natural disasters). • Prepare a risk mitigation framework for safety, disaster preparedness, and hazard control. **Mid-Term (2025-27):** • Develop a comprehensive institutional risk management system. • Conduct scenario-based drills and assessments to ensure campus safety and preparedness. • Integrate real-time risk monitoring tools for financial and operational risks.
8.	External Advisory Boards	**Short-Term (2022-25):** • Form an external advisory board comprising prominent industrialists, academics, and government officials. • Schedule bi-annual board meetings to coincide with student functions and presentations. **Mid-Term (2025-27):** • Expand advisory board influence on strategic decisions, curriculum development, and industry alignment. • Develop a global advisory network to attract international best practices and collaborations.
9.	Student Feedback	**Short-Term (2022-25):** • Introduce a 360 degree feedback mechanism in the Campus. • Empower IQAC to design methodologies for collecting and analysing on student feedback. • Motivate faculty to adopt innovative teaching methods based on feedback insights. **Mid-Term (2025-27):** • Integrate automated feedback tools into the ERP for continuous monitoring. • Use feedback analytics for faculty performance appraisals and professional development. • Foster a culture of responsiveness and improvement through student-driven insights.
B. Financial Enablers and Funding Models (Resource Generation)		
1.	Financial Policies	**Short-Term (2022-25):** • Develop comprehensive financial policies to define roles, responsibilities, and accountability for financial asset management. • Identify key personnel (e.g., CFO) and provide financial management training.

		• Prepare SOPs for financial operations, ensuring transparency and compliance with legal standards. **Mid-Term (2025-27):** • Update financial policies periodically based on institutional growth and external audits. • Implement robust financial governance using advanced ERP systems for real-time financial monitoring. • Benchmark financial practices with leading universities for efficiency and sustainability.
2.	**Action Plan and Budgets**	**Short-Term (2022-25):** • Finalize the 1-year and 5-year action plan and budget forecast, identifying clear milestones and timelines. • Establish monthly budget tracking for Year 1 and quarterly monitoring for Years 2-5. • Allocate separate budgets for **recurring** (salaries, utilities) and **non-recurring** (infrastructure, lab equipment) expenditures. • Designate budget responsibilities to HODs for departmental planning and monitoring. • Create a capital and operational expenditure tracking system for improved accountability. **Mid-Term (2025-27):** • Expand financial planning to a 10-year roadmap aligned with institutional development goals. • Integrate automated budget revisions through the finance committee's approvals. • Leverage predictive analytics tools for dynamic resource allocation and expenditure control.
3.	**Main sources of revenue to be developed**	**Short-Term (2022-25):** • Diversify revenue streams: ▪ **Tuition fees**: Review and optimize fee structures to ensure affordability and growth. ▪ **Government grants**: Actively apply for state/central grants. ▪ **Consultancy**: Encourage departments to offer consultancy services to industries. ▪ **Endowments and CSR**: Establish partnerships with corporate organizations for CSR funding. • Implement policies to commercialize research, patents, and intellectual property (IP). **Mid-Term (2025-27):** • Develop sustained external revenue streams, including: ▪ Industry-sponsored R&D projects. ▪ Creation of an IP monetization framework. ▪ Growth of endowment funds through alumni and philanthropic contributions. • Establish a centralized revenue-generation office to oversee initiatives like "Research for Revenue" and IP Licensing.
4.	**Close liaison with GOI ministries/agencies and others for funding and Access to external grants and funding**	**Short-Term (2022-25):** • Identify funding opportunities from GOI ministries and private agencies offering research grants. • Develop standardized proformas/templates for R&D/modernization proposals. • Form a task force to ensure proactive grant applications and timely follow-ups. • Organize workshops for faculty and staff to build grant writing skills. **Mid-Term (2025-27):** • Formalize long-term partnerships with government ministries/agencies for sustained funding. • Set up a dedicated Cell to explore and secure national and international grants.

