

Institutional Development Plan (IDP) 2025



Central University of Karnataka

Kadaganchi, Kalaburagi - 585367

<http://www.cuk.ac.in>

1. Governance Enablers

Governance enablers are vital for promoting transparency, accountability, and effective decision-making. They ensure that policies and processes align with the mission of the university, fostering effective leadership and active participation from all the stakeholders. By driving quality assurance and continuous improvement, these enablers create an environment that supports innovation, academic excellence, and sustainable growth. The enablers role is essential in maintaining compliance with regulatory standards and ensuring the long-term success of the University.

1.1. University Court, Executive Council, Academic Council, Finance Committee & Other Statutory Bodies

The Central University of Karnataka functions through a well-defined hierarchical structure with statutory bodies including the University Court, Executive Council, Academic Council, Finance Committee and Board of Studies the representation from diverse to ensure stakeholders. The university also adheres to Ordinances, emphasizing the inclusion of industry experts and alumni in governance structures.

Short-term Goals

- Digitization of administrative departments for streamlined operations.
- Strengthening student help desks with dedicated helpline numbers.
- Implementing a centralized ERP portal (Samarth) for academic, administrative, and financial matters.
- Establishing a periodic review committee for the Institutional Development Plan (IDP).
- Periodic review of the research activities by the Board of Research Studies (as per the Ordinance 33) for research excellence.

Mid-term Goals

- Utilizing intellectual expertise from national and international institutions.
- Periodic monitoring and review of IDP initiatives.
- Strengthening departmental review mechanisms to ensure quality assurance.

Long-term Goals

- Strengthening administrative processes for multi-school functioning.
- Assessing IDP's long-term impact on institutional growth and regulatory compliance.
- Establishing a transparent and sustainable funding mechanism.

2. Quality Assurance

Short-term Goals

- Strengthening the HR policies for the recruitment and training of the faculty and staff.
- Strengthening annual audits including academic, administrative and green audits.
- Strengthening the activities of IQAC-designated committees in all the departments.
- Ensuring full staffing of sanctioned teaching and non-teaching positions.
- Strengthening grievance redressal mechanisms for staff and students.

Mid-term Goals

- Encouraging inclusive decision-making processes.
- Introducing automated assessment tracking for academic performance.

Long-term Goals

- Strengthening governance structures across academic and administrative domains.
- Strengthening automation of administrative processes through ERP integration.
- Establishing a centralized database for institutional records and research outputs.

3. Financial Sources and Management

Short-term Goals

- Establishing sponsored research chairs aligned with university objectives.
- Monitoring committee for mobilisation of CSR fund, philanthropic contribution and other external sources.
- Strengthening the policies for internal revenue generation.
- Monitoring of industry-academia collaborations for research and consultancy projects.
- Mobilisation of funds from endowment and alumni contributions.
- Streamlining fund disbursement mechanisms for research and development.

Mid-term Goals

- Implementing cost-effective sustainability measures, like solar energy and waste recycling.
- Introducing executive programs for professionals.
- Generation of finances through consultancy, incubation and innovation.

Long-term Goals

- Expanding international student enrollment and global collaborations.
- Implementing financial autonomy strategies for institutional sustainability.
- Establishing a dedicated financial planning and investment committees.

4. Leadership Development

Short-term Goals

- Leadership training programs for Govt staff and administrators.
- Implementing structured mentorship programs for emerging leaders.
- Establishing an outcome-based annual planning system for university branches.
- Organizing strategic leadership workshops for the Department Heads.

Mid-term Goals

- Organizing open-house discussions between university administration and employees.
- Partnering with national and international management institutions for the leadership training.
- Encouraging faculty exchange programs for leadership development.

Long-term Goals

- Setting up a Leadership Training Institute in collaboration with industry and government bodies.
- Establishing a leadership succession framework for academic and administrative roles.

5. CUK-Vision/Mission/Core Values of Institution

Vision:

Central University of Karnataka will have a futuristic impact on society through constant innovation in education, research, creativity, entrepreneurship with inclusivity and Indian values as its mainstay.

Mission

- To foster the forward-looking academic environment for students aspiring for in-depth knowledge in discipline, trouble shooting, leadership, professional aptitude, interpersonal skills, communication and health and well-being.

- To nurture a futuristic university community dedicated to (a) attracting and retaining diverse, top-notch talent; (b) collaborative environment open to the exchange of ideas ensuring individuals can achieve their excellence.
- To impact community in a transformative way — regionally, nationally, and globally — by engaging with collaborators outside the conventional borders of the university campus.

Core Values:

- 1) ***Excellence:*** Achieved through rigorous academic and research standards and fostering a culture of continuous improvement and innovation by benchmarking ourselves against leading global institutions.
- 2) ***Integrity:*** Promote honesty in academic life by upholding ethical conduct, and ensuring transparency in governance and administration.
- 3) ***Diversity and Inclusion:*** Promote equal-opportunity to all by following corresponding recruitment policies establishing support systems for underrepresented groups, and creating curricula that reflects inclusive contents.
- 4) ***Collaboration:*** Establishing structures and opportunities for teamwork through partnerships with industry and academia within and outside the country.
- 5) ***Sustainability:*** Integrating environmental considerations into the daily operations of the campus, ranging from eco-friendly construction techniques to sustainable waste management practices. Additionally, promoting sustainability concepts through curriculum as well as the university is actively involving the university community.
- 6) ***Equity:*** Ensuring that all students and personnel are afforded equal opportunities, regardless of their background. This is accomplished through the provision of scholarship programs, support services for the disadvantaged groups, and the implementation of policies that promote equal opportunity in recruitment and advancement.
- 7) ***Community Engagement:*** Constantly forming partnerships with community organizations and encouraging students and staff to participate.

Components of a Roadmap:

- Development of sustainable infrastructure phase wise .
- Establishment of new departments in phase wise in thrust areas of STEM.
- Promotion of collaborative research with national and international institutes.
- Promotion of employability skills to increase the placements
- Establishment of MOU with Foreign Universities for exchanging of faculty and students.
- Establishment of International relation office to promote admissions to international students.

6. IT/Web-based Management Information System (MIS)

Short-term Goals

- Developing a centralized feedback portal for all stakeholders.
- Enhancing campus security through increased CCTV surveillance.
- Implementing automated attendance and academic tracking systems.

Mid-term Goals

- Issuing smart cards for students and faculty for seamless service access.
- Establishing an integrated digital repository for research and academic resources.

Long-term Goals

- Implementing AI-based security systems and integrating virtual learning environments.
- Strengthening IT infrastructure for seamless remote learning and administrative processes.

7. Risk Management Analysis

Short-term Goals

- Conducting comprehensive institutional risk assessments.
- Organizing cybersecurity and environmental risk awareness workshops.
- Establishing a dedicated risk assessment and mitigation team and conducting meeting with representatives of Insurance companies.

Mid-term Goals

- Formulating policies for institutional risk assessment and mitigation.
- Strengthening disaster preparedness and emergency response mechanisms.

Long-term Goals

- Implementing a zero-waste campus policy and environmental sustainability initiatives.
- Establishing a legal compliance and risk monitoring unit.

8. External Advisory Boards

Short-term Goals

- Strengthening the existing boards by including international experts.
- Conducting bi-annual meetings with advisory board members for strategic input.

Mid-term Goals

- Forming advisory councils with members from academia, industry, and regulatory bodies.
- Strengthening faculty-industry linkages through advisory board recommendations.

Long-term Goals

- Establishing a standing Advisory Council for strategic institutional growth.
- Integrating advisory board insights into university policy-making.

9. Student Feedback Mechanism

Short-term Goals

- Strengthening the feedback system and conduct awareness programs on the feedback mechanism for the students and other stakeholders.
- Collection of feedback from the stakeholders periodically.
- Strengthening of a committee for analysis of the feedback and action on feedback to improve the quality of teaching, research and efficiency in the administration.
- Strengthening training programmes for the teaching and non-teaching staff to improve their performance.
- Encouraging the students to use the digital platforms for grievance redressal.

Mid-term Goals

- Establishing a dedicated feedback analysis committee for actionable insights.
- Introducing automated student performance analytics for faculty assessment.

Long-term Goals

- Using AI-powered tools for comprehensive analysis of student feedback to drive continuous improvements.
- Ensuring policy integration of student feedback in academic planning.

2. Financial Enablers

Financial sustainability is crucial for the long-term development and success of the Central University as it is located in the region with economic challenges. CUK being located in an economically backward area, securing consistent financial resources, ensures the continuation of quality education, infrastructure development, and community engagement. Sustainable funding allows the university to offer scholarships, improve academic facilities and support research. The university can empower students with a solid financial foundation to create opportunities for socio-economic advancement for long-term prosperity.

I - Financial Sustainability Approaches

1. University shall actively diversify funding sources by establishing collaborations with industry leaders, alumni networks, and government bodies to supplement existing revenue streams.
2. Commitment in maintaining a balanced revenue model that includes tuition fees, government grants, philanthropic donations, intellectual property royalties, and sponsored research projects to ensure long-term financial sustainability.
3. Institutional development plans consists of robust financial forecasting and cost-management practices. We will also prioritize investments in faculty development, infrastructure expansion, and sector-specific programs in collaboration with external sponsors.
4. Leveraging campus resources to introduce high-demand programs by all schools of the university including data analytics, agribusiness, food processing, entrepreneurship and other programs, while offering flexible educational formats like short-term certifications, executive education, and hybrid learning.
5. Establishing and supporting innovation and incubation centers that encourage faculty and students to develop entrepreneurial ventures, with revenue reinvested to strengthen academic and research ecosystems.
6. Prioritizing collaborations with academic, corporate, and government entities to enhance joint funding opportunities, optimize resource utilization, and reduce operational costs.
7. Developing a dynamic alumni engagement framework that facilitates lifelong relationships, encourages donations, and supports initiatives such as scholarships and infrastructure development through endowment funds.

8. Incentivizing faculty and researchers to patent and commercialize innovations, utilizing the revenue generated to fund new academic and research initiatives.
9. Expanding our reach and impact, we will invest in digital infrastructure to deliver scalable online and hybrid education programs by appealing to a global learner base.
10. As part of commitment to inclusivity and financial sustainability, university shall offer academic programs through distance learning modes, enabling us to reach underserved and geographically remote populations. This initiative will expand access to quality education while diversifying and enhancing our revenue base.

II. Role of Key Personnel

Role	Responsibilities for financial sustainability	Remarks
Deans	Budget Management	Deans shall oversee and allocate departmental budgets, ensuring resources are used efficiently to meet academic goals.
	Strategic Planning	Deans shall involve in long-term planning for academic growth, which includes aligning financial resources with institutional priorities.
	Resource Mobilization	Deans shall help to secure external funding through grants, partnerships, and fundraising to support academic programs.
	Academic Program Efficiency	They ensure that academic programs are financially viable by optimizing course offerings and student enrolments.
Heads of Academic	Operational Budget Oversight	Heads shall manage the day-to-day finances of their departments, ensuring efficient use of allocated resources for teaching and research.

Role	Responsibilities for financial sustainability	Remarks
mic Departments	Curriculum and Program Development	They will ensure that programs are relevant and attract the students, thereby ensuring sustainable enrolment and tuition revenue.
	Staff and Resource Management	Heads shall manage faculty and staff allocation, ensuring optimal teaching loads and effective use of resources.
	Collaboration and Research Funding	Heads shall encourage research activities that can attract grants and external funding, contributing to financial sustainability.
Finance Section	Financial Planning and Analysis	Finance section shall prepare financial forecasts, track budgets, and advise on resource allocation to ensure fiscal health of all schools and departments of the university.
	Revenue Management	They track revenue from tuitions, grants, and other sources, ensuring proper allocation and financial oversight. The section also encourages innovative ideas of revenue generation from faculty of each school of the university.
	Cost Control and Efficiency	The finance department shall monitor costs across the university and suggest cost-cutting measures to maintain financial stability.
	Compliance and Reporting	Finance section shall ensure the university complies with financial regulations and submits accurate reports to stakeholders.
	Audit and Risk	Conducting regular audits and risk assessments to protect the

Terms	Goals and Activities
Short	- Shall conduct skill enhancement workshops and training programs focused on the

Role	Responsibilities for financial sustainability	Remarks
	Management	financial integrity and sustainability of the university.

III. Term Goals and Activities:

Term	key areas of importance for the schools of the university.
	- Schools of the university shall provide consistent services for industry partners based on the department faculty members expertise.
	- Each department shall encourage partnerships with local businesses or organizations to deliver specialized services, such as strategy development, project evaluations, and branding.
Medium Term	- Schools shall develop and launch advanced education programs and certificate courses in the areas of faculty expertise for catering to professionals and industry needs.
	- Secure funding or contracts from national/international agencies, government bodies, or private industries for large-scale projects in areas like [e.g., innovative ideas to solve business problems, AI applications and environmental data analysis].
	- Collaborate with external firms for research or consultancy partnerships to address specific challenges in [subject areas such as business strategy, renewable energy, social governance].
Long Term	- Establish a specialized center, institute, or research hub focused on [e.g., entrepreneurship, renewable energy, Agr-food processing], designed to attract grants, sponsorships, and long-term industry partnerships.
	- Develop intellectual property, patent technologies, or licensing agreements in key areas such as [e.g., data-driven solutions, sustainable chemistry, media innovation].
	- Partnership with government and international organizations for ongoing large-scale research or consultancy contracts aimed at solving global challenges in fields like climate change, education, health.

IV. Internal Revenue Generation Competency

All the schools consisting of department faculties shall set up consultancy cells based on expertise of faculty resources to offer research and consultancy services.

Sl. No.	School	Research / Consultancy Areas
1	School of Business Studies	Strategy formulation and implementation, Data driven business decision making, digital marketing, branding, entrepreneurship, agri-business management, retail, leadership programmes, Taxation, Skill Development, Project evaluations, Government Scheme Mid-Term Assessment and Market Demand Surveys, Tourism Marketing, economic analysis etc.,
2	School of Chemical Sciences	Organic Synthesis, Process Research and Development, Drug Discovery research-Organic Synthesis, Process Chemistry, Natural Products and Medicinal Chemistry.
3	School of Computer Sciences	Information Security, AIML, Agri technology, Tech Services.
4	School of Earth Sciences	SPSS, STATA, Data Analysis, Research Methodology.
5	School of Engineering	Antennas, Mobile Communication , Microwave Links, power and energy systems, renewable energy and microgrids, Design and drawing Electrical Systems, Power Electronics and Drives, and Microgrids, Advanced Controllers design for Power Electronic Circuits, Design of Renewable energies hybrid system, Electrical Drives performance analysis.
6	School of Humanities & Languages	Sociolinguistics, Systemic Functional Linguistics, Music, Hindustani Music, Music Composition, Lyrics Writing, Musicology, Hindustani Music.
7	School of Physical Sciences	Spintronics, Mathematical Modelling.
8	School of Social & Behavioral Sciences	Gender Governance, Rural Governance, Welfare Policy, Health, Education, Gender sensitization, elderly population, Psychological Training and Assessment.
9	School of Life	Lectins and Glycobiology.

	Sciences	
10	School of Education & Training	School teachers training on Science education, NEP 2020 implementation, Science pedagogy, competency based education.
11	School of Media Studies	Print-TV-Digital- production.
12	School of Legal Jurisprudence Studies	IPR, Legal Aid, Judicial Reforms.

