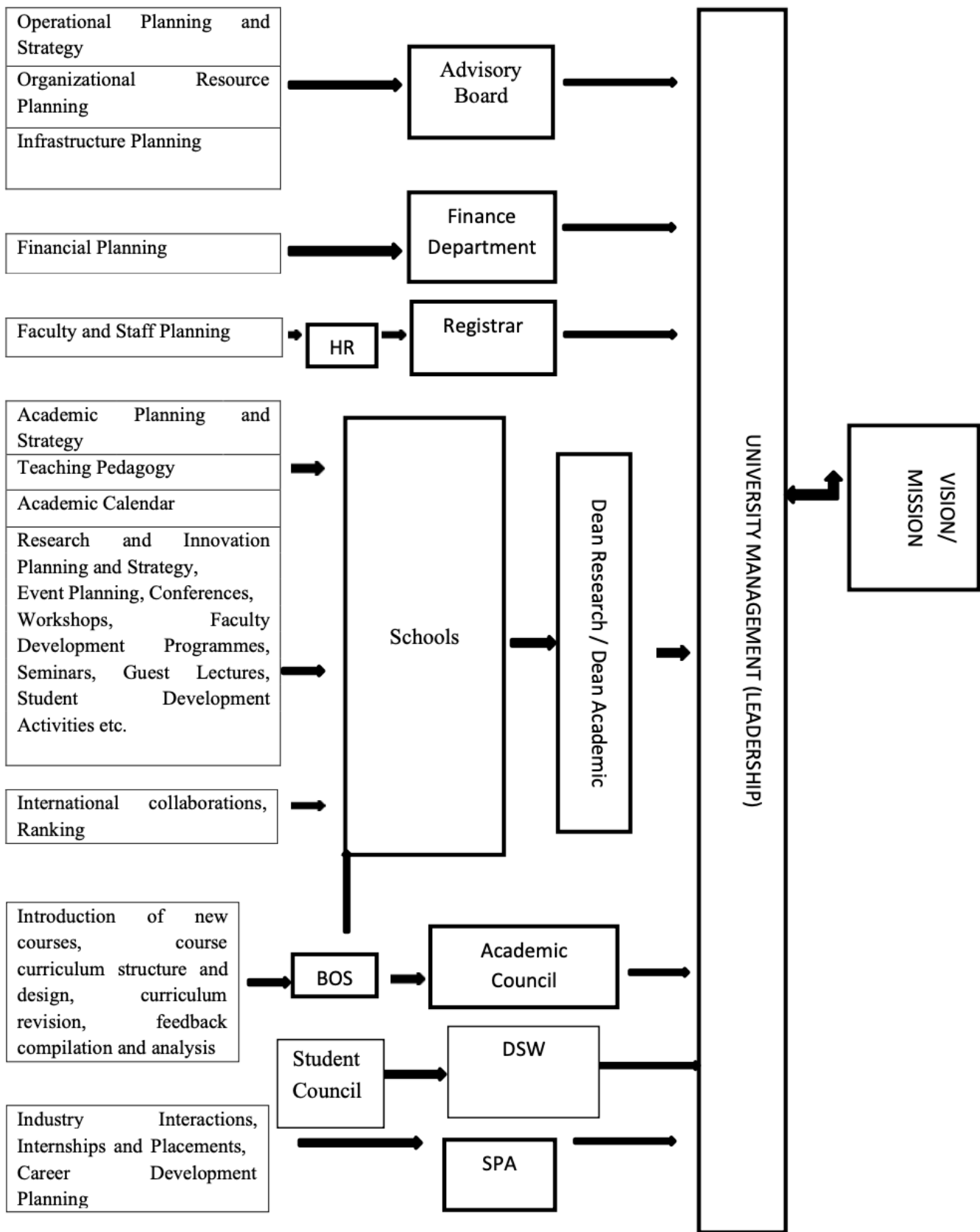# INSTITUTIONAL DEVELOPMENT PLAN
# PLAN
# THE NORTHCAP UNIVERSITY
# 2024

# FOREWORD

The Institute Development Plan at The NorthCap University is a structured and well-defined process designed to achieve the University's objectives. It aims to align with UGC guidelines, National Education Policy 2020, National Curriculum framework, Sustainable development goals 2030. It leverage the enablers as suggested by the UGC to foster excellence in education, research, and community engagement. By focusing on strategic goals and implementing a phased approach, NCU can achieve sustainable growth and contribute significantly to societal development. Stakeholders were meaningfully engaged to prepare the plan for its effective implementation.