		• Expand funding avenues by leveraging international agencies and collaborations.
5.	IRG scheme in each department	**Short-Term (2022-25):** • Identify underutilized lab equipment and facilities that can be made available for **commercial use** by external agencies. • Advertise departmental strengths and consultancy opportunities in public platforms. • Encourage faculty to take up industry-funded consultancy projects. **Mid-Term (2025-27):** • Create a fully operational IRG system within each department to support self-sustainability. • Promote cross-disciplinary consultancy projects and tie-ups with local industries. • Implement policies to reinvest IRG proceeds into academic and research infrastructure.
6.	Financial/ Investment Committee	**Short-Term (2022-25):** • Establish a Financial Committee to oversee endowment funds and long-term assets. • Define policies for investments, reinvestments, and fund utilization, ensuring risk management and growth. **Mid-Term (2025-27):** • Develop a long-term investment portfolio to generate steady institutional income. • Explore ethical investment opportunities and sustainable financial products. • Engage professional investment advisors for fund management.
7.	Staff providing financial services	**Short-Term (2022-25):** • Appoint key financial staff, including a CFO, accountants, and auditors. • Provide training for financial staff on ERP systems and modern finance tools. **Mid-Term (2025-27):** • Establish a Financial Competency Development Program to upskill staff periodically. • Adopt advanced AI-based financial management systems for increased efficiency. • Ensure the finance team evolves with institutional growth through structured recruitment and retention policies.
C. Academic Enablers		
1.	Courses catering to professional/future requirements	**Short-Term (2022-25):** • Introduce industry-aligned, interdisciplinary UG and PG programs. • Develop courses focused on emerging fields such as AI, ML, Business-Data Analytics, IoT, and Entrepreneurship, Bioinformatics. • Offer modular courses with flexibility for in-depth specialization. **Mid-Term (2025-27):** • Diversify programs to include multidisciplinary offerings and global certifications. • Collaborate with international universities to offer dual degree programs and twinning Programs.
2.	Curriculum- updated as per industry requirements	**Short-Term (2022-25):** • Regularly revise the curriculum in collaboration with industry experts to address changing job market needs. • Embed internships/apprenticeships and industry-based projects into programs. • Introduce modular curriculum with Multiple Entry-Exit Options. **Mid-Term (2025-27):** • Establish Industry-Academia Curriculum Centers to continuously align curricula with future industry trends. • Develop dynamic degree programs integrated with Industry 4.0 and beyond.
3.	Curriculum embedded with Employability Skill	**Short-Term (2022-25):** • Add Employability Skills like communication, digital literacy, financial/legal literacy, and goal setting to all programs. • Focus on critical thinking, problem-solving, and analytical thinking.

