

# DETAILED PROJECT REPORT (DPR)

for

The Grant of Deemed to be University  
(General Category)

**SNS (Deemed to be University)**

Submitted to

University Grants Commission (UGC)

New Delhi



Submitted by



**SRI SNS CHARITABLE TRUST**  
**(Dr.SNS Rajalakshmi College of Arts and Science)**

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## **PREFACE**

*Strategic planning is an essential component to accomplish the Vision and Mission of an institution which is the guiding light for all the future operations of the proposed Deemed-to-be University. Strategic planning is a continuous process with a specific focus on developing the competitive advantage in the existing scenario. Strategic Planning and deployment document is based on analysis of current challenges and future opportunities and envision the direction towards which the organization should move to achieve its set goals and objectives.*

*The first part of the document addresses the Institution Development Plan consisting of the strategic vision for 15 years along with a rolling plan of its implementation for a 5-year period, covering academic, recruitment, admission, research, infrastructural, financial and governance aspects. These are defined and guided by the stake holders (management, leaders and administrators, Deans/Head of the Department, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analysing the internal and external environment, the organizational goals will be set up in all possible verticals which is the result of continuous thought process, brainstorming sessions and discussions. The strategies with action plans will be decided to achieve institutional strategic goals.*

*While formulating the strategic plan and deployment document, the involvement of all stakeholders was ensured to help contribute their part which is vital for the success of every organization. Efforts will be made to clearly identify the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This strategic planning and deployment will become the guiding force for the University to grow as an institution of Academic Excellence and research and provide skilled young professionals to the society.*

## **ABOUT THE TRUST**

Dr.SNS Rajalakshmi College of Arts and Science was founded in 1999 by Sri SNS Charitable Trust, Coimbatore, Tamil Nadu, India. The SNS Group established the Sri SNS Charitable Trust in the year 1997 with a philanthropic outlook of serving the society in the fields of education, health and industry. The Trustees, with rich experience and wide knowledge in Industry, Medicine and Higher education, dedicated themselves to provide quality technical education of global standards with a view 'to give back to the society' that nurtured them.

The members of the Trust are

1. Dr. S. Rajalakshmi, B.Sc., M.B.B.S., DGO. - Managing Trustee
2. Dr. S.N. Subbramanian, M.Tech.,Ph.D.,MBA.,M.Phil.,Ph.D – Trustee
3. Dr. S.Nalin Vimal Kumar., B.E., MS, Ph.D. - Trustee

At present the SNS Group is governing the following educational institutions viz. (1) Dr. SNS Rajalakshmi College of Arts and Science (1999) – Accredited with 'A+' Grade by NAAC (Cycle III), (2) SNS College of Technology (2002) - Accredited by NBA (AICTE, New Delhi), Accredited with 'A++' Grade by NAAC (Cycle III), (3) SNS College of Engineering (2007) Accredited with 'A' Grade by NAAC, (4) Dr. SNS College of Education (2007) Accredited with 'A' Grade by NAAC and (5) SNS Academy – An international CBSE school. (6) SNS College of Pharmacy, (7) SNS College of Physiotherapy, (8) SNS College of Nursing, (9) SNS College of Allied Health Sciences (10) SNS B-Spine. About 10000 students are undergoing various UG, PG and doctoral programmes and more than 1000 faculty members are contributing to the development of education. The trust has established institutions that are now one of the finest in the state and nation.

## ABOUT THE TRUST MEMBERS

**Dr. S. N.Subbraminian B.Tech (PSG), M.Tech (IITD), Ph.D , MBA, M.Phil., Ph.D (USA).  
Chairman, SNS Group of Industries & Institutions**

*“A Child without Education is like a bird without wings”*



**Dr. S. N.Subbramanian** was born on 17<sup>th</sup> January 1950 in an agricultural family. With high determination, hard work and dedication he obtained his B.Tech degree in Textile Technology from the PSG College of Technology, M.Tech (Textile Engineering) Degree from Indian Institute of Technology -Delhi, and a Highly Commendable Ph.D in Textile Technology from Anna University, Chennai. Also he holds MBA, M.Phil and Ph.D (USA) in the Field of Management. He is possessing 39 years of rich experience and expertise in the field of Industry, Education, Research and Development.

He is the Chairman of SNS Group of Industries and Institutions. He also served as Professor and Founder Principal at SNS College of Technology, Coimbatore from 2002 to 2006 and presently he serves as the Professor in Management Studies. A skilled businessman and a great textile wizard **Dr. S.N. Subbramanian** has the desire to give back to the society and nurture the next generation in the form of establishing educational institutions in the country. Through his vision, hard work, along with the support of other trustees and a qualified team of Professionals has pioneered the growth and leadership of the SNS group. He works enthusiastically for the upliftment of the rural people. He has promoted many Institutions and Industries in and around Coimbatore.

He has been selected as an Outstanding Person and his name has been published in India's Who's Who by Shaw Publications during the year 2005. He has also been selected for "Pride of the Institution" award by IITD, New Delhi for the year 2006 as the Distinguished Alumni of the Institute. He was nominated as Member of the District advisory committee, Coimbatore by the New and Renewable Energy Ministry, Government of India in 2009. He is the recipient of the OUTSTANDING ENGINEER AWARD FOR THE YEAR 2009 by the Institution of Engineers, India and awarded with "Indian Leadership Award for Education Excellence", by All India Award Foundations, New Delhi – 2014. The Times of India has presented him with the Edupreneur 2014 Award. The Global Achievers

Foundation, New Delhi has honoured him with “Mother Teresa Sadbhavana Award” in the year 2014. He holds the lifetime membership of FIE, FIV, Textile Association, MISTE, Coimbatore Management Association, MIBAM and Chartered Engineer. He entitles wide range of publications of more than 64 Research articles in reputed International and National journals and own 2 Patents. He has travelled for Business / Research and Development to the following countries: USA, Canada, UK, Europe, Hong Kong, China, Japan, West Africa, Singapore and Mauritius.

**Dr. S. Rajalakshmi B.Sc., M.B.B.S., DGO**

**Correspondent, SNS Group of Institutions**

*“A mother holds her children's hands for a while...their hearts forever”*



**Dr. S. RAJALAKSHMI** is basically an Obstetrician & Gynaecologist. She acquired her B.Sc degree in 1969 from Sri G.V.G Visalakshi College for Women, MBBS in 1975 from Coimbatore Medical College and DGO degree in the year 1988. She started her career as a Medical Practitioner and served in renowned hospitals like Eswaran Polyclinic-Tirupur, Savitha Polyclinic, Ruby Clinic, CSI Hospital-Erode and Kumaran Clinic.

She has conducted more than thousand surgeries and made many families by making them proud parents in her 20 years of service as a Doctor.

Her interest diversified to do Social and Educational activities. She started Textile Industries along with her spouse who is a Textile Technocrat by profession. She is the Joint Managing Director to all the Industries and involves herself with all the activities of all the colleges under Sri SNS Charitable Trust as Correspondent. She has been awarded the ‘Best Women Entrepreneur Award’ by the Times of India during the year 2013. Her relentless zeal, incessant quench for success and willingness to walk the extra mile have broken all myths about women’s inborn limitations. She has been awarded with the “*Best Women Achiever Award*” - Indian Medical Association(TNSB), 2022 and “*Kovai Wonder Woman 2K19-iCON Award*” - The Indian Express, 2019.

**Dr. S.Nalin Vimal Kumar** B.E., M.S.(USA), Ph.D.(USA)  
Secretary cum Technical Director, **SNS Group of Institutions**



**Dr. S.Nalin Vimal Kumar** is basically an Engineer by profession. He acquired his B.E degree in 2002 from Coimbatore Institute of technology, M.S. from University of North Carolina, USA and Ph.D from Iowa State University, USA. He has set a clear vision of building an entrepreneurial mindset among all students. He is a native design thinker and instrumental in making SNS as the first Institution to implement Design thinking framework.

He has been selected as Member, Syndicate, Bharathiar University, Coimbatore. He also holds a patent (403825), "Design Thinking Approach to Curriculum Design in Higher Educational Institutions", 2022. He is also crowned with "*Kalvichemmal Award*"- Vasavi club 5\*KCGF Coimbatore, 2022 and "*Malar Makudam Award*", Dinamalar, 2022.

## ABOUT THE INSTITUTION

Dr.SNS Rajalakshmi College of Arts and Science (Autonomous), Coimbatore, Tamil Nadu, a prominent Higher Educational Institution committed to provide holistic education to the students to become well-rounded citizens.

The institution was established in 1999 under the aegis of SRI SNS CHARITABLE TRUST with a philanthropic outlook and had a profound impact on the spheres of Education, Health and Industry. The college is affiliated to Bharathiar University and received 2(f) and 12(B) status from UGC. The institution is also approved by AICTE and accredited with the impressive scores of A+ grade 3.31 CGPA in 2019 in the third cycle of accreditation by NAAC. The college has also secured a coveted rank of 89 by NIRF for the year 2023. The college was sanctioned Paramarsh programme under UGC, and three colleges got NAAC accreditation under its mentorship.

The college is located in lush green atmosphere with aesthetic infrastructure. The College started in the year 1999, with three Under-Graduate Programmes (B. Com, B.Sc. Computer Science and BBM) with a strength of 124 students and 11 faculty members, the College stands tall today by offering 23 UG, 7 PG and 7 Ph.D programmes with a strength of 4523 students, 331 faculty members and 109 non-teaching staff members.

### MILESTONES OF THE COLLEGE

1999: Genesis of the institution as an Undergraduate College

2001: Elevated into a Postgraduate College.

2005: Starting of Research Programmes and

2005: Recognition under 2(f) of the UGC Act 1956

2009: Accredited with 'A' Grade by NAAC with CGPA: 3.15.

2011: Conferred with Autonomous Status by the UGC.

2012: Recognized under 12(B) of the UGC Act 1956

2014: Re-accredited with 'A' Grade by NAAC with CGPA 3.28

2019: Re-accredited with 'A+' Grade by NAAC with CGPA 3.31

2023: Secured 89<sup>th</sup> rank NIRF Ranking – Colleges Category

2022: 101-150 band of NIRF Ranking – Colleges Category

2021: 101-150 band of NIRF Ranking – Colleges Category

2020: 101-150 band of NIRF Ranking – Colleges Category

2023: 11-50 band in NIRF-Innovation - ARIIA Ranking

2022: Performer” in ARIIA Ranking

2021: “Performer” in ARIIA Ranking

2023: 3.5-star rating -Institution’s Innovation Council (IIC)

2022: 3-star rating -Institution’s Innovation Council (IIC)

2023: India Today Ranking: Secured 95th rank in Arts, 76th rank in Commerce, 63rd ranking in Business Administration (UG), 47th rank in Computer Applications (UG), 82th rank in Science, and 45th rank in Costume Design and Fashion at the National level.

2023: Week-Hansa Ranking Secured 47<sup>th</sup> rank in Commerce, and 41<sup>st</sup> rank in Science. In Hotel Management, Private Colleges rank is 38<sup>th</sup> at the National level. In Fashion Technology, the ranking at Private Colleges is 20.

## **NOTABLE ACHIVEMENTS OF THE COLLEGE DURING LAST 5 YEARS**

- The College recognized as Mentor Institution with a financial allocation of Rs.30Lakhs by the UGC under the scheme of “PARAMARSH”.
- The College registered its Institution Innovation Council (IIC) with the Innovation Cell of the Ministry of Education, Government of India on 15<sup>th</sup> February 2021 and implemented the National Policy of Innovation and Start up (NISIP), Government of India in the campus from 3<sup>rd</sup> March 2021.
- The members of IIC and the Innovation Ambassadors for receiving a Star Rating of 3.5 for its performance on IIC activities during the Academic Year of 2021-2022.
- A Five- day Faculty Development Program (FDP) in Association with AICTE-ATAL (AICTE-Training and Learning Academy) was organized with a grant of Rs.93,000 from AICTE.
- The college registered its Institution Innovation Council (IIC) with the Innovation Cell of the Ministry of Education, Government of India (MIC) on 15<sup>th</sup> February 2021 and implemented the National Policy of Innovation and Startup policy (NISIP), Government of India in the campus from 3<sup>rd</sup> March 2021 onwards.
- A Memorandum of Understanding (MOU) was signed on 02.07.2021 with “Women Entrepreneurs India”, a Social Enterprise, Head quartered at Chennai.
- The Innovation cell of the Ministry of Education (MoE), Government of India, recognized Institution Innovation Council (IIC) of Dr.SNS Rajalakshmi College of Arts and Science as one of best performing IICs on 1 December 2021, for its performance in the year 2020-21.

- Dr.S.Nalin Vimal Kumar, Secretary of the College has been nominated as a member of the syndicate of Bharathiar University by the Government of Tamil Nadu.
- Conducted various Programmes related to Entrepreneurship in association with Entrepreneurship Development Centre, the Ministry of Micro Small & Medium Enterprise (MSME) as a “Host Institution”.
- Registered as a “Spoke Institution” with the Bharathiar University- Entrepreneurship Development Innovative Institute (BU-EDII), Govt. of Tamilnadu and the activities planned on Entrepreneurial Skill set during Nov 2021 to March 2022 as a Spoken Institution.
- The institution has received Education Today’s – India’s Top Prestigious Higher Education & University award 2022-2023 for excellence in education on Dec 7, 2022 and the institution has received “Excellence Award” for students’ participation in numerous certification programmes from MSME Technology Development Centre.
- Vibha Education Services Corp. has awarded Dr.R. Anitha, Principal, as the “Most Innovative Principal of the year 2023” (JBRH-IND/VEESC- 2023-1102). JBR Harvard, USA, has authenticated and verified this award.
- Dr.S. Nalin Vimal Kumar, Secretary of the College has received the award “Trend setters 2023 of Tamil Nadu” from Times of India in the Entrepreneurship vertical for his visionary leadership role from Thiru T.N.Anbarasan Ministry of Small Scale Industries.
- The College has signed MoU with the Durban University of Technology (DUT), Durban, South Africa on 2<sup>nd</sup> December 2020 and with the University of Cyberjaya Malaysia on 22<sup>nd</sup> February 2023.
- The college has convened Boot Camp on “CHAT GPT” on 27<sup>th</sup> and 28<sup>th</sup> July 2023, in collaboration with mindful-a Tech Company proficient in AI.
- The college in tie up with Braino Vision solutions India Pvt Ltd and All India Council for Technical Education (AICTE) has conducted one-week National Level Faculty Development Programme on Cloud Infrastructure (AWS) from 21-08-2023 to 25-08-2023.
- The college in association with E and ICT Academy of IIT Kanpur, conducted a Student Development Program on “Artificial Intelligence” from 4-10-2023 to 6-10-2023.
- The Training and Placement Cell of the college in collaboration with Infosys BPM Ltd and Bharathiar University organized a 15 days “Students Skill Development Programme” on 05-07-2023.
- The principal of the college Dr.R.Anitha received the “Best Young Principal Award”, from the Scientific International Publishing House, registered under the Ministry of SME, Government of India on 8-10-2023 for her stellar achievements in academic arena.

## **FACULTY ACCOMPLISHMENTS:**

The Institution has rolled out a well thought out HR Policy in Faculty Selection, Recruitment, Training and Development, Merit, Qualification Expertise and Experience are the major criteria for faculty recruitment. Out of 301 faculty members 131 are doctorates with robust research background and the remaining 170 faculty members have already registered for their Ph.D programmes and many of them on the verge completing their research work. There are 21 Professors, 30 Associate Professors and 250 Assistant Professors working in the institution. The faculty student ratio is 1:20 and the mentor-student ratio is 1:25. All the departments are adequately staffed with nil vacancy position and this helps the effective student engagement process to achieve sustained academic and professional excellence. There are 92 non-teaching supporting staffs deployed in the various layers of administration and this makes the academic administration hassle free.

The faculty members showcased their research prowess by publishing research articles in top rated national and international journals. There are 507 incisive research articles published by the faculty and research scholars.

The faculty members earnestly update their skill sets and explore in the emerging horizons of knowledge by attending consistently Faculty Development Programmes and Workshops to hone their teaching and professional competencies. Till date 804 FDPs were attended by the faculty members. Another thrust area Intellectual Property which can be nurtured by constantly immersing in various cross cutting, inter disciplinary and ground breaking issues and to come out with precise and effective solutions to thwart the issues confronting the society. There were 89 patents received by faculty members and these Intellectual Property Rights (IPRS) are the treasure of knowledge for the posterity to prosper in their innovative and inquisitive research pursuits for knowledge and truth.

In addition to publication of research articles in Journals, Faculty members published their presented research papers in various conferences organized by many illustrious Higher Educational Institutions. There are 187 research articles published in the National Conferences volumes and 176 research articles published in the National Conference volumes.

Books are significant for purifying the mind heart and soul. Faculty members published 750 descriptive, empirical, computational and scientific books catering to the requirements of students. These highly relevant books serve the students for reference books as well as text books for their

advancement of knowledge. Further 28 book chapters were published by the faculty in widely read books published by reputed publishing houses.

To augment the infrastructure of the knowledge and to create vibrant eco system innovative and socially relevant research projects should be undertaken by the faculty members. There are 5 research projects sanctioned by the UGC and Tamil Nadu State Council for Higher Education (TANCHE) to carry out socially impactful research.

The acclaimed faculty members received 289 awards and recognitions in view of their extraordinary roles and praise worthy achievements in academic and administration. Professional bodies play pivotal role in disseminating professional ethos and expertise among the members on diverse topics. 32 staff members are members of the professional bodies functioning in India and abroad. Constant updation of knowledge and upskilling are important for professional excellence and to acquire knowledge in the emerging and new age developments. In this context 674 online courses were completed by the faculty members in MOOCs, SWAYAM and NPTEL platforms. Encouraging Research and Development is an integral aspect of holistic education. 70 young and promising faculty members received seed money to pursue their research projects. Faculty members received the research funds to the tune of Rs. 7,01,000 from for their research projects from 2018-19 to 2022-23.

#### **STUDENTS ACHIEVEMENTS:**

There are several noteworthy contributions made by the students in curricular, co-curricular and extra-curricular activities.

- Students with research acumen published their highly nuanced research articles in the journals of international repute.
- Students published research article in Scopus (13) UGC care list (68) and peer reviewed journals (71) and in total they published 152 research articles.
- Students presented well researched and documented 152 research papers in various National and International Conferences and they found a place in the conference volumes released by the host institutions.
- There is an impressive tally of 1148 books authored by students and are published by leading publishing houses. They also written book chapters in reputed and widely circulated books, show casing their analytical and writing skills. Totally 1152 book chapters were written by them.
- Students annexed 110 noteworthy awards and prizes by competing in the Curricular, Co-curricular and extra-Curricular activities. To enhance their core and distinctive competencies,

6872 students successfully completed their online certification programmes in varied and diversified topics like Cloud Computing Network Security, Python for ML, Digital Marketing Corporate Finance etc., from MOOCs, SWAYAM and NPTEL platforms.

- Extra-curricular activities are the fountain-head key for the multi-dimensional development capacity building and leadership development. Students numbering 778 participated in Extra Curricular activities conducted by top rated institutions.
- Students carved niche for themselves in the Sports arena and they won 13 international awards in Yoga, 30 national awards in Yoga and Silambam, 25 state level awards in Martial arts and I district award in cycling. The sports enthusiastic institution also convenes Bharathiyar University Annual Sports event.

## **VISION AND MISSION OF THE COLLEGE**

### **Vision:**

To be a Supreme Centre of Academic Excellence, ensuring the learners from all sections of society, for a world class education with accessibility.

### **Mission:**

- To offer educational programmes that will enable the students to be dynamic entrepreneurs or employable graduates.
- To make them realize the richness of India's diversity, tradition and culture.
- To inculcate among them the ethical, moral, social and human values, and the significance of sound health.
- To inspire them to be service-minded and charitable and an asset to the society with positive and creative attitudes.
- To encourage the faculty to enhance their educational qualifications and proficiency and expand their knowledge in their subjects.

### **Objectives:**

- To produce highly competent, knowledgeable students through world-class curriculum interspersed with ethical and moral values.
- To promote their ability to be self-reliant and independent. To upgrade their competency in seeking employment.
- To promote quality enhancement in learning, teaching, extension and research.
- To promote among the students, the spirit of serving the society/country.

## **STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)**

### **Institutional Strength:**

- Very supportive and proactive management with highly qualified members.
- Very good relationship among stakeholders.
- Augmenting with modern infrastructure facilities and learning resources regularly.
- Well designed, need-based world class curriculum by updating and incorporating the current global developments.
- Modern sports and games infrastructure created.
- Integrated skill development programmes offered throughout the period of the programme.
- Outcome-based student-centric teaching-learning process. Tie-ups with professional societies.
- Broad-based education for students studying in all the programmes with inter-disciplinary, multi-disciplinary, innovative and skill oriented professional courses.
- Opportunities to develop talents and skills of individual student to fulfil the passion and dream.
- Dedicated internship and field project Impressive support services, learning resources and laboratories to students.
- Participative management system.
- E-learning through advanced and updated e-learning resources.
- Online examination system. Impressive placement in MNCs. Locational advantage for the staff and students.
- Eco-friendly green campus through the application of modern technology.
- Organization and participation in Faculty Development Programmes, Seminars, Conferences and Workshops.
- A formalized Alumni Association for support.

### **Institutional Weakness:**

- Limited collaborative research efforts.
- Inadequate Faculty/Student exchange programs at international level.
- Limited faculty quarters within the campus.

- Lesser emphasis to interdisciplinary / transdisciplinary project
- Inadequate number of faculty members with NET/SET.
- Less number of appearance in competitive examinations due to good placement opportunities in other sectors
- Being a Self-Financing Institution Insufficient number of funded research projects from Government agencies

**Institutional Opportunity:**

- Introducing more study programmes in latest trends.
- Tapping more number of funded projects.
- Developing tie-ups with premier research institutions and industries.
- Publishing quality research papers in the reputed national and international journals.
- To place more students in top-notch multi-national companies.
- Strengthening the existing Business Incubators to become start-ups
- Upgrading the college with potential for excellence.
- Harnessing the rising trend of entrepreneurship
- Enhancing engagement with alumni for improved industry connectivity

**Institutional Challenges:**

- Fierce competition in the field of higher education
- Retention of talented faculty on account of getting position in the government services.
- Adapting to the rapid advancements in technology and the rise of online course offerings
- Vagaries in student admission due to unpredictable demand for programmes, which are based on the job market and changing national and global environment
- Fluctuating global economic trends impacting placement opportunities
- Rising costs of overheads and resources

## VISION AND MISSION

### OF THE PROPOSED DEEMED TO BE UNIVERSITY

<p><b>Vision</b></p>		<p>Build an Entrepreneurial Mind set through Design Thinking Framework.</p>
<p><b>Mission</b></p>		<ul style="list-style-type: none"> <li>• Promoting quality research in Academics as well as for Industrial and Societal problems using Innovation.</li> <li>• Inculcating Values and Leadership through Learning and Skilling,</li> <li>• Enriching with competencies and qualities for a progressive career globally.</li> <li>• Focussing diversified fields via best educational practices for a better sustainable society.</li> </ul>

**DETAILED PROJECT REPORT (DPR)**  
**15 YEAR DETAILED STRATEGIC VISION PLAN**  
**AND**  
**5 YEAR ROLLING IMPLEMENTATION PLAN**

## ACADEMIC PLAN

Embarking on a journey through higher education is an exciting and transformative experience. This well-thought-out academic plan of SNS (Deemed to be University) not only ensures fulfillment of the necessary requirements for the degree but also allows the students to tailor their education towards their passion and career aspiration. This personalized academic plan outlines a roadmap for offering Diploma, Under Graduate, Post Graduate, Doctoral and Post-Doctoral programs by providing multi-disciplinary and a holistic education in the faculties of Science, Engineering, Technology, Social Science, Arts, Humanities and Management. The proposed academic plan portrays the structured approach to academic and professional development. Our Existing Institution is mostly fostering the Local and Regional needs to a larger extent and National /Global needs to some extent. The proposed academic plan for the new Deemed to be University will cater largely to the needs of the Global and National needs in addition to meet out the Regional and Local needs with high focus towards research.