V. Constitution of a Committee for mobilizing external funds

The university shall set up a committee to attract external funds such as CSR funds, endowment funds etc. The primary responsibility of the committee shall be to develop an institutional policy for the receipt and usage of external funds as well as to facilitate communication with the industry partners and other donors. Committee shall serve as the central body for all CSR-related activities and decisions at CUK.

Utilization of External source of Funds

Clear definition of how external funds including CSR funds shall be used is necessary to attract support. The Committee shall develop a formal policy that reflects best practices and includes the following proposed uses for the funds:

1. Chair Professorships

The external funds shall be used to establish Chair Professorships, which shall be named after the donating company or another name suggested by the donor. These funds shall primarily cover the salary component for the position.

2. Student Fellowships and Awards

External funds shall be allocated to support student fellowships, scholarships, and awards, which shall be named after the contributing company. Alternatively, external funds may be used to provide fee waivers for students, offering them financial assistance.

3. Faculty Excellence and Recognition

External funds shall be used to create awards that recognize faculty achievements in teaching, research, or both. For example, annual student feedback shall be collected on faculty performance, or a scoring mechanism could be implemented to recognize top academic publications.

4. Faculty-Driven CSR Initiatives

Faculty members shall be encouraged to approach industries for CSR donations to support specific research projects, whether new or ongoing. The funds raised shall be used exclusively for the faculty members project. The administration shall support faculty efforts to secure such funds through incentives and recognition.

5. Project Grants

Companies with CSR interests aligned with these projects may choose to contribute funds for specific initiatives. The Committee shall oversee policies regarding the management and ownership of outcomes from these projects, including intellectual property and publications.

6. Infrastructure Development and Maintenance

The external funds shall be allocated to the development of new infrastructure, such as sports facilities, laboratories, or hostels. They may also be used to maintain existing facilities, such as a sophisticated instrumentation center, ensuring these resources are continually updated and well-maintained.

7. Alumni Contributions

The Committee shall reach out to CUK alumni who have started their own ventures, encouraging them to contribute to the institution's development fund. Effective engagement with alumni will depend on the proactive efforts of the Alumni Association to maintain regular communication and foster connections.

VI. Financial Management

1. Implementing rigorous financial analysis and strengthening the Finance Committee to oversee expenditures, evaluate revenue opportunities, and align fiscal strategies with institutional goals.
2. A robust financial management framework shall be embedded in our university action plans, including performance tracking, resource allocation reviews, and transparent decision-making to maximize returns and improve institutional sustainability

3. Continuous evaluation and optimize the use of institutional resources by collaborating with other organizations and diversifying campus activities to enhance financial efficiency.

IV - Liaisoning with other Funding Agencies

University has identified more than 150 Government and non governmental agencies to access research and development grants. Each school shall be encouraged to apply for grants against prescribed formats and conditions. Apart from these, faculty members shall also be encouraged to participate in consultancy opportunities and entrepreneurial development projects.

3. Academic Enablers

The Central University of Karnataka is committed fostering a supportive and inclusive academic environment that promotes holistic student development. To achieve this, the university has established a robust governance structure, comprising various academic bodies that oversee and regulate academic activities. These bodies ensure that all programs and courses align with the vision, mission, and objectives of the university.

The academic activity at CUK is meticulously designed, developed, implemented, and evaluated by the following governance structure facilitate this process:

1. **Board of Studies (BoS):** Oversees academic programs, ensuring they meet the standards and objectives of the university.
2. **School Board (SB):** Provides strategic direction and oversight for academic programs within the school.
3. **Academic Council (AC):** The apex academic body is responsible for approving and monitoring academic programs, policies, and procedures.

This structured approach enables CUK to maintain academic excellence, ensuring that students receive a world-class education to prepare them towards success.

1. Courses catering to professional/ future requirements

CUK aims to foster holistic development and professional readiness among students through the Undergraduate Curriculum Framework (UGCF) 2022. This initiative emphasizes skill enhancement, value addition, personality development and Indian Knowledge System.

Short-term Goals

- Update postgraduate and Ph.D. programs aligned with NEP 2020.
- Integrate in-depth learning opportunities and skill enhancement courses.
- Develop academic pathways and employability potential for each program.
- Leverage multidisciplinary expertise for course design and development.
- Encourage faculty to create SWAYAM-MOOCs for employability enhancement.

Mid-term Goals

- Expand professional and interdisciplinary programs.
- Establish a Centre for Professional Development and industry partnerships.
- Introduce flexible credit systems for interdisciplinary programs.
- Develop a system for recognizing and rewarding innovative faculty.

Long-term Goals

- Develop a comprehensive system for anticipating industry trends.
- Expand online and hybrid programs for a global audience.
- Establish international partnerships for joint programs and exchanges.
- Develop a lifelong learning system for ongoing education and training.

2. Curriculum- updated as per industry requirements

CUK has made significant strides in aligning its curriculum with industry demands, focusing on skill development, value addition, and employability. Committees collaborate with industry professionals to design programs emphasizing essential life skills, soft skills, and industry knowledge.

Short-term Goals

- Establish an Industry Advisory Board (IAB) for curriculum updates.
- Review existing programs for industry alignment.
- Introduce new programs catering to emerging industry trends.
- Embed industry-linked projects in existing programs.
- Develop a modular curriculum framework for Multiple Entry-Multiple Exit (MEME) options.

Mid-term Goals

- Achieve 100% coverage of industry-linked projects.
- Introduce a credit-based system for MEME options.
- Establish partnerships for joint certification programs.
- Develop a system for regular curriculum updates.
- Introduce a faculty development program for industry relevance.

Long-term Goals

- Strengthen Centre for Industry-Academia Collaboration.
- Develop a comprehensive system for anticipating industry trends.
- Introduce a flexible, competency-based curriculum framework.
- Achieve 100% placement of graduates in industry-relevant roles.

3. Curriculum embedded with Employability Skills

CUK integrates employability skills into its curriculum, fostering practical application of knowledge through interdisciplinary and multidisciplinary approaches. This innovative strategy enhances students' employability and preparing them for future challenges.

Short-term Goals

- Integrate Employability Skills (ESs) into existing curricula.

- Develop a comprehensive framework for embedding ESs.
- Partner with industry experts for lectures, workshops, and training.
- Strengthening Career Development Cell.
- Develop a digital literacy program.

Mid-term Goals

- Revise curricula to focus on competencies and skills.
- Introduce new courses on emerging areas.
- Establish industry partnerships for internships and job opportunities.
- Develop faculty development programs for skill enhancement.
- Establish a Centre for Employability and Career Development.

Long-term Goals

- Achieve 100% integration of ESs into the curriculum.
- Develop a comprehensive alumni network.
- Establish international partnerships for global perspectives and job opportunities
- Achieve a placement rate of 90% or higher for CUK graduates

4. Curriculum embedded with Skill Enhancement Courses

CUK aims Skill Enhancement Courses (SECs) into its curriculum, focusing at integrating on emerging technologies and 21st century digital skills. This initiative enhances student employability, innovation, and entrepreneurship.

Short-term Goals

- Integrate SECs into existing curricula, focusing on emerging technologies
- Develop new SECs in areas like data science and cyber-security
- Strengthen Skill Development and Innovation
- Incorporate 21st century digital skills into existing curriculum
- Establish industry partnerships for hands-on training

Mid-term Goals

- Integrate SECs into 50% of undergraduate and postgraduate programs
- Develop a framework for assessing student learning outcomes
- Expand industry partnerships for internship and job opportunities
- Develop a system for continuous curriculum review

Long-term Goals

- Achieve 100% integration of SECs into all programs
- Develop an ecosystem for entrepreneurship and innovation
- Expand global partnerships for international perspectives and job opportunities

- Achieve a placement rate of 90% or higher for CUK graduates

5. Curriculum embedded with emerging technologies to be integrated with future of work

CUK aims to embed emerging technologies into its curriculum, aligning with the future of work. This initiative enhances student employability, innovation, and entrepreneurship.

Short-term Goals

- Identify key emerging technologies for integration into existing curricula
- Develop new courses and programs focusing on emerging technologies
- Establish a Centre for Emerging Technologies

Mid-term Goals

- Integrate emerging technologies into 50% of the undergraduate and postgraduate programs
- Develop a framework for assessing student learning outcomes
- Establish industry partnerships for hands-on training
- Expand the Centre for Emerging Technologies
- Develop a system for continuous curriculum review

Long-term Goals

- Achieve 100% integration of emerging technologies into all programs
- Develop an ecosystem for entrepreneurship and innovation
- Expand global partnerships
- Achieve a placement rate of 90% or higher for CUK graduates

6. Centre for Curricular & Life skills development

CUK establishes the Centre for Curricular & Life Skills Development (CCLSD) to foster holistic development and employability among students.

Short-term Goals

- Recruit staff and establish infrastructure for CCLSD
- Develop comprehensive curriculum framework for life skills development
- Launch pilot programs for life skills development
- Engage stakeholders for input on curriculum design and program implementation

Mid-term Goals

- Expand life skills development programs to cater to larger student population
- Enhance faculty skills in teaching life skills
- Develop innovative programs, including certification courses and executive education
- Develop robust assessment and evaluation framework

- Strengthen industry partnerships for experiential learning opportunities
- Mobilize resources to support CCLSD growth

Long-term Goals

- Strengthen CCLSD as a centre of excellence; nationally and internationally
- Achieve global accreditation for CCLSD, recognizing commitment to quality and excellence
- Expand outreach activities to broader audience
- Establish research centre for life skills development and employability research

7. Faculty/ teaching Staff

CUK aims to enhance faculty excellence, fostering a research-intensive institution that promotes innovative teaching, research, and industry collaborations.

Short-term Goals

- Rolling recruitment drive for filling the vacant positions
- Appoint Professor of practice, visiting/ adjunct Professors
- Engage industry experts as resource persons (RP's)
- Introduce mentorship programs
- Encourage interdisciplinary and collaborative research initiatives

Mid-term Goals

- Develop faculty retention strategies
- Foster interdisciplinary research collaborations
- Strengthen industry-academia partnerships
- Recognize teaching excellence
- Develop faculty exchange program policy

Long-term Goals

- Emerge CUK as a research-centric institution
- Achieve global recognition
- Develop faculty leadership development programs
- Foster a culture of continuous improvement

8. Centre for Faculty Development (CFD)

CUK establishes the Centre for Faculty Development (CFD) to foster excellence in teaching, research, and capacity building.

Short-term Goals

- Establish CFD with a clear mandate
- Establish industry partnerships for faculty exchange and internship

- Design faculty development programs focusing on pedagogy and research
- Upgrade infrastructure for faculty development
- Recruit non-teaching staff to support faculty development

Mid-term Goals

- Expand industry partnerships for collaborative research
- Establish international collaborations for global perspectives
- Establish advanced research facilities
- Develop faculty mentoring programs
- Integrate technology-enhanced learning tools

Long-term Goals

- Foster a culture of continuous learning
- Expand global partnerships for international collaboration
- Establish a faculty development fund
- Achieve global accreditation for faculty development programs

9. Non-teaching staff

CUK aims to enhance the effectiveness of its non-teaching staff, ensuring excellence in administrative support for faculty and students.

Short-term Goals

- Rolling recruitment drive is followed for filling the vacant positions
- Provide training and development programs
- Streamline administrative processes
- Develop a Work Plan Framework
- Establish monitoring and evaluation systems

Mid-term Goals

- Implement staff development and retention strategies
- Leverage technology to enhance administrative processes
- Automate administrative processes
- Enhance student services
- Establish a quality assurance framework

Long-term Goals

- Achieve excellence in administrative support
- Foster a culture of innovation among non-teaching staff
- Achieve 100% transparency and efficiency in administration

10. Session wise teaching plan

CUK aims to enhance teaching and learning excellence through the development and implementation of effective session-wise teaching plans.

Goals

- Strengthen framework for session-wise teaching plans
- Review and update course materials
- Develop a repository of teaching resources
- Establish monitoring and evaluation system

11. Learning material like Study books

CUK aims to develop high-quality learning materials, fostering excellence in education and enhancing student outcomes.

Goals

- Develop a comprehensive study book policy
- Prepare study books for core subjects
- Provide study materials for slow learners
- Increase number of reference books as per the syllabus
- Review and update existing study materials
- Integrate technology-enhanced learning materials
- Develop a system for feedback and suggestions

12. Question bank

CUK aims to develop a comprehensive assessment system, integrating question banks, technology-enhanced tools, and innovative assessment methods.

Goals

- Develop a comprehensive question bank policy
- Train faculty members on question bank usage
- Establish a system for continuous review and update

13. Assignments

Central University of Karnataka aims to develop a comprehensive assignment-based learning system, integrating innovative assignment design, evaluation, and feedback mechanisms.

Goals

- Develop a comprehensive assignment policy
- Design assignment templates
- Develop assignment-assessment rubric
- Train faculty members on assignment evaluation

- Integrate technology-enhanced assignment tools
- Develop a system for peer review and feedback

14. Assessments

CUK aims to develop a comprehensive assessment system, integrating innovative assessment strategies, technologies, and feedback mechanisms.

Goals

- Develop a comprehensive assessment policy
- Introduce diverse assessment strategies
- Implement online and offline assessment modes
- Provide opportunities for on-demand and make-up assessments
- Review and revise the syllabus
- Strengthen a learning management system (LMS) for assessments
- Introduce competency-based assessments
- Enhance assessment security and integrity
- Provide feedback and assessment analytics

15. Value added skills enhancement Courses

CUK aims to develop innovative value-added skills enhancement courses, fostering industry partnerships and experiential learning to enhance employability.

Goals

- Identify industry partners for collaboration
- Develop modules on general skills
- Strengthen and increase the number of skill development and value-added courses
- Strengthen experiential learning pedagogy

16. Pedagogy

CUK aims to revolutionize teaching and learning by adopting innovative teaching-learning approaches, fostering a culture of innovation, and promoting student-centric learning.

Goals

- Conduct a pedagogy review
- Implement learner-centric pedagogy
- Develop a pedagogy framework
- Implement a full-fledged Outcome-Based Education (OBE)
- Strengthen LMS platforms (reading material for students to access)
- Introduce blended learning initiatives
- Organize workshops and training programmes to upgrade the teaching-learning

approaches

- Provide training on technology-enhanced learning
- Develop inclusive teaching-learning materials
- Foster a culture of innovation and experimentation

17. Other activities as part of learning

CUK aims to integrate co-curricular and extracurricular activities into its core curriculum, promoting holistic education and enhancing student learning outcomes.

Goals

- Integrate co-curricular and extracurricular activities into the core curriculum
- Develop assessment frameworks for co-curricular and extracurricular activities
- Incorporate cultural and traditional skills into the curriculum
- Strengthen student clubs and organizations for social work
- Enhance the scope and reach of co-curricular and extracurricular activities
- Strengthen partnerships with industry and community organizations
- Establish a system for recognizing and rewarding student achievement
- Integrate technology-enhanced learning tools into co-curricular and extracurricular activities
- Develop strategic partnerships with national and international organizations
- Establish a sustainable model for supporting students from financially weaker backgrounds

18. Earn while learn facility & flexibility

CUK aims at integrating earn-while-learn opportunities into its academic programs, fostering employability, innovation, and entrepreneurship.