| | | | |
|---|---|---|---|
| Operational Planning and Strategy | | | |
| Organizational Resource Planning | → | Advisory Board | → |
| Infrastructure Planning | | | |

| | | | |
|---|---|---|---|
| Financial Planning | → | Finance Department | → |

| | | | |
|---|---|---|---|
| Faculty and Staff Planning | → HR → | Registrar | → |

| | |
|---|---|
| Academic Planning and Strategy | → |
| Teaching Pedagogy | |
| Academic Calendar | |
| Research and Innovation Planning and Strategy, Event Planning, Conferences, Workshops, Faculty Development Programmes, Seminars, Guest Lectures, Student Development Activities etc. | → |

| | |
|---|---|
| International collaborations, Ranking | → |

Schools → Dean Research / Dean Academic →

UNIVERSITY MANAGEMENT (LEADERSHIP) ⇄ VISION/ MISSION

| | |
|---|---|
| Introduction of new courses, new course curriculum structure and design, curriculum revision, feedback compilation and analysis | → BOS → Academic Council → |

Student Council → DSW

| | |
|---|---|
| Industry Interactions, Internships and Placements, Career Development Planning | → SPA → |

# VISION



To be known globally for learning innovations, academic excellence and socially relevant research outcomes; strive to become the preferred destination for students, faculty, employers and collaborators & pride of alumni and the community.

## MISSION

· Focus on quality of learning and innovation in all programmes with rigour and relevance.

· Develop competent professionals-innovative, analytical and independent; committed to excel in all their endeavors.

· Develop linkages globally with government, industry, academia and alumni for knowledge generation, dissemination, and application.

· Encourage multi-disciplinarity in programmes and projects to explore new frontiers of knowledge.

· Continuously improve physical, academic and information infrastructure in pursuit of academic excellence.

· Create a nurturing environment for lifelong learning.

· Focus on entrepreneurship and socially relevant projects.

## CORE VALUES

· Integrity in all endeavours

· Humility, compassion and concern for all

· Passion for quality and excellence

· Quest for innovation

· Leadership and Team Spirit

· Autonomy with Accountability

· Perseverance

# INSTITUTIONAL DEVELOPMENT PLAN

The institution shall have an institutional development plan which shall be aligned while visualizing the outcomes of The NorthCap University for the next 15 years wherein the following aspects have been considered in the development of its policies and strategies:

1. Educational excellence
2. Research and Innovation excellence
3. Ethics, integrity, good governance
4. Strong network with industry and alumni
5. Procuring, accreditation and improve ranking
6. Intellectual capital
7. Learning management system
8. Placement opportunities
9. Centre for sustainable development goals
10. National education policy

The institution has outlined its development plans across short-term (3 years), medium-term (7 years), and long-term (15 years) horizons, ensuring alignment with its Vision and Mission. These development plans encompass the following aspects as recommended by the UGC:

1. Governance Enabler
2. Financial Enablers and Funding Models
3. Academic Enablers
4. Research, Intellectual Property and Supportive Enablers
5. Human Resource Management Enablers
6. Enablers for Networking and Collaborations
7. Physical Enabler
8. Digital Enabler

At the core of this framework is a learner-centred development paradigm that intricately weaves curriculum enhancement with new knowledge systems. It's complemented by robust financial inclusivity initiatives and mentorship programs that support a diverse spectrum of learners, aligning with NEP's vision of inclusivity and equity in education while addressing employability and entrepreneurship.

Empowering staff and faculty is another crucial pillar, extending from purpose-informed recruitment processes to a culture that encourages continuous professional development. Faculty diversity is valued, nurturing talent, and offering pathways for career progression in line with and extending beyond global best practices. The pursuit of academic and research excellence necessitates an inclusive recruitment strategy that fosters collaboration within disciplinary and across-disciplinary research domains. Recognizing and celebrating faculty contribution to these areas is essential, showcasing the institution's commitment to integrating diverse knowledge systems into the academic fabric.

Commitment to integrating community building and education excellence is vital. Acknowledging the emotional aspects of the academic journey, dedicated support services for the emotional well-being of the community are indispensable. Coupled with this is the

imperative for pedagogical innovation, ensuring faculty are equipped with diverse teaching methodologies that cater to and value the heterogeneity of the student body.