Over the next 15 years SNS (Deemed to be University) plans to offer quality programs in diversified disciplines with a lot of inbuilt flexibility, so that, the clientele can take advantage of the facility by learning at their own pace and style leading to maximum outcome. The salient features around which these programs will be designed include multiple entry, multiple exit (MEME), Academic Bank of Credits(ABC), and blended mode of instruction with a lot of emphasis on higher order thinking skills and learning as per the guidelines given in NEP 2020.

The key ingredients of high quality learning, namely, Knowledge, Skill, Competency and values will be infused into the curriculum. It is these four factors that determine the quality in higher education and which shall be at the core of SNS's academic plan.

The proposed new higher education model will nurture critical thinking, creativity, and ethics. Widening access, and affordability especially for disadvantaged groups, and boosting research are steps planned to make the Institute a global knowledge leader. Beyond Coursework, students will be encouraged to embrace extracurricular opportunities. Internships, research experiences, and participation in professional organizations which will contribute to a well-rounded education. Soft skills development, including communication, teamwork, and ethical considerations, are woven into the fabric of the plan, ensuring the students not only to excel academically but also emerges as a conscientious, adaptable professional and socially responsible citizen.

The proposed academic plan is a living dynamic document, which will be regularly reviewed and adjusted in consultation with the Executive Council. It serves not only as a guide to fulfill degree requirements but also as a tool for personal and professional growth, reflecting the dynamic nature of education and the limitless possibilities that await the dedicated and ambitious learner.

The academic Plan of SNS (Deemed to be University) is broadly classified under 6 Categories, namely,

1. Proposed Schools and New Programmes planned to be Offered
2. Curriculum Framework
3. Teaching-Learning Methodologies
4. Examination and Evaluation System
5. Career Progression
6. Co-Curricular and Extracurricular Activities

## **1. Proposed Schools and New Programmes planned to be Offered**

The proposed SNS (Deemed to be University) has planned to offer programs under 7 different schools as given below in the first year.

### **1. SCHOOL OF HUMANITIES**

- B.A. English Literature
- M.A. English Literature
- Ph.D. (English )

### **2. SCHOOL OF ARTS**

- Ph.D. (Tamil)

### **3. SCHOOL OF SCIENCES**

- B.Sc. Physics
- B.Sc. Chemistry
- B.Sc. Mathematics
- M.Sc. Mathematics
- Ph.D. (Mathematics)

### **4. SCHOOL OF COMPUTER STUDIES**

- B.Sc. Computer Science
- B.Sc. Information Technology
- B.Sc. Computer Technology
- B.Sc. Computer Science (Graphics and Creative Design)
- B.Sc. Computer Science (Artificial Intelligence and Data Science)
- B.Sc. Computer Science with Cyber Security
- B.Sc. Computer Science (Full Stack Web Development)
- Bachelor of Computer Applications (BCA)
- M.Sc. Computer Science
- Ph.D. (Computer Science)

## **5. SCHOOL OF SOCIAL SCIENCES**

- B.Sc. Psychology
- B.Sc. Costume Design and Fashion
- B.Sc. Catering Science and Hotel Management
- Ph.D. (Library and Information Science)

## **6. SCHOOL OF COMMERCE AND MANAGEMENT**

- B.Com.
- B.Com. (Computer Applications)
- B.Com (Professional Accounting)
- B.Com (Finance)
- B.Com with Information Technology (IT)
- B.Com (Digital Marketing and Data Mining)
- Bachelor of Business Administration (BBA)
- Bachelor of Business Administration with Computer Applications (BBA-CA)
- M.Com
- M.Com. (Computer Applications)
- Master of Business Administration (MBA)
- Ph.D. (Commerce)
- Ph.D. (Management)
- PDF (Commerce) (To be Offered)
- PDF (Management) (To be Offered)

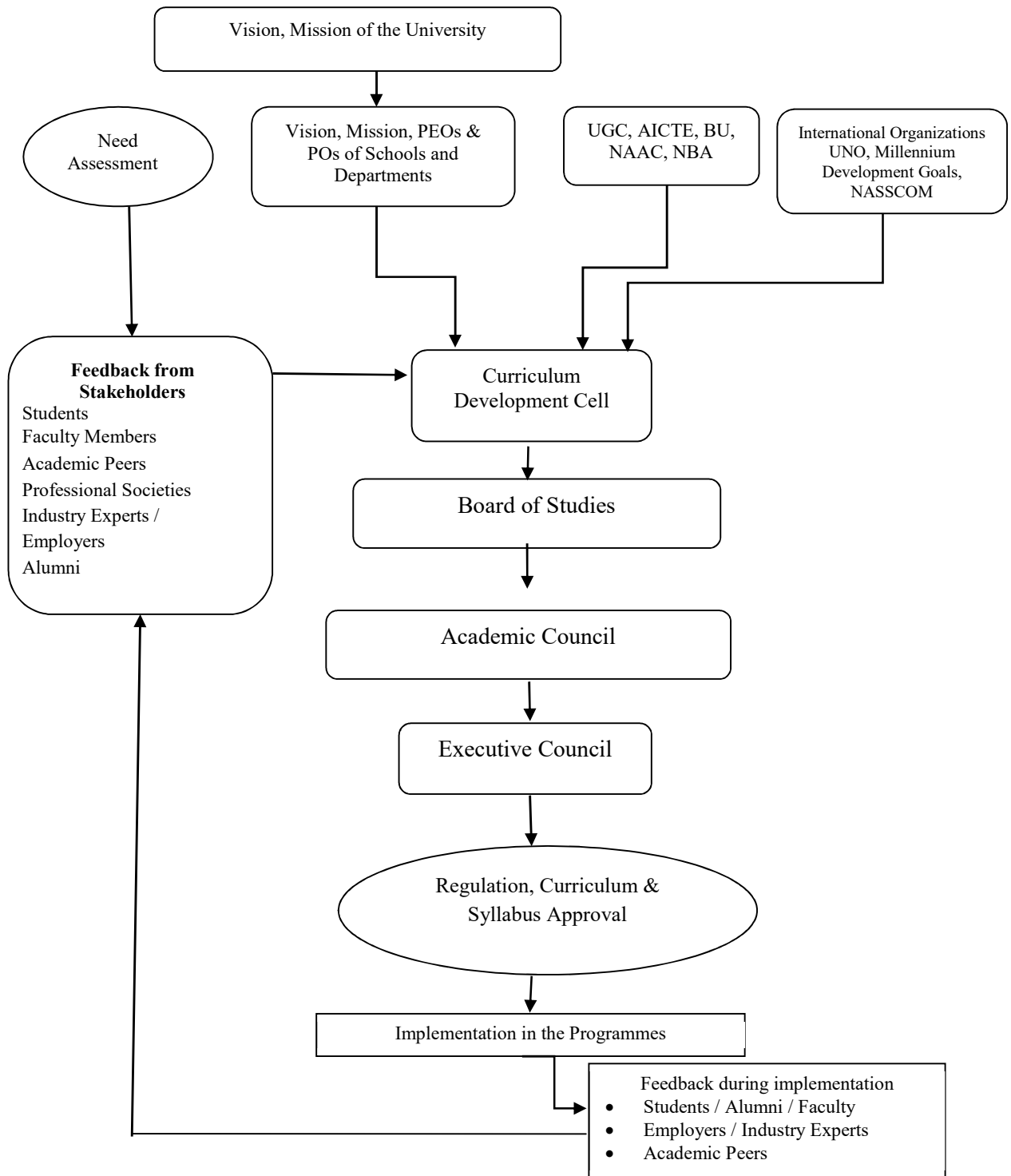
## **7. SCHOOL OF ENGINEERING AND TECHNOLOGY**

- Master of Computer Applications (MCA)
- B. E Computer Science and Engineering (To be Offered)
- B. Tech. Artificial Intelligence and Data Science (To be Offered)
- B. Tech. Information Technology (To be Offered)
- B.E. Electronics and Communication Engineering (To be Offered)

## **2. Curriculum Framework**

### **2.1. Curriculum Design and Development**

The Curriculum for different programs at SNS (Deemed to be University) will be framed based on the Design Thinking (DT) approach with the objective of attaining Employability in topnotch companies and industries, becoming Entrepreneurs, and progressing to Higher Studies in reputed Institutions in India and abroad. The Curriculum thus framed will focus on making students Globally Competent, Committed, Conscious, Creative, and Compassionate individuals. Choice Based Credit System(CBCS) will be adopted and Outcome Based Education (OBE) will be practiced meticulously. The curriculum design, development, pedagogies and assessments and approval of the same involve deliberations at various levels involving experts and relevant committees such as Boards of Studies and Academic Council as per the guidelines of UGC and other Statutory bodies.



***Process of Curriculum Design and Development***

The curriculum is designed with Program Educational Objectives (PEOs), Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs). The curriculum is designed and developed with a uniform structure by introducing Institute Level Courses, Core and Electives courses at the Cluster and Discipline levels, Open Elective Courses to promote inter and multi-disciplinary learning, Supportive Courses, Skill Based Courses, Value-Added, Add-On Courses and Courses pertaining to Co-Curricular and Extra-Curricular activities. Under Graduate curriculum will

be mainly employment driven and the Post Graduate curriculum will be mainly research oriented. The Curriculum will contain the following parts:

Part I: Languages

Part II: English

Part III: Core, Elective, Supportive Courses and Skill based Courses

Part IV: Foundation Courses

Part V: Co-Curricular, Extracurricular and Extension Activities

## **2.2 Academic Flexibility**

The curriculum will have sufficient flexibility and choices that promotes inter-disciplinary and cross-disciplinary learning. Academic flexibility prescribed in the curriculum gives privilege to the students to customize their course of study within certain parameters. This flexibility allows students to tailor their educational experience based on their individual interests, career goals, and learning preferences. The academic freedom and flexibility is ensured by the following impactful measures.

### **1. Multiple Entry and Exit System (MEES)**

MEES will allow the students to be their own decision makers and will motivate them to resume learning from the point they left in between and help them to achieve their career goals in life. This will tend to reduce the dropout rates with considerable improvement of Gross Enrolment Ratio (GER).

### **2. Choice Based Credit System(CBCS)**

- Freedom to choose from a pool of courses (Add / Drop a Course)
- Flexibility in Learning Pace
- Self-Study Courses

### **3. Elective Courses:**

- **Discipline Electives:** Within a specific Discipline, there will be a range of elective courses from which students can choose. This will allow them to focus on areas of interest within their field of study.
- **Open Electives:** The Institution will offer certain number of open elective slots that students can fill with courses of their choice outside their discipline. This allows for exploration of diverse subjects outside the major.

#### **4. Concentrations or Specializations:**

- Some programs offer concentrations or specializations within the major, allowing students to focus on a specific subfield. For example, a business major might have concentrations in marketing, finance, or entrepreneurship.

#### **5. Honours and Minors:**

- Students will be given the option to pursue an Honour or a minor in addition to their primary study. This will be a way to gain expertise in an area or multiple areas and make oneself more versatile from the employment perspective.

#### **6. Online Courses [MOOC/NPTEL]**

- MOOC Courses in curriculum provides flexibility in replacing elective courses, leveraging MOOCs from foreign universities provides Global perspective, and Internationalization of education.

#### **7. Value Added Courses**

- Value-added courses will be offered to enhance the distinctive competencies of the students beyond those levels specified in academic curriculum. This will enhance employability of the students by means of skill development.

#### **8. Flexible Scheduling:**

- The Institution will also offer flexible scheduling options, such as evening classes, week-end classes, online courses, or accelerated programs. This will accommodate students with various commitments, such as part-time work or family responsibilities.

#### **9. Cross-Disciplinary Opportunities:**

- Collaborative programs or interdisciplinary initiatives are introduced to enable students to combine courses from different departments or schools. This fosters multidimensional development and critical acumen among students to solve the perplexing issues of Industry and Society.

#### **10. Credit Transfer Policies:**

- Clear and flexible credit transfer policies in force to facilitate students in transferring credits earned through relevant courses from another institution.

By incorporating these elements into the curriculum, the institution will empower the students to take ownership of their learning journey, fostering a sense of engagement, motivation, and personal fulfilment. Academic flexibility acknowledges the diverse talents and aspirations of students, preparing them for a rapidly changing and dynamic landscape.

## 2.3 Curriculum Enrichment

The process of curriculum development for various programs starts with the assessment of the existing curriculum and by taking into consideration requirements of students, skills demanded by societal, industrial needs as well as the feedback received from the stakeholders.

Curriculum enrichment is periodically done for the enhancement of the content and experiences. Enrichment is normally done by enhancing the contents of a course or by introducing a new course, based on the current needs. The Enrichment of contents helps in the following,

1. **Depth and Complexity:** Curriculum enrichment will help to include contents with nuggets and based on current needs. This will be achieved through advanced reading materials, in-depth discussions, technology infusion and projects that require critical thinking.
2. **Real-World Applications:** Bringing real-world relevance into the curriculum can enhance student engagement. This involves incorporating case studies, Simulations, Internships, Industrial Projects to be experienced in fields and industries.
3. **Problem-Based Contents:** Enriched curricula often incorporate problem-based learning, which incorporates real-time problems or scenarios to inculcate critical thinking and problem-solving skills.
4. **Skill Enhancement:** Leveraging technology can be a powerful way to enrich the curriculum. Tools and technologies relevant to the courses will be included in the curriculum for upskilling and to have better learning experience.
5. **Independent Research and Projects:** Allowing students to pursue independent research projects or participate in extended studies can provide opportunities for them to explore topics of personal interest with greater depth.
6. **Cultural and Global Perspectives:** Enriched curricula often include a focus on cultural diversity and global perspectives. This broad based education involve studying world cultures, global issues, and diverse perspectives to broaden students' understanding of the world.
7. **Critical Thinking Skills:** Emphasizing the development of critical and lateral thinking skills is a common goal in enriched curricula. This includes analysis, evaluation, and synthesis of information as a part of curriculum.

8. **Assessment Beyond Testing:** Enriched curricula often use a variety of assessment methods beyond traditional testing, such as project-based assessments, portfolios, presentations, and peer evaluations, to more authentically measure student understanding and skills.
9. **Beyond Curriculum:** Students hone their innate skills by learning beyond curriculum. Social immersion is one of the most appropriate method of understanding the social upheavals.

The proposed institution will be incorporating these elements into the curriculum, in a phased manner for students enhanced knowledge.

## 2.4 Relevance of the Curriculum to the needs

Curriculum framing at SNS involves designing educational content and experiences to align with the needs and priorities of various levels—global, national, and regional. This alignment ensures that education is not only relevant to the broader context, but also addresses the specific challenges and opportunities within a given region or nation.

**Global Relevance:** SNS Curricula is equipped with fundamental knowledge and skills related to their discipline that are globally accepted and applicable. This includes fostering globally competent citizenship, intercultural understanding, and proficiency in languages (Foreign languages) that have international significance in addition to established conceptual understanding.

**National Relevance:** The curriculum is aligned with the economic, social, and cultural priorities of the Country. Key industries and their need are identified, societal challenges, cultural values and heritage are included as courses thereby contributing to National development. Socially relevant courses like Indian History, Indian Constitution, civic responsibilities, and environmental consciousness are also included in the Curriculum.

**Local & Regional Relevance:** The curriculum incorporates the skills and knowledge required by local and regional industries. Curriculum framing also incorporates local histories, traditions, traditional and indigenous knowledge and languages to provide a more meaningful and inclusive educational experience.

**Skills for the Future:** The needs of emerging industries at the global, national, and regional levels are identified. SNS Curricula prepares the students for careers in fields such as Arts, Humanities, Science, Technology, renewable energy, healthcare, social science and other sectors with growing importance.

**Innovation and Entrepreneurship:** Fostering an entrepreneurial mind-set and innovation is our Vision and hence Courses and Value Additions are done by integrating problem-solving

skills, creativity, and adaptability into the curriculum.

**Environment & Sustainability:** Global, national, and regional sustainability challenges are integrated into the curriculum. This involves teaching concepts of environmental conservation, responsible resource use, and social responsibility.

**Ethics and Values:** Instilling ethical values and decision-making skills are made mandatory in the Curriculum.

## **2.5 Feedback System with Stakeholders Involvement**

Feedback on curriculum from all the stakeholders including Students, Teachers, Alumni, Parents, Employers, Industry Experts and Academic Peers play a significant role in enhancing educational quality and put it on the higher growth trajectory in the campus. In the existing Institution, feedback on Curriculum is collected from all the above stakeholders. The Curriculum Development Cell of the Institute assess the feedbacks received from all stakeholders. After rigorous discussion on the valuable inputs given in the feedback, the Curriculum Development Cell make recommendations and suggestions for further action. These proposed suggestions will be considered in the Board of Studies and recommended to the Academic Council for approval. Once approved by the Academic Council, the changes are implemented. The above practice will be also continued in the newly proposed SNS (Deemed to be University).

## **2.6 Curriculum Review and Upgradation**

The major revision in the curriculum of various programmes will be carried when atleast one batch of students are graduated. However, the curriculum is reviewed every year and minor modifications wherever necessary including adding new electives and Value added Courses are carried out to enhance/enrich the curriculum. Such changes are made after due approvals from the concerned Board of study and the Academic council which meets twice in a semester. While reviewing the syllabus in line with the emerging technologies, Knowledge intensive courses socially relevant courses and Job oriented course contents are given high importance. The interaction and feedback with our stakeholders and from industry paves way to understand the current demands of the industries and technological advancements and help in redesigning the curriculum.

### **3. Teaching and Learning**

#### **3.1 Teaching-Learning process:**

The present practice of Outcome Based Education (OBE) by defining the Program Educational Objectives(PEOs), Program Outcomes(POs), Program Specific Outcomes(PSOs) and Course Outcomes(COs) will be continued in the proposed SNS (Deemed to be University) as well. The academic process caters to the diverse range of learners and maintains equity. Slow and advanced learners are identified based on their learning abilities and performance. Slow learners are supported with handholding through remedial classes, personal attention, tutorials and tests. Advanced learners are encouraged to attain higher level of excellence through advanced training programs and motivated to succeed in competitive examinations at National and International levels. Further they are also encouraged to involve in doing research projects and overseas studies in addition to earning credits through credit transfer and Internship. The Teaching-Learning process starts with Induction Programme for the first year under-graduate students and cross discipline students.

#### **3.2 Teaching Pedagogies:**

The faculty members are assigned courses based on their competency, subject expertise and experience. Each faculty member prepares the structured lesson plan, detailed course materials, complete question bank for theory courses and manual for laboratory courses. The teaching-learning process is conducted through student-centric pedagogies by adopting participatory learning, collaborative learning and experiential learning. ICT supported teaching-learning process is adopted by every teacher and online learning is encouraged. Google classrooms and virtual learning platforms like Great Learning, Microsoft Teams are used to post course contents, conduct quizzes, submit assignments, conducting assessments and do effective communication. Virtual Labs / Simulation Labs are established to enhance learning through a simulated environment. The proposed Institution also has its in-house content Development Facility which is used by the faculty members to create video lectures which are posted in YouTube for the benefit of students. Students' active participation in learning inside the campus will be ensured with the support of various activities such as group discussion, debate, brainstorming, role play, peer learning and flipped classroom.

#### **3.3 Academic Calendar:**

An Academic Calendar, is a comprehensive document prepared every year by a committee

constituted by the University with all policies and procedures, Code of Conduct, details of working days, schedule of examinations, schedule for guest lectures, seminars, Conferences, details of co-curricular and extra-curricular activities, sports, cultural, club activities and activities related to quality assurance. The academic calendar is circulated to all the students and faculty members well in advance. In consistent with the college calendar an Academic Plan is prepared by every Department.

### **3.4 Lesson Plan and Teaching Plan:**

The lesson plans and Teaching Plans are prepared by the individual course teachers for the courses handled by him/her for the semester concerned at least a week before the commencement of the classes and get it approved. In the lesson plan, Topic, Planned Date and Executed Date, Skills focused for development, Students engagement techniques & Teaching aids are vividly presented. It is ensured in the plan that the complete syllabus of the course is covered within the stipulated time, mentioning the number of hours for each topic, teaching pedagogies to be followed and books to be referred as per the curriculum.

**3.5 Adherence to Academic Calendar:** Throughout the semester, the adherence of academic calendar and Teaching plan will be monitored by the respective Heads of the Departments. Any deviation from the proposed lesson plan should be properly justified by the faculty member concerned and the same should be approved by the respective Head. If necessary, extra classes will be conducted to ensure the complete adherence to the teaching plan. Similarly, conduction of Value added Courses, Online Courses will also be followed up.

Mentoring and tutorial systems are in place and will be followed. Student attainment of learning outcomes will be measured by checking the level of CO and PO attainments. The Program Assessment Committee will be responsible to analyze the CO and PO attainment levels in every programme and suggest remedial measures for further improvement.

SNS (Deemed to be University) plans to implement Innovative Teaching Learning Practices to achieve the following,

- Exposure to varied teaching methods
- Better understanding of the concepts
- Enhanced knowledge transfer
- Teachers and student collaboration for research presentation and publication, patenting
- Students will be trained to participate in various national and international level contest

### **3.6 Method of Evaluation planned to assess the Impact of Innovative Learning Practices**

- Continuous assessment and end semester examination
- Feedback from students, alumni and employer
- Performance at National and International competition
- Students awards at National and International level events
- Quality placements
- Overseas Studies
- Entrepreneurships and Start-ups

### **3.7 Learning through Industry Interaction**

- Eminent personalities from industries will be invited to enrich the students with the latest technology. Interaction with industry giants will provide an opportunity for the students to understand the requirements of the industry and update their skill set accordingly.
- Few Diploma and Certificate programs will be offered in collaboration with Industry.
- Final year UG and PG students will be encouraged to take up Industry-based/ real time projects.
- Research students will work in collaboration with Industry in doing their research works.
- To gain exposure towards industries and work place, internship & frequent industry visit will be arranged. Internship, Capstone project/Industrial project is made compulsory in the curriculum of students. Experiential Learning is achieved through these internships, inplant trainings and industrial projects.
- Due to CBCS, Students will be having the provision to complete final year courses earlier so that they can take up industrial projects or internships during their final semester.
- The Existing Institution has signed MoU with many industries and Institutions to facilitate to get Internship, On the job training, Industrial Project, Industrial Seminar and Pre placement offers for students. This will be continued with much diligence in the proposed SNS(Deemed to be University) as well.

### **3.8 Learning through Professional Societies**

- The institution will establish Chapters of professional societies such as IEEE, ISTE, CSI, IE, CII and clubs under each department. International and national level seminars and workshops will be conducted inviting learned members of these societies/bodies.
- These societies/bodies will help to Network with expert professionals and share knowledge and know the current developments.

## **4. Examination and Evaluation System**

Exclusive, independent, fully computerized and transparent Office of the Controller of Examinations will be established. The Office of the Controller of Examinations will conduct all the examinations with clearly defined systems and procedures. IT integration enables the institute to monitor the examination system and processes hassle-free. The proposed deemed to be University will have an Examination Cell headed by Controller of Examination(CoE) who will be a permanent faculty with 3 to 5 members including Deputy Controller of Examinations(DCoE), Assistant Controller of Examinations(ACoE) and 2 faculty members not below the rank of Associate professor.

- The Examination Cell will recommend examination reforms and will implement them after approval of the academic council.
- The members of Examination Cell will meet at least twice during the academic year and at other times as and when need arises.
- Professors of practice are inculcating their vast knowledge and expertise to the students and make them corporate ready hard core professionals.

### **4.1 System of Examinations**

All UG and PG programmes offered by the College follow Choice Based Credit System (CBCS). Choice Based Credit System is introduced with the aim of offering flexibility in the choice of courses to the students. The proposed deemed to be University will follow a clear and transparent mechanism in the conduction of Examination and Evaluation.

#### **1. Registration and Enrolment of Courses:**

- The registrations for all the courses offered to the students in a semester / year by various schools / departments/ colleges under different faculties are controlled by the office of the Controller of Examinations.
- For course enrolments, all the guidelines mentioned in the respective regulations should be followed.
- Only eligible (as per the respective regulations) are permitted to complete the course enrolment process.