Short-term Goals

- Develop an earn-while-learn policy framework
- Identify industry partners for earn-while-learn opportunities
- Design flexible course structures
- Establish a support system for earn-while-learn students
- Pilot test the earn-while-learn model

Mid-term Goals

- Expand earn-while-learn opportunities to all programs
- Establish a research centre for earn-while-learn innovations
- Develop a system for monitoring and evaluating earn-while-learn outcomes

Long-term Goals

- Achieve national recognition for earn-while-learn innovations
- Develop strategic partnerships with industry leaders and organizations
- Establish a sustainable model for earn-while-learn programs

19. Flexibility and multidisciplinary

CUK aims at enhancing student learning outcomes by integrating flexibility and multidisciplinary into the academic programs.

Goals

- Review and revise the UG/PG programs for further strengthening in flexibility and multidisciplinary
- Provide training for faculty members on multidisciplinary teaching
- Strengthen a system for recognizing interdisciplinary and multidisciplinary research
- Establish a centre for interdisciplinary studies
- Develop partnerships with other universities and research institutions
- Conduct regular evaluations of flexible and multidisciplinary programs

20. Opportunities to develop & utilize Research & innovative thinking skills

CUK aims at fostering a culture of innovation and entrepreneurship, providing students with opportunities to develop and utilize research and innovative thinking skills.

Goals

- Strengthen research and innovation policy
- Organize workshops and training programs periodically
- Organise Hackathons and competitions periodically
- Strengthen partnerships with industry and research institutions
- Organize overseas exchange programs
- Develop a system for recognizing innovative ideas
- Achieve national recognition for research and innovation excellence
- Devise a sustainable model for research and innovation

21. International Exposure

CUK aims at fostering global engagement, international collaboration, and cultural exchange, enhancing its academic programs, research, and services.

Goals

- Establish partnerships with international universities
- Invite visiting foreign faculty members
- Host international conferences in collaboration with international organisations
- Develop a website for international collaborations

- Increase visiting foreign faculty members
- Develop a strategic plan for internationalization

4. Research and Intellectual Property Enabler

The section of Intuitional Development Plan (IDP) outlines a comprehensive strategy to cultivate a robust research ecosystem within the university to foster impactful and high-quality research. Central to this strategy is the development of a research-based curriculum that integrates academic learning with practical research experience. The university aims at a dynamic environment that nurtures intellectual curiosity and innovation by engaging the students and faculty in high quality research projects.

The roadmap focuses on empowering faculty members through targeted capacity-building initiatives. Faculty are encouraged to contribute to the body of knowledge by publishing research articles, writing books, and filing patents. Additionally, the plan emphasizes increasing the enrollment of doctoral and post-doctoral fellows and attracting fellowship holders, thereby strengthening the research talent pool.

This strategy further seeks to promote interdisciplinary research by organizing symposiums, workshops, and thematic discussions that emphasize areas such as Indigenous Knowledge Systems (IKS). Collaborations with industry and other academic institutions are prioritized to facilitate knowledge exchange and consultation. The roadmap also underscores the significance of incubation and startup initiatives, providing a platform for translating research outcomes into viable commercial ventures.

Recognizing the importance of intellectual property (IP), the document details measures to facilitate IP generation and protection, ensuring that research outputs are safeguarded and leveraged for societal benefit. Finally, the plan outlines a structured approach to outreach activities that disseminate the university research contributions to a broader audience, enhancing its visibility and societal impact.

Together, these initiatives aim at positioning the university as a hub for research excellence, fostering a culture of enquiry, innovation, and societal contribution.

1. IMPLEMENTATION OF A RESEARCH-BASED CURRICULUM

The university is committed to develop innovative, high-quality research initiatives across all its academic programs, guided by global trends, societal needs, and advancements in technology. These initiatives will align with the university mission to remain a leader in education, research, and collaboration. Following are some of the key areas and goals that the university shall prioritize in the coming years:

Short-Term Goals:

- **Research Infrastructure Expansion:** Upgrade and expand infrastructure at the undergraduate and postgraduate levels to ensure access to essential research tools, laboratories, and facilities, encouraging early-stage research engagement.
- **Climate-Focused Student Projects:** Encourage undergraduate and postgraduate research on climate resilience, sustainable agriculture, and water resource management in response to the global focus on climate change.
- **Interdisciplinary Projects:** Promote interdisciplinary projects that allow students to apply theoretical knowledge to real-world challenges, fostering problem-solving and critical thinking.
- **Strengthened Mentorship Programs:** Expand mentorship initiatives where senior researchers guide students on research topics, methodologies, and project planning and implementation, encouraging early involvement in research.

Mid-Term Goals:

- **Research Infrastructure within Departments:** Modernize laboratories, acquire advanced equipment, and create research spaces to support faculty and student research in key areas.
- **Focus on Renewable Energy:** Promote research on solar, wind, and alternative energy sources, particularly energy-efficient technologies, as priority areas for Ph.D. research. Incorporating live projects and case studies into courses will provide hands-on research experience.
- **Interdepartmental Collaboration:** Strengthen collaborations between departments and external institutions to foster interdisciplinary research and maintain cutting-edge infrastructure supporting innovation that addresses national and societal challenges.
- **Mentorship Expansion:** Formalize mentorship structures to provide continuous support in grant writing, publications, and research collaborations, ensuring a robust pipeline of student researchers.

Long-Term Goals:

- **State-of-the-Art Research Ecosystem:** Establish a comprehensive, state-of-the-art research ecosystem across all academic disciplines, positioning the university as a national and international hub for innovation and research excellence.

- **Research driven courses:** Build research-driven colleges and departments that produce high-impact scholarly work and technologies, continuously enhancing infrastructure to support sustained academic and industrial advancements.
- **Urban and Environmental Research:** Conduct research on smart city infrastructure, waste management, and biodiversity to address the challenges posed by rapid urbanization in India.
- **Institutionalizing Mentorship:** The university plans to institutionalize mentorship programs across all departments to cultivate a continuous culture of research excellence. This initiative is aimed at preparing students to secure grants successfully and contribute to impactful research.

2. FOSTERING A RESEARCH ECOSYSTEM

The university will strive to promote an innovative and high-quality research environment that aligns with global trends, societal needs, and technological advancements across all academic disciplines and programs. Furthermore, the National Education Policy calls for a research-based curriculum founded on a multidisciplinary approach. To enhance the educational and research experience, we have established the following goals:

Short-Term Goals:

- **Research Support Services:** Regularly update and disseminate research guidelines, conduct workshops on proposal writing and ethical compliance, and provide training on grant applications.
- **Access to Research Facilities:** Enhance access to scientific instruments through the University's Sophisticated Instrumentation Centre (SEC) and the Central Instrumentation Facility, including training sessions for researchers and students.
- **Ethical Compliance:** Strengthen ethical frameworks by establishing an ethics office and updating intellectual property (IP) guidelines to ensure adherence to international standards.

Mid-Term Goals:

- **Centers of Excellence:** Establish Centers of Excellence in key research areas such as Quantum Computing, AI-driven Social Sciences, Biodiversity Conservation, Industrial Biotechnology, Techno-Humanities, and Cultural Heritage Preservation to foster interdisciplinary research and attract funding from various agencies.
- **Infrastructure Investments:** Based on the findings of the infrastructure audits, invest in new laboratories and advanced technology to support cutting-edge research and address gaps in research facilities.
- **Community-Driven Projects:** Launch mid-scale, community-driven projects to tackle regional challenges and demonstrate the societal impact of the university.

Long-Term Goals:

- Longevity Research Program: Develop a Longevity Research Program focused on extending human lifespan, improving health span, and enhancing quality of life through interdisciplinary research in biology, medicine, technology, and social sciences.
- Hub for Advanced Research: Position the university as a hub for transformative research in emerging fields such as AI, Genomics, and Advanced Materials, making groundbreaking contributions to science and technology.
- Sustained Funding: Secure national and international grants for long-term research projects, and create a dedicated fund to support cutting-edge research in priority areas.
- Ethical Standards and IP Protection: Integrate ethical research practices and IP protection to ensure compliance with international standards and foster a culture of innovation.
- Ongoing Infrastructure Enhancement: Develop a strategic plan for the ongoing evaluation and upgrading of research facilities, ensuring alignment with emerging research trends and institutional goals.

By focusing on these points, the Central University of Karnataka shall continue to advance as a leader in education, research, and innovation, preparing its students and faculty to contribute meaningfully to global challenges.

3. UNDERTAKING IMPACTFUL RESEARCH PROJECTS:

To ensure that the university continues to produce high-quality research projects, it must adopt a structured approach that leverages its strengths, resources, and goals. The Central University of Karnataka has a solid foundation in research across diverse disciplines, and moving forward, it will prioritize investment in key research areas that align with national and global priorities. The university has outlined several research themes that resonate with the mission of the Government of India, especially through the newly established Anusandhan National Research Foundation (ANRF). The following roadmap has been envisioned.

Short-Term Goals

- Reinforce research in cutting-edge areas such as Quantum Technologies, Artificial Intelligence (AI), Data Science, Genomics, and Personalized Medicine, alongside policy research and heritage preservation of indigenous knowledge.
- Integrate the traditional Bhartiya Gyan Parampara (BGP) into modern agricultural practices.
- Conduct workshops on proposal writing, grant applications, and ethical compliance.
- Improve access to advanced scientific instruments through the Sophisticated Instrumentation Centre (SIC).

- Update and disseminate guidelines related to research projects, consultancy, and intellectual property (IP) generation and maintenance.
- Conduct a comprehensive audit of existing research facilities (equipment and labs) to assess current capabilities, strengths, and immediate needs, establishing a baseline for future improvements.

Mid-Term Goals:

- Establish Centers for Excellence in key the areas like AI-Driven Social Sciences, Medical Biotechnology, Techno-Humanities Research, and Cultural Heritage and Indigenous Languages.
- Invest in research infrastructure.

4. ENHANCING STUDENT PARTICIPATION IN RESEARCH

The introduction of a research-based curriculum, alongside is an increase in student intake, aligns with the objectives of the National Education Policy (NEP) 2020. This framework advocates for a multidisciplinary approach, preparing the students for advanced academic and professional careers. Further to enhance the academic and research experience, the University aims at stream ling the student participation in project work and improve research facilities. Below are some of the key areas and goals the University shall prioritize in the coming years:

Short-Term Goals

- Motivate and encourage students to engage in project work as part of the curriculum.
- Identify potential supervisors/mentors and create a comprehensive database.
- Periodically disseminate information about project opportunities.
- Liaise with potential project hosts.

Medium-Term Goals

- Strengthen the research facilities within the institute.
- Mandatorily introduce research projects for all Undergraduate (UG) and Postgraduate (PG) programs.
- Mandatorily introduce a course on Research Methodology for at least PG programs.

Long-Term Goals

- Incentivize research outputs.
- Provide financial assistance for students presenting research papers.

5. EMPOWERING FACULTY MEMBERS FOR CUTTING-EDGE RESEARCH

The pursuit of excellence in research is fundamental to a university mission in advancing knowledge, foster innovation, and address global challenges. Faculty members serve as the

cornerstone of this endeavor, driving progress through their dedication to both basic and applied research. Recognizing the crucial role of faculty in shaping the institution's research landscape, this roadmap outlines a comprehensive strategy to empower faculty members to excel in their research pursuits.

Short-Term Goals

Promoting Basic and Applied Research:

- Encourage applied research activities that address current national needs.
- Foster collaboration within and across departments to diversify research perspectives and promote interdisciplinary innovation.
- Create an environment that nurtures basic research.

Improving Support Systems:

- Provide access to research tools, infrastructure, and seed funding for pilot projects.
- Establish tracking mechanisms to monitor research progress and ensure effective resource utilization.

Integrating with Career Growth Framework:

- Implement a performance evaluation system based on teaching, research outcomes, and administrative contributions.

6. FACULTY ENCOURAGEMENT FOR PUBLICATIONS AND PATENTS

- Develop a process to identify faculty with research potential based on metrics such as publications, conference participation, and funded projects.
- Promote collaboration by engaging adjunct faculty and industry experts in university research initiatives.
- Pair early-career faculty with senior researchers to provide guidance, share experiences, and foster innovation.

Research Incentives:

- Create incentives for research activities by introducing additional benefits (beyond regular promotions) to motivate faculty engagement in research.
- Offer financial support for conference attendance and research tools.
- Provide reduced teaching loads for active young researchers managing more than two major projects.

Infrastructure and Resources:

- Ensure access to research facilities, high-quality journals, databases, and libraries.
- Introduce seed funding opportunities to support pilot projects.

Mid-Term Goals

Enhance Research Capacity:

- Emphasize projects that integrate basic and applied research, bridging theory with practical applications.
- Offer targeted training programs to improve skills in grant writing, data analysis, and intellectual property (IP) management.
- Provide training on emerging technologies and interdisciplinary research methods.

Build Partnerships and Collaboration:

- Develop relationships with national and international research institutions to share resources and expertise.
- Establish programs that connect research groups with industry, focusing on applied sciences and real-world challenges.

Encourage Innovation and Revenue Generation:

- Support faculty in filing patents, creating spin-offs, and commercializing research outputs to enhance institutional financial stability.
- Promote intellectual property and technology transfer initiatives that reinvest in future research.

Reward Excellence:

- Introduce monetary and non-monetary rewards for high-quality research contributions.
- Conduct annual evaluations to assess and refine performance metrics, ensuring fairness and transparency.
- Provide merit-based advanced promotions linked to research achievements.

Policy Support:

- Develop policies to support research leave for extensive projects or fellowships.
- Simplify administrative processes for research grants and project approvals.

Long-Term Goals

Establish Research Leadership:

- Position the University as a leader in both basic and applied research by focusing on pioneering and impactful discoveries.
- Leverage applied research outcomes to enhance the University's reputation and facilitate future research initiatives.

5. INCREASING ENROLLMENT OF DOCTORAL AND POSTDOCTORAL FELLOWS

Advancements in research design and innovation are driven by young minds engaged in Doctoral and Postdoctoral studies, which are vital components of higher education institutions. Central University of Karnataka offers twenty-four PhD programs across various fields, including Sciences, Social Sciences, Computer Sciences, Humanities, Commerce, and Engineering. These programs are supported by non-NET scholarships, as well as Junior Research Fellowships from UGC, ICSSR, and CSIR schemes.

Short-Term Goals

- Increase the proportion of PhD scholars in alignment with faculty guides while simultaneously optimizing the necessary research infrastructure.
- Identify potential doctoral scholars and create opportunities for them to secure fellowships and external grants to support their research and training needs.
- Offer research associateships associated with ongoing faculty research projects to enhance the research environment at the university.
- Improve accessibility and flexibility in utilizing research facilities such as libraries, laboratories, and study rooms.
- Strengthen public relations to disseminate doctoral and postdoctoral notifications at the national level.
- Establish fixed cyclical admissions for doctoral programs for both Indian and international students.

Mid-Term Goals

- Initiate joint PhD programs to promote multi-disciplinary and interdisciplinary doctoral research in collaboration with relevant industries and research institutes.
- Enhance research capabilities through workshops and brainstorming sessions on research methodology, fostering increased research publications during doctoral studies.
- Identify key strategies to retain potential doctoral students in Postdoctoral programs, as well as attracting postgraduate students into doctoral studies. This may involve in designing research projects grounded in doctoral theses.
- Enable more faculty members to become recognized guides and work on problem-oriented research themes identified by the university.