Strategic governance, infused with mission-driven perspective, plays a pivotal role in steering HEIs towards a future that values community engagement, industry relevance and outcome-oriented strategic planning. The development of appropriate facilities underscores the HEIs' dedication to creating spaces that reflect and honour the balance of traditional wisdom and contemporary knowledge creation and dissemination.

To cultivate academic and research excellence within HEIs, a comprehensive strategy aligned with NEP is indispensable. This strategy integrates a robust academic framework with state- of-the-art research & teaching facilities, emphasising faculty recruitment and development alongside industry partnerships.

For students, it seeks to enable our national commitment to inculcate their lifelong learning and their pursuit of gainful and value creating contribution to self and society. The process seeks not only academic prowess but also a demonstrated ability to think creativity and engage in problem-solving.

HEIs need to implement a comprehensive support system that emphasizes the importance of mental health, well-being, safeguarding, while balancing the pursuit of academic and research excellence with the well-being of the academic community.

This framework is not merely a set of guidelines but a blueprint for HEIs intent on embedding excellence into their institutional DNA, it positions Academic and Research Excellence and depth with width as cornerstones of an exemplary educational experience, aligning with the aspirations of NEP to cultivate a new generation of enlightened individuals equipped to navigate, thrive in and celebrate the diversity of the global village.

**3 - Year Institution Development Plan**

**1. Governance Enablers**
- **Clear Objectives:** Establish well-defined and measurable objectives aligned with the university's mission.

- **Governance and Compliance:** Continue the implemented strong administrative and financial governance while ensuring compliance with regulatory requirements.

- **Transparency and Accountability:** Strengthen transparent processes for decision-making and accountability mechanisms across all departments.

**2. Financial Enablers and Funding models**
- **Resource Generation:** Develop diverse funding models, including partnerships with industries and agencies, grants, and endowments.

- **Efficient Resource Allocation:** Ensure the strategic allocation of financial, technological, and human resources to support key initiatives.

**3. Academic Enablers**

   **Curriculum Development:** All the programs are being made NEP compliant in a phased manner and this can continue. Continuously update the curriculum to integrate interdisciplinary learning and skill development as per NEP 2020. Development of Industry linked/ internship/ apprenticeship embedded programs. Curriculum enhancement with skill development courses, certification programs, etc. Conduct of hackathons, ideathons, project exhibitions, MOOT courts, case competitions and National level competitions. Teaching learning material for PwDs to be made available.

- **Teaching Excellence:** Enhance teaching methodologies to be learner-centric, promoting innovation and research in teaching practices. Establish centre for faculty training and development. Recruitment of Professor of practices in the departments. Recruitment of Ph.D. faculty with good research track record in addition to teaching is recommended to be hired.

- **Faculty and Staff Development:** Recruit and retain qualified faculty having good academic and research background fulfilling the desired FSR providing ongoing professional development opportunities.

**4. Research, Intellectual property and supportive Enabler**
   **Research Strategy:** Establish clear research goals and secure external funding, Nationally and Internationally. Setting up of more research labs/centers of excellence with funding from govt. agencies / collaborative effort from industry.
- Encourage interdisciplinary and collaborative research initiatives. Recruitment of research fellows and research associates in the university. Holding International conferences in collaboration with International universities. Research and citation inceptives to faculty members to boost the publication and citation of the university.

- **Intellectual Property Management:** Promote and support the development of intellectual property and startups. Pitching competitions /hackathons etc. to be regularly organized and students encouraged to participate in such competitions and apply for patents based on the innovative ideas.

- **Infrastructure Support:** Provide necessary research infrastructure and resources to foster a vibrant research environment. Integration of Incubation center/tinkering lab/VC innovation fund administration/IIC etc. under one umbrella.

## 5. Human Resources Management Enabler

- **Talent Acquisition and Retention:** Develop strategies for attracting, nurturing, and retaining academic and administrative talent. Ensure a seamless integration of new staff with comprehensive induction protocols, fostering a sense of belonging and commitment to the HEI's mission. Establish a system for regular review of HR practices. Solicit feedback from faculty and staff to identify areas where flexibility can be introduced or where existing policies may need adjustment to better align with the institutions goals.
- **Professional Development:** Offer continuous training and development programs to enhance staff skills and competencies as well as in line with academic and administrative work requirements.

## 6. Enablers for Networking and Collaborations
- **Industry and Academic Partnerships:** Foster strong ties with industry and other academic institutions for collaborative projects, internships, and placements. Establishing partnerships with Centres of Excellence in the cutting edge technology.

- **Community Engagement:** Collaborate with more NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development.