#### **2. Continuous Internal Examination**

- Two/Three Continuous Internal Assessments (CIE) and a model examination will be conducted centrally by the Examination Cell with the support of Departments.

- Question papers for the Continuous Internal Assessments will be taken following Blooms Taxonomy and mapping to Course Outcomes.
- Two sets of question papers for each course will be prepared for every Internal Assessment along with the quality index. The same will be forwarded to the Examination cell after two levels of scrutiny (Teaching Coordinator & Head of the Department). Any one question paper will be randomly chosen by the examination cell.
- Students who have not appeared in the Internal Assessment Examinations due to representing the college for sports, NCC, NSS and other academic related activities will be given the privilege to write retest and extension of deadline for submission of assignment will also be offered to them.
- Activities such as Assignment/ Presentation /Mini-Project/ Innovative work /Attending conference, workshop, Seminar /Online Courses/Case Study will be included as Components of internal assessment

### **3. Question Paper Setting and Scrutiny**

- Question papers for the end semester / University examinations are collected from the internal / external examiners.
- Each Board of Studies shall recommend, persons for appointment as Question Paper-Setters and Examiners for various University Examinations, by the dates notified by the Controller of Examinations keeping in view the dates of semester/annual examinations.
- An External Examiner will be one who is not teaching in any department of this University. He/she shall be a teacher with a requisite qualification and experience in the subject, working /worked in other than this University.
- An Internal Examiner will be one who is teaching at this University and is having requisite qualification and experience laid by the University as applicable.
- The Board of studies for a programme / specialization will recommend for each examination, alternate names for appointment as Question Paper-Setters and a list of requisite number of Examiners.
- The Controller of Examinations will issue guidelines and instructions to the Question Paper-Setters and Examiners, maintaining high level of secrecy and confidentiality in the Examination process.
- Question Papers following Bloom Taxonomy will be collected from Internal and External Examiners along with Answer key.
- Scrutiny Committee will be constituted for checking the question papers by internal and external subject experts.

- The Controller of Examinations of University will maintain complete secrecy in printing, copying and distribution of question papers. The printed question papers will be packed, sealed and kept under the custody of COE.

#### **4. End Semester Examinations**

Students who are regular and earn the minimum required attendance will be permitted to appear for the End Semester Examinations. The End Semester Examinations (theory and Laboratory) of 3 hours duration shall normally be conducted in November/December/January during odd semester and in April / May/June during even semester.

##### **Theory course**

- As per the schedule of examinations, COE will select one set of question paper of the subject concerned from 2 sets of question papers available, at least one day before the commencement of that particular examination.
- The COE with the help of the coordinator will arrange for printing of all the selected question papers of the concerned courses in required numbers.
- The question papers will be distributed only 10 minutes before the commencement of any examination.
- An inspection squad constituted specifically for overseeing the examinations on a particular day by the Chief Controller of Examinations will visit all the examination halls and ensures that the examinations are conducted as per the procedures.

##### **Laboratory Course**

- Common schedule for the end semester laboratory examination will be notified in the academic calendar.
- The External Examiner will be nominated by the Chief Controller of examinations from the panel of experts recommended by the Academic Council.
- The Evaluation will be done together by both internal and external examiners.
- The mark statements of the laboratory courses will be submitted to the examination section in a sealed cover immediately after the examination.
- Squad members visit the various venues of Examinations to ensure the smooth conduct of examinations as well as to check malpractices. If any malpractice is noticed by the squad members, they will report to the COE

## **5. Evaluation System**

- After the end-semester examinations, centralized valuation will be conducted by the Chairman of the Boards.
- The evaluation will be conducted by internal examiners as well as external examiners. The Examiners will be appointed by the Chief Controller of Examinations from the panel of the experts recommended by Academic Council.
- As this is a confidential assignment and the concerned Examiner will be instructed to maintain strict confidentiality.
- The Examiners will be instructed to follow scrupulously the scheme of valuation, in the award of marks, and is required to evaluate the answer scripts in a uniform manner.
- The Controller of Examinations will nominate Scrutinizers/Tabulators to scrutinize the answer scripts and tabulate the marks.

## **6. Publication of Results**

- The Final marks will be uploaded in the software and the results will be prepared, as per the guidelines given in the regulations of respective programmes.
- A separate result passing board meeting will be convened at the office of COE for finalizing the results.
- The results will be declared after getting approval from the Registrar and the Vice – Chancellor.
- Result publication will normally be done within 10-15 days from the last day of examination.
- The results will be uploaded in the University website and the students can view through their unique login credentials.

## **7. Grievances**

- Students can express their dissatisfaction or grievances regarding their evaluation under three categories: "Retotalling, Revaluation and Challenge Revaluation" within 7 days from the date of declaration of results.
- Re-valuation / re-totalling of answer scripts will not be permitted for practical/clinical / viva voce examinations.
- The students will also be allowed to get the photocopy of the answer scripts.

## **8. Malpractice Cases**

- The COE will refer the cases of suspected malpractices in Continuous Internal Examinations and End semester examinations to Malpractice Enquiry Committee

constituted by the Vice Chancellor.

- The committee will enquire the nature and extent of malpractice and recommend punishments as per the approved scales of punishment.
- Necessary actions will be taken against the erring students based on the recommendations of the committee.

## 9. Award of Grades

The award of letter grades will be decided using relative/absolute grading principle. The performance of a student will be reported using letter grades.

**Relative Grading:** For those students who have passed the course (except laboratory course / Project Work Course), the relative grading will be done provided if the strength of students who have met the passing requirements is greater than 30. The evolved relative grading method normalizes the results data and computes the grade range for each course separately and awards the grade to each student.

**Absolute Grading:** In all the courses, if the number of students who have passed the course is less than or equal to 30 then absolute grading will be followed with the grade range as specified in the regulation. For the Project Work / Internship and Laboratory Courses, absolute grading procedure will be followed irrespective of the number of students who have passed the course.

## 10. Eligibility for the Award of Diploma / Degree

A student will be declared to be eligible for the award of the Diploma / Degree provided the student has

- i. Successfully gained the required number of total credits as specified in the curriculum corresponding to the student's programme within the stipulated time.
- ii. Successfully completed the course requirements, appeared for the End-Semester examinations and passed all the courses within the maximum period prescribed in the concerned regulation.
- iii. Successfully passed any additional courses prescribed
- iv. Successfully completed the NCC / NSS / NSO / YRC/club activity requirements (If any).
- v. No disciplinary action is pending against the student.
- vi. The award of Diploma/ Degree must have been approved by the Syndicate of the University.

## 11. Convocation

- Convocation will be held each year and will be informed to the students well in advance and notifications to this effect will be hosted in the University Website.
- The degree certificate will be issued to the graduands on the day of convocation.

- For those who have opted for IN-ABSENTIA, the degree certificates will be sent by post with proper documentation.

#### **4.2 IT Integration in the Examination System**

- The end to end Examination Management System with integration will be made available through Information Technology. Question Paper Setting, Fixing Examiners, Preparation of Examination schedule, seating arrangement for Examination, dummy number generation for the answer scripts, Central Valuation and preparation of Mark Statement will be made IT enabled.

### **5. Career Progression**

Our proposed Deemed to be University will provide an excellent learning ambience with a well-planned education pattern for student support and progression. This will provide an ideal learning experience for all the students of the Institution. Students will be categorized under different Career Tracks based on their Competency, Passion and Interest.

There will be an active career guidance and counselling system in the campus. Curriculum will be embedded with Soft skills, Communication skills, Life skills, technical and professional skills needed for employment. During the pre-final year, students will be given an option to choose any one of the following dream career tracks.

- Track 1: Placement in Private Sector
- Track 2: Employment in Public Sectors
- Track 3: Entrepreneurship
- Track 4: Competitive Examinations / Higher Studies

Students will be guided to register and complete certain courses on the career tracks they have chosen.

#### **5.1 Placement / Employment in Private Sector**

- The proposed Deemed to be University will have a dedicated placement cell, which will coordinate all the placement related activities.
- The placement cell will ensure that the students are well aware of all the job opportunities and organizes On and Off campus placement drives.
- The Placement Coordinator will maintain intimate rapport with the companies and arranges campus placements for the students.

- The proposed Deemed to be University will be in touch with and signs agreements and MoUs with various industries, placement agencies for the enhancement of the placement status of the Institution.
- The proposed Deemed to be University will maintain high standards for the placements and provide a proper scope to the students for attending the placement activities.
- The Deemed to be University will offer professional training by top notch companies on cutting edge technologies to boost employment co-efficient of the students.

## **5.2 Employment in Public Sector**

- The proposed Deemed to be University will have a dedicated Faculty Team who will coordinate all the activities related to Employment in Public sectors.
- The team will be responsible for identifying the prospective students and their interested sector. Awareness programs and trainings will be conducted regularly to equip them.
- Regular Mock Tests, Interviews will be conducted to simulate exam conditions and thereby equip the students for getting employment.
- The students will be intimated and guided to appear for the job opportunities whenever called for.

## **5.3 Entrepreneurship**

- Entrepreneurship Development Cell of the proposed Deemed to be University will identify students aspiring to become Entrepreneurs, will organize training programmes for acquiring special skills, entrepreneurship development programs and seminars to become successful entrepreneurs.
- Accelerators by IIPC will nurture the budding entrepreneurs by providing seed money and also review the financial viability of the industrial projects.
- The cell will also support to register Start-ups. The cell will also assist the students to get support for investment.
- The cell will also support for pre-incubation thereby help the students to move from ideation to the Minimum Viable Product (MVP).
- Further the cell will also handhold for incubation to stabilize the business model of the company.
- The proposed University also plans to support their student Entrepreneurs financially by providing interest free loans and start-up space at no cost.

## 5.4 Higher Studies

- Students interested in Higher Studies will be guided suitably to clear their Qualifying Examinations and interviews.
- Special guidance will be given for GRE, TOEFL, GATE, CAT, MAT etc
- The curriculum will also has provision for Language electives which incorporates foreign languages and National languages.

## 6. Co-Curricular and Extracurricular Activities

The students will be encouraged to participate in conferences, workshops, Seminars, Hackathons, Project Contests as well as sports and cultural events organized by other Universities. Students will be guided by faculty mentors to organise various events through Associations and forums like clubs, NCC, NSS, RRC, YRC and hone the professional skills. The Institution will conduct Sports and cultural activities regularly and the students will be trained to win more number of International/National/State awards.

The University will continuously work for the social up-liftment of the neighbourhood community. With the intention of reaching out to the neighbourhood community, the University will adopt few neighbouring villages. The Departments will also amplify with a wide range of extension activities namely NSS, YRC, RRC, Health and Hygiene Club, ECO Club, Yoga, Disaster Management, etc., to serve the rural community.

The rationale of the holistic development of students will be achieved through activities which facilitate students to imbibe social and cultural values and also develop the organizing skills. The involvement of students in organizing and/or participating in these activities make to develop their leadership qualities, team spirit, concern and commitment to the society. The passion to help needy makes them realize the need to serve the society and it creates a path for experiential learning and life long experience to become socially responsible and ethical citizen of India.

The following will be the impacts due to conduction of various outreach activities in the neighbouring community

- 1.Exposure to social issues and challenges
- 2.Understand and support the needs of underprivileged
- 3.Develop the knowledge on societal issues and their solution
- 4.Assist people in need and anguish

5. Throw light over the environmental issues to the public

6. Nurturing passion towards humanitarian works

Every year, the Trust of the University will provide good number of merit, single parent, No Parent and SNS Family welfare scholarships to the needy students along with proactive efforts to secure scholarship for the largest number of students studying in the University from Government and Non-Government agencies. The institution will also establish an active Student Council that addresses the grievances of the students, considers their suggestions and plan for further improvement. Students are included as members and discharge their duties and responsibilities in the committees like IQAC, Class Committee, Sports Committee, Hostel Committee, etc.

Alumni play significant role in the academic support and progression. The Institution will establish an active Alumni Association that contributes significantly to the benefit and progress of its Alma mater. It will start Alumni Chapters in various parts of India and abroad to leverage the benefits of alumni network and to share with the present group of students.

### Adopting the provisions of NEP- 2020

S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Academic Plan	New Initiatives to be adopted in the proposed Deemed to be University's Academic Plan
1.	<b>Emphasizes Flexibility</b> in choosing courses / programmes	In the existing institution, good amount of flexibility exists in programmes and through electives in the curriculum of the programmes under choice based credit system initiatives such as Multiple Entry Multiple Exit, will be practiced	Initiatives such as Multiple Entry Multiple Exit, Choice Based Credit System, Open Elective Courses, Electives will be practiced
2.	<b>Stresses on Multidisciplinary</b> learning	Electives across disciplines, Multidisciplinary projects are already emphasized in the curriculum of the existing institution	Holistic education will be promoted by open ended choice of courses.
3.	<b>Life skills</b> such as communication, cooperation, teamwork to be included in curriculum.	Communication based courses are already made mandatory for all. Cooperation and Team are built through Group Discussions, Projects and Case Presentations.	-
4.	<b>Skill development</b>	Training on Soft skills, Technical Skills and Professional skills are also made mandatory for all the students.	-
5.	<b>Extensive use of technology</b> in teaching and learning	The curriculum of all Under Graduate Programmes will have at least one tool as a Course in their study. ICT is extensively used in teaching and learning.	Technology will be enhanced to make the teaching learning process more effective.

6.	Options for <b>Open Distance Learning</b> and online programmes	-	Distance/Online Programmes will be incorporated in due course.
7.	Freedom to design own <b>pedagogical approaches</b> , reading materials, assignments and assessments	Already in the existing institution, a good number of course teachers practice their own pedagogical approaches and the materials will be shared to students via e-learning portal.	In the proposed Deemed to be University, designing own pedagogical approaches will be made mandatory for all course teachers.
8.	Integration of Indian knowledge system ( <b>Teaching in Indian languages, or bilingually &amp; Culture</b> )	In the existing institution, at the under graduate level good number of Indian language courses and courses of Indian culture are offered. Teachings in bilingual languages are done in the classroom.	In the proposed Deemed to be University, this will be extended to post graduate programmes.
9.	<b>Bridge courses</b> for disadvantaged educational background students	In the existing institution, during the first two weeks of the academic year Bridge courses are offered to all the disadvantaged educational background students.	This will be continued in the proposed Deemed to be University also.
10.	Focus on <b>Outcome Based Education (OBE)</b>	In the existing Institution, Outcome Based Education (OBE) is followed at the under-graduate and post graduate levels.	Will be Continued
11.	<b>Academic Bank of Credits (ABC)</b>	In the existing Institution, the concept of credit transfer is already practiced. The institution has registered under Digi-locker towards Academic Bank of credits.	In the proposed Deemed to be University, this practice will be implemented extensively.

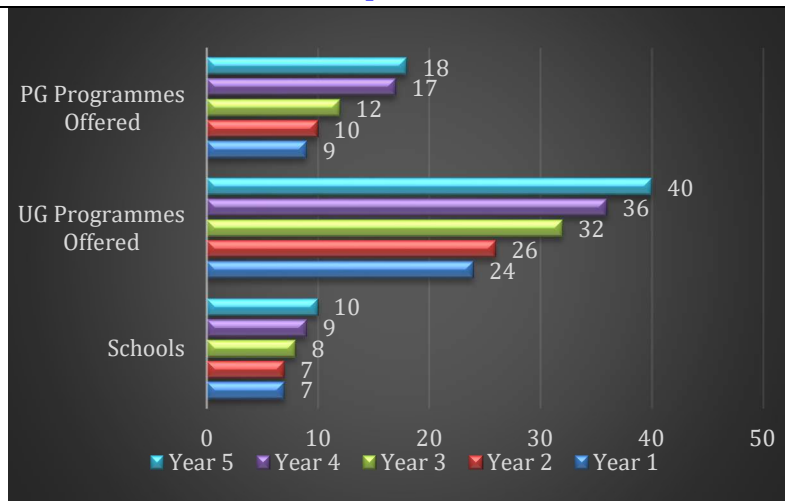
## Academic Plan for 15 Years

Parameters	Rolling out Plan for next 5 Years	Rolling out Plan for next 10 Years	Rolling out Plan for next 15 Years
No. of Schools	10	12	14
No. of UG Programmes Offered	40	50	65
No. of PG Programmes Offered	18	25	32
No. of Ph.D Programmes Offered	11	22	32
Students Intake	4000	7000	10000
Industry Collaborated Degree Programmes	4	9	15
<b>Flexibility:</b> Cross Disciplinary Learning - Open Elective Courses offered	100+	150+	200+
<b>Flexibility:</b> Credit Transfer through MOOC	Atleast One Course / Student	Atleast Two Courses / Student	Atleast Three Courses / Student
<b>Flexibility:</b> Credit Transfer from Other Institutions	Any University	Top Universities of India & Abroad	World Ranking Universities
<b>Flexibility:</b> No. of Value Added Courses offered	50	120	250
<b>Curriculum Enrichment:</b> Industry Readiness - Industry Collaborative Courses	35	70	160
<b>Holistic Learning:</b> Credits for Extracurricular Activities	3	4	5
<b>Need based Curriculum:</b> Local, National & Global Needs	50 % Local & Regional Needs 25 % National Needs 25% Global Needs	40 % Local & Regional Needs 30 % National Needs 30% Global Needs	20 % Local & Regional Needs 40 % National Needs 40 % Global Needs
<b>Linkages / Collaborations:</b> MoU with Companies	230	350	470

<b>Linkages / Collaborations:</b>			
MoU with Foreign Universities	25	30	35
Methods of E Learning	MOOC /NPTEL/SWAYAM edX/Coursera E-Content- YouTube Videos	Launch of SNS e- learning Platform	AI & ML based E learning Portal AR & VR based Learning Gamified Learning
Graduation	86-90%	91-95%	96-100%
<b>Career Progression:</b>			
Employment, Entrepreneurship, Higher Studies, Govt. Jobs	81-85%	86-90%	91-95%
<b>Career Progression:</b>			
Employment –Private & Govt Sector	90% (Opted for Placement) Minimum Salary: 5LPA Average Salary: 4.5LPA	95% (Opted for Placement) Minimum Salary: 6LPA Average Salary: 5.5LPA	100% (Opted for Placement) Minimum Salary: 7LPA Average Salary: 6.5LPA
<b>Career Progression:</b>			
Entrepreneurs/Start-ups	3 % Annual Turn Over (50LPA)	6 % Annual Turn Over (150LPA)	10 % Annual Turn Over (250LPA)
<b>Career Progression:</b>			
Higher Studies	2%	3%	5%

## Academic Plan -5 Year Roll Out Plan

### Proposed Schools and Programmes Offered Development Plan



#### Strategies:

- Unique Selling Points of the school concerned should be designed
- Forge partnership with industries and institutions
- Flexible learning options
- Networking and outreach
- Interdisciplinary and multidisciplinary schools

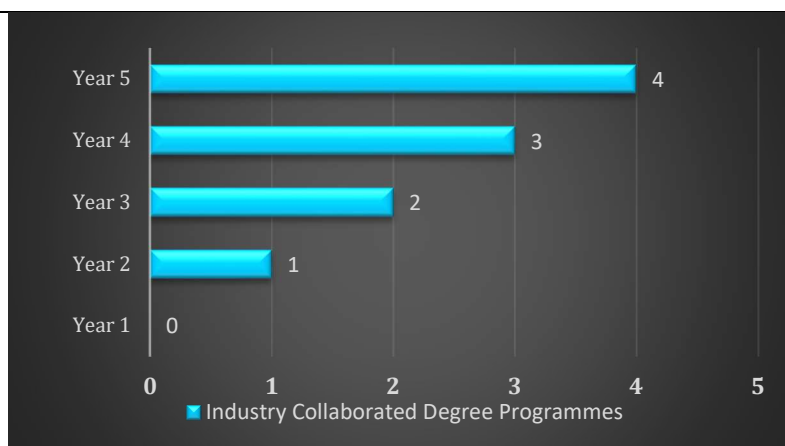
#### Expected Outcomes:

- Up skilling in cutting edge Technologies
- School and reputation and its impact
- Holistic learning and collective decision making and problem solving

#### Resources:

- Physical resources land, building, laboratories, library
- Educational materials
- Resources for accreditation
- IIP and collaboration

### Industry Collaborated Degree Programmes Development Plan



#### Strategies:

- Align educational offerings with the demands of workforce
- Form advisory boards with experts
- Work Based learning
- Industry driven curriculum
- Industry certifications and credentials

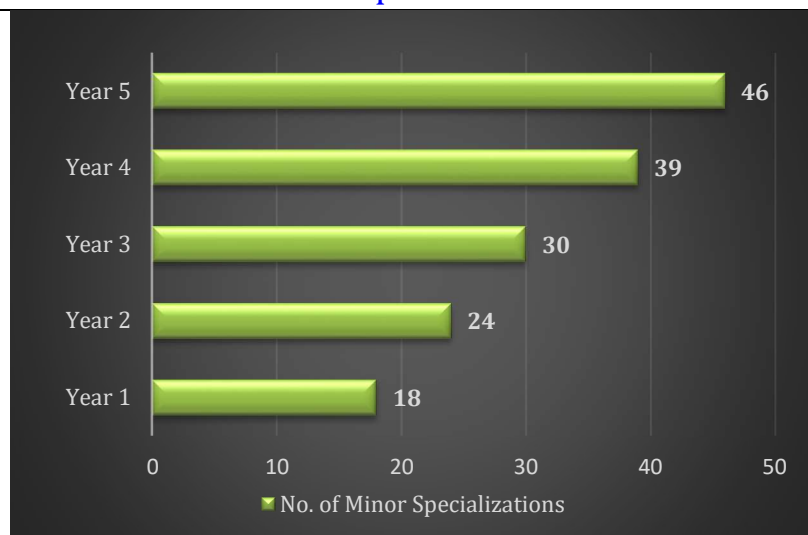
#### Expected Outcomes:

- Industry Relevant Skills
- Employability and Entrepreneurship
- Professional Network
- Innovation and economic development

#### Resources:

- Resources for building industry partnership
- Need for Edupreneurs to teach
- Professional development
- Financial Resources

### Multidisciplinary: Minor Specialization Development Plan



#### Strategies:

- Interdisciplinary themes of social relevance
- Curriculum designing accommodating diverse disciplines
- Advisors and Mentors board to guide students through minor specialization
- Integration of experimental learning
- Cross-list programmes and courses from different departments

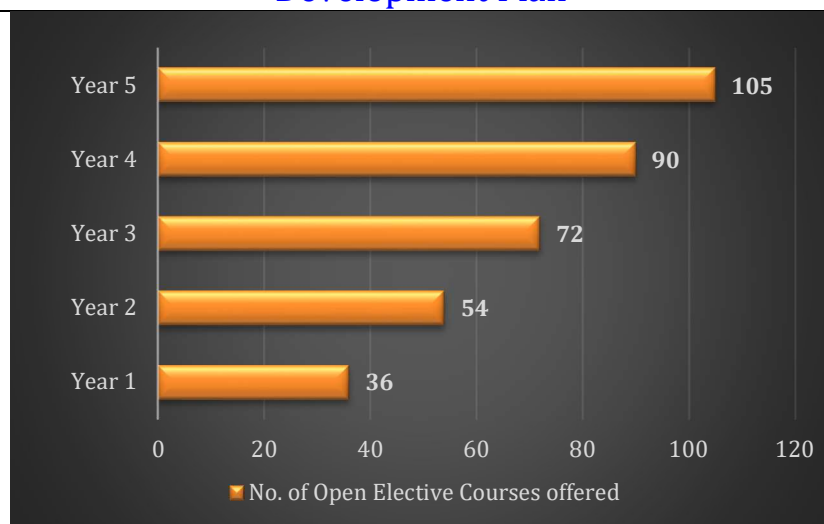
#### Expected Outcomes:

- Interdisciplinary Knowledge
- Critical and lateral Thinking skills
- Creative problem solving
- Adoptability and flexibility

#### Resources:

- Faculty Expertise
- Technology and Software
- Research Resources
- Assessment and evaluation Tools

### Cross Disciplinary Learning: Open Elective Courses offered Development Plan



#### Strategies:

- Interdisciplinary course offerings and their curriculum design
- Curriculum mapping and advising
- Flexible degree requirements
- Revisiting the courses based on feedback