Long-Term Goals

- Provide financial incentives for doctoral students to publish in high-impact Scopus-indexed journals and participate in significant research projects both in India and abroad. This could include a dual program with two years at Central University of Karnataka and two years at a foreign university.
- Develop action plans to attract international doctoral and postdoctoral fellows to engage in region-specific research in India with collaborative funding schemes.

6. ENCOURAGING FACULTY PUBLICATIONS AND PATENTS

The primary goal is to cultivate a research culture within the institution. This includes modernizing existing laboratories in the Science and Engineering departments to meet contemporary standards by upgrading equipment and infrastructure. The university will implement policies to promote contributions to intellectual property rights (IPR) and facilitate research publications involving undergraduate and postgraduate students, research scholars, and faculty members, thereby enhancing the university IPR and research profile.

Short-Term Goals:

- Encourage faculty members to undertake minor and major projects funded by various agencies, while ensuring that the institution provides the necessary facilities for smooth research activities on campus.
- Foster cross-disciplinary and interdisciplinary research within the institution.
- Motivate undergraduate and postgraduate students to publish their research under the mentorship of experienced faculty.
- Organize awareness programs on publishing ethics, research papers, books, and patents for undergraduate, postgraduate, research scholars, and faculty members.
- Establish a dedicated research unit at the school or university level to guide junior faculty in conducting research.

Mid-Term Goals:

- Focus on interdisciplinary research by mobilizing research funding from various agencies across different disciplines within the institution.
- Create repositories for research documents to facilitate easy access and storage.
- Provide incentives for faculty and students, engaged in research and innovation, recognizing outstanding research outcomes.
- Strengthen the Research and Development (R&D) and IPR Cell within the university to assist students, faculty, and researchers with patent filing, copyright issues, and research publication requirements.

Long-Term Goals:

- Attract foreign funding for research initiatives among students and faculty.
- Enhance collaboration between faculty members and leading research institutions.
- Undertake community-based research projects across various disciplines.

7. ORGANIZING SYMPOSIUMS, WORKSHOPS, AND INTERDISCIPLINARY KNOWLEDGE SHARING IN THEMATIC AREAS TO ENABLE INTERDISCIPLINARY RESEARCH

To promote a thriving academic and research culture within the university system, the conferences play a vital role. By fostering an interdisciplinary approach and encouraging collaboration, the university can make research outputs more accessible to the stakeholders. This facilitates opportunities for students, research scholars, and faculty members to present their research. Regularly showcasing their work at such platforms can instill interest and confidence. Broad-scope conferences motivate the students to engage in their research. University support, in the form of travel funds and other assistance, can further encourage stakeholder participation.

Short-term Goals:

- Organize frequent conferences focusing on cutting-edge fields of study, particularly contemporary technologies, to maintain participation among research scientists, academics, and students.
- Host smaller, regular conferences centered on emerging research areas to engage faculty, students, and researchers.
- Conduct thematic workshops, particularly those related to Indian Knowledge Systems, during these conferences to advance research methods and technologies.
- Align project submission processes with conference participation, requiring each student or research group to present their work in a structured manner as a part of their project submissions, including dissertation findings being presented in seminars and conferences.
- Initiate student-led conferences where undergraduate and postgraduate students and research scholars can present their work, with awards for the best presentations to encourage participation.

Mid-term Goals:

- Co-host conferences with organizations and research groups that share similar interests to provide university researchers with funding and recognition.
- Organize interuniversity collaboration workshops for mutual research exchanges to showcase the works of students and faculty, establishing networks within a broader academic community.
- Seek government and private-sector grants to support conferences focused on innovative research.
- Introduce public and private partnership-based events to enhance cutting-edge research and innovations within the university, ensuring high-quality outputs.

Long-term Goals:

- Establish specialized "Centres of Excellence" focusing on particular areas of research, hosting annual conferences to attract global participants and highlight the university's prominence in these fields.
- Include interactive sessions and simplified presentations in these conferences to engage the community with research findings.
- Design long-term thematic conferences addressing current societal issues such as healthcare, sustainability, and climate change, incorporating technologies for immersive data visualization.
- Collaborate with foreign research organizations and universities to co-host conferences, promoting international academic exchange and attracting renowned researchers to share their work and foster lasting partnerships.
- Aims at establishing partnerships with peer-reviewed journals for the publication of conference proceedings, providing scholars with an esteemed platform to share their research.
- Position interdisciplinary research associated with the Indian Knowledge System to tackle problem-solving research in areas such as cultural heritage, ancient Indian knowledge conservation, and the use of artificial intelligence.
- Develop a peer review process among research scholars and faculty to ensure the production of high-quality research and publications.

8. INDUSTRY & INSTITUTIONAL COLLABORATIONS AND CONSULTATION

Short-term Goals:

- Establish an Academia-Industry cell.
- Identify and consult industries and institutions for potential collaboration areas.

Medium-term Goals:

- Enter into Memoranda of Understanding (MoUs) aimed at imparting skills to students.
- Include industry experts regularly in curriculum updates.
- Strengthen placement cells to increase campus placements.

Long-term Goals:

- Establish dedicated centers in collaboration with industries to conduct research and provide skills training to students.
- Require faculty members to undergo regular industrial training.

9. INCUBATION AND STARTUPS

To position the Central University of Karnataka as a hub for innovation, entrepreneurship, and holistic business development by fostering a startup ecosystem that integrates Science, Technology, Management, and Social Sciences.

Short-Term Goals

Establishing the Incubation Center:

- Identify and allocate a dedicated physical space for the **CUK Incubation Center**.
- Develop policies for incubation, including selection criteria, incubation fees, and support mechanisms.
- Create a team for managing the incubation center (Director, Coordinators, Mentors, and Administrative Staff).

Designing a 4-Credit Course on Startups and Entrepreneurship:

- Introduce a **Startup and Entrepreneurship course** as part of all undergraduate and postgraduate curricula across disciplines.
- Structure the course into modules covering idea generation, business planning, funding, branding, marketing, and scaling.
- Partner with industry experts and entrepreneurs to deliver guest lectures and workshops.

Seed Fund Allocation for Startup Ideas:

- Explore and establish **Seed Fund Scheme** (₹2–5 lakhs per project) for the students and faculty with innovative startup ideas.
- Secure initial funding from university resources and apply for grants under government programs such as **Startup India** and **Atal Innovation Mission**.

Linking with Funding Agencies and Venture Capitalists:

- Organize networking events with funding agencies like SIDBI, NABARD, and DST.
- Build partnerships with venture capital firms and angel investors.

Awareness and Capacity-Building Programs:

- Conduct boot camps, hackathons, and ideation workshops.
- Launch startup competitions to encourage participation from students across disciplines.

Mid-Term Goals

Expanding Infrastructure for Startups:

- Provide affordable coworking spaces, labs, and prototyping facilities within the campus.
- Establish advanced laboratories for **technology-focused startups** and shared office spaces for **social science and management startups**.

Hand Holding for Branding and Marketing:

- Form a **Startup Support Cell** to offer guidance on branding, product development, marketing, and IP protection.
- Partner with marketing agencies for mentorship programs and discounted services for incubated startups.

Strengthening Collaborations:

- Collaborate with industry associations like **CII, FICCI, and NASSCOM** for mentorship and funding.
- Partner with the **National Innovation Foundation** and similar organizations to access resources for innovation.

Launching Interdisciplinary Startup Ecosystem:

- Integrate Science, Technology, Management, and Social Science to develop innovative solutions addressing societal challenges.
- Promote **community-focused social startups** for addressing rural and regional development issues.

Dedicated Startup Events:

- Host an annual **Startup and Innovation Summit** at CUK to showcase and connect startups with investors.
- Launch an in-house incubation magazine to feature startup stories and best practices.

Long-Term Goals

Establish CUK as a National Startup Hub:

- Position CUK Incubation Center as a recognized **National Centre of Excellence** in innovation and entrepreneurship.
- Attain accreditation and funding from premier organizations like **NITI Aayog** and **DST**.

Create a Startup Village on Campus:

- Develop a Startup Village offering end-to-end resources for budding entrepreneurs, including office spaces, research labs, housing, and recreational facilities.

Institutionalizing a Startup Fund:

- Create a CUK Venture Fund in collaboration with government and private investors to provide seed-to-growth stage funding.

Global Networking and Outreach:

- Partner with international incubators, accelerators, and innovation hubs for resource sharing, mentorship, and global market access.
- Develop exchange programs to foster entrepreneurial skills among students.

Measurable Impact:

- Aim for 100+ successful startups incubated at CUK within a decade.
- Generate employment opportunities and contribute to regional economic development.

Startup Alumni Network:

- Build a **CUK Startup Alumni Network** to mentor current students and promote collaborative ventures.

10. INTELLECTUAL PROPERTY FACILITATION AND GENERATION

The Central University of Karnataka aims at strengthening academia and society through intellectual property (IP) initiatives that foster innovation and protect intellectual creations.

Short-term Goals:

To launch a course titled “IPR and Innovations” for both undergraduate and postgraduate programs.

- The course content will cover:
- Introduction to Intellectual Property Rights (IPR)
- International treaties and conventions
- Types of IPRs, such as patents, designs, and copyrights
- IP Policy statements of India, the US, and Europe
- Patent search, drafting, and filing of patent applications
- Case studies

- **Exploring IP as a career option, including types of roles and potential recruiters**

The “IPR and Innovations” course aims at highlighting the importance of an intellectual property strategy for protecting inventions and innovations of new ventures. It will impart skills in management, strategy, and legal literature while raising awareness about the nature, scope, differences, utilities, and approaches to IP management. The students will gain knowledge on effectively managing and strategizing the IP lifecycle throughout the journey of start-ups, along with exposure to advanced IP strategies, valuation techniques, and IP audits.

Mid-term Goals:

To establish an active Intellectual Property Rights (IPR) Cell.

- The IPR Cell will manage IP rights, support IP protection, and create awareness. It will collaborate with DPIIT, CIPAM, and other agencies for the promotion of IP, along with promoting interdisciplinary IPR courses for students at various levels.

- Additionally, the IPR Cell will create educational literature on IPR for students and researchers and facilitate start-ups initiated by students and alumni through the incubation center.
- The IPR Cell will also enhance the Intellectual Property Infrastructure by collaborating with government bodies, industry, and research organizations; establishing and supporting IPR Cells with trained personnel; providing financial and infrastructural support for IP creation; encouraging interdisciplinary courses on IPR at all academic levels; facilitating technology transfer and commercialization through incubation centers; integrating IPR concepts into research strategies; and promoting community-level intellectual property awareness.

Long-term Goals:

To train students to become self-employed/employable “Patent Agents.”

- A Patent Agent is a professional authorized by the Indian Patent Office to act on behalf of inventors or businesses regarding patents. They must pass an examination conducted by the Indian Patent Office and register under the Indian Patents Act. The Patent Agents can practice independently or work for companies, law firms, or government agencies.

- The roles of patent agents include drafting and filing patent applications, prosecuting patent applications, and providing legal and technical advice. The university will assist students in preparing for the Patent Agent Examination conducted by the Indian Patent Office, helping them register as Patent Agents.

11. OUTREACH ACTIVITY BASED ON UNIVERSITY RESEARCH

The Central University of Karnataka is dedicated to reach the community and society through teaching, research, practice, and outreach activities. The university believes in conducting research that contributes to the overall development and upliftment of the community and society, ensuring that the benefits of research reach everyone.

Short-term Goals:

- Orient faculty members and scholars on the importance of collaboration with communities, industries, and other stakeholders to better utilize research.
- Create a platform for disseminating research outputs in the public domain wherever possible.
- Organize various events in the university and community (including nearby villages and Kalaburagi) to raise awareness among all the stakeholders about the ongoing research in various fields.
- Promote faculty research that benefits the community and industries through awareness programs.

Mid-term Goals:

- Conduct a research fair to disseminate research findings that are useful to the general public.
- Reach out to industries, organizations, and other stakeholders through the research cell for better coordination and utilization of innovations and research outputs.

Long-term Goals:

- Emerge as a leading university in linking research with the community and society.

5. Human Resources and Supportive-Facilitative enablers

Human Resource Enabler

1. Student and Learner Enablers

- **Holistic Admissions Framework:**

- Align the admission process with CUK's commitment to inclusivity and excellence by integrating academic merit, extracurricular achievements, and socio-economic diversity.
- Leverage the National Testing Agency (NTA) platform for standardized admissions to maintain transparency and meritocracy.

- **Merit and Equity-Based Financial Aid:**

- Expand scholarships for economically weaker sections, SC/ST/OBC categories, and female students.
- Provide financial incentives for students excelling in academics, sports, and cultural activities to build a diverse student body.

- **Academic Success Programs:**

- Strengthen mentoring and counseling services with faculty advisors assigned to support students in academic and personal growth.
- Develop specialized programs for academic tutoring, language proficiency, and research skill-building.
- Utilize CUK Learning Management System (LMS) to offer digital resources for uninterrupted learning.

2. Staff Empowerment Enablers

Competency-Based Recruitment:

- Conduct recruitment drives that align staff skills with the operational goals of schools like Business Studies, Engineering, and Social Sciences.
- Incorporate dynamic selection criteria reflecting institutional needs and focus on candidates with expertise in interdisciplinary research.
- **Professional Development and Growth:**
- Host regular faculty development programs (FDPs) focusing on ICT tools, pedagogy, and subject-specific advancements.
- Facilitate external collaborations and workshops through partnerships with academic and research bodies.
- **Inclusive Induction Protocols:**
- Organize comprehensive orientation programs that emphasize CUK's values, policies, and expectations.
- Ensure new staff are well-acquainted with the facilities, including the digital library, student-centric services, and safety protocols.

3. Faculty and Researcher Enablers

- **Transparent Recruitment and Appointment:**

- Maintain UGC-compliant, merit-based recruitment policies to attract faculty with diverse backgrounds and research excellence.
- Focus on inclusivity, targeting underrepresented communities and regions for faculty positions.
- **Continuous Professional and Pedagogical Development:**

- Encourage participation in national and international conferences, supported by CUK research funding provisions.
- Provide training in advanced technologies and digital tools for enhancing teaching effectiveness.
- **Tenure and Promotion Mechanisms:**
- Strengthen promotion policies that recognize contributions across teaching, research, and community engagement.
- Create pathways for interdisciplinary research funding, leveraging CUK partnerships with research councils and academic institutions.

4. Cross-Functional Enablers

- **Recognition and Reward Systems:**
- Introduce awards such as “Best Teacher,” “Innovative Researcher,” and “Community Leadership” to encourage excellence.
- Recognize contributions to institutional projects such as environmental sustainability initiatives and regional outreach programs.
- **Resilience and Well-Being Programs:**
- Strengthen mental health services and wellness workshops through the university’s health center.
- Strengthen grievance redressal mechanisms for staff and students to address challenges.

5. Strategic Funding and Emotional Support Enablers

- **Innovative Funding Strategies:**
- Cultivate partnerships with industries for project sponsorships and scholarships.
- Enhance alumni engagement for endowment funds and infrastructure development.
- **Emotional Intelligence and Support Networks:**
- Train faculty and staff in emotional intelligence to support a positive academic environment.
- Establish peer-support networks for new students to ease their transition into university life.