		• Introduce workshops on career development and job readiness. **Mid-Term (2025-27):** • Enhance skill-based learning with advanced modules on design thinking, new media literacy, and computational thinking. • Partner with industry professionals to deliver practical employability modules.
4.	Curriculum embedded with Skill Enhancement Courses	**Short-Term (2022-25):** • Introduce core skill enhancement courses in AI, ML, IoT, and Robotics for all disciplines. • Conduct workshops on emerging skills like Industry 4.0, drones, and blockchain. **Mid-Term (2025-27):** • Integrate advanced automation, AI-driven content, and digital fluency skills into the credit system. • Establish a Skill Enhancement Lab to support hands-on learning.
5.	Curriculum embedded with emerging technologies to be integrated with future of work	**Short-Term (2022-25):** • Include foundational courses on AI, Blockchain, AR/VR, and Data Analytics. • Develop simulation-based learning with tools like digital twins and metaverses. **Mid-Term (2025-27):** • Set up Centers of Excellence (CoE) for emerging technologies. • Enable continuous technology integration into academic programs, promoting future readiness.
6.	Center for Curricular & Life Skills Development (CCLSD)	**Short-Term (2022-25):** • Focus on imparting communication, life skills, and employability training. **Mid-Term (2025-27):** • Establish the CCLSD with full staffing and basic infrastructure. • Scale CCLSD to a global level by offering certified skill development programs.
7.	Faculty/ teaching Staff	**Short-Term (2022-25):** • Recruit experienced faculty with a focus on research and industry exposure. • Regular faculty upskilling programs with research incentives. • Engage Subject Matter Experts from industry as adjunct faculty. • Establish Teaching-Learning Cell **Mid-Term (2025-27):** • Achieve a faculty strength with 80% Ph.D. holders. • Develop platforms for faculty to present research and create new knowledge.
8.	Center for Faculty Development (CFD)	**Short-Term (2022-25):** • Train faculty in AI tools, metaverse, AR/VR, and new-age pedagogy. **Mid-Term (2025-27):** • Establish CFD to facilitate exchange programs and workshops with industry and global experts. • Upgrade CFD to offer global fellowship and sabbatical opportunities for faculty.
9.	Non-teaching staff	**Short-Term (2022-25):** • Hire qualified non-teaching staff to support academic delivery. • Provide periodic training for staff on academic support systems. **Mid-Term (2025-27):** • Establish structured professional development programs for non-teaching staff.
10.	Session wise teaching plan	**Short-Term (2022-25):** • Implement session-wise teaching plans to ensure systematic delivery. • Develop and distribute uniform study books and question banks aligned with the curriculum. **Mid-Term (2025-27):** • Upgrade to AI-driven personalized learning materials and dynamic question banks.
11.	Learning material like Study books and Question Bank	**Short-Term (2022-25):** • Develop standardized study material and question banks for every course. **Mid-Term (2025-27):** • Digitize all learning material for accessibility and innovation in pedagogy.

12. **Assignments and Assessments**	**Short-Term (2022-25):**	
	• Introduce practical assignments aligned with course objectives.	
	• Implement blended assessment models with online and offline options.	
	Mid-Term (2025-27):	
	• Develop AI-enabled adaptive assessments for personalized learning.	
	• Provide on-demand assessments for flexibility.	
13. **Value added skills enhancement Papers**	**Short-Term (2022-25):**	
	• Launch skill-based value-added papers taught by professionals.	
	• Introduce modules on employability and entrepreneurship skills.	
	Mid-Term (2025-27):	
	• Integrate real/virtual experiential learning tools into these modules.	
14. **Pedagogy**	**Short-Term (2022-25):**	
	• Promote blended learning with digital tools and learner-centric approaches.	
	• Integrate sports, cultural activities, and group social work projects into the core curriculum.	
	Mid-Term (2025-27):	
	• Develop AR/VR-enhanced classrooms to foster interactive and immersive learning.	
15. **Earn while learn facility & flexibility**	**Short-Term (2022-25):**	
	• Introduce part-time employment opportunities within the university.	
	• Provide teaching assistant	
	Mid-Term (2025-27):	
	• Scale the program to include industry partnerships for part-time internships.	
16. **Flexibility and multidisciplinarity**	**Short-Term (2022-25):**	
	• Offer flexible degree options with interdisciplinary pathways.	
	• Introduce certificate programs in collaboration with industries.	
	Mid-Term (2025-27):	
	• Develop an integrated UG/PG program framework with research and industrial components.	
17. **Opportunities to develop & utilize Research & innovative thinking skills.**	**Short-Term (2022-25):**	
	• Encourage student participation in research, hackathons, and innovation competitions.	
	Mid-Term (2025-27):	
	• Establish research hubs to support student and faculty-led innovations	
18. **International Exposure**	**Short-Term (2022-25):**	
	• Invite visiting foreign faculty and host international conferences.	
	Mid-Term (2025-27):	
	• Initiate collaborations with international universities for student and faculty exchange programs.	
	• Offer international scholarships and globally recognized dual degree programs.	
D. Research, and Intellectual Property Enablers		
1. **Quality Research**	**Short-Term (2022-25):**	
	• Undertake institutionally funded quality research projects.	
	• Increase student enrollment in research-based programs, promoting interdisciplinary research.	
	• Establish dedicated research labs and infrastructure for quality research.	
	Mid-Term (2025-27):	
	• Develop a portfolio-based research approach with diverse, funded projects.	
	• Enhance research labs with cutting-edge facilities to attract collaborations.	
	• Aim for nationally and internationally recognized research output.	
2. **Research oriented experienced faculty members**	**Short-Term (2022-25):**	
	• Recruit faculty with a proven research background for basic and applied research.	
	• Launch seed funding for research projects to support affordable and disruptive technologies.	
	Mid-Term (2025-27):	