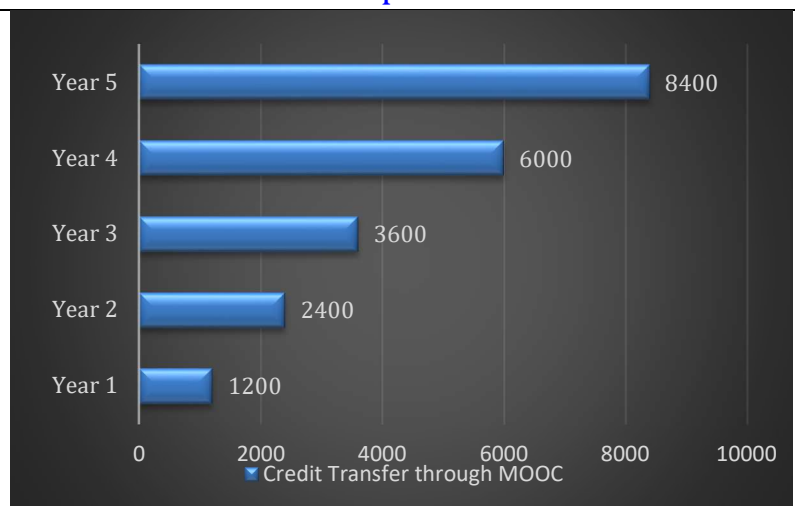
#### Expected Outcomes:

- Interdisciplinary knowledge, applying the issue in different angles
- Broadened perspectives
- Career readiness
- Collaborative ability

#### Resources:

- Interdisciplinary centres and Institutes
- Administrative support
- Experts from different disciplines to draft cross-cultural courses

### Flexibility: Credit Transfer through MOOC Development Plan



#### Strategies:

- Establish criteria for evaluating MOOCs for credit transfer
- Alignment with the curriculum
- Credit equivalency
- Integration into academic Programmes
- Partnership with MOOCs Providers

#### Expected Outcomes:

- Accessibility to high quality education
- Flexibility and convenience
- Accelerated degree completion
- Diverse learning and enhanced skill
- Recognition of prior learning
- Global Reach

#### Resources:

- Faculty expertise
- Assessment and evaluation Tools
- Quality Assurance and check mechanisms

### Flexibility: Value Added Courses Offered Development Plan



#### Strategies:

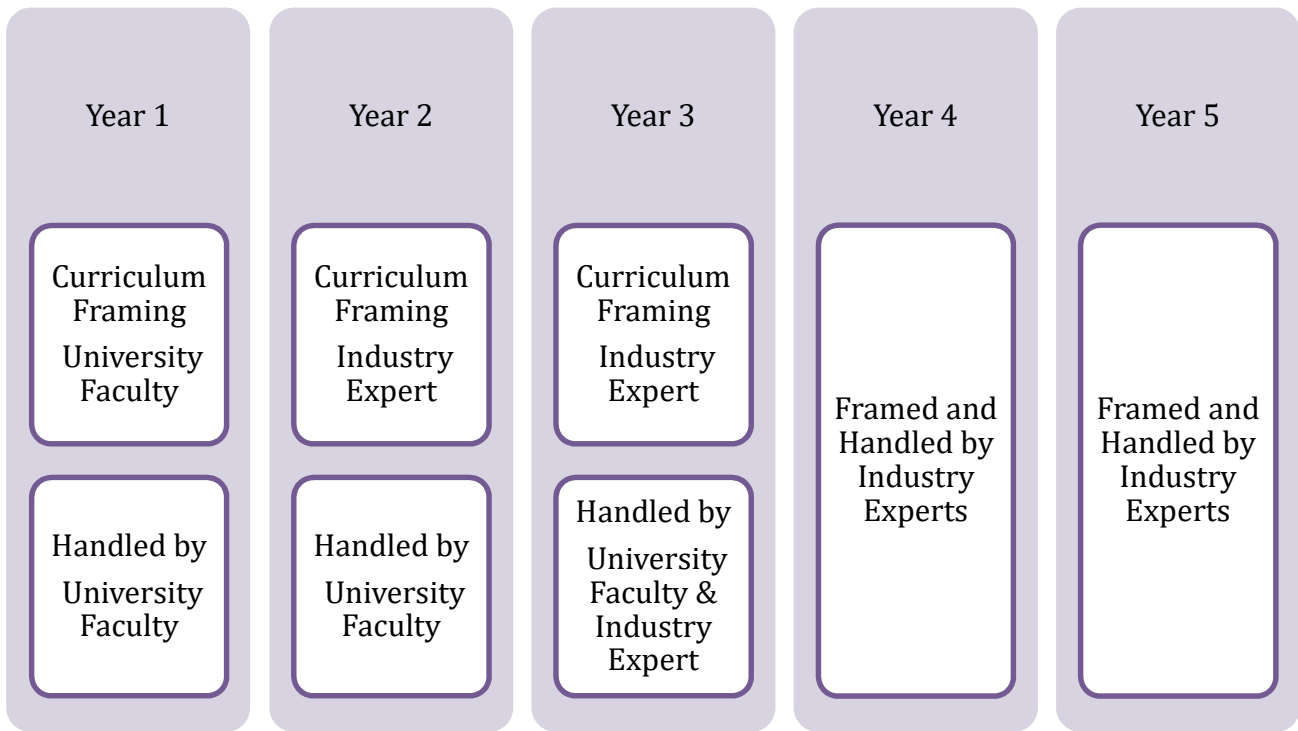
- Identify emerging trends and industry demands
- Flexible course structure
- Practical learning Experience
- Internship and Experimental Opportunities
- Certificates and credentials

#### Expected Outcomes:

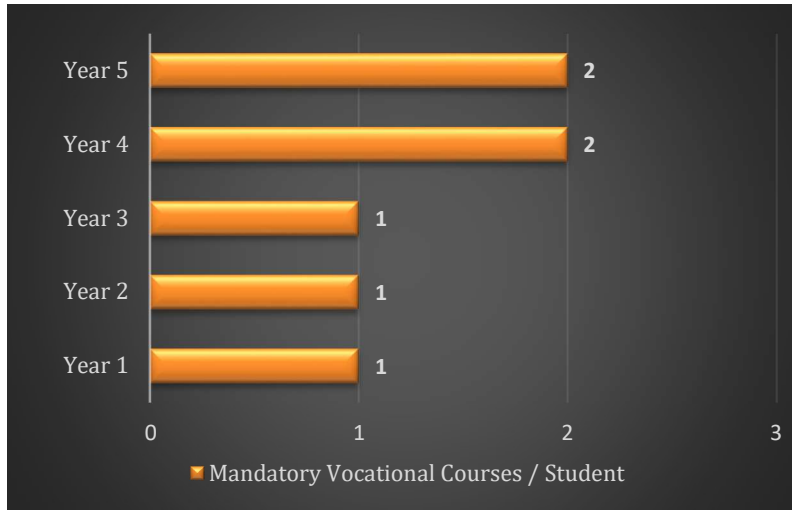
- Enhance the skill set
- Industry Ready standards
- Expanded Carrier opportunities
- Lifelong learning mindset
- Demonstrated initiative and drive

#### Resources:

- Faculty with Expertise in latest technology and business
- Physical, financial administrative resources
- Curriculum development



### Skill Development: Vocational Courses / Student Development Plan



#### Strategies:

- Industry Alignment
- Hands-on learning
- Certifications and credentials
- Diverse delivery modes
- Career preparations and soft skills
- Continuous curriculum review

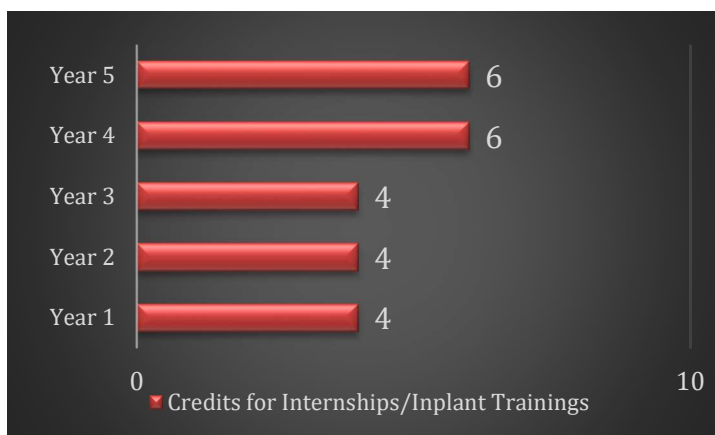
#### Expected Outcomes:

- Social Mobility
- Bridging Skill deficits/gaps
- Economic impact
- College to corporate readiness

#### Resources:

- Quality Instructors
- Curriculum based on industry needs
- Technology Tools
- Internship and Apprenticeship opportunities

## Curriculum Enrichment: Credits for Internships/ Industry / Field Projects Development Plan



### Strategies:

- Industry projects
- Project selection and project feasibility studies
- Interdisciplinary collaborations
- Project Management skills
- Feedback and reflection
- Dissemination of results

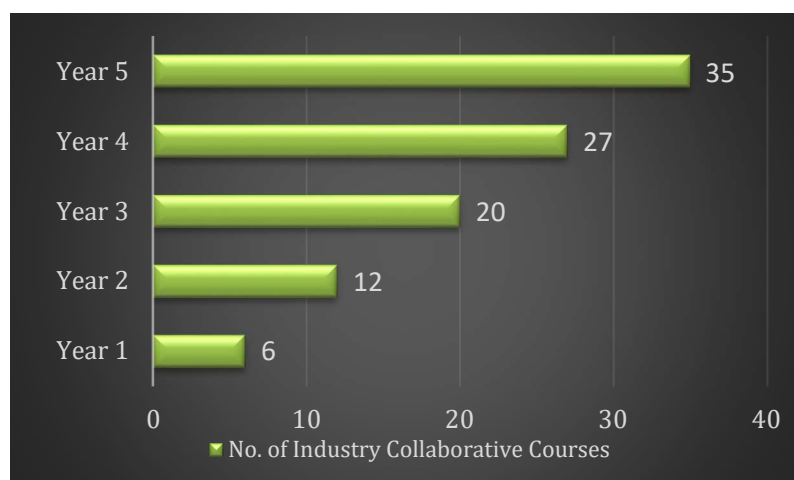
### Expected Outcomes:

- Real World experience
- Applying theoretical knowledge –Pragmatic
- Career exploration
- Self-efficacy

### Resources:

- Establish partnership
- Transportation and travel arrangements
- Funding and grants

## Flexibility: Industry Collaborative Courses Development Plan



### Strategies:

- Need Assessment
- Industry Advisory boards
- Curriculum development
- Industry guest speakers and lecturers
- Internship and practicum components
- Long term partnership

### Expected Outcomes:

- Industry corrections
- Enhanced career readiness
- Industry recognized credentials
- Mutually beneficial partnership for Industry and Institute.

### Resources:

- Industry Partnership
- Flexi scheduling of work
- Training the staff and recourses for training centre.

## Holistic Learning: Credits for Extracurricular Activities Development Plan



### Strategies:

- Clear guidelines
- Alignment with learning outcomes
- Documentation and reflection
- Mentorship by faculty
- Integration with curriculum
- Flexible credit options
- Awards and recognition

### Expected Outcomes:

- Holistic student development
- Resume/CV become richer
- Personal Growth
- Leadership and well being

### Resources:

- Faculty and organizational expertise
- Marketing and communication
- Community partnership

## Collaboration: MoU Signing with Industry Development Plan



### Strategies:

- Identify mutual objectives, Mutually beneficial
- Conduct field survey
- Build relationships
- Tailor MOUs to each partner
- Highlight value propositions
- Demonstrate commitments

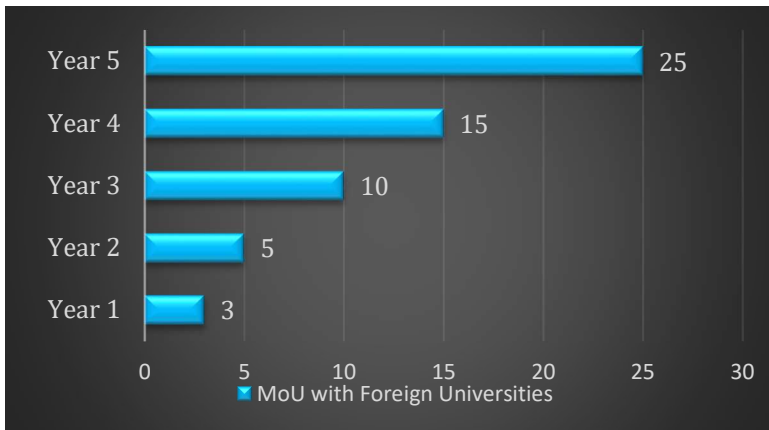
### Expected Outcomes:

- Enhanced curriculum relevance
- Access to recourses and expertise
- Applied Research collaboration
- Talent pipeline development
- Innovation and entrepreneurship
- Enhanced reputation and visibility

### Resources:

- Dedicated staffs
- Legal Support
- Travel and Meetings
- Capacity buildings
- Competency mapping resources

## Collaboration: MoU Signing- Foreign Univ Development Plan



### Strategies:

- Research and identify global partners with proven track record
- Define objectives and priorities
- Customise MOU's
- Coordinate with international offices
- Promote institutional strength
- Visit partner Universities

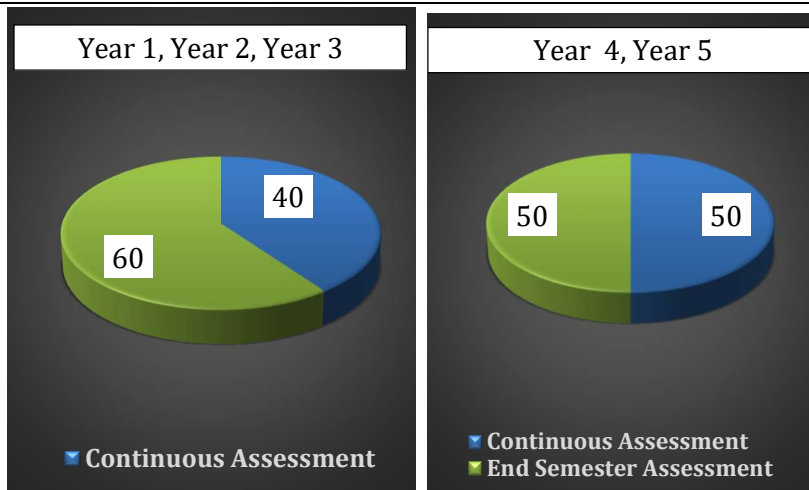
### Expected Outcomes:

- Enhanced academic collaboration
- Faculty development, exchange
- International recognition
- Globalization of curriculum and programs

### Resources:

- Long term strategic partnership arrangement
- International Relations office
- Cultural competency training

## End Semester Examination Development Plan



### Strategies:

- Clear assessment of program educational objectives(PEOs) and program outcomes (POs)
- Diversity assessment methods
- Formative assessment practices
- Standardized assessment criteria
- Training the faculty
- Promote academic integrity

### Expected Outcomes:

- Higher order thinking and skills
- Enhanced retention of knowledge
- Critical thinking skills
- Ready to future disruptions
- Objective and well-rounded evaluation
- Identification of learning gaps

### Resources:

- Management review meeting arrangement and resources
- Resources for accreditation and quality assurance
- Highly updated Question Bank

## FACULTY RECRUITMENT PLAN

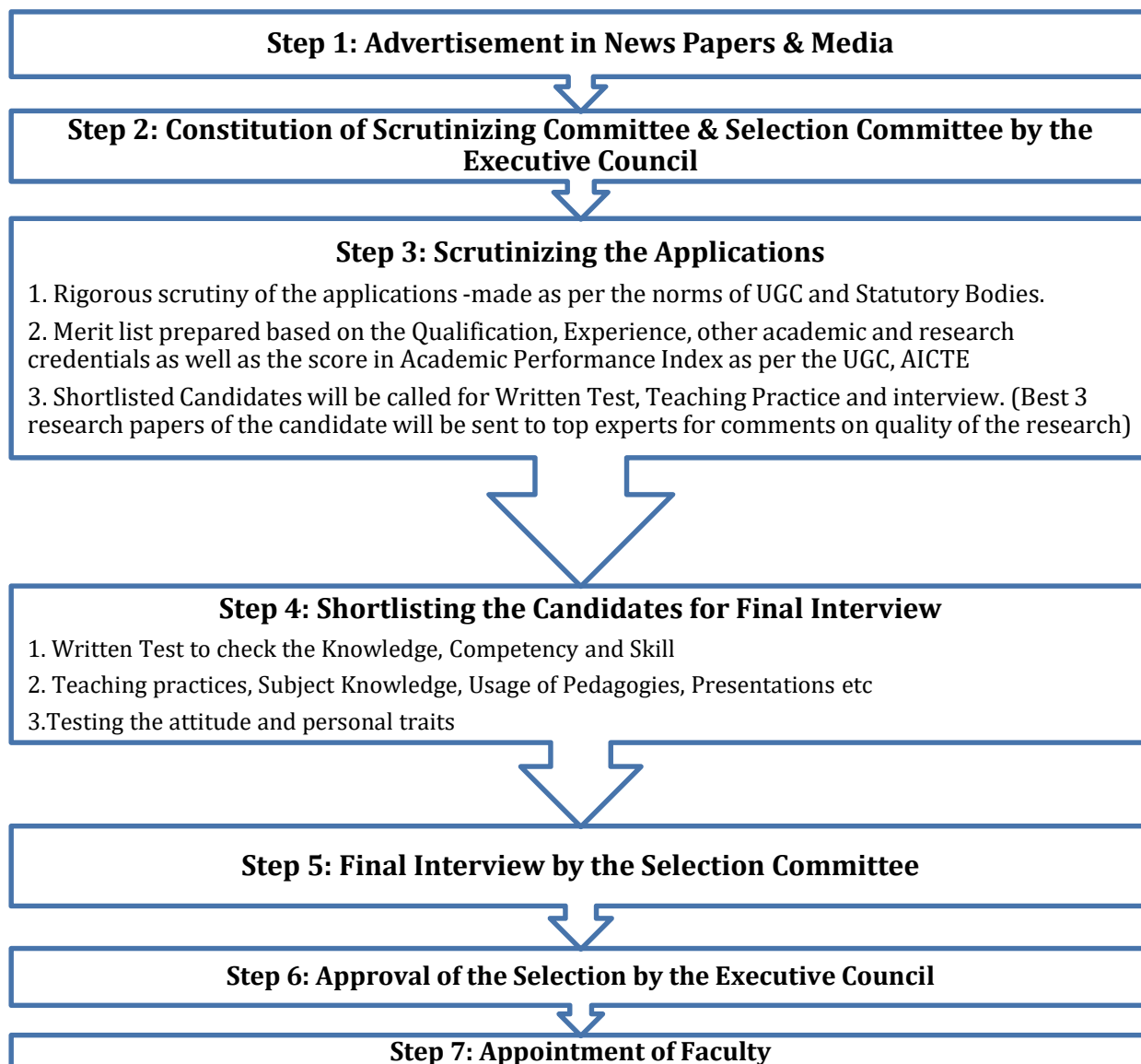
The present parent Institution is a self-supporting Institution affiliated to Bharathiar University, Coimbatore, regulated by the University Grants Commission(UGC) and recognized by the All India Council for Technical Education(AICTE) and Government of Tamilnadu. At present the faculty recruitment is being done by written test, teaching practice and interview conducted by duly appointed selection committee consisting of experts in the respective discipline and selection is made by following the norms and guidelines of the UGC, AICTE, the affiliating University and the Government of Tamilnadu. Currently the faculty strength is maintained to meet the faculty student ratio of 1:15. In the proposed deemed to be University, the recruitment of faculty will be made on similar lines to keep the quality and faculty-student ratio. The creation of position in each discipline will be recommended by the respective departments and Academic Council and approved by the Executive Council of the University. Positions will be created every year based on the requirements in terms of student strength and new programmes. Further experts from India and abroad will be invited to take up faculty positions upon approval by the Executive Council of the University.

The University will follow a well-structured process for selecting the Teaching and Non-Teaching Staff members.

- The departments submit the faculty and staff requirement based on the expertise required and also norms of the UGC to the Academic Council.
- Academic Council will recommend the requirements based on the input from the departments to the Executive Council.
- The Executive Council approves the staff requirement and issues instruction for hiring.
- Minimum/ maximum age and educational qualifications for Non-Teaching posts will be as per MHRD/AICTE/UGC & Government norms as applicable in force from time to time.
- Service Rules, Code of conduct, Code of Ethics exists in the institute for the employees who are in service or will join the Institute in future. This will be revised and updated as and when needed.

The recruitment policy strives to appoint the best brains in business and various disciplines to provide quality educational inputs to attain the best student's outcome. To attract the best talents, the vacancy position of the Institute will be advertised through widely circulated dailies of India.

The following flowchart depicts the selection procedure and faculty recruitment.



### **Advertisement in Newspapers and College Website**

- Attracting a broad and diverse pool of candidates to compete for the position is an important component of the recruitment process. The content of the advertisement will include qualifications, experience, academic and research credentials.
- In addition to advertisements, the following affirmative action efforts and recruitment strategies will also be included:
  - Professional Associations and conferences
  - Social Media platforms like LinkedIn and Twitter
  - Outreach to other colleges and Universities through circulars
  - Position vacancy will also be posted on the University website

## **Constitution of Selection Committee**

The Selection Committee will be constituted by the Executive Council as prescribed by the University Grants Commission (UGC) norms. The duly appointed selection committee will have Eight Members

- (i) Nominee by the Chancellor
- (ii) Nominee by the Vice Chancellor
- (iii) Dean of Faculty
- (iv) Head of the Department,
- (v-viii) Four top experts in the discipline.

In the interview, the depth of subject knowledge and other credentials will be assessed. The selection committee will finalize the name list of the selected candidates and waitlisted candidates based on a comprehensive rank list by taking into consideration the scores earned from written test, teaching practice and personal traits, Academic Performance Index score, the score for the quality research and final interview. The selection list will be sent to the Executive Council for approval.

## **Shortlisting & Selection**

- Merit based selection will be followed with due importance to Equity and Diversity.
- Ensure that all required documents, such as resumes, cover letters, teaching philosophy, and letters of reference are submitted by the candidates.
- Conduct an initial screening of applications to ensure that candidates meet the minimum qualifications and requirements specified for the positions.
- Assess the candidates teaching experience, including the level of courses taught and any innovative teaching methods used.
- Examine the quality and quantity of research publications, books, and other scholarly works.
- Look for evidence of commitment to student engagement, innovation in teaching and fostering a positive learning environment.
- Close attention will be given to letters of reference, especially those from reputable professionals in the field or previous academic supervisors.
- Candidates who bring diversity to the faculty in terms of background, experience and perspectives will be considered.

- The candidates should be committed to the success and development of students. Hence candidates who show a student-centered approach, emphasizing mentorship, guidance and support will only be considered.
- Applicants with higher academic qualifications and industry experience will be preferred for teaching posts.
- Applicants with research aptitude will be given priority. This will be evident through their Research Projects, Funding, Collaboration, Publications in reputed Journals and conferences.
- Captains of the Industry and Industry leaders with proven back record will be selected for Professors of Practice.
- Faculty from top rated colleges and Universities will be chosen for visiting/adjunct faculty.