6. Enablers for Pedagogical Innovation

- **Support for innovative pedagogy**
- Provide necessary facility and support for faculty involved in innovative pedagogical methods
- Help to connect with government institutions that are working towards generation of online courses
- **Encouragement for innovative pedagogy**
- Annual awards for best teachers in teaching category for pedagogical innovation
- Lifetime achievements awards for pedagogical innovation.

Supportive – Facilitative Enablers

The Central University of Karnataka (CUK) recognizes that, its greatest strength lies in developing the human resources. By fostering a culture of continuous professional development, skill enhancement, and emotional well-being, the University is committed to create a dynamic and inclusive environment that empowers its faculty, staff, and students for continued excellence in their respective fields. To fulfill these objectives, the University enlists the following measures:

1. Accessibility/Proximity

Short-term Goals:

- **Open Office Hours:** Implement open office hours for the leaders to set aside specific times in every week for drop-in meetings with students, faculty, and staff. This will create a welcoming environment for the spontaneous interactions.
- **Feedback Forums:** Establish regular feedback forums, both in-person and online, where the university community can share their thoughts and suggestions directly with leadership.
- **Anonymous Suggestion Boxes:** Place suggestion boxes around the campus for anonymous submissions of ideas, concerns, or feedback. Leaders should regularly review and address these submissions.
- **Mentorship Programs:** Develop and sustain mentorship programs where leaders are paired with students or junior staff members to provide long-term guidance and support.

Mid-term Goals:

- **Strengthen Mentorship Programs:** Formalize mentorship programs with structured guidelines, regular check-ins, and measurable outcomes.
- **Inclusive Leadership Training:** Train leaders on inclusive decision-making and accessibility to ensure diverse perspectives are considered in all decisions.

Long-term Goals:

- **Campus-wide Accessibility Audit:** Conduct a comprehensive audit to ensure that all campus facilities are accessible to students and staff with disabilities.
- **Sustainable Feedback Culture:** Foster a culture where feedback is continuously sought, valued, and acted upon, ensuring long-term improvements in accessibility and proximity.

2. Rich Communication

Short-term Goals:

- **Regular Newsletters and Updates:** Send out regular newsletters and updates via email or the university intranet to keep everyone informed about important events and announcements.
- **Interactive Learning Management Systems (LMS):** Implement or upgrade to an LMS that supports real-time communication features, such as discussion forums, live chat, and virtual classrooms.

Mid-term Goals:

- **Digital Communication Hub:** Develop a centralized digital communication hub that integrates all communication channels, including newsletters, LMS, and social media.

- **Faculty Training on Communication Tools:** Provide training for faculty on how to use communication tools to enhance student engagement and learning effectively.

Long-term Goals:

- **AI-driven Communication Systems:** Implement AI-driven communication systems that personalize updates and notifications based on individual preferences and needs.
- **Global Communication Network:** Establish a global communication network that connects students, faculty, and alumni.

3. Role Model

Short-term Goals:

- **Leadership Workshops:** Conduct workshops focused on leadership skills, vision setting, and motivational techniques for emerging leaders.
- **Vision Sharing Sessions:** Organize sessions where current leaders share the university vision and strategic goals with faculty, staff, and students.
- **Strategic Planning Involvement:** Involve emerging leaders in the university strategic planning processes to give them a sense of ownership and understanding of the broader vision.

Mid-term Goals:

- **Leadership Development Programs:** Develop comprehensive leadership development programs that focus on strategic thinking, innovation, and visionary leadership.
- **Performance Metrics and Accountability:** Establish clear performance metrics and accountability measures for leaders, with regular evaluations and constructive feedback.

Long-term Goals:

- **Global Leadership Network:** Create a global leadership network that connects university leaders with international institutions and organizations for collaborative leadership initiatives.

4. Institutional Values (Core Values)

Short-term Goals:

- **Visible Signage and Communication:** Display the core values prominently around the campus through posters, digital screens, and other visual aids. Regularly communicate these values through newsletters, emails, and social media.
- **Orientation Programs:** Integrate core values into orientation programs for new students and staff to ensure everyone knows the institution's belief system from the start.
- **Curriculum Integration:** Integrate core values into the curriculum across various disciplines through case studies, projects, and discussions.

Mid-term Goals:

- **Core Values Assessment:** Conduct regular assessments to evaluate how well the core values are being implemented across the university.
- **Faculty Training on Core Values:** Provide training for faculty on how to incorporate core values into their teaching and research.

5. Vision

Short-term Goals:

- **Vision Statement Communication:** Clearly communicate the vision statement through various channels, such as the university website, newsletters, social media, and campus signage.
- **Strategic Planning Sessions:** Organize strategic planning sessions to align short-term goals and initiatives with the university's vision.
- **Vision-Aligned Programs and Initiatives:** Create and implement programs and initiatives that directly support the university's vision, such as new academic programs, research initiatives, and community engagement projects.

Mid-term Goals:

- **Vision Review and Update:** Regularly review and update the vision statement to ensure it remains relevant and ambitious.
- **Leadership Development Programs:** Invest in leadership development programs to cultivate future leaders who are committed to the university vision.

Long-term Goals:

- **Alignment of University Vision with Global Trends:** Align the university vision with global trends and challenges, ensuring it remains a leader in higher education on the international stage.
- **Visionary Research Hubs:** Establish research hubs that focus on cutting-edge research and innovation aligned with the university vision.

6. Trust among Stakeholders and Outsiders

Short-term Goals:

- **Transparent Communication:** Regularly update all stakeholders on important decisions, changes, and developments within the university through newsletters, emails, and town hall meetings.
- **Open Forums and Feedback Sessions:** Organize open forums and feedback sessions where stakeholders can voice their opinions, concerns, and suggestions.
- **Strategic Planning Involvement:** Engage stakeholders in the strategic planning process to ensure their perspectives and contributions are considered in the university long-term goals.

Mid-term Goals:

- **Stakeholder Engagement Platforms:** Develop digital platforms for continuous stakeholder engagement, allowing real-time feedback and collaboration.

- **Trust-building Initiatives:** Implement initiatives that build trust among stakeholders, such as transparency reports and regular updates on university progress.

Long-term Goals:

- **Global Trust Network:** Establish a global trust network that connects the university with international stakeholders, fostering collaboration and mutual trust.
- **Trust Metrics and Accountability:** Develop metrics to measure trust among stakeholders and implement accountability measures to ensure continuous improvement.

7. Alternative Strategy & Support Network

Short-term Goals:

- **Annual Celebrations:** Organize annual events such as Homecoming, and cultural festivals to celebrate the university's history and traditions.
- **Alumni Engagement:** Invite alumni to participate in events and share their experiences and memories with current students.
- **Cultural Centers:** Establish cultural centers on campus that showcase the university traditions, history, and achievements through exhibitions, lectures, and workshops.

Mid-term Goals:

- **Alumni Mentorship Programs:** Develop formal alumni mentorship programs that connect current students with alumni for career guidance and support.
- **Cultural Exchange Programs:** Establish cultural exchange programs that allow the students to engage with different cultures and traditions.

Long-term Goals:

- **Alumni Network:** Create a global network connecting alumni from different regions and promoting collaboration and support.
- **Cultural Heritage Preservation:** Develop initiatives to preserve and promote the university cultural heritage.

8. Alternative Strategy & Support Network (Infrastructure)

Short-term Goals:

- **Infrastructure Resilience:** Invest in resilient infrastructure, including backup power supplies, robust IT systems, and secure data storage solutions.
- **Online Learning Platforms:** Utilize online learning platforms to deliver lectures and course materials in case of disruptions.
- **Faculty Development Programs:** Offer ongoing professional development programs for faculty to enhance their skills in online teaching, crisis management, and flexible course delivery.

Mid-term Goals:

- **Technology Integration:** Invest in advanced technology solutions that support seamless transitions between in-person and online learning.

- **Infrastructure Upgrades:** Conduct regular upgrades to campus infrastructure to ensure it remains resilient and adaptable to future challenges.

Long-term Goals:

- **Smart Campus Initiative:** Implement a smart campus initiative that integrates digital tools, IoT devices, and AI-driven systems to enhance campus efficiency and sustainability.
- **Global Infrastructure Standards:** Align campus infrastructure with global standards to ensure it remains competitive and resilient in the face of future challenges.

9. Goal Setting in Every Student

Short-term Goals:

- **Goal-Setting Workshops:** Conduct workshops that teach students to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals.
- **Career Counseling Sessions:** Offer one-on-one career counseling sessions to help students identify their interests, strengths, and career aspirations.
- **Guest Speaker Series:** Invite successful alumni and industry professionals to speak about their career journeys and the importance of goal setting.

Mid-term Goals:

- **Individual Development Plans (IDPs):** Encourage students to create personal development plans (IDPs) that outline their academic, career, and personal goals.
- **Career Development Center:** Establish a career development center that offers workshops and counseling services focused on goal setting, career planning, and professional development.

Long-term Goals:

- **Global Network:** Create a global network that connects students with mentors and resources to help them achieve their long-term goals.

10. Safety & Security

Short-term Goals:

- **Enhanced Security Measures:** Increase the presence of security personnel on campus and install additional security cameras in key locations.
- **Improved Lighting:** Ensure that all areas of the campus, including parking lots, walkways, and building entrances, are well-lit to enhance visibility.
- **Safe Transportation Services:** Provide safe transportation options, such as shuttle services or escort programs, for students and staff traveling on campus during late hours.

Mid-term Goals:

- **Regular Safety Audits:** Conduct regular safety audits and assessments to identify potential risks and areas for improvement.

- **Emergency Response Training:** Provide training for students and staff on emergency response procedures and crisis management.

Long-term Goals:

- **Smart Security Systems:** Implement smart security systems that use AI to monitor and respond to security threats in real time.

11. Search for Proximity (Local Friends, Local Food, and Local Culture)

Short-term Goals:

- **Welcome Events:** Organize welcome events such as orientation week, icebreaker activities, and social gatherings to help new students meet and connect with their peers.
- **Cultural Nights:** Host cultural nights where students can experience local cuisine, music, dance, and traditions to help them appreciate and engage with the local culture.
- **Interest-Based Clubs:** Encourage the formation of clubs and societies based on common interests, such as sports, arts, and hobbies, to provide opportunities for students to connect with like-minded individuals.
- **Annual Cultural Festival:** Establish an annual cultural festival that celebrates the diversity of the student body and the local culture, including performances, food stalls, and cultural exhibitions.

Mid-term Goals:

- **Local Community Partnerships:** Build partnerships with local businesses, cultural organizations, and community leaders to enhance student engagement with the local culture.
- **Cultural Immersion Programs:** Develop programs that allow students to immerse themselves in local traditions, such as internships with local organizations or participation in community events.

Long-term Goals:

- **Sustainable Cultural Initiatives:** Develop sustainable cultural initiatives that preserve and promote local traditions while fostering a sense of pride and connection among students.

12. Legacy of the System

Short-term Goals:

- **Tradition Week:** Designate a week each year to celebrate the university traditions with activities such as historical tours, traditional games, and alumni reunions.

Mid-term Goals:

- **Digital Legacy Archive:** Create a digital archive of the university history, traditions, and achievements to preserve its legacy for future generations.

Long-term Goals:

- **Legacy Endowment Fund:** Establish a legacy endowment fund to support long-term projects that preserve and enhance the university's traditions and values.

13. Respect & Perception

Short-term Goals:

- **Recognition Programs:** Implement recognition programs to celebrate the achievements of students, faculty, and staff, including awards, certificates, and public acknowledgments.
- **Community Service Projects:** Encourage students, faculty, and staff to participate in community service projects to foster a sense of pride and connection to the institution.
- **Brand Building Campaigns:** Develop and implement comprehensive brand-building campaigns that highlight the university strengths, achievements, and unique qualities.

Mid-term Goals:

- **Institutional Research and Publications:** Invest in research and publications that showcase the university contributions to academia and society, promoting these achievements through academic journals, conferences, and media outlets.
- **Research and Development Infrastructure:** Invest in state-of-the-art facilities, such as modern classrooms and research labs, to enhance the learning and working environment.

Long-term Goals:

- **Global Partnerships:** Establish partnerships with international institutions and organizations to enhance the university global reputation through student exchange programs, collaborative research, and joint academic initiatives.

14. Openness in Terms of Information

Short-term Goals:

- **Transparent Admission Processes:** Clearly outline the admission criteria, processes, and timelines on the university website, ensuring the selection process is fair and unbiased.
- **Accessible Teaching and Examination Information:** Make teaching schedules, course syllabi, and examination timetables easily accessible online, with prompt communication of any changes.
- **Feedback Mechanisms:** Implement robust feedback mechanisms where students, faculty, and staff can provide input on various aspects of university operations, with regular reviews and actions taken to improve transparency and accountability.

Mid-term Goals:

- **Ethical Guidelines and Policies:** Clearly communicate the university ethical guidelines and policies regarding academic integrity, research conduct, and financial management, ensuring they are easily accessible and understood by all members of the university community.

Long-term Goals:

- **Global Transparency Standards:** Align the university transparency practices with global standards, ensuring it is recognized as a leader in open and accountable governance.
- **Continuous Improvement in Transparency:** Foster a culture of continuous improvement in transparency by regularly reviewing and updating policies and practices based on feedback and best practices.

15. The Ability of the Institution to Deliver on Promises

Short-term Goals:

- **Clear Communication Channels:** Establish clear and accessible communication channels for students, faculty, and staff to report issues or concerns, such as dedicated email addresses or online portals.
- **Regular Feedback Mechanisms:** Implement regular feedback mechanisms, such as surveys and suggestion boxes, to gather input from the university community and identify areas for improvement.

Mid-term Goals:

- **Empowerment and Autonomy:** Empower departments and staff with the autonomy to resolve issues within their scope of work, reducing bureaucratic approval processes and speeding up resolution times.
- **Recognition and Rewards:** Recognize and reward individuals and teams who demonstrate excellence in addressing and resolving issues, building a culture of accountability and responsiveness.

Long-term Goals:

- **Sustainable Service Excellence:** Develop sustainable systems and processes that ensure the university consistently delivers on its promises, fostering long-term trust and confidence among stakeholders.

16. Accountability Measures

Short-term Goals:

- **Clear Accountability Framework:** Develop a comprehensive accountability framework that outlines the roles, responsibilities, and expectations for all stakeholders, including students, faculty, staff, and administration.
- **Regular Audits and Reviews:** Conduct regular audits and reviews of academic, administrative, and financial processes to ensure compliance with policies and standards, using the findings to make necessary adjustments and improvements.

Mid-term Goals:

- **Transparent Decision-Making:** Promote transparency in decision-making processes by involving stakeholders in discussions and providing clear explanations for decisions, helping build trust and understanding.
- **Continuous Improvement:** Foster a culture of continuous improvement by regularly reviewing and refining accountability measures, using data and feedback to make informed decisions and implement best practices.

Long-term Goals:

- **Sustainable Accountability Systems:** Develop sustainable systems and processes that ensure long-term accountability and transparency across all aspects of the university operations.