- **Alumni network:** To enable effective networking and connectivity, including support for endowments, new projects, funding, knowledge sharing, and mentorship, to establish trust and facilitate lifelong engagement.

- **Global Engagement:** Enhance the university's global presence through international collaborations and active student exchange programs, inbound and outbound. Research collaborative options for joint projects/joint Ph.D. guidance with international faculty with international universities.

## 7. Physical Enabler
- **Campus Development:** Regular maintenance of campus infrastructure. Champion environmental stewardship by enhancing energy efficiency, minimizing waste, and reducing environmental impacts. Ensure accessibility for Persons with Disability (PwD), promote gender inclusivity, and ensure a zero-tolerance approach towards discrimination, ragging, bullying, including cyberbullying.

## 8. Digital Enabler

- **Digital and ICT framework**: Prioritise data privacy by processing personal data in a secure and lawful manner, recognizing individual rights. Implement a dashboard for real-time monitoring of resources, environmental factors, and infrastructure utilization.

Adhere to guidelines set by UGC and other relevant bodies, ensuring a consistent and trustworthy framework.

**Digital Transformation:** Continual upgradation of the ICT systems to support digital learning, administration, and communication. Transition to a paperless system, incorporating digital processing for all educational activities, and providing stakeholders with online access. Foster online networks for alumni, and support e-placement initiatives. Studio for video online classes. Maintaining of the data/information for the One Nation One Data platform.

By integrating these components, The NorthCap University can craft an IDP that not only drives institutional excellence but also positions it as a leader in the higher education landscape.

## 7 - Year Institution Development Plan

### 1. Governance

Strengthen internal governance, establish transparent policies, and conduct leadership training for administrative staff. Implement AI-driven decision-making tools for governance. Form advisory boards with global experts. Attain autonomy in academic and administrative functions with a focus on decentralized decision-making. Involvement of alumni as a major stakeholder.

### 2. Financial Sustainability

Optimize resource allocation, diversify funding sources, and enhance alumni contributions. Launch endowment programs and international research collaborations for grants. Widening the responsibility for getting grants from all appropriate source. Establish an Innovation and Research Fund for cutting-edge projects and sustainability initiatives.

### 3. Academic Excellence

**Curriculum:** Revise curricula to align with global standards. Integrate interdisciplinary courses. Student enrolment in Industry linked/ internship/ apprenticeship embedded programs. 100% implementation of National Higher education quality framework/choice based credit system/learning outcome based curriculum framework in the academic curriculum of all the programs. To facilitate earn while learn model to the select students of SEDG group.

**Global engagement:** Establish NCU as a global hub for hybrid learning, offering courses in emerging fields to the international students and admitting International students. Host an annual NCU Global Summit to showcase achievements and build stronger connections.

**Faculty and staff**: Qualified, Experienced, and committed faculty in the university. To adopt a strategy to boost the proportion of Ph.D. holders among its faculty

### 4. Research & Innovation

**Research:** Incentivize research output through grants and awards; establish specialized research labs and the research environment and culture at NCU. Collaborate with industry leaders for applied research, grants and patents. To create post-doctoral research programmes to maintain the PhD graduates contribution to the ongoing research. Position NCU among the top 100 research-focused universities in India.

**Innovation**: To establish NCU's Incubation Centre as a leading hub for innovation, entrepreneurship, and startup development, empowering students, faculty, and external stakeholders to translate ideas into impactful, sustainable businesses.

### 5. Human Resource Development

Conduct faculty upskilling programs and introduce performance-linked incentives. Recruit global faculty and initiate mentorship programs. Achieve a faculty-student ratio of 1:15 and establish a leadership academy. To prepare comprehensive HR practices where every member

of the institution can thrive and contribute to the HEI's overarching goals of innovation, inclusion, and excellence.

## 6. Networking and Partnerships

Pursue academic collaborations for co-research, shared curricula, and intermobility of students, enabling dual degree programs and joint use of facilities in India and abroad. Strengthen global academic and industry networks, focusing on student and faculty exchange, inbound and outbound. Establish NCU as a founding partner in global consortia for education and research.

Engage with local bodies and communities to foster sustainable development and implement field-based educational programs. Establish NCU as a pioneer in the social service and community engagement.

Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence.