#### **Integrated score of Applicants with Appropriate Weightage**

- Quality Education and Qualifications (10%)
- Teaching Experience (10%)
- Depth in Domain Knowledge (10%)
- Presentation (Interview) (10%)
- Collaboration (5%)
- Academic Performance Index (5%)
- Personal Traits and Attitude (10%)
- Research funding (15%)
- Publications and Citations (15%)
- Awards, Achievements and Recognition (10%)

#### **Strategies to attract and retain Faculty with Academic and Research excellence:**

- **Attractive Pay Scale:** The faculty appointed for the proposed program will be given salary by following the norms and pay scales as recommended by UGC, AICTE and other Statutory bodies.
- **Career Advancement Scheme:** The University will enforce the career advancement scheme for promotion of faculty members by following the guidelines of UGC.
- **Financial Support for Participation:** The University will provide on-duty and financial support to the faculty members towards participation in National/International Conferences, Workshops, FDPs etc.
- **Seed Fund for Research:** University will offer seed fund to Junior faculty aspiring to do research
- **Sponsoring for Exchange Program with Foreign Universities:** Financial support provided
- **Staff Quarters:** The University will construct staff Quarters for accommodating the staff

- **Health Club Membership and Recreation:** The University faculty members can avail a lifelong membership of Health Club and Recreation Garden (SNS Spine Center).
- **Granting Personal PC /Laptop for academic use:** The University will provide personal computer with advanced configurations to each faculty members for academic and research purpose.
- **Insurance and Medical Facility:** Group Insurance will be made available to all Faculty and Staff members. In addition, a clinic where Doctor periodically visits and conducts a health check-up and give treatment for the staff and family in need.
- **Granting leaves /vacations:** University grants all types of leaves as per the guidelines including Sabbatical leave.
- **Retirement Benefits:** The University will offer benefits such as Gratuity, Leave Encashment, Emergency Medical support, Festival Advance for the benefit of staff members.
- **Educational Subsidies** will be given to the wards of the faculty studying in the University.

### Adopting the provisions of NEP- 2020

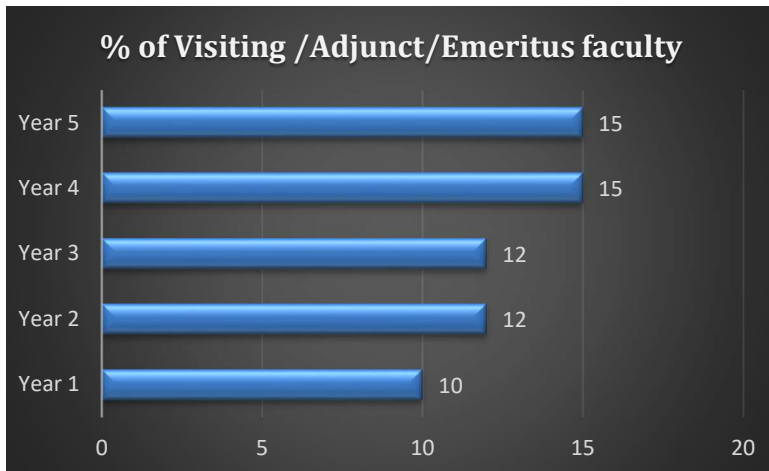
S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Recruitment Plan	New Initiatives to be adopted in the proposed Deemed to be University's Recruitment Plan
1.	Faculty recruitment in align with <b>continuous professional development, positive working environments and service conditions</b>	The present institution, continuously offer professional development programs to the staff and a positive working environments and service conditions	In the proposed Deemed-to-be university, the faculty recruitment will be strictly aligned with continuous professional development, positive working environments and service conditions
2.	Appointment of institutional leadership positions through <b>merit and career progression</b> based on teaching, research, and service	All the appointment in the present institution is strictly made according to the merit, also career progression is adopted.	In the proposed Deemed-to-be university, appointment of institutional leadership positions through merit and career progression based on teaching, research, and service
3.	Initiatives towards <b>professional development opportunities</b> of faculty members	In the present institution faculty members have opportunities for professional development.	In the proposed Deemed-to-be university, this practice will be continued.
4.	Have clearly defined, <b>independent and transparent processes</b> and criteria for faculty recruitment	The present institution has a well-defined policy for faculty recruitment.	In the proposed Deemed-to-be university, a clearly defined, independent and transparent processes and criteria will be instituted for faculty recruitment

## Recruitment Plan for the next 15 Years

Sl. NO	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1	Appointment of Full time Quality teachers	FSR 1:20	FSR 1:18	FSR 1:15
2	No. of Visiting /Adjunct/ Emeritus faculty	40	75	90
3	Faculty from Industry & Research Organizations	12%	15%	20%
4	Promotion and rewards - API based	Promotions Implemented	Promotions Implemented	Promotions Implemented
5	HR Automation	Online Assessments	Online CV Screening, Classroom Delivery / GDs	AI based Screening and shortlisting
6	Measures to Attract New Faculty	<ul style="list-style-type: none"> <li>• Seed Fund for Research</li> <li>• Onduty and Sabbatical Leaves</li> </ul>	<ul style="list-style-type: none"> <li>• Sponsoring (Upto50%) for Faculty Exchange - Foreign Universities</li> <li>• Sponsoring (Upto50%) for Post Doctoral</li> </ul>	<ul style="list-style-type: none"> <li>• Sponsoring (Upto100%) for Faculty Exchange - Foreign Universities</li> <li>• Sponsoring(Upto100%) for Post Doctoral</li> </ul>

## Faculty Recruitment - 5 Year Roll Out Plan

### Visiting / Adjunct / Emeritus Faculty Growth Plan



**Strategies:**

- Leverage Professional Networks
- Flexible Scheduling Options
- Feedback Loop
- Highlight the value proportion they offer
- Define their role and responsibilities and their critical importance

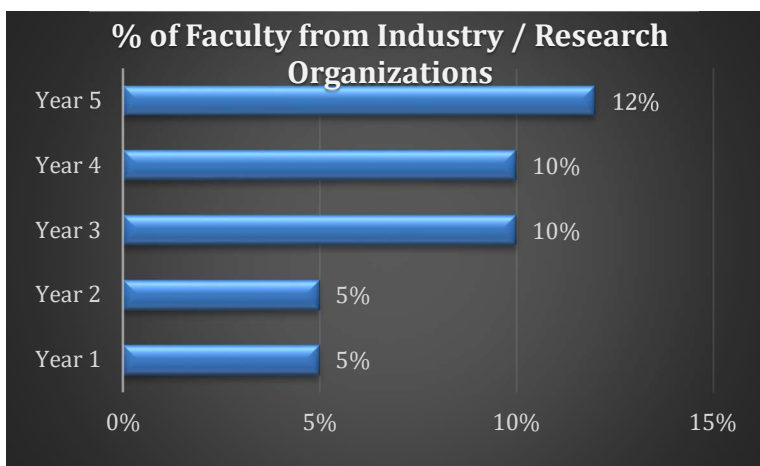
**Expected Outcomes:**

- Inculcating real world experiences and the specialized knowledge.
- Collaborative research with corporate
- Community engagement
- Faculty diversity

**Resources:**

- Office space
- Library Access
- Technology Support
- Recognition and monetary benefits
- Administrative support

### Faculty from Industry / R&D Organizations Growth Plan



**Strategies:**

- Faculty from diverse and interdisciplinary fields
- Bridge the skill deficit
- Flexi timing
- Professional development
- Professor of practice
- Work life balance
- Industrial cultural and professionalism

**Expected Outcomes:**

- Applied research
- Inter-disciplinary and multi-disciplinary approach
- Industry Collaboration
- Practical knowledge transfer
- Start-up assistance

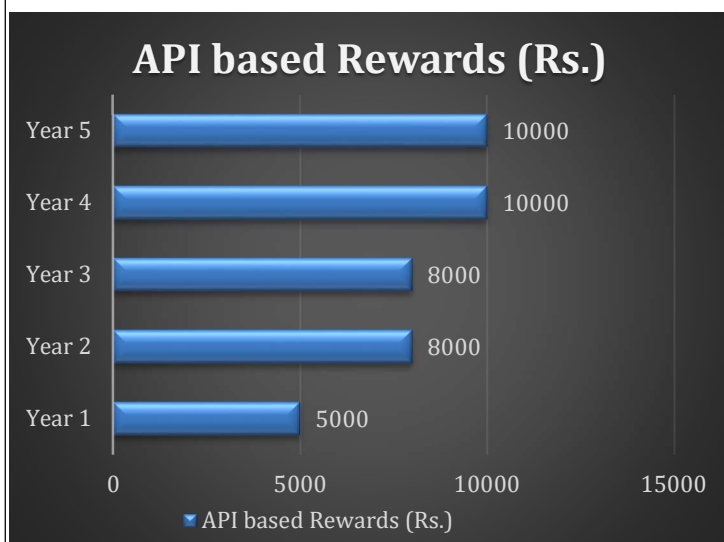
**Resources:**

- Recourses for advertisement conducting interview and evaluation of candidates

- Industry based curriculum
- Internships
- Field project
- Employment

- Compensation packages as per top HEIs.
- On boarding expenses
- Recourses for Networking
- Faculty Retention

### API based Special Awards Growth Plan



#### Strategies:

- Determine what you want to accomplish
- Encouraging Innovations
- Achieving specific academic goals
- Identify award categories
- Chalk out Assessment parameters
- Promotion strategy
- Engage Judges and expert
- Faculty empowerment
- Career enhancement

#### Expected Outcomes:

- Increased API to get recognition and awards
- Community Engagement
- Recognition and visibility
- Brand Image Enhancement
- Awards led to better Eco system and healthy competition

#### Resources:

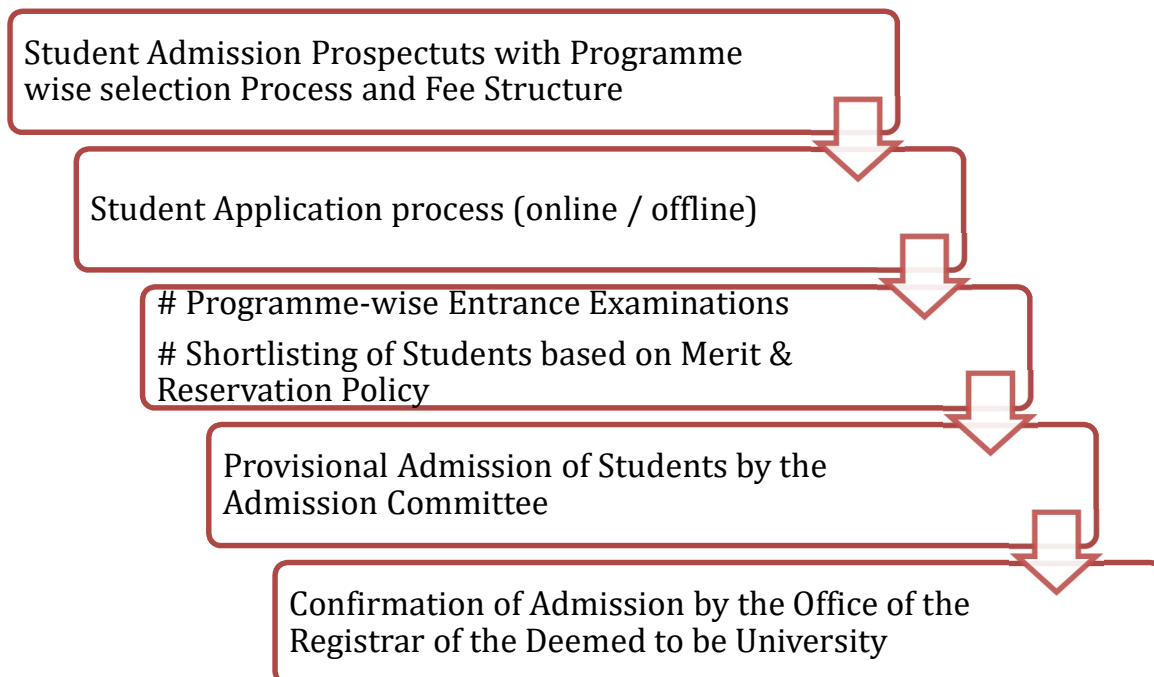
- Financial resources for promoting and organizing awards program
- Event Management Personnel
- Technology Infrastructure
- Prizes and incentives
- Judges and Scorers.

# STUDENT ADMISSION PLAN

The SNS Institution at present offers programs in Arts, Science, Applied Science, Humanities, Commerce and Management mainly at the Under Graduate, Post Graduate and Research levels. On getting the deemed to be University status, the Institution proposes to start Programs in Social Sciences, Engineering and Technology in addition to few new interdisciplinary programs at different levels. Transparency will be ensured in the admission procedure by strictly following merit and adhering to the guidelines issued by UGC, AICTE, Government, and other Statutory bodies.

## Admission Process:

The entire admission process will be widely published through Prospectus, Institutional Website, News Papers, Educational Fair and other ways. Admission to all the programs will be open to candidates from anywhere in India and abroad with reservation as per the norms of Government of India. The admission will be done on a pre-decided merit based admission process, which will involve entrance examinations and which will be informed in advance to the aspiring candidates. Boys and girls will be given equal opportunities. Admission will be open to students from other regions, states, and other countries as well. The admission process will be carried out by a duly appointed admission committee.



The proposed Deemed to be University will maintain the records of the entire process of selection of candidates and preserve the records for a minimum period of five years. The proposed

Deemed to be University will abide by all the notifications, guidelines including the refund of fees and return of original certificates, as may be issued from time to time by the University Grant Commission.

Admission process has undergone so many reforms over the years. Earlier the criteria for admission was 12<sup>th</sup> Grade marks or UG Pass percentage. The admission process in the proposed Deemed to be University will have a combination of various criteria. Weightage will be given to school leaving marks, entrance test, interview (where seats are few) and deprivation points. Having varied criteria will indeed a successful model to emulate, as many such disadvantaged students go on to excel in academics, which is the ultimate aim of the University.

#### **Fee Structure:**

The proposed Deemed to be University will follow the rules and regulations regarding fee structure and number of seats earmarked for each program, etc., issued by the relevant statutory bodies. The fee will be fixed transparently, keeping in view non-profiteering or non-commercial aspects. The fee will be collected as declared in the prospectus of the institution by the Deemed to be University and with a proper receipt for such payment. The institution Deemed to be University will provide fee concession or scholarship or allocate some seats to exceptionally meritorious students belonging to socially and economically deprived groups of the society.

#### **Students Intake:**

To achieve effective teaching learning process the intake of students in the Bachelor's Degree Program in Arts, Science, Humanities and Social Sciences will be limited to 120 except in programs with exceptionally high demand for first 5 years and Master's degree Programs will be limited initially to 60 per specialization. However, in Engineering programs at the Under Graduate level, the intake will be will be limited to 120 and at Post Graduate Level it will be constrained to 25, and for PG Diploma and certificate programs the intake will be limited to 30 per batch. Admission to Doctoral and Post-Doctoral programs will be based on the expertise available among the faculty in the University by following the UGC guidelines. It is planned to gradually increase the number of students intake by developing the required Infrastructure and academic facilities concurrently. The Institute will develop expertise and necessary facilities for offering online courses or programs to enable the students to learn at their own pace. The guidelines of the Government of India will be followed for admitting students from abroad.

### **Input Quality of Students:**

The University Plans to improve the Input quality of Students by incorporating the following measures:

- Integrated Campus Learning with Flexibility in Curriculum
- Offering Dual Degree Programmes to encourage multi-disciplinary learning
- Practicing Student-Centric Learning Methods
- Holistic development of students will be ensured by implementing the following:
  - Road Map based on their Level
  - Talent Hunting and Grooming
  - Effective Mentor –Mentee System
  - Experiential Learning, Interactive Learning and Collaborative Learning
  - Inquiry and Project-based learning
  - Imparting Critical Thinking
  - Emphasis on co-curricular and extra-curricular activities
  - Support for Career Progression and Dream Jobs
  - Training for Competitive Examinations and Higher Studies
  - Internship and Industrial projects
  - Inculcating Research Oriented Study
  - Collaboration with Institutions abroad
  - Self-Learning

### **Scholarships and Fee Concession:**

The present Institution has a well-planned system for student support and progression. This will be further strengthened by the Deemed to be University. The University will increase the number of scholarship schemes based on merit, achievement in sports and the needs of the society and economically challenged students. In the initial years, the University will allot budget for the above to the tune of Rs.2crores every year. Apart from this, the University will take proactive efforts to secure scholarship for a large set of students from Government and Non-Government agencies. For the research programme, the University will institute fellowship schemes for Doctoral and Post-Doctoral students.

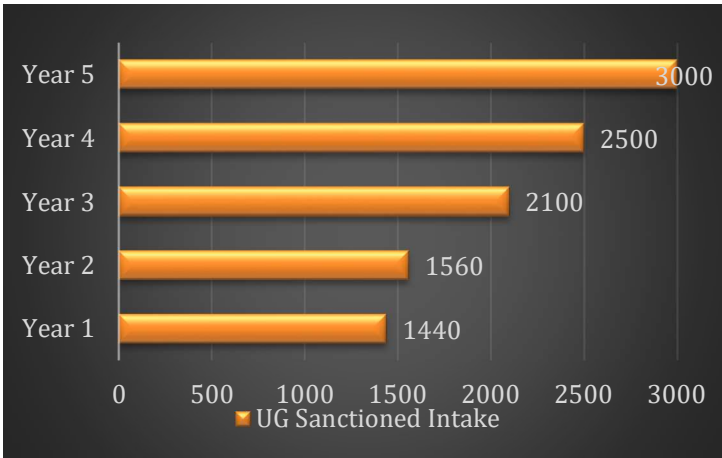
## Adopting the Provisions of NEP-2020

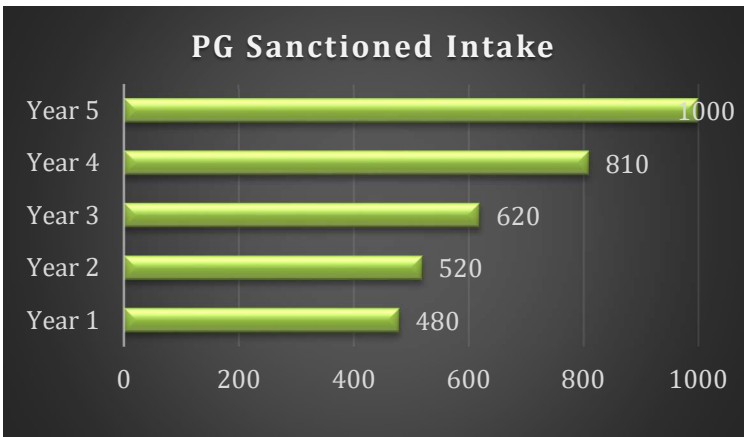
S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Admission Plan	New Initiatives to be adopted in the proposed Deemed to be University's Admission Plan
1.	Stressed on Gradually increasing <b>student strength in Multi-disciplinary streams</b>	In the present Institution, Only few multi-disciplinary programmed courses are offered at the under graduate level.	In the proposed Deemed to be University, student strength in multi-disciplinary streams will be increased gradually.
2.	Students from <b>socio-economic/ disadvantaged backgrounds to be encouraged</b> for higher education.	Already in the present Institution, more than 85% of the students studying in the different programmes are from socio-economically disadvantaged backgrounds.	Will be Continued
3.	Enhance <b>gender balance</b> in admissions	Gender balance is very well maintained in the existing institution. Among the students, studying at present more than 50% are girls and among the staff more than 60% are women.	Will be Continued
4.	Make <b>admissions processes more inclusive</b>	The admission process in the existing institution is more inclusive by strictly following the reservation policy of the Government of Tamilnadu and Government of India which obviously make admission process more inclusive.	Will be Continued

## Student Admission Plan for 15 Years

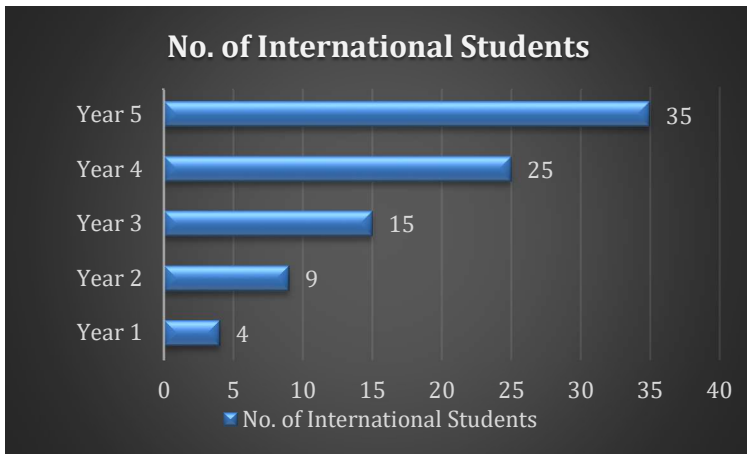
Sl.No.	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1	Intake - Under Graduate Level	3000	5000	7000
2	Intake - Post Graduate Level	1000	2000	3000
3	Intake - Doctoral Students	500	1000	1500
4	Intake – Post Doctoral Students	50	70	120
5	Intake- Certificate / Diploma / PG Diploma Programs	500	1000	1500
6	Admission of Students from Other States	400	900	1500
7	Admission of Foreign Students	35	70	160
8	No. of Admissions through Fellowships and Scholarships	1050	1250	1450
9	Scholarship amount per Year (Rs.)	2 Crores	5 Crores	15 Crores
10	Doctoral & Post-Doctoral Fellowships (Rs.)	1.68 Crores	3.78 Crores	9.6 Crores

## Student Admission - 5 Year Roll Out Plan

<p style="text-align: center;"><b>Under Graduate Intake</b> Progression Plan</p>  <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <caption>Under Graduate Sanctioned Intake</caption> <thead> <tr> <th>Year</th> <th>UG Sanctioned Intake</th> </tr> </thead> <tbody> <tr> <td>Year 5</td> <td>3000</td> </tr> <tr> <td>Year 4</td> <td>2500</td> </tr> <tr> <td>Year 3</td> <td>2100</td> </tr> <tr> <td>Year 2</td> <td>1560</td> </tr> <tr> <td>Year 1</td> <td>1440</td> </tr> </tbody> </table>	Year	UG Sanctioned Intake	Year 5	3000	Year 4	2500	Year 3	2100	Year 2	1560	Year 1	1440	<p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>Define enrolment goals (eg) Diversity, academic quality</li> <li>Optimize digital presence</li> <li>Streamline admission process</li> <li>Understand preferences and needs of the students</li> <li>Financial aid, scholarship</li> <li>Holistic review and ranking</li> <li>Devise vision and mission strategies, viz college fairs, social media etc.</li> </ul>
Year	UG Sanctioned Intake												
Year 5	3000												
Year 4	2500												
Year 3	2100												
Year 2	1560												
Year 1	1440												
<p><b>Expected Outcomes:</b></p> <ul style="list-style-type: none"> <li>Achieving enrolment objectives</li> <li>Admission of students from diverse backgrounds</li> <li>Academic Excellence</li> <li>Students satisfaction and employability</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>Recruitment specialists</li> <li>Marketing and outreach efforts</li> <li>Technology Infrastructure</li> <li>Professional Training and development</li> </ul>												

<p style="text-align: center;"><b>Post Graduate Intake</b> Progression Plan</p>  <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <caption>PG Sanctioned Intake</caption> <thead> <tr> <th>Year</th> <th>PG Sanctioned Intake</th> </tr> </thead> <tbody> <tr> <td>Year 5</td> <td>1000</td> </tr> <tr> <td>Year 4</td> <td>810</td> </tr> <tr> <td>Year 3</td> <td>620</td> </tr> <tr> <td>Year 2</td> <td>520</td> </tr> <tr> <td>Year 1</td> <td>480</td> </tr> </tbody> </table>	Year	PG Sanctioned Intake	Year 5	1000	Year 4	810	Year 3	620	Year 2	520	Year 1	480	<p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>Targeted marketing and outreach</li> <li>Promote program benefits and opportunities</li> <li>Personalized support and guidance</li> <li>Diversity and inclusive admission target</li> <li>Leverage alumni and identify partnership</li> </ul>
Year	PG Sanctioned Intake												
Year 5	1000												
Year 4	810												
Year 3	620												
Year 2	520												
Year 1	480												
<p><b>Expected Outcomes:</b></p> <ul style="list-style-type: none"> <li>Higher Skilled industry ready workforce</li> <li>High quality research output</li> <li>Improved Teaching Quality</li> <li>Contribution to society in innovation and entrepreneurship</li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>Qualified Faculty</li> <li>Research facilities</li> <li>Funding and scholarships</li> <li>Quality Assurance Mechanism</li> </ul>												

**Diversity: Number of International Students**  
Progression Plan



**Strategies:**

- Marketing and campaigns
- International requirement agencies
- Enhance online presence
- Students support
- English Language Support
- Cultural exchange and Integration