17. Mental Health

Short-term Goals:

- **Counseling Services:** Establish a dedicated counseling center with trained mental health professionals who can provide individual and group therapy sessions, ensuring these services are easily accessible and confidential.
- **Mental Health Awareness Programs:** Organize workshops, seminars, and campaigns to raise awareness about mental health issues, reduce stigma, and promote a culture of openness and support.
- **Peer Support Networks:** Create peer support groups where students can share their experiences and support each other, with peer mentors trained to provide initial support and refer students to professional services when needed.

Mid-term Goals:

- **Stress-Relief Activities:** Offer regular stress-relief activities such as yoga, meditation, and mindfulness sessions, providing spaces on campus where students can relax and unwind.
- **Training for Faculty and Staff:** Provide training for faculty and staff on how to recognize signs of mental health issues and how to support students in distress, encouraging a supportive and empathetic approach.

Long-term Goals:

- **Inclusive Policies:** Develop and implement policies that promote mental health and well-being, such as flexible deadlines for assignment submissions and accommodations for students with mental health conditions.
- **Global Mental Health Partnerships:** Partner with international mental health organizations to provide additional resources and support for students, ensuring the university remains at the forefront of mental health care in higher education.

6. Physical Enabler

Incorporating the physical initiative into the Institutional Development Plan (IDP) of the Central University of Karnataka shall enhance the campus experience, streamline administrative processes, promote sustainability, and improve overall efficiency. Below are some of the suggested short-term, mid-term, and long-term goals for transforming the University.

1. Smart Campus

Short-term Goals (1-3 years)

1. Digital Infrastructure Enhancement:

- **Wi-Fi Coverage Expansion:** Ensure high-speed, reliable Wi-Fi coverage across the entire campus, including classrooms, dormitories, libraries, and common areas.
- **Smart Classrooms:** Strengthen classrooms with digital teaching aids such as interactive panels, Black boards/whiteboards, projectors, and audio-visual systems that allow for blended and online learning.
- **Cloud-Based Learning Management System (LMS):** Strengthen of a robust LMS (like Moodle or Google Classroom) for online lectures, assignments, grading, and student engagement.
- **Student Information System (SIS):** Set up a centralized digital platform for managing student data, academic records, attendance, and course registration.
- **Campus-wide IoT (Internet of Things) Deployment:** Start with smart sensors in key areas to monitor lighting, temperature, and occupancy to optimize energy use and improve comfort.
- **Introduce smart lighting systems** (motion-sensor lights in corridors, classrooms, etc.) to enhance energy efficiency and reduce wastage.
- **Deploy smart water meters and sensors** to monitor water consumption, detect leaks, and improve campus water management.

3. Mobile App Development:

- **Develop a campus mobile app** that provides students, faculty, and staff with easy access to key information, such as class schedules, campus events, real-time bus tracking, and faculty office hours.
- **Incorporate features for cashless transactions** for campus dining, bookstore, and other services.

4. Integrated Security Systems:

- **Implement smart surveillance** using AI-enabled cameras for enhanced security and real-time monitoring of key campus locations.
- **Install access control systems** in hostels, libraries, and other high-security areas, using RFID cards or biometric access.

5. Sustainability Monitoring Systems:

- **Introduce a campus-wide energy monitoring system** that tracks electricity consumption in real-time, providing data for analysis and optimization.
- **Implement smart waste bins** that alert the campus waste management team when they are full, optimizing waste collection processes.

Mid-term Goals (4-7 years)

1. Smart Buildings and Facilities:
 - Develop smart buildings with integrated IoT systems to manage energy, water, air quality, and temperature in real-time for increased comfort and sustainability.
 - Retrofit older buildings with smart infrastructure to improve energy efficiency, automate lighting, HVAC (heating, ventilation, and air conditioning), and reduce operational costs.
2. Big Data and Analytics:
 - Set up a Big Data infrastructure to collect and analyze data from various sources (e.g., academic performance, campus traffic, energy consumption, etc.) for evidence-based decision-making.
 - Use predictive analytics to improve campus planning, resource allocation, and manage student attendance and course enrollment trends.
3. Intelligent Transport System (ITS):
 - Implement a smart campus transport system, including electric buses, smart parking systems, and real-time tracking of campus shuttles to reduce waiting times and improve mobility.
 - Develop an on-demand electric vehicle (EV) sharing system for students and staff to access sustainable transport options.
4. Automated Administrative Systems:
 - Strengthen Automate administrative processes, such as admission, student records management, and staff payroll, through the use of intelligent systems and software to reduce paperwork and improve efficiency.
 - Integrate an AI-driven chatbot for students and staff to answer frequently asked questions and assist with administrative tasks.
5. Smart Campus Sustainability Initiatives:
 - Use smart irrigation systems for landscaping and gardening that adjust water usage based on weather patterns and soil moisture levels.
 - Implement green roofs, solar panels, and battery storage systems for renewable energy generation and smart energy management.

Long-term Goals (8-15 years)

1. Fully Integrated Smart Campus Ecosystem:
 - Create a fully connected campus where all facilities (academic buildings, hostels, sports complexes, etc.) are integrated into a single IoT-driven platform, enabling seamless communication, data exchange, and real-time monitoring.
 - Ensure all campus systems are interoperable, from energy management to student services, security, transport, and administration.
2. AI-Powered Personalization:
 - Implement AI-based systems for personalized learning, where students receive tailored academic resources, study materials, and course recommendations based on their performance and interests.
 - Use AI-driven analytics to support career counseling and placement services, matching students with relevant job opportunities based on their profiles, skills, and preferences.

3. Smart Healthcare and Well-being:
 - Develop smart health services on campus, integrating telemedicine, health monitoring apps, and AI-driven health assistants for students and staff.
 - Implement wearable health devices for students and staff to monitor fitness and well-being, promoting a healthier campus culture.
4. Carbon-Neutral Smart Campus:
 - Achieve a carbon-neutral campus by integrating renewable energy sources (e.g., solar, wind, bioenergy), utilizing energy-efficient buildings, and implementing carbon offset initiatives.
 - Monitor greenhouse gas emissions in real-time, using data analytics to track reductions and improve sustainability practices.
5. Smart Research and Innovation Centers:
 - Create dedicated smart research labs and innovation hubs on campus that use cutting-edge technologies like AI, robotics, IoT, and blockchain to promote interdisciplinary research and development in technology and sustainability.

2. Green/ Sustainable building

Short-term Goals (1-3 years)

1. Sustainable Building Design Standards and Policy Framework:
 - o Develop a comprehensive sustainability policy for campus infrastructure projects.
 - o Set up green building design guidelines aligned with national standards like IGBC (Indian Green Building Council) or LEED (Leadership in Energy and Environmental Design).
2. Energy Efficiency Improvements:
 - Strengthen the energy audits for existing buildings and implement immediate energy-saving measures like upgrading lighting systems to LED and improving insulation.
 - Initiate small-scale solar panel installations on rooftops of existing buildings as pilot projects.
 - Introduce water-saving technologies (e.g., low-flow faucets, water-efficient toilets, etc.).
3. Waste Management and Recycling Systems:
 - Strengthening campus-wide waste segregation system and encourage recycling, composting, and minimizing waste generation.
 - Create a campus-wide awareness campaign to educate students and staff about sustainable waste practices.
4. Pilot Sustainable Buildings:

- Design and construct a small, sustainable pilot building (such as a faculty building or student hostel) using green building practices like passive design, energy-efficient materials, and natural ventilation.

Mid-term Goals (4-7 years)

1. Green Certification for Existing Buildings:
 - Work toward green certifications for existing buildings (IGBC, LEED, GRIHA) to enhance the environmental performance of the campus infrastructure.
 - Retrofit older buildings with energy-efficient systems, rainwater harvesting mechanisms, and solar power integration to reduce the campus's carbon footprint.
2. Sustainable Campus Planning:
 - Begin implementing sustainable urban planning principles in the design of new buildings and infrastructure (e.g., compact, walkable spaces, efficient transport systems).
 - Strengthen a green campus master plan to integrate landscaping with native plants, urban farming, and green cover, helping to improve the campus overall biodiversity.
3. Renewable Energy Expansion:
 - Expand the solar power capacity on campus, with a focus on meeting at least 30-40% of the university electricity demand through renewable sources.
 - Implement smart grid technologies and energy storage solutions to make the campus energy supply more resilient and efficient.
4. Water Conservation and Management:
 - Set up rainwater harvesting systems in all new buildings and retrofit older buildings with water-efficient solutions.
 - Implement greywater recycling systems for landscaping and non-potable uses.
5. Sustainable Mobility:
 - Encourage sustainable transport options, such as cycling, electric vehicles, and shared transportation systems.
 - Build EV charging infrastructure on campus and provide incentives for students and staff to use low-emission transport.

Long-term Goals (8-15 years)

1. Net Zero Campus:
 - Work toward making the entire campus net-zero in energy consumption by reducing demand through efficiency improvements and balancing the rest with renewable energy generation (solar, wind, etc.).
 - Achieve a carbon-neutral status by minimizing emissions from buildings, transportation, and waste.
2. Zero Waste Campus:
 - Implement zero-waste principles, aiming for the diversion of 90% or more of waste from landfills through comprehensive recycling, composting, and reducing waste generation at the source.
 - Establish a campus-wide composting facility for organic waste to support both sustainability goals and educational initiatives.
3. Resilience and Climate Adaptation:

- Ensure that all campus buildings and infrastructure are resilient to the impacts of climate change, including extreme weather events, rising temperatures, and water scarcity.
- Incorporate green roofs, permeable pavements, and flood mitigation systems to help address urban heat islands and water management challenges.

3. Infrastructure to commute

Short-term Goals (1-3 years)

- Installing all the existing roads with solar lights (1. Lake ring road on priority)
- Displaying university map at entrance of the gate and continuing the sign boards at all the junctions of the roads.
- Repair and reconstruction and laying of all the all the university roads.

Mid-term Goals (4-7 years)

- Separate walkway and pathway creation for bicycle and battery powered two-wheelers/Pwd Tricycle each of 3 m wide cross the university.
- Creating shade for the all the walkways created.

3. Administrative Block (Admission & Counselling Area)

- Construction of a separate administrative building –which can provide space for career counselling cell, Placement cell, Dean, Students welfare office, Chief warden office.

4. Library/ Digital resource centre

Short-term Goals (1-3 years)

- Creation of department library space with Adequate in size with reading rooms, stock areas for books and with online information access facility.
- Optimum utilization of the space of the library building by providing sufficient number of tables and chairs.
- Strengthening of the digital facilities in view of one Nation one subscription.

Mid-term Goals (4-7 years)

- Expansion of existing library building space to provide sufficient space to accommodate students.

Long-term Goals (8-15 years)

- Upgrading the department and university libraries

5. Lecture Complex, Classrooms

- Construction of additional class room complexes for effective implementation of NEP 2020 for UG programmes.
- Construction of separate buildings for Science departments to provide minimum facilities.
- Construction of exclusive buildings for Education, Law, Science and Engineering.
- Strengthening classrooms with podiums and smart teaching aids such as interactive panels and speakers.

6. Examination branch

Short term.

- Construction of a dedicated Pariksha Bhavan for the Examination section in 2-3 years with all required facilities.
- Automation of Examination related works including valuation, declaration of results and transferring of credits to ABC portal and providing certificates by online.
- in view of one nation one subscription.

Long term:

- Construction of separate buildings for Social Sciences, Business Studies, TTM, Museum with all the facilities such as tutorials, discussion rooms of different sizes with comfortable seating arrangements, separate cubicles for research scholars, computer labs etc.

7. Facilities to Faculty and Staff

Short-term Goals (1-3 years)

1. Improvement of Workspaces:

- Renovate and upgrade office spaces for faculty and staff, ensuring a comfortable and functional environment with ergonomic furniture, sufficient lighting, and proper ventilation.
- Provide dedicated spaces for collaborative work, such as meeting rooms and discussion areas, to promote interdisciplinary collaboration among faculty and staff.
- Equip offices with modern IT infrastructure, including high-speed internet, computers, and printers to support efficient work processes.
- Every teacher shall be provided with basic facilities like computer, cubicle, table chair, almerhas etc.
- Provide canteen facilities offering healthy and affordable food options, ensuring proper nutrition for staff during working hours.

Mid-term Goals (4-7 years)

1. Modernization of Faculty and Staff Accommodation:

- Construction of Quarters for faculty and staff by providing modern amenities like Wi-Fi, 24/7 security, recreational areas, and green spaces for relaxation and socialization.
- Construction of transition Quarters for visiting professors, guest faculty, contract teachers and newly recruited faculty accommodation options such as guest houses or apartments that meet their needs.

2. Enhanced Technology Support and Infrastructure:

- Upgrade the digital infrastructure to support hybrid teaching and research activities, including high-quality video conferencing tools, interactive panels/ whiteboards, and cloud storage for seamless access to academic resources.
- Create dedicated research spaces equipped with specialized laboratories, computing facilities, and advanced equipment that faculty can access for research purposes.

Long-term Goals (8-15 years)

1. Sustainable and Green Faculty and Staff Facilities:
 - Develop sustainable, energy-efficient buildings for faculty and staff with features like solar panels, rainwater harvesting, energy-efficient lighting, and green roofs to reduce the environmental footprint.
 - Encourage the use of eco-friendly commuting options, such as electric vehicles (EVs), and create facilities for cycling (e.g., bike storage, showers).
 - Introduce wellness-focused architectural designs in buildings, including natural lighting, green spaces, and indoor plants, promoting a healthy work environment.

2. State-of-the-art Research and Development Facilities:
 - Establish cutting-edge research hubs and centers that attract leading scholars, researchers, and innovators, equipped with the latest tools, equipment, and resources in various fields of study.
 - Create collaborative research spaces that foster interdisciplinary work between faculty and external industry or academic partners, equipped with high-tech facilities like 3D printers, high-performance computing systems, and advanced labs.
 - Create a dedicated leisure and recreation center for faculty and staff, including amenities such as a swimming pool, sports facilities, and spaces for recreational activities.

8. Laboratories and Research Centres

Short-term Goals (1-3 years)

- Strengthening existing laboratories by providing sufficient equipment.
- Providing UPS to all the equipment.

Mid-term Goals (4-7 years)

- Construction and development of new laboratories providing modern facilities.

Long-term Goals (8-15 years)

- Construction of sufficient laboratories to provide independent research laboratories.
- Providing separate laboratories to carryout project work of UG/PG students.
- Providing separate laboratories/space to carryout consultancy work.

Computer Centre/ Multimedia Studios

Short-term Goals (1-3 years)

- Strengthening of Computer Centre by providing more computers.
- Strengthening of Computer laboratories.
- Providing workstations in the Dept. of Computer Science and Mathematics.
- Providing computer laboratories to the School of Business Studies and Dept. of Geography.

Mid-term Goals (4-7 years)

- Strengthening of Multimedia Studio for creation of digital contents with optimum sound control & recording facilities.

Long-term Goals (8-15 years)

- Upgrading and Creation of new Multimedia Studio and computer centres.
- Provide centralised server.