		• Develop a self-sustaining research ecosystem with industry partnerships. • Establish IPR and Innovation Cells for scaling affordable technological solutions.
3.	**API based faculty compensation**	**Short-Term (2022-25):** • Implement a faculty compensation system based on API scores to incentivize publications and patents. • Encourage healthy competition among faculty members for research productivity. **Mid-Term (2025-27):** • Review and revise the API framework periodically to align with global benchmarks. • Enhance research contributions and IP generation to improve university rankings.
4.	**Targeted research and collaborative research**	**Short-Term (2022-25):** • Identify key research fields and encourage faculty to undertake targeted research. • Initiate collaborations with industries for live projects and patents. **Mid-Term (2025-27):** • Build strategic research clusters to create an international brand for IPR. • Promote multi-disciplinary and collaborative research leading to patents and global recognition.
5.	**More Ph.D. & post-doctoral research scholars**	**Short-Term (2022-25):** • Start Ph.D. courses in current research areas. • Appoint retired research professors to supervise research scholars. **Mid-Term (2025-27):** • Increase Ph.D. admissions with focus areas aligned to institutional priorities. • Establish post-doctoral research programs to support advanced-level research. • Provide financial and infrastructural support for sustained contributions by scholars.
6.	**More Faculty members with Ph.D.**	**Short-Term (2022-25):** • Prioritize recruitment of Ph.D.-qualified faculty. • Provide faculty development programs to support their research mentorship roles. **Mid-Term (2025-27):** • Target 80% of faculty to hold Ph.D. degrees. • Foster a research-oriented culture through funding opportunities and recognition.
7.	**Faculty encouragement for Book Publications, Research Publications and Patents**	**Short-Term (2022-25):** • Introduce policies and incentives to encourage book publications, patents, and research papers. • Conduct workshops on IPR and research writing for faculty and students. **Mid-Term (2025-27):** • Establish a university-supported IPR Cell to streamline patent filing. • Fund publication charges for faculty and research scholars.
8.	**More conferences (At least two conferences per year per College)**	**Short-Term (2022-25):** • Organize at least two conferences annually per School to showcase research. • Invite international academics and industry leaders for networking opportunities. **Mid-Term (2025-27):** • Develop IILM as a hub for international conferences and symposia. • Collaborate with international bodies for thematic research conferences.
9.	**Student involvement in Research**	**Short-Term (2022-25):** • Encourage student participation in faculty-led research projects. • Provide mentoring to guide students in patenting their research work. **Mid-Term (2025-27):** • Institutionalize student-led research initiatives. • Incentivize UG/PG student patents and innovations.
10.	**Industry and institutional collaboration & Consultation**	**Short-Term (2022-25):** • Initiate industry collaborations for live projects and use of industry research facilities.