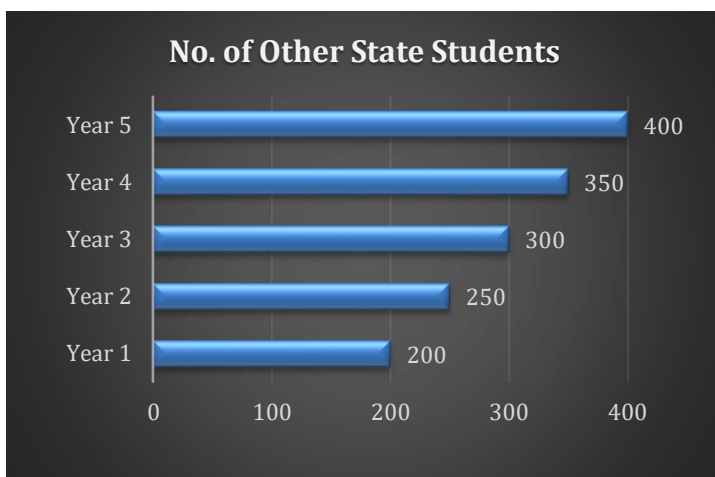
**Expected Outcomes:**

- Cultural diversity
- Global networking
- Internationalization of education
- Global reputation and global talent pool
- International alumni chapters

**Resources:**

- International admission centres
- Marketing channel and personnel
- Visa Immigration Support
- Housing, Accommodation
- Health and wellness services

**Diversity: Students admitted from Other States**  
Progression Plan



**Strategies:**

- Diverse recruitment efforts
- Meritocracy and need based admission
- Admission to undeserved communities
- Holistic admission Process
- Showcasing the uniqueness of the institution
- Achieving higher graduation rate and placement

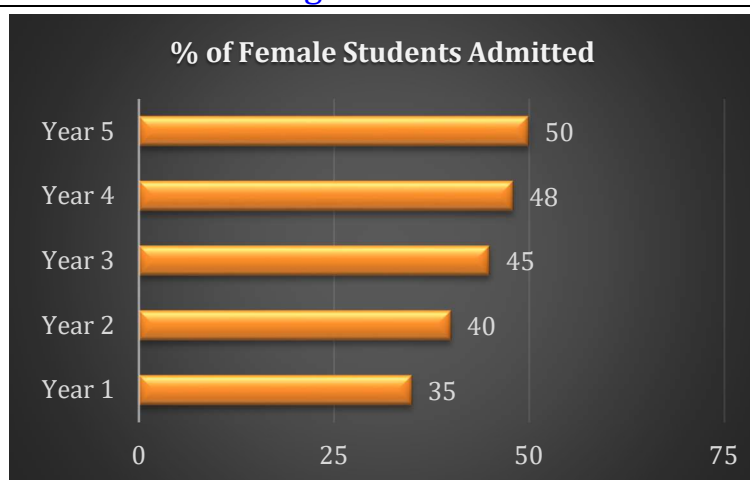
**Expected Outcomes:**

- Regional representation
- Cultural exchange, lift one another
- Intellectual diversity
- Civic engagement and leadership

**Resources:**

- Recruitment and outreach
- Food and Accommodation to suit their tastes.
- Orientation and Transition programs

## Equality & Inclusivity: Admission of Female Students Progression Plan



### Strategies:

- Diverse Recruitment efforts
- Meritocracy and need based admission
- Admission to undeserved communities
- Holistic admission Process
- Safety and security in the campus
- Visibility of female role models
- STEM Programmes

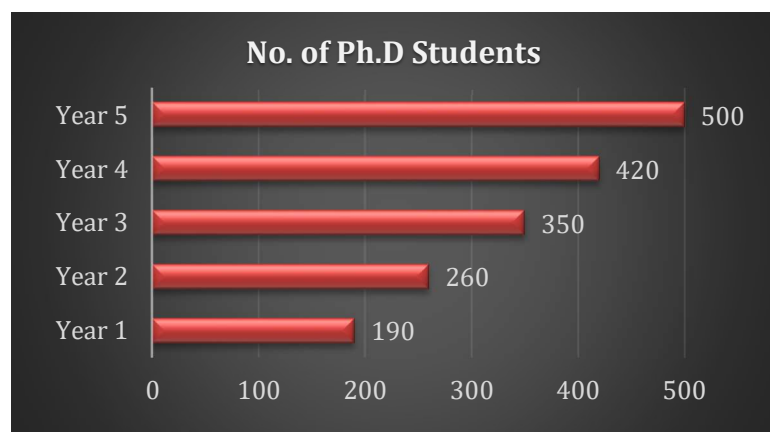
### Expected Outcomes:

- Enriched learning ambience
- Cross Cultural management
- Team Cohesiveness
- Global Citizenship
- Reduction of stereotypes and prejudices
- Gender Satisfaction

### Resources:

- Financial incentives and scholarship for less privileged girl students
- Girl leadership programmes
- Cultural and Social Support

## Increase in number of Research Scholars Progression Plan



### Strategies:

- Research focused programmes
- Presentation, publications and patents are integrated in the curriculum
- Research grants and funding
- Collaboration with top notch research institutions
- International collaboration

### Expected Outcomes:

- High quality research output
- Innovation discovery
- Research Collaboration
- Knowledge transfer and application
- Global impact

### Resources:

- High quality passionate researchers
- Research facilities
- Funding, library and Technology

## Admissions through Fellowships and Scholarships

### Progression Plan



#### **Strategies:**

- Targeted fellowship and scholarship programmes
- Competitive finance packages
- Diversify funding process
- Establish Selection Committees
- Monitor and evaluate research progress

#### **Expected Outcomes:**

- Academic Excellence and prestige of the institution
- High quality research outputs
- Diversity and inclusion
- Contribution to society by Research and development
- Policy Advocacy to government and private corporates

#### **Resources:**

- State of art research facilities
- Central Instrumentation Centre
- Industry collaboration and support
- Funding for Research and development

# RESEARCH PLAN

## **Background of the institution in Research**

The existing institution has a good research potential in terms of quality faculty members with good research interest in emerging areas and capability in the disciplines of Arts, Science and humanities and also by offering research programs (Ph.D. in many disciplines). The Institutions has a policy that research should complement teaching and also meet the societal needs. Interdisciplinary and multi-disciplinary research is conducted in the institution by collaborating with the sister institutions specializing in engineering programmes and other institutions at the national and international levels.

The Institution has a well-defined and duly approved research policy. The quality of research in the present institution is sustained through continuous monitoring by the Research Ethics Committee, Research Advisory Committee of the institutions and discussion in the regular research colloquies. At present, the institutions have seven research departments/centres duly approved by the affiliating university in the disciplines of computer science, commerce, management, mathematics, English, Tamil and Literacy and Information science doing research in different areas and topics. In order to promote quality research in the institution, the management of the institutions promotes the research facilities in the campus continuously and also supports the researchers financially for attending and organizing the conferences and workshops as well as seed money for conducting research through appropriate budget allocation. The research facilities are continuously upgraded.

The institution has a good number of research guides guiding more than 150 Ph.D Scholars in different disciplines. A good number of research faculty members in the institutions has collaboration with a number of faculty members in other institutions. The institution has a good number of publications published in journals indexed under UGC – CARE, Scopus, web of science and SCI. Some of the quality papers have been well cited. The institution has an appreciated eco system and innovation. The faculty members also regularly publish patents.

## **Proposal for Research in the Proposed deemed to the University**

The Institution deemed to be University is committed to maintain necessary infrastructure and facilities for Academic training and to support research activities to the extent that faculty can conduct research in emerging areas and use that research output to secure extramural grant support.

## 1. New Centres for Research

The University will be establishing research centres in Physics, Chemistry, Costume Design and Fashion, Hotel Management, Psychology, Engineering and Technology etc.

## 2. Ph.D. Programmes in Major Disciplines

- The institute will offer Ph.D degree in conventional and emerging disciplines.
- The University will also offer Ph.D programmes in the newly proposed research centres: Material Science, Phyto-chemistry, Design, Tourism, Clinical Psychology, CSE, IT, ECE etc.
- **Areas of research to be added in the existing centres,**
  - Tamil : Sanga Ilakiam
  - English : Language and Community Literature
  - Commerce : Finance
  - Management : Operations Management
  - Computer Science : Data Mining
  - Mathematics : Operator Theory

## 3. Enhancing Quality of Publications

- The Research and Development cell will guide and monitor, research faculty to improve the quality of publications by publishing their research papers in journals indexed under Scopus, Web of science and SCI.
- The institution Deemed to be University promote collaborative research publications at national and international levels.
- Research ethics will be followed for publishing the research papers/Books and chapters.

## 4. Patents

- The Research and Development cell of the Institution will initiate to promote filing of patents by guiding the innovators, hand holding them in completion of paperwork.
- Identification, protection, and commercialization of innovations arising out of research work carried out in the Institution.
- Sensitizing the faculty members and students about various patent related issues by conducting workshops / seminars through IPR cell.

## **5. Industry Sponsored Research**

- Industry sponsored research will aim to bridge the gap between industry and academia.
- Initiatives will be taken for industry sponsored research projects.
- Faculty members will be encouraged to identify and promote industry related R&D activities in emerging areas of science, technology, engineering and management.
- Involvement of industry for sensitizing faculty members about actual industrial needs and collaborative opportunities

## **6. Consultancy Services**

- The present Institution offering consultancy services to Government and Industrial sectors.
- The Proposed Institution will define suitable framework for consultancy services and ensure smooth implementation of resources and technologies on consultancy projects
- Consultancy proposals will be scrutinized by the R&D cell and extend the support to complete the same on time

## **7. Research Guide, Ph.D. Scholar and Post-Doctoral Fellows**

- The University will encourage the Ph.D scholars and Post-doctoral fellows by providing Research Fellowships.
- Research collaboration with National and International university will be encouraged.

## **8. Research Grants**

- The University will encourage and support the research faculty to get Research Grants from both Government and Non-Government funding agencies.
- The institution will also facilitate the faculty members with the call for project proposals from various funding agencies and encourage the Faculty members to collaborate in writing and submitting the interdisciplinary projects

### Adopting the provisions of NEP- 2020

S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Research Plan	New Initiatives to be adopted in the proposed Deemed to be University's Research Plan
1.	Establish <b>Research Foundation to fund</b> outstanding peer-reviewed and seed research	At present in the present institution, the management is supporting peer-reviewed and seed research through institutional funds.	In the proposed Deemed to be University, a research foundation will be established to fund outstanding peer-reviewed and seed research.
2.	Encourage <b>high-quality multidisciplinary and cross-disciplinary research</b>	In the present institution, some amount of multi-disciplinary research is being carried out.	In the proposed Deemed to be University, high quality multi-disciplinary and cross-disciplinary research will be encouraged to a large extent.
3.	<b>Ph.D. entrants</b> can take <b>credit-based courses in teaching</b> during their doctoral training period	In the existing Institution, already ph.d scholars are taking credit based courses in teaching during their doctoral training period.	This practice will be continued in the proposed Deemed to be University also.

### Research Plan for the next 15 Years

Sl.No.	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1.	Seed money to Faculty for research	100 L	200 L	300 L
2.	Percentage of Faculty receiving National/ International fellowship for advanced studies or research	5	10	15
3.	Research funding from Government and non-government sources	350 L	1000	1500
4.	Percentage of Faculty recognized as research guides	90	100	100
5.	Number of research papers published per Faculty in the Scopus/WoS/SCI/UGC indexed Journals per year	6	6	7
6.	New Research Centre to be established	11	22	32
7.	Revenue generated through consultancy and corporate training	120 L	250	500
8.	Number of Patents Granted	25	50	75

# CAMPUS INFORMATION AND COMMUNICATION

## TECHNOLOGY PLAN

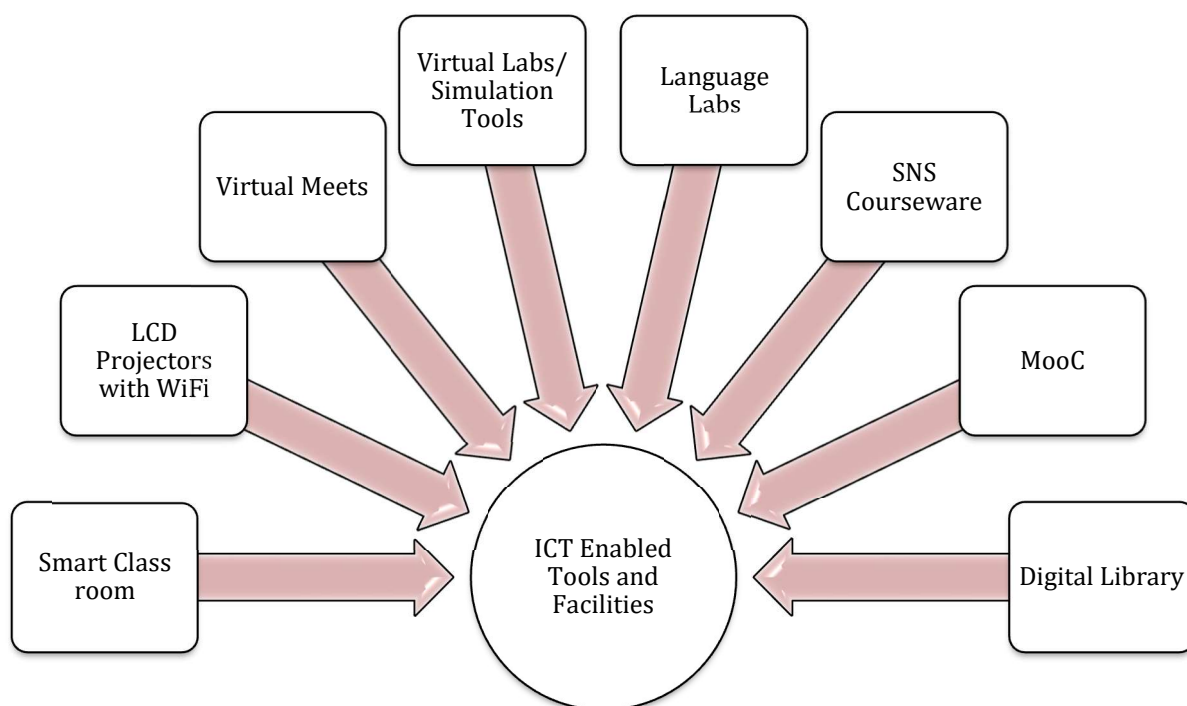
Information and Communication Technology (ICT) plays a crucial role in today's teaching, learning and the entire education landscape. It has transformed the way teachers deliver the content, the students learn, and educational institutions operate. In the existing Institution, all the faculty members of the college make use of Information & Communications Technology (ICT) enabled tools (including online resources) effectively for the teaching-learning process. The University will offer a blended learning environment that combines traditional classroom lectures and activities with ICT-enabled E-learning.

### ICT Facilities and Tools in the Campus:

- **Interactive Whiteboards and Smartboards:** These technologies allow teachers to present information in a dynamic and interactive way, fostering student engagement. Teachers will annotate, highlight, and manipulate content on the board, making lessons more visually appealing and interactive.
- **Enhanced Learning Materials:** Digital textbooks, e-books, and online resources are the wealth of information that will be made easily accessible to both teachers and students. Multimedia elements, such as videos, interactive simulations, and animations, will also be shared to enhance the learning experience and cater to different learning styles.
- **Learning Management Systems (LMS)** and online platforms will facilitate the organization, delivery, and assessment of the educational content. Virtual classrooms will be set up to enable remote learning, allowing students to access lectures and collaborate with peers from anywhere. **SNS Courseware** ([www.snscourseware.org](http://www.snscourseware.org)) is an exclusive e-platform already created and maintained for the benefit of learners to access the course materials prepared by course teachers.
- **Lecture Capturing System / AV Studio** with headsets and webcams are made available to help in handling online classes and to create e-learning materials to upload in YouTube.
- **Global Connectivity:** ICT facilitates will enhance global collaboration, connecting students and teachers from different parts of the world. Experts from Universities abroad and industries will be invited for Seminars/Conferences/Workshops to interact with students via online Platforms like Microsoft Teams, Zoom, Webex and Google Meet
- **Digital Signage and Kiosks:** This involves installing digital displays and kiosks throughout the campus to provide students, faculty, and staff with real-time information on events,

schedules, and university news. These displays and kiosks will be interactive, allowing users to navigate and explore campus resources, and can also be used to provide emergency notifications and alerts.

### ***Flow Chart of ICT Enabled Teaching-Learning Tools and Facilities***



### **Technology for Assisted Learning**

- **Virtual Labs / Simulation Labs** will help to enhance learning by means of a simulated environment.
- **Collaborative Tools:** Online collaboration tools, such as Google Workspace and Microsoft 365, will enable students to work together on projects in real-time. Virtual communication tools facilitate discussions, group work, and peer-to-peer learning.
- **ICT for Assessment and Feedback:** ICT tools will provide innovative assessment methods, including online quizzes, automated grading, and immediate feedback. Data analytics will help educators to track student progress and identify areas that may need additional attention. Online tools such as **Kahoot, Hotpotato** will be used for assessment in classes.
- **Google Classrooms and Virtual Learning Platforms** like Great Learning, Microsoft Teams will be used to post course contents, conduct quizzes, submit assignments, conducting assessments and to do effective communication.
- **Student Ideathon, i-hub Activities, Boot Camp and Workshops** will be conducted through digital platforms to ignite students' innovative thinking.

- Faculty members and students will be encouraged to upgrade themselves by undergoing **MOOC courses** from various platforms such as NPTEL, SWAYAM, Coursera, Future Skills Prime, Great Learning and Udemy.
- **Digital Boards, White Boards and My Simple Show** will be utilized to conduct online classes in the case of courses involving problems/diagrams.

### **Internet Connectivity and Wi-Fi Facility**

The University will be equipped with very good Internet Facility with a bandwidth of atleast 500Mbps and IT facilities including Wi-Fi which are updated and upgraded regularly.

### **System Configuration and LAN**

- To start with, there will be 1000+ computers with minimum i3 / i5 Processor, 4GB / 8GB /16GB RAM, 500 GB / 1 TB Hard Disk, 3.41 GHz Processor speed in the campus and maintained throughout the year. Upgrading the configuration of the systems will be happening based on the needs of Curriculum/Projects. Over the years, the number of computing machines will be increased based on the requirement.
- All the systems in the entire campus will be connected with well-structured optical fibre connectivity to the servers.
- All the 1000+ Computers will be supported by 500Mbps leased line connectivity.
- Entire campus will be Wi-Fi enabled. The Institution will be provided with Wi-Fi Hotspot connectivity. In the existing campus, currently 40 Access Points are available.

### **Hardware and Software**

- **Domain Controller**, a higher-end rack-mounted server will be established with Active Directory Domain Service.
- **Microsoft Campus Licensed Software** is already installed and renewed periodically.
- **Periodical Software Updation**, maintenance and renewal of Annual Maintenance Contract (AMC) will be done.
- The Institution will have all the required system softwares and application softwares as demanded by the curriculum.
- All the computers and peripherals will be connected to the electrical point strictly through UPS. Further, these UPS systems will be connected to the electrical points that are provided with proper earthing and have properly laid electrical wiring.

## **Software Installation and Licensing Policy**

- IT service management is responsible for installing network security protections, such as Firewalls, Intrusion Detection Systems, Intrusion Prevention Systems, or other network security systems to ensure a safe and secure learning environment.
- Educational software as per requirements of various disciplines will be purchased, which will ensure teaching, learning and ongoing research to keep up with the changing time.

## **Budgetary Provisions for IT infrastructure**

- Necessary annual budgetary provision will be made to upgrade the IT infrastructure and to maintain the entire existing IT infrastructure.
- 10% of the total budget outlay of the institution will be earmarked for upgradation of IT facility particularly for the benefit of students annually.

## **Enterprise Resource Planning(ERP)**

- The Institution already implements the **ERP (eNova Portal)** to effectively manage student attendance, internal assessment, assignment, discussion forum, End-semester assessment, conversion of marks to grades and declaration of results. This will be continued and upgraded based on the needs.

## **Integrated Library Management System(ILMS)**

The Central Library of the University will be a fully automated Library making it as a perfect digital library. The software used in the library for automation in the Institution at the moment is LIPS-I-Net (Version 5.0.100) from M/s Dolphin Software Solution, Coimbatore. The present library has its own sub-LAN consisting of 50 terminals, one server to support the library software and OPAC services and another one for in-house computerization activities. This facility will be further upgraded. Acquisition, Cataloguing, Circulation, Frequency of Visiting, Time in-out log records, duplicate checking, Maintenance of Accession register are implemented through this software. Barcode technology speeds up the transactions.

## **E-Governance System**

Effective E-governance will be enforced to improve and streamline the delivery of educational services, administration, and governance. The integration of e-governance leads to increased efficiency, transparency, accessibility, and overall enhancement of the education system. Implementation of e-governance will be exercised in the following areas of operation 1. Planning and Development 2. Administration 3. Finance and Accounts 4. Student Admission and Support 5. Examination.

### Areas of E-Governance Implementation

Sl.No.	Areas of e-governance	Year of implementation	Name of the vendor with contact details
1	Planning and Development	2019-2020	Bitrix HGBPlus (Unit of innovrdhi)
2	Administration	2019-2020	Innovrdhi Entrepreneurial Solutions Pvt Ltd
3	Finance and Accounts	2008-2009	Tally
4		2017-2018	E Campus- ERP KG Information Systems Private Limited.
5		2022-2023	Zoho
6	Student Admission and Support	2017-2018	E Campus- ERP KG Information Systems Private Limited.
7		2019-2020	Bitrix HGBPlus (Unit of innovrdhi) Innovrdhi Entrepreneurial Solutions Pvt Ltd
8	Examination	2013-2014	e-Nova Software and Hardware Solutions P Ltd

#### Plagiarism Check Software:

To accomplish ethics and high moral standards in research output, the proposed University will have plagiarism check software (Turnitin / Drillbit) to detect the similar textual content already published in various information sources. To start with, this facility will be made available for the University Teaching Departments and the Library. This plagiarism check software will be used by UG/PG students, Research Scholars, Faculty Members for checking the research articles and theses and this will culminate in to higher level of academic integrity.

ICT in teaching at SNS University will not be just about integrating technology into the classroom but leveraging it to enhance the overall learning experience, foster collaboration and prepare students for the digital age.