9. Games & Sports facility

Short-term Goals (1-3 years)

- Floodlights to Volleyball and Cricket Nets
- Permanent Handball Court with fencing and floodlights
- Permanent Kho Kho Court
- Athletic Kerb
- Long Jump Pit
- Repairs and safety checks of the Main Sports Complex
- Throwball Courts with lighting and fencing
- Construct Synthetic Basketball Court with Floodlights and fencing

Mid-term Goals (4-7 years)

- Construct a Separate Fitness Center for Women and Men
- Construct a separate building for Sports Section
- Create the basic amenities in Main Sports Complex
- Install Floodlights to Main Sports Complex
- Create the national /international level sports amenities on the campus

Long-term Goals (8-15 years)

- Construct standard 400Mtr synthetic track with drainage
- Construct a Pavilion for Main Sports Complex
- Construct a Turf Football Field
- Construct a Separate Cricket Stadium
- Construction of Sports Hostel
- Create a stadium for the domestic sports stadium to encourage Deshi sports

10. Auditorium add conference rooms

Short-term Goals (1-3 years)

- Strengthening the existing auditoriums and conference room across the departments

Mid-term Goals (4-7 years)

- Construction of new Auditorium with 500 seating capacity and conference rooms for new departments

Long-term Goals (8-15 years)

- Construction of new auditorium with 1500 seating capacity and conference rooms with min 500 seating capacity for the common use.
- Provide seminar hall to every Dept. with good furniture.

11. Hostels

Short-term Goals (1-3 years)

Construct two more hostels for Girls and Boys with Each 500 capacity and furnish with modern facilities.

Mid-term Goals (4-7 years)

Construct two more hostels for Girls and Boys with 500 each capacity, and create solar-powered cooking system.

Provide single room accommodation for all the Ph.D students by constructing two exclusive hostels with 500 capacity each.

Long-term Goals (8-15 years)

Construct separate Hostels for international students with capacity of 200 each for men and women.

12. Parking

Short-term Goals (1-3 years)

Maintain and upgrade the existing parking system along with increasing parking area near departments and administration building.

Construction of separate sheds for parking bicycles.

Mid-term Goals (4-7 years)

Construct the parking area in all academic buildings, hostels, and also near main gate with e- vehicle battery charging system.

Long-term Goals (8-15 years)

Convert all parking areas with sustainable energy facilities like solar roofs and smart e-parking system

13. Exhibition Hall

Construction of large multipurpose hall with 2000 seating capacity for exhibition and other functions of stakeholders

14. Guest Accommodation

Short-term Goals (1-3 years)

Enhance the capacity of existing guest house to 250 capacity with modern facilities

Mid-term Goals (4-7 years)

Construct a separate guest house for men and women with each capacity of 250 with solar enabled system

Long-term Goals (8-15 years)

Construct an international guest house for the foreign guests

15. Commercial Shops/ centers

Short-term Goals (1-3 years)

- Upgrade the existing complex by enhancing number of rooms and create basic facilities

Mid-term Goals (4-7 years)

- Construct the new commercial complex for e-resources, automobile items, printing & photocopier, shops for essential services, cafeteria etc.

Long-term Goals (8-15 years)

- Construct vendor complex for domestic/small vendors to sell small and cottage industries products

16. Health and well being

Short-term Goals (1-3 years)

Upgrading the existing hospital with all basic testing facility

Mid-term Goals (4-7 years)

Construction of 20 bed hospital with modern facilities.

Long-term Goals (8-15 years)

Strengthen health care services with well-equipped doctors and modern medical equipment and facilities

17. International student centres

Construct an international student centre

18. Incubation centre and Research park

Short-term Goals (1-3 years)

Procuring basic facilities for incubation centre like CNC machine, Casting facility, 3D printing machines,

Mid-term Goals (4-7 years)

Strengthening of incubation and research park by providing state of art facilities.

Long-term Goals (8-15 years)

Construction and strengthening of another incubation centre with cutting edge technology.

19. Botanical Park/ Garden

- Plantation of medicinal and aromatic plants and rare species.
- Plantation of fruit trees to create an ecosystem for birds
- Strengthening the greenary in the campus to develop flora and fauna.
- Protection of birds and wild animals.

20. Water bodies

Provide separate water connection from Amarja/Bennithora to meet water requirement of University.

Construction of two ponds in the campus to develop ground water and water bodies.

Design and implement watershed structures to improve ground water level.

Digging of open wells to retain more water in the campus for development of Botanical garden.

Drilling borewells to support water needs of the University.

21. Sustainable technologies

Upgrading the solar plants and sewerage treatment plant.

Installation of waste management system for proper disposal of campus waste.

Integrate technologies to convert waste into energy and marketable products.

Establish distillery plants, food processing and other industries in the campus.

Undertake land treatment and adopt sustainable practices.

22. Vocational Education, Training and Skilling infrastructure

Short-term Goals (1-3 years)

Vocational Training Centers and Laboratories:

- Establish state-of-the-art vocational training centers and labs equipped with modern tools and equipment, such as **mechanical workshops, CNC centres**, computer labs, creative arts studios, fabrication labs, and healthcare simulation rooms for hands-on training.

- Provide e-learning modules and online courses in collaboration with industry partners for remote skill development.

Mid-term Goals (4-7 years)

1. Expansion of Skilling Infrastructure:

- Expand and upgrade the vocational training centers with cutting-edge technology and more diverse programs based on emerging trends like artificial intelligence, blockchain technology, IoT, sustainability, and clean energy technologies.
- Integrate smart classrooms, virtual training modules, and augmented reality (AR)/virtual reality (VR)-based tools for immersive learning in technical fields (e.g., machinery operation, healthcare, and architecture).

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Sustainable and Green Skilling Infrastructure:

- Ensure that all vocational training centers and infrastructure are designed to be energy-efficient, resource-conserving, and environmentally friendly, aligning with the broader sustainability goals of the university.
- Promote green vocational programs that focus on renewable energy, sustainable agriculture, waste management, and climate change mitigation, contributing to the national and global sustainability agenda.

7. Networking and Collaborations Enablers

HEIs, institutions that exist "by the society and for the society," needs to embrace partnerships and collaboration to fulfil their objectives and make substantial societal contributions. Central University of Karnataka is actively involved in community engagement activities. As one of the leading higher education institutions in the region, the university is committed to reach society through its activities. Recognizing the significance of networking and collaborations, Central University of Karnataka extends its reach beyond academics. Through these efforts, it aims to expand opportunities in not only academic education but also research, and skill enhancement. By offering improved prospects for students, including internships, job placements, and national and international exchange programs, the University strives to enhance their learning journey and increase their employability and overall learning ability.

7.1 Strategic Collaborations

Short-term Goals

- Strengthen MoUs with different academic/research institutes and companies particularly in disciplines where University has strong academic programs.
- Strengthen industry collaboration for enhancing skill development of the students.
- Focus on collaborations in guest lectures and short-term consultancy projects.
- Strengthen the office of university, industry hub to handle all academic-industry collaborations.
- Partner with major industries to conduct 'Hackathons' with high-impact problem statements that businesses need to solve.
- Increase involvement of industry experts in academics & research and to include industry specific modules within the existing curricular structure.
- Strengthen internships for all academic programs of the university to ensure hands on experience.
- Recognize more industries for promoting internships and industrial visits.
- Strengthening of the Alumni Association within the University.
- Each department shall develop the database of the alumni of UG, PG and PhD programs and keep updating the database regularly.
- Each department should identify its alumni students if they are working in different university as a faculty member or as a researcher or as managers or as entrepreneur, then department can organize special lecture and department can take syllabus modification suggestions to suit the present demand.
- Each department needs to organize one annual event with current students where alumni play a major role.
- University level alumni meet may be conducted as IDEAS CONCLAVE to benefit the present students in exchanging ideas and knowledge.

Mid-term Goals

- To ensure upskilling programs for faculties of the institution to remain current with industry practices and to engage faculty members in long-term consultancy projects with industries to develop customized solutions for industrial problems.
- Initiate corporate training programs for industry partners, making the University a hub for industry relevant, lifelong learning.
- Alumni Database should be updated further.
- Each department shall organize at least two alumni interactions every year.
- Alumni meet at the university level as well as department level in various states.
- University alumni body like students elected body can be formulated for becoming responsible for the development of the university.

Long-term Goals

- To regularly evaluate and renew and other necessary amendments in the existing MoUs.
- Establish special centers with the industry collaboration to suit industry-university interest in research and teaching.
- Department and university have to create a conducive environment where alumni can participate and fund for the development of the department as well as university.
- University can bring out one physical structure (infrastructure) in the name of alumni with their contribution.

7.2 Academic and Research Excellence

Short-term Goals

- Publish the research works with inter departmental and inter-institutional collaborative institutions.
- Involving Alumni in mentoring the student's projects and to work in collaborative projects.

Mid-term Goals

- To establish research, entrepreneurship consortia that facilitate access to shared databases, libraries, and collaborative research efforts.
- To strengthen joint research and development centers in collaboration with major industries focusing on priority sectors like AI, Biotechnology, Renewable Energy and social innovation.
- Promote faculty involvement in Faculty-Student Collaborative Grants that provide funding for student participation in conferences as part of interdisciplinary initiatives.

Long-term Goals

- Set up a Centre for Excellence that serves as a hub for multidisciplinary research.
- Equip faculty with knowledge, skills and competencies aligned with international standards.

7.3 Practical Exposure and Experience

Short-term Goals

- Strengthen initiatives for industry collaboration for enhancing skill development of the students.
- Establish programs that allows students to gain professional experience while studying by working in a real time project and also to get incentives during the project.

Mid-term Goals

- Increase Opportunities for Student Participation in Conferences, Seminars, and Workshops.
- Conducting workshop or conference with various incubation centers and innovation hubs to share the knowledge and ideas among the students.
- Develop and Integrate Interdisciplinary Collaborative Projects.

Long-term Goals

- Establish Practical Learning and Innovation Labs.
- Enhance Collaboration with Global Institutions and Researchers.

7.4 Community Engagement and Service

Short-term Goals

- Taking up various department training programs for community engagement and empowerment.
- Brainstorming with various departments for community engagement and exploring the abilities of the departments to engage in the community.
- Strengthening of villages and urban communities in and around the university and conduct need assessment.
- Arranging visits for community people to the university to bring ownership of the community.
- Collaboration with local organizations and government departments to reach the communities.
- Initiate stakeholders' related activities such as elders, agriculture, children, women, etc.
- Conduct awareness camps on government schemes to educate community for better utilization.
- Encourage the teachers to train various stakeholders for community development. For example, Livelihood activities are for departments of Social Work and Economics-management.
- Mathematics, English and Education departments can conduct training classes to the surrounding school teachers for better quality.

Mid-term Goals

- Identify the core areas to work with stakeholders from each department (related activities such as elders, agriculture, children, women, etc.)
- Income-generating activities for a sustainable community.
- Providing skill sets to the local youth based on need.
- Involving communities for policy discussions in formal and informal ways.

Long-term Goals

- Create model communities
- Develop community ownership about the University.
- Establish community cell for community upliftment.

7.5 Professional Development and Employment

Short-term Goals

- Strengthen the within university to handle all academic-industry collaborations.
- Appoint experienced professionals from both academic and industry backgrounds to foster partnerships.
- The University shall give priority towards industry specific modules within the existing curricular structure.
- Provide internship and apprenticeship opportunities by building partnerships with companies that provide hands-on experience for students.
- Provide greater emphasis on campus placement drives through collaborations/tie-up with various Corporate Industries / Research or Academic Institutes/ Commercial Organizations/ Public Sector Undertakings (PSU's).

Mid-term Goals

- Develop robust networks across various industry sectors to facilitate internships and job placements.
- To support placement cell to conduct Pool campus placement drives and Job fairs by inviting nearby institutions to participate in the drive.
- The University shall take steps towards creating industry support that focuses exclusively on student and faculty start-ups. Support shall be in the form of dedicated funds through seed capital.

Long-term Goals

- Establish global academic-industry alliances particularly with multinational corporations and international universities, expanding research, technology transfer and employment opportunities worldwide.
- The University shall seek partnerships with global leaders in quantum computing to establish Quantum Research Hubs at the University. These hubs shall focus on pushing boundaries in computation, encryption, and material sciences, engaging leading companies to develop next-gen quantum solutions for practical industry applications.

7.6 Quality and Credibility

Short-term Goals

- Strengthen policies to enhance the brand value of institution and secure recognition from the national accreditation bodies.
- Focus on implementation of internationalization at the institution by-
 - a. Reaching out to reputed Foreign Higher Education Institutions (FHEI) and establishing MoU's.
 - b. Facilitating two-way faculty/student exchange between the institution and the FHEI's.
 - c. Promoting seminars/conferences/ workshops with FHEI's.
 - d. Promoting joint research and publications with co-authors from FHEIs.

Mid-term Goals

- To pursue recognition from esteemed national and international accreditation bodies to elevate the institution's brand value (including accreditation of individual academic programmes)
- Create a robust policy framework and viable implementation structures for a smooth implementation of internationalization at the institution by -
 - a. Establishing MoU's with FHEIs for joint/dual degree programmes.
 - b. Increasing the participation of Faculty/Students in international seminars/conferences.
 - c. Promoting joint publications.

Long-term Goals

- Increase the international visibility and recognition of the institution through a diversification of internationalization initiatives and enhanced institutional rankings.
- The University Health Centers shall be accredited by National bodies.

7.7 Innovation and Entrepreneurship

Short-term Goals

- To provide a strong digital backbone to support start-up activities including access to digital resources and networks.
- Sensitize and engage alumni to promote innovation and entrepreneurship ecosystem in the University.

Mid-term Goals

- Utilize effectively the incubation centers to cultivate and support start up initiatives.
- Work towards creating innovation hubs within the University campus to encourage student start-ups, entrepreneurship and technology transfer initiatives.

Long-term Goals

- Establishment of incubation unit at the department level wherever it is possible and start-up hubs can be planned.
- Establishing relationships with international organizations to provide a global platform for innovative ideas from HEIs.

8. Digital Enabler

I. Digital & ICT Framework

a. Infrastructure:

i. ICT infrastructure for high-speed internet, communication, and digital information access across campuses

At present, the University has 1 GBPS internet bandwidth provided by BSNL under NMEICT, Government of India.

Short-term goals:

- Provide uninterrupted Wi-Fi connection to all the devices of all authorized users without the need for re-login.
- Strengthen interactive smart boards based on the number of programs.
- Strengthen to connect all smart boards to the internet through cable and Wi-Fi.
- Smart boards shall have the necessary software tools and applications to effectively deliver course contents by the faculty of different streams such as Chemistry, Physics, Mathematics, Life Science, Engineering, Art, Mass media courses, etc.
- Use open-source software such as Linux OS, Open Office, Latex, Syllab, etc. in all university activities.

Mid-term goals:

- Scale up internet bandwidth depending on the scaling of users.
- Setup dedicated servers centralized for university data and applications.
- Provide UPS for all servers and protect with physical and software security.
- Establish a local campus server for sharing all kinds of resources and grant access to all stakeholders through a user authentication mechanism.

Long-term goals:

- Connect all the staff through a voice-over-Internet Protocol (VoIP) communication network for speedy and effective communication.
- The number of audio/visual conference rooms shall be increased over a period of time.

ii. Dedicated campus area network with multiple internet connectivity options and a central ICT centre

The campus has an intranet network containing heterogeneous communication lines, namely OFC, cabled network and wireless connectivity and all the departments are connected through this network.