	• Formalize industry-academia MoUs for joint research and funding. **Mid-Term (2025-27):** • Strengthen partnerships for collaborative patents and publications. • Develop **joint research labs** with industries.
11. **University Incubation centres**	**Short-Term (2022-25):** • Establish an incubation center to nurture student startups and business plans. • Promote innovative project ideas generated during coursework or internships. **Mid-Term (2025-27):** • Scale incubation centers to include industry-backed startup accelerators**.** ▪ Foster a robust entrepreneurial ecosystem on campus.
12. **University Publication through its own press**	**Short-Term (2022-25):** • Launch a university press to support publications at a reduced cost. • Promote online and digital publication formats.
13. **University publications & Citation service**	**Short-Term (2022-25):** • Develop internationally recognized research journals published through the university. **Mid-Term (2025-27):** • Build a university-based research repository to improve research visibility.
14. **Target patent claim for UG & PG projects in Professional subject areas**	**Short-Term (2022-25):** • Set patent targets for UG/PG projects in professional subject areas. • Provide mentorship and IP filing support. **Mid-Term (2025-27):** • Set up IPR Cell in the campus • Scale up student patent filing by creating structured programs and financial assistance.
15. **Chief Technology Officer (CTO) Research Monetisation**	**Mid-Term (2025-27)** • Hire a CTO for the University
16. **Skills, Flexibility, and Research Thinking:**	**Short-Term (2022-25):** • Introduce skill-based value-added modules for enhancing research competencies. • Organize hackathons, research competitions, and skill development programs. **Mid-Term (2025-27):** • Offer multidisciplinary research opportunities to integrate knowledge from diverse fields. • Facilitate global research exchange programs for students and faculty.
E. Human Resources and Supportive- Facilitative Enablers	

1. **Student and Learner Enablers**	**Short-Term (2022-25):**
	• Implement a Holistic Admissions Framework assessing academic merit, extracurricular achievements, and diversity.
	• Introduce Merit and Equity-Based Financial Aid programs to support underrepresented groups through scholarships and fee waivers.
	• Launch Academic Success Programs:
	  ▪ Personalized mentorship systems.
	  ▪ Tutoring support for struggling students.
	  ▪ Academic advising for career planning.
	Mid-Term (2025-27):
	• Develop a Student Success Hub to consolidate mentorship, career counselling, and academic advisory services.
	• Expand financial aid programs through partnerships with CSR donors and philanthropic organizations.

2. **Staff Empowerment Enablers**	**Short-Term (2022-25):** • Adopt Competency-Based Recruitment to align staffing with institutional goals and values. • Roll out professional development programs with focus areas such as leadership, technical skills, and project management.

		• Implement comprehensive Induction Protocols for new staff to integrate seamlessly into the university culture. **Mid-Term (2025-27):** • Develop Career Pathways for non-teaching staff with opportunities for skill-based growth and promotions. • Conduct annual performance evaluations linked to incentives and training opportunities.
3.	**Faculty and Researcher Enablers:**	**Short-Term (2022-25):** • Implement Transparent Recruitment Policies to hire diverse, research-driven faculty. • Launch Fellowships and pedagogical development programs for faculty to improve teaching and research methodologies. • Design an equitable Tenure and Promotion Mechanism with clear benchmarks for teaching, research, and service achievements. **Mid-Term (2025-27):** • Establish a Center for Teaching Excellence to offer leadership training and advanced pedagogical workshops. • Provide international research and sabbatical opportunities for senior faculty. • Recognize multi-dimensional faculty achievements through tenure-based incentives and awards.
4.	**Cross-Functional Enablers**	**Short-Term (2022-25):** • Introduce Recognition and Reward Systems to celebrate faculty achievements in research, mentorship, and innovation. • Launch Resilience and Well-Being Programs to include mental health counselling and stress management workshops. • Develop leadership platforms to allow faculty and staff to engage in cross-disciplinary projects and institutional committees. **Mid-Term (2025-27):** • Establish Leadership Development Programs for mid and senior-level staff to drive institutional growth. • Integrate well-being programs into the academic calendar to create a supportive work environment. • Develop Collaborative Platforms for innovation across departments, research teams, and administrative units.
5.	**Strategic Funding and Emotional Support Enablers**	**Short-Term (2022-25):** • Develop Innovative Funding Strategies to secure incubation grants and research funding for early-career faculty and researchers. • Offer Emotional Intelligence Training for staff and students to build resilience and manage professional challenges. • Create peer support networks for faculty and students. **Mid-Term (2025-27):** • Institutionalize emotional and mental health support systems with professional counselling services. • Expand emotional intelligence programs across all levels of university stakeholders.
6.	**Enablers for Pedagogical Innovation**	**Short-Term (2022-25):** • Promote Pedagogical Excellence Initiatives through specialized programs on innovative teaching methods and technology integration. • Train faculty to incorporate advanced tools like AR/VR, gamified learning, and AI-driven platforms into classrooms. **Mid-Term (2025-27):** • Develop a Pedagogical Innovation Lab to test and implement innovative teaching strategies. • Host national and international teaching innovation conferences to establish IILM as a hub for modern pedagogy.