## Adopting the Provisions of NEP-2020

S. No	Mapping with the Already Existing Institution's Campus ICT Plan	Mapping with the Already Existing Institution's Campus ICT Plan	New Initiatives to be adopted in the proposed Deemed to be University's Campus ICT Plan
1.	Possible <b>ICT-equipped facilities</b> for other community engagement and enrichment activities	At present, in the present institution ICT-equipped facilities are mainly used for teaching and learning only.	In the proposed Deemed-to-be university, ICT-equipped facilities will also be extended to community engagement and enrichment activities
2.	<b>Virtual Labs:</b> such as DIKSHA, SWAYAM and SWAYAMPBABHA will also be leveraged for creating virtual labs	In the present institution only few fundamental virtual labs are used.	In the proposed Deemed-to-be university, Virtual Labs: such as DIKSHA, SWAYAM and SWAYAMPBABHA will also be leveraged for creating virtual labs

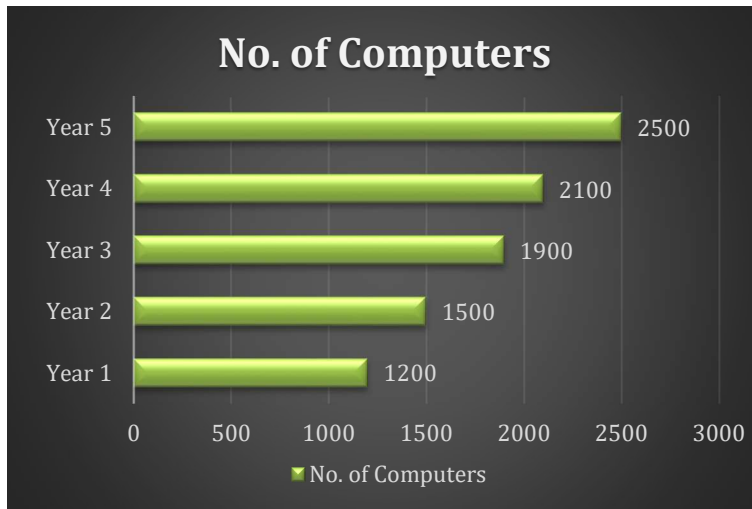
## Campus Information & Communication Technology (ICT) Plan for 15 Years

S. NO	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1	Smart Boards & Projector in classrooms	75%	100%	100%
2	Internet Bandwidth	500 Mbps	1 Gbps	1.5 Gbps
3	WI-FI Access Points	100	200	500
4	Digital Signage and Kiosks	Academic Block Library Block Hostel Block	Academic Block Library Block Hostel Block Ground, Recreation Center Main Gate	Academic Block Library Block Hostel Block Ground, Recreation Center Main Gate
5	No. of e-Books and e-Journals	5000+	10000+	20000+
6	YouTube Video Lectures Created per Course	6 / Course / Faculty	12 / Course / Faculty	20 / Course / Faculty
7	Virtual Lab and Simulation Lab Establishment	3 Labs / Department	6 Labs / Department	All Labs
8	Online Exam as one of the component of Assessment	50% of courses	60% of courses	75% of courses

9	Online Mode of Examination	Few Components in 50% of Courses	Proctored Digital Mode of Examination and Evaluation for Continuous Assessment	Proctored Digital Mode of Examination and Evaluation for both Continuous and End Semester Assessment
10	Plagiarism Software	PG & Ph.D Student Research Article, Ph.D Thesis	UG & PG Project Reports, Research Articles, Ph.D Thesis	UG & PG Project Reports, Research Articles, Ph.D Thesis
11	E-Governance	1. Examination 2. Finance and Accounts 3. Admission	1. Examination 2. Finance and Accounts 3. Admission 4. Administration 5. Planning and Development(Partially)	1. Examination 2. Finance and Accounts 3. Admission 4. Administration 5. Planning and Development
12	Credit Transfer through MOOC & ABC	Atleast One Course / Student	Atleast Two Courses / Student	Atleast Three Courses / Student

## 5 Year Roll Out Plan -Campus ICT PLAN

### Infrastructure- No. of Desktops Progression Plan



#### Strategies:

- Enhanced user experience
- Feature Expansion
- Cross platform compatibility
- Marketing and Promotion
- Feedback Integration
- Community Interaction
- Localized and wider reach
- Resource use efficiency
- Periodical updates

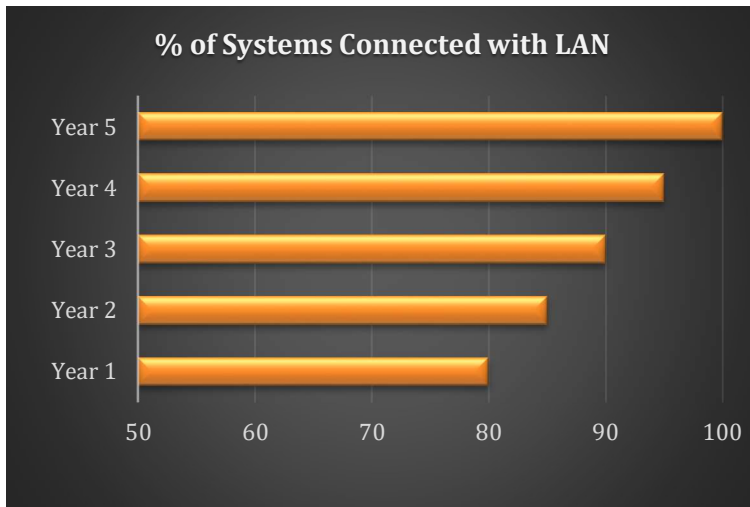
#### Expected Outcomes:

- More Monetary benefits
- Brand Building
- Wider reach and base
- Effective user engagement
- Diversification and sustainability
- Data nuances and informed decision making
- Makes resources for cutting-edge technologies available (Teaching Learning)

#### Resources:

- Expertise and skilled designers and developers
- Promotional avenues and marketing personnel
- Customer relationship department
- Physical Infrastructure like reliable servers
- Technology upgradation
- Financial resources to build partnerships
- Translation and localization services

## Infrastructure - Computers connected with LAN Progression Plan



### Strategies:

- Increasing Capability  
Eg: Routers, Cables etc..
- Expanding the network
- Awareness campaigns
- Positive nudging (incentives)
- Stream lining the board process
- Safety and security
- Perspective plan to meet future description
- Total quality management
- Virtual remote network
- Monitoring and Maintenance

### Expected Outcomes:

- Centralized administration make updated backups, security configuration, hassle free
- Enables communication between devices
- Collaboration in real time projects
- Enable resource sharing like printers, files etc..
- Efficient transfer data between devices
- Enables resources for trending technology (Teaching Learning)

### Resources:

#### Physical resources

- Ethernet cables
- Network switches
- Network interface card(NIC)
- Routers

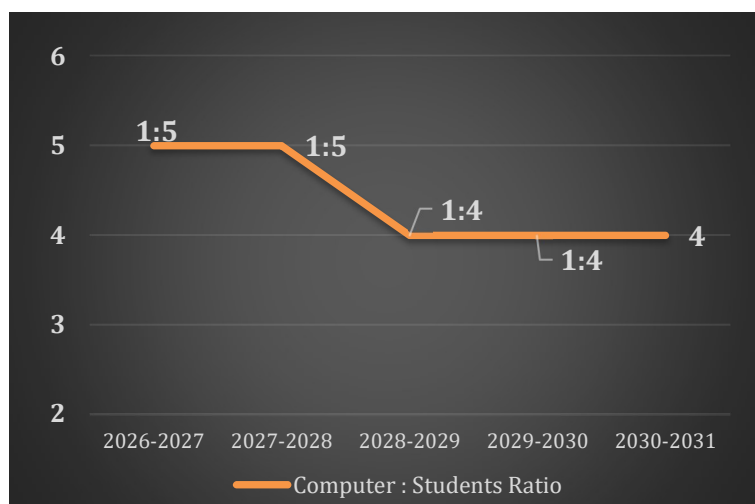
#### Financial resources

- Resources for configuration changes
- Resources to purchase software

#### Human Resources

- Expertise in Network setup (DHCP, DNS)
- Familiarity with operating system (windows, MACOS, Linux)

## Infrastructure - Computer: Student Ratio Progression Plan



### Strategies:

- Periodical resource allocation to acquire computers and related equipment's.
- Designing the curriculum to use computer intensively
- "Each one Bring one" strategy to urge the student to bring their own computers
- Virtual learning platform
- Hybrid method of teaching and learning
- Affordability, adequacy and Accessibility connectivity
- Purchasing Power Parity(PPP) and Grants from corporates
- Digital drive to achieve computer student ratio of 1:1

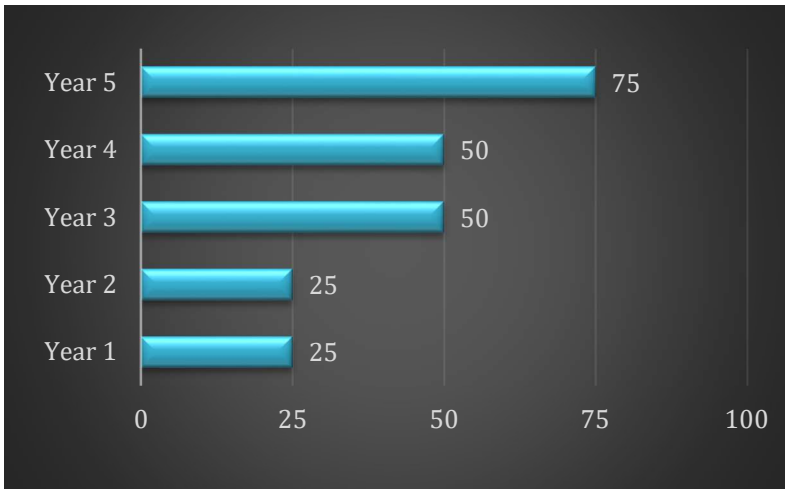
### Expected Outcomes:

- Earning loses due to exigencies will be mitigated
- Enhanced digital literacy
- Societal benefits in the form of more financial transaction, investment, income, saving and economic development.
- Personalized learning to suit students interests, styles and abilities.
- Reduces digital divide and ensuring equitable development
- Technology integration enhances academic performance employability and quality of life.

### Resources:

- Larger availability of laptops, tablets and desktops.
- LAN
- Software licenses
- High speed internet connectivity
- Physical, Land, Space furniture etc..
- Budget allocation
- Training staff
- Professional training and development programmes

**ICT Facility: % of Classes with Smart Boards**  
**Progression Plan**



**Strategies:**

- Pilot programmes to evaluate the effectiveness of smart boards in enhancing learning
- Integration of curriculum with ICT
- Disseminate the advantages of smart boards to the stake holders
- Upgrading infrastructure
- Technology information
- Need assessment

**Expected Outcomes:**

- Enhanced classroom management
- Leveraging technology
- Data driven and student centric teaching and learning
- Access to digital resources
- Personalized teaching
- More discussion, deliberation and dissent
- Reinforcement and present information in diverse formats
- Active and critical learning

**Resources:**

- Infrastructure readiness assessment mechanism
- Budget allocation
- Content creation
- Curriculum integration
- Dedicated IT staff
- Interactive whiteboard software
- Smart Boards

## INFRASTRUCTURE DEVELOPMENT PLAN

At present, the institution has adequate infrastructure and support facilities to fulfil its mission and vision for teaching and learning and ensures its availability and usage for the holistic learning of academic environment through learner-centric and technologically advanced pedagogies.

For the catering to the needs of the above, the institution has very good infrastructure facilities. In the following the infrastructure facilities available in the institution and proposed for the institution Deemed to be University.

### **Infrastructure Facilities available:**

At present, the institution has 114 smart class rooms and 18 smart labs equipped with interactive boards/LCD projectors and well-furnished spacious class rooms with good lighting and ventilation for enhancing technology based teaching-learning. The Institution has adequate computing centres/information centres including a language Laboratory with 1170 computers for student usage to meet their ICT based learning. For proposed programmes/courses in the existing schools and for the proposed schools, the required number of class rooms and other facilities including classrooms, laboratories and other supporting facilities will be established at the earliest. The adequate tutorial rooms will be evolved to enhance the knowledge in the analytical courses. Well-structured ICT enabled Seminar halls are available for learning through seminar/Guest Lecture/Workshop, etc., A separate lecture capturing studio is available for creating e-content materials for online teaching and learning. The internet connection with a broad bandwidth of 500 Mbps is installed in entire campus and also enabled with Wi-fi facility. The institution takes care of the professional interests of students in Employment, Entrepreneurship, and Higher Studies. The Placement Cell of the Institution takes special efforts to place our students in top-notch multi-national companies.

Also, the institution has a well-equipped central library with more than 35000 books and more than 100 research journals. In addition, the institution has libraries attached to the department which are housing text books prescribed in the curriculum. The institution also has an administrative office and proper examination cell as per UGC guidelines to conduct examinations in the institution.

## **Proposed Infrastructure Development for the Deemed-to-be University**

- (i) Administrative Block
- (ii) Academic Blocks and Facilities
- (iii) Laboratories
- (iv) Library
- (v) Non-Academic Blocks

### **Administrative Block and Facilities**

In the administrative block, the Chancellor's chamber, Vice Chancellor's secretariat, Registrar's office, Finance office, and Office of the controller of examinations will be established in the proposed Administrative block. The Board of Management Meeting Room and Academic Council Meeting Room will be enlarged to conduct meetings on behalf of administrative/academic bodies. Admission office, Reception/Public Relations office and IQAC will to be accommodated in the administrative block will be modernized suitably to meet the university standards. The institution will provide proper office for Deans and Heads. The faculty cabins will be created/increased for the faculty members to be recruited for the newly proposed programmes.

### **Academic Blocks and Facilities**

New Academic blocks will be built in order to meet the needs of additional class rooms including smart class rooms, Tutorial rooms, Seminar Halls and other facilities based on the introduction of new schools and programmes in the proposed Deemed – to – be University. Also, necessary technology will be upgraded to facilitate a better learning.

### **Laboratories**

Apart from modernizing and upgrading the existing Laboratory, new laboratories will be created to suit the requirements of the curriculum for the newly proposed schools and programmes. Also specifically, advanced computing facilities will be created by adding advanced computers and software's to meet the needs of the curriculum introduced on current trends and Emerging Technologies. In particular, a number of new laboratories will be created to meet the needs of the engineering curriculum as proposed immediately.

### **Library**

The Existing central library of the institutions and the library in the departments will be

augmented with sufficient number of additional books and journals as per the requirement based on the curriculum for new programmes proposed. Also, the integrated library management system will be modernised by incorporating the emerging technology, for the advantage of library users.

### **Non Academic Facilities**

The proposed University will have separate hostels for boys and girls as well as hostel for international students. Excellent transport facility will be provided to the students coming from different locations. The Deemed to be University will setup adequate and modernized infrastructure facilities for indoor and outdoor sports and games, Yoga, Music, Dance, Craft & Fine Arts Clubs and a multi-purpose gymnasium with various equipments to improve muscle strength and fitness. The institution will have sufficient space for various student clubs, co-curricular and extracurricular activities to update their skills and knowledge.

The institution will have a modern canteen/cafeteria to provide healthy and hygienic food for all the students and staff at affordable cost. Spacious parking-shed and ATM are very helpful to the staff and students in the campus. The existing ATM facilities will be increased to a branch of the bank in the proposed university campus. The Residential quarters for the staff and Guest house for the delegates visiting the institution will be constructed.

The existing student store/stationery store will be upgraded. Facilities in separate common rooms for both boys and girls will be increased. The medical Centre with part time medical practitioners will be made as a full-fledged clinic in the campus. An auditorium in world class standard will be constructed with the capacity of 10000 people.

The entire campus will be under CCTV surveillance for ensuring the safety and security.

### **Adopting the Provisions of NEP-2020**

<b>S. No</b>	<b>NEP 2020 Parameter</b>	<b>Mapping with the Already Existing Institution's Infrastructure Plan</b>	<b>New Initiatives to be adopted in the proposed Deemed to be University's Infrastructure Plan</b>
1.	<b>Optimal use of infrastructure and resources</b> to be created for vibrant communities	The present institution already implements the policy of Optimal use of infrastructure and resources.	This policy will be continued in the proposed Deemed-to-be university also.
2.	Systematized arrangements to be created to support rural backgrounds, including	At present, the institutions has two hostels, one for boys and other one for girls within the campus.	In the proposed Deemed-to-be university, new hostels for boys and girls and also a hostel for

	<b>increasing hostel facilities</b> as needed		international students will be constructed.
3.	Ensure <b>quality medical facilities</b> for all students	The present institution already has a health care centre to provide medical facilities for students. Also the institution has MoU with neighbour hospitals.	In the proposed Deemed-to-be university, a fully equipped clinic/hospital will be started in the campus.
4.	All HEIs will be equipped with all facilities, clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and campuses.	The present institution is equipped with all facilities including clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and campuses.	In the proposed Deemed-to-be university, those facilities will be enhanced.
5.	Every classroom shall have access to the <b>latest educational technology</b> to enable better learning experiences	In the present institution, all the classrooms have access to the latest educational technology to enable better learning experiences.	In the proposed Deemed-to-be university, the technology will be constantly upgraded.

## FINANCE PLAN

Planning is an important function of every organization. Since resources are the basis for every activity in an organization, financial planning assures considerable importance. Financial planning in the realm of University administration requires hardly any emphasis. The proposed deemed to be University will effectively plan for the mobilization and utilization of the resources. Taking into consideration the ecosystem and the circumstances under which it is operating, it is imperative for the University to prepare both long-term and short-term financial plans. Creating a financial plan for the proposed deemed to be University involves a comprehensive analysis of income, expenses, investments and funding sources. The key components to arrive the finance plan are:

1. **Mobilization of Funds**
2. **Corpus Fund**
3. **Budget Planning and Fund Allocation**
4. **Utilization of Funds**
5. **Audits and Annual Reports**
6. **Finance Committee**

### **Mobilization of Funds**

The institution deemed to be university is a self-financed institution, hence the funds will be generated mainly through the fees paid by the students and supported by the Sponsoring body. Deficit is managed by taking advance from the Sponsoring Body/Trust. Additional funds are obtained from the Government and Non-Governmental funding agencies for specific academic and research purposes and additional revenue is through the fees that will be collected for Hostel and Transport facilities. Loans from banks and funds through consultancy services are also obtained from various industries and institutions. The major mobilization of fund for the proposed university will be through the professional courses, masters & Ph.D. level courses and executive programmes.

### **The ways to mobilize the funds are as follows:**

- **Student Fee:** The main source of funds is the students' fees.
- **Interest income on savings and FDs:** Apart from fees, donations received constitute one of the sources of funds as well as interest income on FDs.
- **Research** Projects funding by various agencies like DST, CSIR, UGC/AICTE and Corporates and Consultancy Services which is utilized for the research activities and procuring new laboratory equipments.
- Campus used for Examination by outside agencies
- Canteen/Cafeteria and other shop Rent Alumni Contribution

- Workshops, Seminars and Conferences sponsored by funding agencies
- Corporate Social Responsibility (CSR) funding from Industries
- Fund raising through organized Programmes

Funds generated by the institution deemed to be university will be kept in the form of Fixed Deposit Receipt (FDR) with the Scheduled Banks. Some Funds will be kept in the saving Bank Accounts to meet the immediate need of the University.

Funds generated by the Institute will be used to cover the expenditure on salary and allowances of the faculty members & non-teaching staff, expenditure on Operation and Maintenance and to create capital assets which includes purchase of laboratory equipments, furnitures, vehicles, library books. Funds for creation of buildings which includes construction of new blocks, auditorium, Laboratories, renovation buildings etc., will be provided by the sponsoring body.

### **Corpus Fund**

A corpus fund of rupees twenty-five crores will be created and maintained in the name of the institution deemed to be University. The interest accrued on the corpus fund will be used only for the purpose of further development of the institution deemed to be University. The Institution deemed to be University has planned to invest the corpus fund in any suitable scheme or schemes.

### **Budget Planning and Fund Allocation**

The budget proposal will be prepared by the Heads of the Departments and other Units considering both the Recurring and Non-Recurring items. The budget planned by the department will also include co-curricular requirements - teaching aids, furniture and stationery requirements, laboratory requirements, installation and maintenance cost and extra-curricular requirements cost apart from the regular operational expenditure, funding for Teaching, Learning and Research. The budget submitted by the Controller of Examinations include all examination requirements for the upcoming year. The Research and Development cell will submit budget requirement related to R&D activities for the coming year. Similarly, all the Unit Heads/officers will submit their requirements. Budget presentation meetings will be conducted by the Finance Officer with various Heads/ Unit Heads /COE, before starting of the financial year. Based on the discussions made, the Common budget for the University will be prepared by the Finance Officer and will be laid before the Finance Committee for consideration and comments and thereafter the same will be submitted to the Executive Council for approval. Based on the year's fund allocation and Mobilization of funds, the final budget will be approved by the Executive Council. The proposed budget includes the salary,

charges for consumables like electricity, water, purchase of laboratory equipments and maintenance, furniture requirements, service and repair costs, research and development costs and other infrastructure developmental costs. The Finance Office will keep track of the expenditure in accordance with the approved budget.

## **Utilization of Funds**

The Finance Committee and the Executive Council will constantly monitor the optimum utilization of funds for various recurring and non-recurring expenses. The purchase committee will seek quotations from vendors for the purchase of equipments, computers, books, etc. The quotations will be scrutinized by the finance and purchase committee before a final decision is made based on parameters like pricing, quality, terms of service, etc. The Registrar, purchase committee along with the Finance Officer will ensure that the expenditure lies within the allotted budget. The intervention of the Executive Council will be sought in case the expenditure exceeds the budget.

In the proposed deemed to be University, nearly 25% of the income will be invested on the purchase of equipments, sports items and augmentation of existing physical facilities. Nearly 40% of the income will be spent on salary of staff and 6% will be spent for library resources. Various programs like Workshops, seminars, FDPs, sports, yoga, personality development and other activities will be organized and nearly 5% of the income will be spent on this. For maintaining the greenery and ambience of the campus nearly 2% of the fund will be spent. Approximately 16% of the income will be spent on other Operation and Maintenance. The interest from the Corpus fund will be utilized for Fellowships for Doctoral and Post-Doctoral Programmes, Student Scholarships and Seed money for faculty research.

### **Utilization of Funds cover the following heads,**

1. New Infrastructure Development
  - New Academic /Administrative Blocks
  - Centre for Advanced Learning and Training
  - New Auditorium
  - Buildings for the New Schools and Programmes
  - Laboratories for the New Schools and programmes
2. Infrastructure Augmentation
  - Upgradation of existing Infrastructure & Laboratories
3. Up-gradation & Procurement of Learning Resources, Digitization and IT support facilities
4. Academic Activities
5. Research Activities

6. Staff and Students Welfare Measures
7. Salary
8. Repair and Maintenance
9. Other Expenditures or Miscellaneous

### **Financial Audits and Reports**

The annual financial statements and accounts shall be audited by a qualified professional, being a Member or Fellow of the Institute of Chartered Accountants of India, to be appointed by the Institution Deemed to be University. Financial audit will check the financial statements as per accounting principles and ensure an appropriate monitoring and control system with respect to flow of money and to forecast / manage the appropriate asset related risk.

### **Internal Financial Audit**

Internal Financial Audit will be done by the Finance Office. The financial audit will be conducted once in a quarter to ensure that the expenses incurred are in accordance with the budget and the internal approval system in practice for all the expenses made.

### **External Financial Audit:**

External Financial Audit will be done by Qualified External Auditors once in a year. External auditor will be appointed by the Executive Council for auditing all financial transactions of the institution. Book of accounts will be prepared as per statutory requirement and will be audited annually. The statutory auditor will scrutinize the Ledgers, Cheques, and Physical Cash on the date of Audit, Payments, Receipts, Vouchers, and Books of accounts etc. and asks doubts in respect of transactions recorded if any. After conducting their audit, they will express their opinion in the audit report in prescribed format on the financial statements like Balance Sheet and Income Expenditure statement of the institution for that financial year for which the audit has to be done. External Auditors will be responsible for filing of returns with Income Tax department.

### **Audit for Government Funds**

The records of various grants received from the Central government, the state government and other funding agencies under various schemes including R&D projects will be maintained properly and the expenses made will be audited by the Finance officer of the University or Chartered Accountant. The audited utilization certificates will be submitted to the respective agencies with proper documentation.

Details of Type of Audit and the expected Outcomes				
Audit Type	Audit Team	Audit Objectives	Outcomes Expected	Objections Addressed by
Internal Audit (All Income and Expenditures)	Auditors (From Finance Office)	Ensure good accounts maintenance with proper financial flow and optimum utilization of resources	Verify budget allocation Vs expenditure. Proper maintenance of all receipts and statements	Deputy Finance Officer & Accounts Section
External Audit	Outsourced Independent Auditors (Qualified CA)	Verify sources of income and uses of assets and adherence to proper accounting principles	Report on financial status of SNS, report with suggestions and recommendations	Finance Officer & Executive Council

## Finance Committee

The finance committee of the University will be responsible for overseeing and managing financial matters. Generally, they play a crucial role in financial planning, budgeting, and decision-making.

### ➤ Powers and Key functions of Finance Committee:

- To consider the annual accounts and financial estimates of the Institution Deemed to be University and to submit them to the Board of the Management for its approval
- **Budgeting** Developing and reviewing the university budget and ensuring that it aligns with the overall strategic goals and priorities.
- **Financial Planning:** To fix limits on the total recurring expenditure and the total non-recurring expenditure of each year based on the income and resources of the Institution Deemed to be University.
- **Financial Reporting:** Reviewing financial statements and reports to ensure accuracy, transparency and compliance with relevant regulations.
- **Risk Management:** Assessing financial risks and implementing strategies to mitigate them. This could include considerations related to investments, market variations, or economic uncertainties.
- **Financial Audit:** Coordinating with external auditors to ensure that financial audits are conducted regularly and effectively.