Short-term goals:

- Have a minimum of two internet lines provided by the different internet service providers to avoid the disconnection of internet service when the internet line breaks down.
- For every 2000 users, the total bandwidth required shall be 1 GBPS accordingly, the bandwidth shall be scaled.
- Ensure Computers in all labs shall be connected to the internet through the cabled network.
- The internet network load shall be properly balanced depending on the number of users in each path to give justice to all the users.
- Accordingly, depending on the time of the day, dynamic load allocation shall be configured into the network so that users can get the necessary internet speed at different times and locations.

Mid-term goals:

- The entire campus shall be covered through the OFC backbone, and internet connectivity points shall be provided to all the faculty and staff members.
- The network cables shall be either laid deep in the ground or passed in the air through poles to avoid repeated cutting.
- All the academic and administrative buildings should have access points for seamless access to the wireless internet by all stakeholders.
- Establish an ICT studio to record the online courses.

Long-term goals:

- Establish a central ICT centre that serves as a central facility centre for teaching/learning activities, online training, internet browsing by the students, online learning resources for students, online examinations, etc.
- The number of computers at the central ICT centre shall be about 10% of the students' total strength on campus.
- This centre can be outsourced to any private agency during holidays to conduct online examinations, leading to the best resource usage and internal revenue generation
- Computers shall be upgraded at reasonable intervals not exceeding 10 years.

b. Data Management:

i. In-house or cloud-based data servers with real-time monitoring, security, and structured Wi-Fi networks

Nowadays, data from any organization is treated as one of the valued assets. Providing security and maintaining data integrity shall be any organization's top priority for its success. Many library software and Project Samarth are cloud-based applications.

Short-term goals:

- Wherever possible, the University shall maintain its own data and application servers to reduce the cloud cost
- Necessary measures shall be taken to maintain these servers around the clock with physical and software security.

Mid-term goals:

- Implement all the applicable modules in Project Samarth and shift the entire operations of the institution over to digital platform.

Long-term goals:

- Protect the data servers from hackers by installing strong firewalls
- Alternatively, the University shall hire cloud space for high-end applications to maintain the highest service quality.

ii. Creation of a digital content repository encompassing coursework, multimedia content, learning games, AR, and VR modules

Student learning aids include lecture notes, presentations, lecture videos, and other materials, which should always be available. The University has already implemented the Project Samarth learning management system.

Short-term goals:

- Project Samarth LMS shall be made mandatory to achieve an effective teaching-learning process and track student attendance and progress.
- Open-source learning games shall be used, wherever required, for effective teaching.

Mid-term goals:

- A dedicated server shall be used to share lecture notes, presentations, lecture videos, and other materials created by faculty.
- These resources shall be made available to all the students at all time.

Long-term goals:

- The necessary software tools shall be procured to generate multimedia learning content.

- Faculty shall be trained on the use and development of teaching aids using AR/VR technologies and use them for effective delivery of teaching.
- Wherever required, provisions shall be made in the form of hardware and software tools to create the learning games.

c. Teaching and Monitoring:

i. Development of an online teaching platform with two-way communication and advanced tools for monitoring student progress

Information and Communication Technology (ICT) is crucial in enriching universities teaching and learning environments. Developing an online teaching platform with two-way communication and advanced tools for monitoring student progress involves incorporating course management applications, communication tools, and analytics technologies. The University is using the Moodle learning management system provided by Project Samarth.

Short-term goals:

- Necessary customization shall be made in LMS to make it easy to use for faculty and students.
- The university shall use Moodle-generated reports for attendance-related decisions.

Mid-term goals:

- Perform interactive activities, including chat, video conferencing, and blogs, facilitating seamless two-way communication between students and course coordinators.
- Use any other open-source learning tools for cost-effective solutions.

Long-term goals:

- Create a dynamic and interactive learning environment by integrating ICT and leveraging platforms like Moodle.
- Use LMS reports such as stakeholders' feedback and other reports for long-term academic planning.

ii. Implementation of real-time dashboard for monitoring resources, environmental factors, and infrastructure utilization

A dashboard is a dynamic tool for efficiently visualizing, monitoring, and managing critical information.

Short-term goals:

- The executive officers shall use dashboards available in Project Samarth for monitoring activities
- Extensively utilize the Samarth ERP portal at the university for diverse data interactions and office operations
- Get summary reports using charts, graphs, and other visual formats for decision-making.

Mid-term goals:

- Third-party applications may be integrated into the University ERP to handle and monitor data related to accreditation and ranking frameworks such as NAAC and NIRF.
- Through these applications, ensure that data is accurately collected, managed, and reported in compliance with the standards and criteria set by ranking bodies.

Long-term goals:

- Use project Samarth ERP-generated reports for long-term decision-making processes and bringing reforms in the administration.

d. Data Privacy and Security:

i. Adhering to cyber security protocols, ensuring protection from external threats and natural disasters

A robust cyber security posture is essential to protect the University from external threats and natural disasters. The university has a strong firewall to protect from external cyber-attacks.

Short-term goals:

- To provide strong Access Controls, robust password policies shall be implemented, including complexity requirements and regular changes.
- Utilize multi-factor authentication (MFA) for added security.
- The least privilege principle shall be enforced, granting users only the necessary permissions.
- Users shall be trained to update the operating system defenders to block possible virus and malware threats to the system.
- Endpoint detection and response (EDR) solutions shall be implemented to monitor and respond to threats.

Mid-term goals:

- Have integrated intrusion detection and prevention systems (IDPS) and monitor network activity for anomalies.
- Regularly update network devices with the latest security patches.
- Implement data loss prevention (DLP) solutions to prevent unauthorized data transfer.

- Implement a disaster recovery plan in case of a natural disaster that includes data backup, restoration, and continuity procedures.

Long-term goals:

- Conduct training and sensitization programs on cybersecurity best practices, including phishing attacks, social engineering, and password hygiene for employees.
- Develop a comprehensive incident response plan and conduct drills to address security breaches effectively.
- Establish an emergency communication plan to keep employees informed during a crisis.

ii. Prioritize data privacy by processing personal data in a secure and lawful manner, recognizing individual rights

The University uses Project Samarth to maintain the employees records. Being a cloud-based application high-level security is being provided to this application.

Short-term goals:

- The personal and medical data of any employee should always be treated as highly confidential, and the same shall be maintained.

Mid-term goals:

- Project Samarth shall be used for the maintenance of medical records.
- Regular backup on secondary devices shall be taken from the applications to maintain personal and medical information.

Long-term goals:

- All personal data communication activities and entire health centre operations shall be brought on the digital platform.

e. National Integration & Policy Adherence:

i. Storing credentials in national repositories, connecting student and faculty information through unique identifiers, as per government norms

National Academic Depository (NAD) is a key initiative by the Ministry of Education in collaboration with DigiLocker. It stores verified academic records such as degrees, diplomas, and certificates. The Enroll Number/Roll Number is the Student's Unique Identifier (UID). The University has already implemented NAD and Academic Bank of Credits (ABC) following the National Education Policy (NEP) 2020.

Short-term goals:

- Make sure that any reforms in ABC and NAD shall be implemented immediately.

Mid-term goals:

- A unique employee ID will be provided to every faculty member once he/she joins the institution.
- This ID will be used in the Samarth ERP to identify that faculty.

Long-term goals:

- All teachers should register to the Vidwan and other academic/research platforms.

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

The University has implemented UGC grievance redressal mechanisms, including the Anti-Ragging Cell, Sexual Harassment Committee, and Student Grievance Cell, according to the UGC guidelines.

Short-term goals:

- Take measures to monitor and curb such campus activities effectively
- Strengthen UGC quality assurance guidelines and aim for accreditation by NAAC, AICTE, NBA, NCTE, etc.
- Strengthen a robust Internal Quality Assurance Cell (IQAC) to continuously assess and enhance academic and administrative quality in line with UGC standards
- Periodically conduct all IQAC activities.
- Create detailed Standard Operating Procedures (SOPs) that align with UGC guidelines for admissions, curriculum development, examinations, faculty recruitment, and infrastructure requirements.

Mid-term goals:

- Create detailed Standard Operating Procedures (SOPs) that align with UGC guidelines for admissions, curriculum development, examinations, faculty recruitment, and infrastructure requirements.
- Develop a mechanism to subscribe to official newsletters, notifications, and circulars from UGC and other relevant bodies to remain informed about new guidelines and changes.
- Form a compliance team within the institution by including members from the academic, legal, and administrative departments.

Long-term goals:

- Train faculty and administrative staff on the latest UGC guidelines and best practices for implementation
- Implement a system for regular feedback from students, parents, and staff to identify improvement areas.

iii. Ensure comparability and contribution to national missions, preparing for future growth and challenges

Short-term goals:

- Follow the strategic focus areas of the national agenda (e.g., Digital India, Green Growth, Innovation Mission, Skill Development, NEP 2020).

Mid-term goals:

- Engage with local communities to ensure inclusive growth initiatives that consider societal needs.
- Collaborate with government bodies and other organizations involved in national initiatives to amplify impact and ensure alignment.

Long-term goals:

- Use nationally recognized framework standards and promote a culture of innovation and continuous improvement, investing in research and development that supports national priorities.

II. Implementing Digital Initiatives

a. Digital Transformation:

i. Transition to a paperless system, incorporating digital processing for all educational activities and providing stakeholders with online access

Many university activities, such as admissions and fee payments, are performed online. These activities eliminate transactions through the use of paper.

Short-term goals:

- Integrated online payment gateways into Project Samarth for all fee-collection activities
- Use a classified Document Management System for sharing documents on the website, ensuring easy access and retrieval for staff, faculty, and students.

Mid-term goals:

- Use LMS effectively for paperless teaching and learning process
- Implement a file tracking system for transparency in tracking files
- Conduct meetings of all bodies using digital gadgets and eliminate paper documents

Long-term goals:

- Replace physical files with a digital file management system
- Use digital workflows to automate document approvals, sign-offs, and archiving, reducing the need for physical paperwork

- All examination activities, including conducting examinations and evaluation, shall be in online mode

ii. Centralized admission processes, student fees, and faculty compensation through digital platforms.

The University has been using an online admissions process through NTA since 2020, where students can apply, submit documents, enroll electronically, and provide digital copies of transcripts, diplomas, and certificates using secure e-document systems. The fee is also collected through payment gateways. The payroll module is implemented in the Project Samarth ERP for all the permanent staff members.

- Submission of all bills/expenses, processing them, and payments shall be implemented through the online platform
- The process of medical expense claim form submission, processing, and reimbursement should be brought under the digital platform

b. Enhancing Digital Presence:

i. Elevate the digital presence through dynamic websites, online teaching systems, computerized examination processes, and digital credentialing

The university uses the Samarth LMS module for online teaching/learning, The online examination module is successfully implemented through Project Samarth. The university announces the results through the university website, and the details are available on the Project Samarth student portal.

Short-term goals:

- Develop a well-designed, modular, and dynamic website facilitating a decentralized approach for creating, updating, and deleting content on its website.
- Make provision for individual faculty to update their profile whenever necessary.

Mid-term goals:

- Link the university website to different social media sites for easy content portability
- Obtain regular online feedback from all stakeholders through the website
- All departments shall regularly update their department sites with all necessary information.
- Provide the screen reader on the university's main page.

Long-term goals:

- Provide sufficient web space and bandwidth for speedy access to the website.
- Examination processes, including examination and evaluations, shall be digitized.

ii. Foster online networks for alumni and support e-placement initiatives

- The university has a registered alumni association. It also has a placement cell and conducts placement activities regularly. The Project Samarth has both alumni management and placement management modules.

Short-term goals:

- Effectively implement the Samarth alumni module and bring all alumni to this platform
- Utilize social media platforms like LinkedIn, Facebook, and Instagram to create private groups for networking, sharing opportunities, staying connected, and showcasing activities.

Mid-term goals:

- Use the Project Samarth alumni module to organize alumni meetings and alumni association elections.
- Use the placement module in Project Samarth to its full strength and register employers, update and share student profiles with potential employers, and communicate employment and internship opportunities to the students through the Samarth platform.
- Host virtual job fairs, allowing employers and candidates to interact through video calls, chat, and live presentations.
- Form partnerships with companies to ensure a steady flow of job openings and internship opportunities that cater to the skill sets of our alumni and students.
- Social media platforms shall be utilized to promote the placement activities.

Long-term goals:

- Develop a mentorship program where experienced alumni can guide recent graduates, providing career advice, industry insights, and networking support.
- To enhance the alumni's skills, offer discounts on professional development courses, certifications, or executive education programs.

iii. Enhance digital presence through different digit and media platforms

The university has a social media page on X and YouTube for covering and updating the events.

Short-term Goals:

- Each department must promote its programs through its individual social media page handles.
- Social Media presence must be strengthened to build the University's brand image.

Mid-term Goals:

- A school-wise and course-specific video documentation shall be generated.
- Further promotional activities are to be designed to draw more students to each course.

- All university events shall be telecast live on different social media platforms.

Long-term Goals:

- The video documentation needs to be further strengthened with student participation
- Steps shall be taken to call for more social media campaigns in the future and to link the department's social page on the CUK website.

c. Implementation Strategy:

i. Aim for a phased digital transformation, spanning one to two years, either through in-house efforts or by collaborating with experienced IT organizations or EdTech companies

The implementation of Project Samarth, ERP for the universities, began in 2020, and most of the 40+ available modules are being implemented successfully.

Short-term goals:

- Conduct regular training sessions on Project Samarth modules to keep employees updated with their knowledge of the relevant modules.
- Train on the usage of high-end instruments for staff and students handling them.

Mid-term goals:

- Maintain Project Samarth modules up-to-date and as per the needs of the university/government/statutory bodies. If they do not fulfil requirements, then the University should get the modules revised accordingly.

Long-term goals:

- The university should phase out the manual systems, fully implement all the modules and bring entire university operations on the digital platform.

iv. Enhance digital communication and digital library resources

The university publishes an online newsletter, CUK Bulletin, covering the university's events, and it is made available on the university website. The Annual report of every year is also uploaded on the University's website.

Short-term Goals:

- To establish an online publication cell.

Mid-term Goals:

- To encourage different schools and departments to maintain an online repository of activities.

Long-term goals:

- To initiate three academic journals of repute in the discipline of (a) Science, (b) Engineering and Technology, and (c) Social Science and Humanities.

v. Online Messaging stakeholders' groups

Short-term Goals:

- Schedule regular updates, including daily/weekly news, monthly reports, and urgent notifications to all stakeholders.
- Encourage active Participation of users via Pose questions, Share polls, and Invite feedback to stimulate interaction and make stakeholders feel valued.

Mid-term Goals:

- Regularly gather feedback from group members to assess the communication strategy effectiveness and identify areas for improvement.

Long-term goals:

- Demonstrate responsiveness by making necessary adjustments based on stakeholder feedback and sharing changes with the group.

Digital Library and other resources:

The Central Library has established a Digital Library portal and “mlibrary” mobile application to facilitate access to electronic resources. Additionally, collaborated with NDLI and IIT Kharagpur to develop and disseminate an Institutional repository in association with the national digital library. The Library has established a plagiarism policy and uses Turnitin plagiarism detection software.

Short-term goals:

- Provide a campus server to add and share free resources like free ebooks, and journals into the digital library.

Mid-term Goals:

- Preserve and provide resources for future generations without imposing any limitations.
- Extend the usage of anti plagiarism software to outside users on a payment basis.

Long-term Goals:

- Build a policy to provide library access to other interested user groups outside the campus, such as students of neighbouring schools and colleges, farmers, etc.