	• Institutionalize the use of adaptive learning technologies to personalize teaching methods for diverse learners.
Supportive- Facilitative Enablers	
1. **Accessibility/ Proximity**	**Short-Term (2022-25):** • Adopt an open-door leadership approach where leaders are readily available for consultations and support. • Introduce interactive sessions such as "Meet the Leadership" for students and staff to ensure accessibility. **Mid-Term (2025-27):** • Promote a culture of approachable leadership to create a collaborative and trust-driven environment.
2. **Rich Communication**	**Short-Term (2022-25):** • Implement real-time communication systems for internal communication. • Conduct interactive forums for immediate issue resolution and collaboration among stakeholders. **Mid-Term (2025-27):** • Promote a feedback-driven communication culture for continuous improvement.
3. **Role Model**	**Short-Term (2022-25):** • Identify and empower leaders who inspire students and staff through their actions and achievements. • Organize leadership workshops to train faculty and staff to set examples for others. **Mid-Term (2025-27):** • Develop a formal Leadership Development Program to nurture future leaders and role models within the institution.
4. **Institutional values (Core Values)**	**Short-Term (2022-25):** • Define and communicate the institution's core values to all stakeholders through orientation and promotional materials. • Integrate values into everyday practices, including decision-making and student development programs. **Mid-Term (2025-27):** • Periodically review and reinforce core values through university activities and events to maintain relevance.
5. **Vision**	**Short-Term (2022-25):** • Develop a comprehensive vision document through collaboration with stakeholders. **Mid-Term (2025-27):** • Expand the vision to include global benchmarks and future opportunities, encouraging forward-thinking initiatives.
6. **Trust among stakeholders and outsiders**	**Short-Term (2022-25):** • Foster trust through transparent policies and open communication across all levels. • Conduct periodic stakeholder meetings to align goals and responsibilities. **Mid-Term (2025-27):** • Develop strong external partnerships to enhance credibility and trust with industries, alumni, and the community.
7. **Institutional Tradition Rituals**	**Short-Term (2022-25):** • Reinforce traditions and rituals through annual programs, festivals, and events to foster emotional bonds. • Engage students and alumni to carry forward institutional traditions. **Mid-Term (2025-27):** • Institutionalize rituals such as alumni homecoming days, foundation days, and annual awards ceremonies.
8. **Alternative strategy & Support network**	**Short-Term (2022-25):** • Develop backup strategies for academic delivery, including digital platforms for exams, result announcements, and classes. • Create a crisis response team for timely resolution of disruptions.