## 7. Physical Infrastructure

Modernize classrooms and develop smart campus with IoT integration and other renewable energy systems. Deployment of Carbon Neutrality Plan and introduce sustainability modules across disciplines. Attain net-zero emissions status and establish an independent School of Sustainability. Water saver nozzles, water aerators on taps in all the washrooms to cut down on wastage of water. Retrofit of Emission control devices on the diesel generators to cut on pollution. Installation of biogas generation plant at the campus to generate energy from the food waste. Increasing the out-campus student hostel facilities. Suitable guest house/hostels with accommodation, food, and recreation facility.

## 8. Digital Transformation

Contactless dealing for faculty with HR and Accounts office for any queries/services related to accounts and HR without the need for frequent visits. Digitize administrative processes and integrate learning management systems (LMS). Utilize adopting a digital examination system eliminates the wastage of papers in the examination process. AI for personalized learning experiences and predictive analytics for academic performance. Develop proprietary EdTech solutions to export digital education globally.

## 15 - Year Institution Development Plan

### 1. Governance

Strengthen internal governance, establish transparent policies, and conduct leadership training for administrative staff. Implement AI-driven decision-making tools for governance. Form advisory boards with global experts. Attain autonomy in academic and administrative functions with a focus on decentralized decision-making. Involvement of alumni as a major stakeholder.

### 2. Financial Sustainability

Optimize resource allocation, diversify funding sources, and enhance alumni contributions. Launch endowment programs and international research collaborations for grants. Widening the responsibility for getting grants from all appropriate source. Establish an Innovation and Research Fund for cutting-edge projects and sustainability initiatives.

### 3. Academic Excellence

**Curriculum:** Revise curricula to align with global standards. Integrate interdisciplinary courses. Student enrolment in Industry linked/ internship/ apprenticeship embedded programs. 100% implementation of National Higher education quality framework/choice based credit system/learning outcome based curriculum framework in the academic curriculum of all the programs. Extension of earn while learn model to the students of SEDG group.

**Global engagement:** Establish NCU as a global hub for hybrid learning, offering courses in emerging fields to the international students and admitting International students. Host an annual NCU Global Summit to showcase achievements and build stronger connections for global engagement.

**Faculty and staff:** 100% faculty recruitment as per the FSR and the sanctioned seats. Qualified, Experienced, and committed faculty in the university to boost the teaching and research environment. To adopt a strategy to boost the proportion of Ph.D. holders to 100%.

### 4. Research & Innovation

**Research:** Incentivize research output through grants and awards; establish specialized research labs and the research environment and culture at NCU. Collaborate with industry leaders for applied research, grants and patents. To create post-doctoral research programmes to maintain the PhD graduates contribution to the ongoing research. Position NCU among the Top 100 research-focused universities in India.

**Innovation**: Technology transfer office (TTO) in the incubation centre with experienced professionals to manage IP protection, licensing, and technology transfer activities. Clear processes and guidelines for licensing and technology transfer, including royalty structures and licensing fees.

To establish NCU's Incubation Centre as a leading hub for innovation, entrepreneurship, and startup development, empowering students, faculty, and external stakeholders to translate ideas into impactful, sustainable businesses.

### 5. Human Resource Development

Conduct faculty upskilling programs and introduce performance-linked incentives. Recruit global faculty and initiate mentorship programs. Achieve a faculty-student ratio of 1:15 and establish a leadership academy. To prepare comprehensive HR practices where every member of the institution can thrive and contribute to the HEI's overarching goals of innovation, inclusion, and excellence.

### 6. Networking and Partnerships

Pursue academic collaborations for co-research, shared curricula, and intermobility of students, enabling dual degree programs and joint use of facilities in India and abroad. Strengthen global academic and industry networks, focusing on student and faculty exchange, inbound and outbound. Establish NCU as a founding partner in global consortia for education and research.

Engage with local bodies and communities to foster sustainable development and implement field-based educational programs. Establish NCU as a pioneer in the social service and community engagement.

Accreditation and Certification: Secure recognition from National and International accreditation and ranking bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence.

### 7. Physical Infrastructure

Recording Studio - To record high class online lectures for uploading by faculty on national platform.

### 8. Digital Transformation

Digitize administrative processes and integrate learning management systems (LMS). Utilize Adopting a digital examination system eliminates the wastage of papers in the examination process. AI for personalized learning experiences and predictive analytics for academic performance. Develop proprietary EdTech solutions to export digital education globally.

E-governance to be introduced in as many processes as possible particularly dealings with students in administrative processes.

Developing quality online content and uploading on national / international platforms like Swayam, E-Pathshala, Coursera, Udemy etc.