	Mid-Term (2025-27):
	• Institutionalize resilient infrastructure for uninterrupted services, including hybrid learning models and emergency plans.
9. Goal setting in every student	**Short-Term (2022-25):** • Introduce goal-setting workshops to help students identify and work towards personal and professional targets. • Provide career guidance and mentorship for students. **Mid-Term (2025-27):** • Develop digital tools to track and monitor student progress in achieving goals.
10. Safety & Security	**Short-Term (2022-25):** • Implement campus safety measures, including 24/7 surveillance, security personnel, and grievance redressal systems. • Conduct safety awareness programs for students and staff. **Mid-Term (2025-27):** • Introduce smart campus systems with biometric access and AI-based monitoring for enhanced security.
11. Search for proximity (Local friends. Local food, local culture)	**Short-Term (2022-25):** • Promote local cuisine and culture through on-campus events and dining options. • Organize community-building programs to encourage friendships among new students. **Mid-Term (2025-27):** • Establish partnerships with local communities to integrate cultural and social activities into student life.
12. Legacy of the system	**Short-Term (2022-25):** • Uphold institutional traditions and hierarchy through structured programs and events. • Promote respect for legacy among all stakeholders. **Mid-Term (2025-27):** • Document and share institutional history through museum displays, digital archives, and annual publications.
13. Openness in terms of information	**Short-Term (2022-25):** • Implement transparent communication portals for admissions, teaching, examinations, and financial matters. • Share periodic reports with stakeholders to enhance transparency. **Mid-Term (2025-27):** • Use ERP systems to provide real-time access to institutional operations and data.
14. The Ability of the institution to deliver on promises	**Short-Term (2022-25):** • Develop a responsive system for identifying and addressing failures promptly. • Use autonomy to resolve issues efficiently and uphold the institution's reputation. **Mid-Term (2025-27):** • Establish a Cell to monitor and ensure consistent delivery of institutional commitments.
15. Accountability measures	**Short-Term (2022-25):** • Define systems to monitor and evaluate the accountability of all stakeholders. • Develop a framework for consequences and rewards based on performance. **Mid-Term (2025-27):** • Implement digital accountability systems for faculty, staff, and students to ensure transparency and responsibility.
16. Mental Health	**Short-Term (2022-25):** • Establish a Psychological Counselling Cell with mental health professionals to support students and staff. • Conduct awareness campaigns and workshops on stress management and mental well-being. **Mid-Term (2025-27):** • Develop a Support System integrated into the university's academic and administrative structure for mental health.

	• Use AI-based tools for early identification of mental health concerns and timely intervention.
F. Networking and Collaborations Enablers	
1. **Strategic Collaborations**	**Short-Term (2022-25):** • Forge partnerships with industry, academia, and community organizations through MoUs to support research, curriculum design, and community engagement. • Build a robust alumni network to encourage mentorship, domain expertise sharing, and infrastructure funding. • Initiate collaborations with industries for internships, apprenticeships, and joint research projects to align programs with industry needs. **Mid-Term (2025-27):** • Develop global partnerships with top universities for dual degrees, student exchange, and faculty collaboration. • Institutionalize industry-driven Centers of excellence for continuous curriculum enhancement and innovation. • Strengthen alumni contributions by launching fundraising initiatives and alumni-led research collaborations.
2. **Academic and Research Excellence**	**Short-Term (2022-25):** • Pursue cross-institutional academic partnerships for shared curricula and student mobility programs. • Launch collaborative research consortia for library access, shared databases, and co-authored projects. • Focus on joint international research projects to enhance academic output and global recognition. **Mid-Term (2025-27):** • Develop **an** International Research Collaboration Hub to attract multi-institutional projects and grants. • Create dual-degree and joint Ph.D. programs with national and international universities. • Promote participation in globally recognized research conferences and consortia.
3. **Practical Exposure and Experience**	**Short-Term (2022-25):** • Integrate hands-on learning opportunities by collaborating with industries for shared workshops and live projects. • Launch Earn-While-Learn programs enabling students to gain real-world experience while pursuing academic studies. • Partner with industries to design apprenticeship-based programs. **Mid-Term (2025-27):** • Develop long-term programs for industrial immersion through hybrid learning and field exposure. • Introduce AI-driven experiential learning tools to simulate real-world problem-solving.
4. **Community Engagement and Service**	**Short-Term (2022-25):** • Collaborate with NGOs and social service organizations for rural outreach and fieldwork projects. • Align programs with initiatives like Unnat Bharat Abhiyan (UBA) to ensure meaningful societal contributions. • Foster civic partnerships for sustainable community development initiatives. **Mid-Term (2025-27):** • Create structured programs to promote student engagement in field-based learning and rural innovation projects. • Institutionalize partnerships with local governance bodies to address regional developmental challenges.
5. **Professional Development and Employment**	**Short-Term (2022-25):** • Establish an Integrated Career and Placement Cell to serve as a centralized hub for internships, employment, and career guidance.

	• Strengthen placement networks by collaborating with various industry sectors for internships and job opportunities. • Promote faculty consultancy projects to build industry-institute relationships and provide industry exposure for students. • Organize career development workshops to prepare students for employability and professional success**.** **Mid-Term (2025-27):** • Scale faculty consultancy into formalized industry-academia research alliances. • Develop tailored corporate training programs to increase placement rates.
6. Quality and Credibility	**Short-Term (2022-25):** • Implement quality assurance frameworks for internal monitoring of learning outcomes and research standards. **Mid-Term (2025-27):** • Secure national accreditation from bodies like NAAC, NBA, and NIRF to enhance institutional credibility. • Pursue international accreditation from organizations like QS and Times Higher Education for global recognition. • Continuously update internal quality assurance mechanisms to align with global best practices. • Promote benchmarking initiatives to improve institutional rankings and student outcomes.
7. Innovation and Entrepreneurship	**Short-Term (2022-25):** • Establish incubation centers to support student and faculty startup initiatives. • Provide funding avenues and ideation platforms like hackathons and innovation challenges to encourage entrepreneurship. • Develop a strong digital infrastructure to support startup activities and resource access. **Mid-Term (2025-27):** • Create an Entrepreneurship Development Center to provide mentorship, funding, and global exposure to startups. • Launch partnerships with venture capitalists, angel investors, and innovation ecosystems to scale entrepreneurial ventures. • Establish IILM as a leading entrepreneurial hub through a vibrant startup culture and ecosystem.
G. Physical Enablers	
Physical Enablers	**Short-Term (2022-25):** • Establish a smart campus infrastructure with integrated systems for lighting, security, and environmental controls. • Implement preventive maintenance systems to detect and resolve issues proactively. • Construct green-certified buildings using energy-efficient designs and recycled materials. • Incorporate rainwater harvesting systems and solar energy into building designs. • Develop separate paths for bicycles and battery-operated vehicles. • Ensure PwD accessibility across all campus areas, including ramps and designated parking. • Create an administrative block with adequate faculty cubicles and counselling areas. • Provide dedicated spaces for different departments. • Build a library with adequate reading rooms, stock areas, and online access facilities. • Develop a secure Examination Cell with a strong room for confidential documents. • Provide well equipped Faculty cabins and Common rooms. • Provide Common room for both boys and girls • Develop a small botanical garden for educational and research purposes. • Create vocational training spaces with modern tools and labs for skilling programs

	Mid-Term (2025-27):
	• Develop a performance infrastructure with advanced AI and IoT-enabled facilities.
	• Transition to fully green and carbon-neutral campus buildings, using advanced technologies.
	• Establish eco-friendly transport systems with electric shuttles and smart commuting solutions.
	• Expand facilities to include separate buildings for each department with modern amenities.
	• Upgrade to fully automated digital examination systems
	• Provide Staff quarters

H. Digital Enablers

Digital Enablers	Short-Term (2022-25):
	• Ensure high-speed, reliable internet connectivity across the campus, including academic and residential areas
	• Design a responsive and interactive university website with detailed information about programs, admissions, and events
	• Create messaging groups for internal communication among students, faculty, and administration
	• Launch individual course blogs to share daily updates, resources, and student progress
	• Provide curriculum-based materials in PDF, video, and audio formats for students to access remotely
	• Collaborate with National and Global Digital Libraries to provide e-books, journals, and resources
	• Develop academic and administrative software to digitize processes and reduce paper use
	• Publish results online for quick and transparent access.
	• Integrate with the National Academic Depository (NAD) for secure digital certificates
	• Provide access to plagiarism detection software for students and faculty
	Mid-Term (2025-27):
	• Establish an integrated LMS-based platform for courses with interactive dashboards for student and teacher collaboration
	• Upgrade to high-density Wi-Fi systems with IoT integration for smart campus functionalities
	• Develop a centralized digital repository for multimedia content, integrated with AI-driven recommendation systems
	• Pilot a digital examination system for internal assessments
	• Introduce automated online evaluation systems to reduce time and improve accuracy
	• Develop an online platform for internships, project placements, and career opportunities.