- **Fundraising and Capital Structure:** Advising on fundraising initiatives and determining the optimal capital structure for the University.
- **Investment Decisions:** Making recommendations on investment policies and strategies, especially for University with endowments or reserve funds.
- **Financial Policies:** Developing and reviewing financial policies and procedures to ensure best practices and compliance with relevant laws and regulations.
- **Compliance:** Ensuring that the University complies with financial regulations, reporting requirements and ethical standards.
- **Financial Education:** Providing education and guidance to all the members of the University, particularly those who may not have a financial background, to enhance their understanding of financial matters.

The Finance Committee will meet at least four times a year to examine the accounts and to scrutinize proposals for expenditure. The Finance Officer will work under the direction of the Vice-Chancellor and will be responsible for all financial matters.

### Adopting the Provisions of NEP-2020

S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Finance Plan	New Initiatives to be adopted in the proposed Deemed to be University's Finance Plan
1.	Fair and transparent system for determining <b>increased levels of public funding support</b>	Already, the present institution has proper system for determining public funding support.	In the proposed Deemed-to-be university, the system will be made more transparent for determining increased levels of public funding support
2.	<b>Incentivize</b> the merit of students <b>belonging to SC, ST, OBC, and other SEDGs</b>	Already, the present institution is arranging scholarships to SC, ST, OBC, students from government and scholarship by the management is provided to students based on merit.	In the proposed Deemed-to-be university, this practice will be continued .
3.	<b>Mitigate opportunity costs and fees</b> for pursuing higher education	At present in the present institution, highly needed students are taken care.	In the proposed Deemed-to-be university, this practice will be enlarged to a large section of deserving students.
4.	Provide <b>more financial assistance and scholarships</b> to socio-economically disadvantaged students	In the present institution, almost all the socio-economically disadvantaged students are getting financial assistance from the Government, non-government agencies and management of the institution.	In the proposed Deemed-to-be university, the quantum of financial assistance will be increased.

## Finance Plan for 15 Years

S. NO	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1.	Increase in Revenue through new programmes	7%	15%	25%
2.	Increase in Revenue through research grant from Central & State Government agencies	3%	5%	10%
3.	Increase in Revenue via consultancy and industry R&D receipts	3%	5%	10%
4.	Budget for New Buildings	5250 Lakhs	2541 Lakhs	2758 Lakhs
5.	Budget for Augmenting the Infrastructure	9291 Lakhs	10154 Lakhs	11278 Lakhs
6.	Budget for Repairs and Maintenance	5309 Lakhs	6047 Lakhs	6942 Lakhs
7.	Research projects from industry	1/ Programme	3 / Programme	5 / Programme
8.	Conducting Internal Auditing	Once in a Quarter	To be continued	To be continued
9.	Conducting Internal and External Auditing	Once in a year	To be continued	To be continued

## Finance - 5 Year Roll Out Plan

Head of Expenditure/ Year		Expected Fund Requirement(in Lakhs)				
		Year 1	Year2	Year 3	Year 4	Year 5
New Infrastructure Development	Academic and Administrative Blocks	600	500	400	-	-
	Centre for Advanced Learning and Training	200	200	200	400	400
	New Auditorium	1100	900	-	-	-
	Buildings for the new Schools	300	300	350	400	400
	Laboratories for the new Schools	516	584	735	798	852
Infrastructure Augmentation of existing Infrastructure		466	529	665	722	770
Up-gradation & Procurement of Learning Resources, Digitization and IT support facilities		393	445	560	608	649
Academic Activities (Faculty & Students)		221	250	315	342	365
Research Activities		172	195	245	266	284
Staff and Students Welfare measures		147	167	210	228	243
Expenditure on Salary		1964	2226	2799	3040	3244
Repair and Maintenance		786	890	1120	1216	1298
Other Expenditures or Miscellaneous		246	278	350	380	406
<b>Expected Expenditure(Lakhs)</b>		<b>7110</b>	<b>7465</b>	<b>7948</b>	<b>8400</b>	<b>8910</b>

## ADMINISTRATIVE PLAN

The SNS Institution has a good decentralized Governance System and a well-structured administrative framework which is fully participatory in nature with a strong focus on team effort and commitment. The administrative and organizational framework is steered towards achieving excellence in the planning and implementation of all objectives set forth by the Institution through perspective / strategic plan.

The Administration of the proposed Deemed to be University will involve planning for implementation, organizing, leading and evaluating people and programmes, so as to achieve specific goals of the Deemed to be University. The proposed Institution believes that planning is the first and foremost activity to achieve results in the administrative process. The Administrative setup of the University will decide on “What to do, How to do and Who is to do”, with reference to any activity in the process of achieving the Vision.

The proposed SNS Deemed to be University will also practice a decentralized organizational structure for governance and administration by involving the Chancellor, Vice-Chancellor, Registrar, Controller of Examinations, Deans, Directors, Heads of the Departments, Faculty members, Non-teaching Staff and Student Representatives in decision making and implementation of various policies. A highly motivating eco-system will be set in the Deemed to be University for both staff and students. For better administration and decentralization of powers, the Deemed to be University will constitute statutory bodies, non-statutory committees and several other cells to assist the Vice Chancellor, Registrar and other Administrators. In all the areas of operations, e-governance will be fully emphasized.

The Deemed to be University will follow a well-defined policy, procedures and defined benchmarks for all kinds of activities, implemented via guidelines and the progress monitored through Internal Quality Assurance Cell (IQAC) of the University. Quality assurance will be enforced in full swing at all levels by the IQAC. The Deemed to be University will have enough and effective strategies for fund mobilization and its optimal utilization.

### **Administrative Setup:**

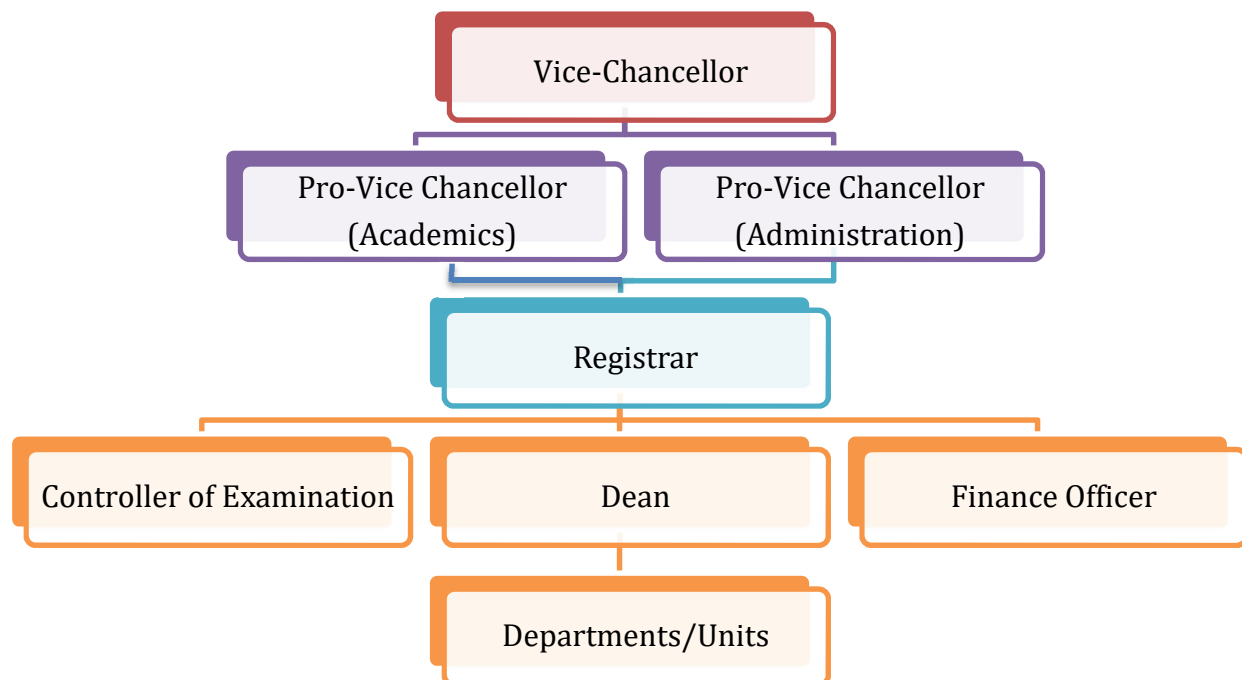
Administrators of the proposed Deemed to be University will involve in the planning, organizing, directing, controlling, and evaluating all the activities of various units.

Offices of the Institution Deemed to be University taking care of Administration:

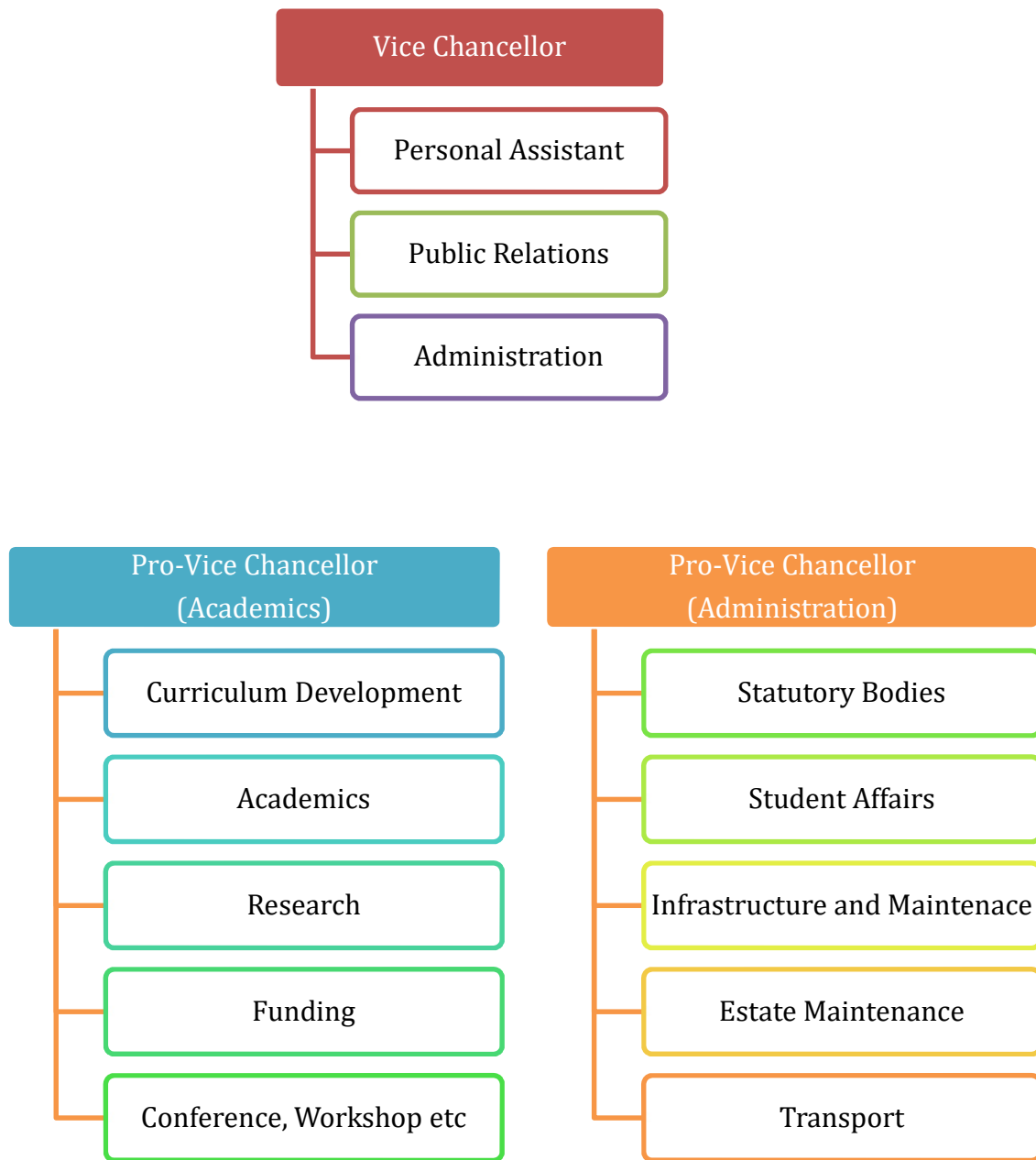
## 1. Office of the Vice-Chancellor and Pro-Chancellor

### Roles and Functions of Vice-Chancellor

- The Vice-Chancellor will act as the Academic and Administrative Head
- The Vice-Chancellor will be the Chairperson of the Executive Council
- The Vice-Chancellor will promote policies and planning the Deemed to be University
- The final decision on the academic and administrative matters will be by the Vice-Chancellor of the Deemed to be University
- The Vice-Chancellor will take decisions on policies in consultation with the Chancellor
- The Vice-Chancellor will represent the Deemed to be University in high level committees of the government, University Grants Commission, etc.. whenever deemed to be fit
- The Vice-Chancellor will be supported by Pro-Chancellor(Academics) and Pro-Chancellor (Administration)



Difference section in the office of the Vice-Chancellor and Pro-Vice Chancellor

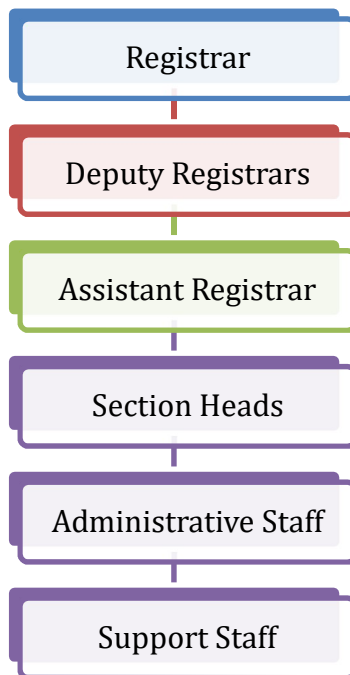


## **2. Office of the Registrar**

### **Roles and Functions of the Registrar**

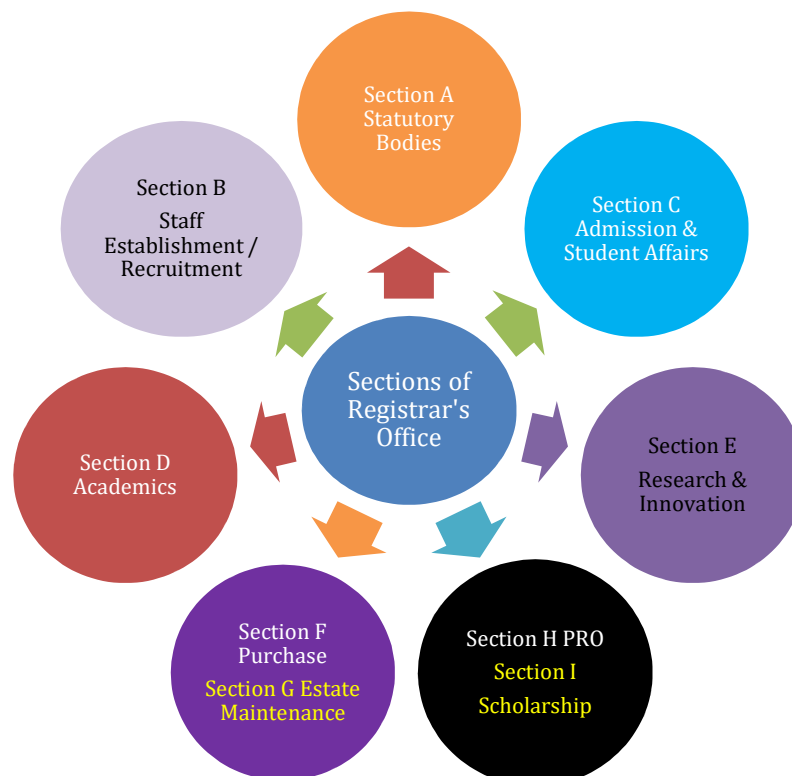
- The Registrar will be a whole-time officer of the institution deemed to be University and the head of the administration of the Deemed to be University.
- In the absence of the Registrar, his order/duties of the office shall be performed by the person nominated by the Vice-Chancellor.
- The Registrar will be ex-officio Secretary of the Executive Council and the Academic Council.
- The Registrar will directly report to the Vice-Chancellor and work under his or her direction.
- The Registrar will have the power to take disciplinary action against employees, after getting Approval from the Vice-Chancellor and also approved by the Executive Council excluding teachers and other academic staff, as may be specified in the order of the Executive Council.
- As Head of the Administration, the Registrar will be the custodian of all the records, documents, seal, and such other property of the institution deemed to be University.
- Registrar will issue all notices for convening meetings of the Executive Council, the Academic Council, and any Committees appointed by those authorities and will keep the minutes of all the meetings.
- Registrar will enter into agreements, sign documents, and authenticate records on behalf of the institution deemed to be University.
- Registrar will make arrangements to safeguard and maintain the buildings, gardens, office, canteen, cars and other vehicles, laboratories, libraries, reading rooms, equipment and other properties of the institution deemed to be University.
- Registrar will make all the official correspondence on behalf of the Deemed to be University after getting the approval from the respective Pro-Chancellor and the Vice-Chancellor.
- The Registrar will be supported by Deputy Registrars, Assistant Registrars, Section Heads and Administrative staff in the work in his office. All the documents pertaining to statutory bodies, staff establishment, student affairs including Admission, Research and Development, Purchase, Estate Maintenance and Transport will be finally signed by the Registrar.

## Organizational Structure of the Registrar's Office



## Different Sections of the Registrar's Office

The registrar's office is the main office for all administrative activities of the University and the Registrar is the Head of Administration.

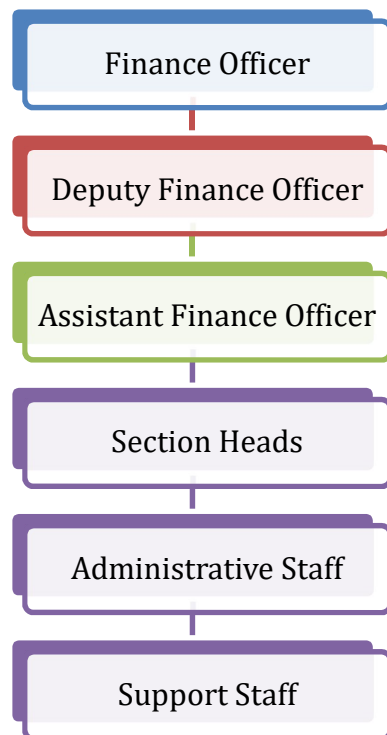


### 3. Finance Office

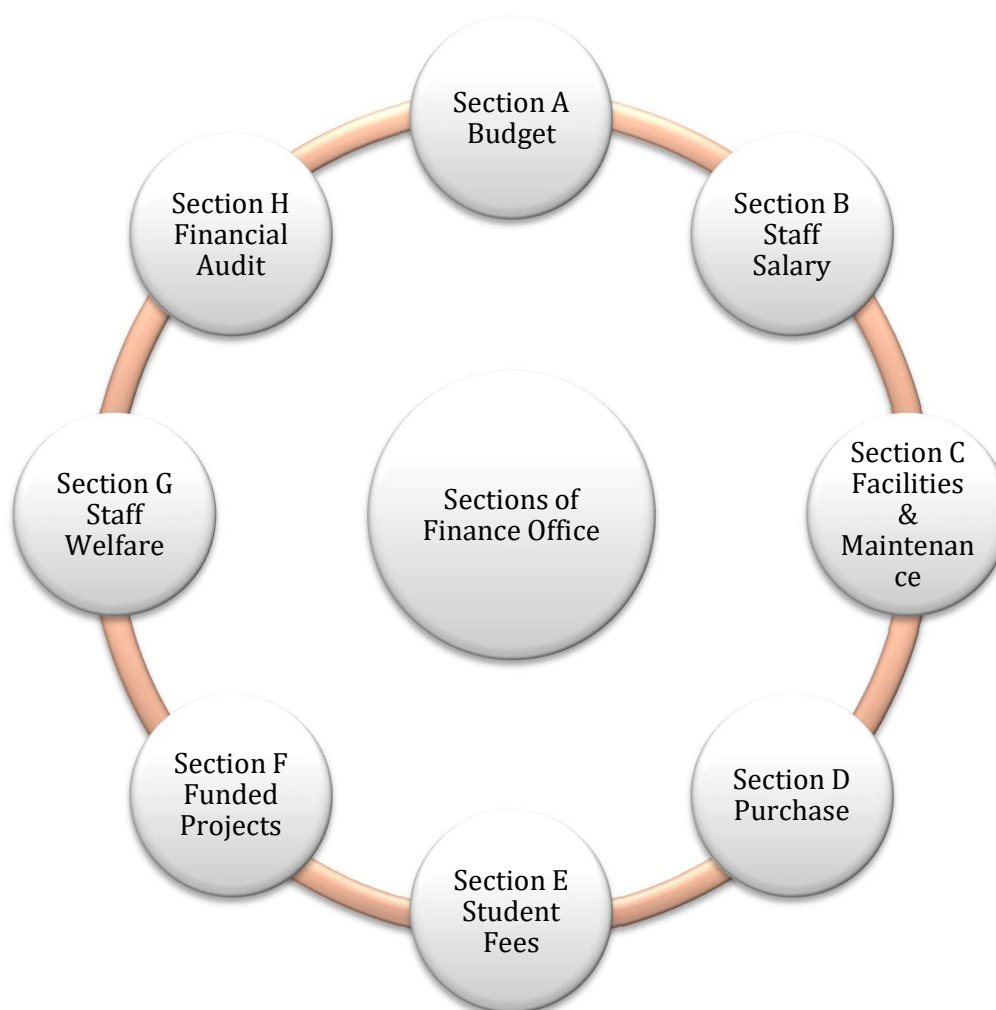
#### Roles and Functions of Finance Officer

- The Finance Officer will exercise general supervision over the funds of the deemed to be University and will advise it as regards to its financial policy.
- Subject to the control of the Executive Council, the Finance Officer will ensure that the limits fixed by the Executive Council for recurring and non-recurring expenditures for a year are not exceeded and that all amounts of money are expended on the purpose for which they are granted or allotted.
- He will be responsible for the preparation of Final annual accounts and the budget of the institution deemed to be University after due approval by the office of the Registrar.
- He will keep a constant watch on the state of the cash and bank balances and on the state of investments.
- The budget amount cannot be sanctioned and released by the finance office without the approval of the Registrar.

#### Organizational Structure of Finance Office:



## Different Sections of the Finance Office

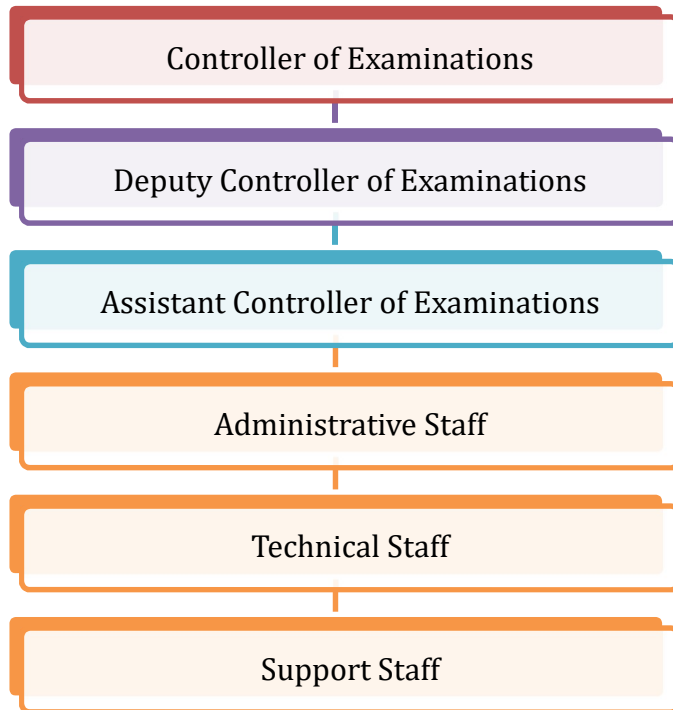


### 4. Office of the Controller of Examinations (CoE)

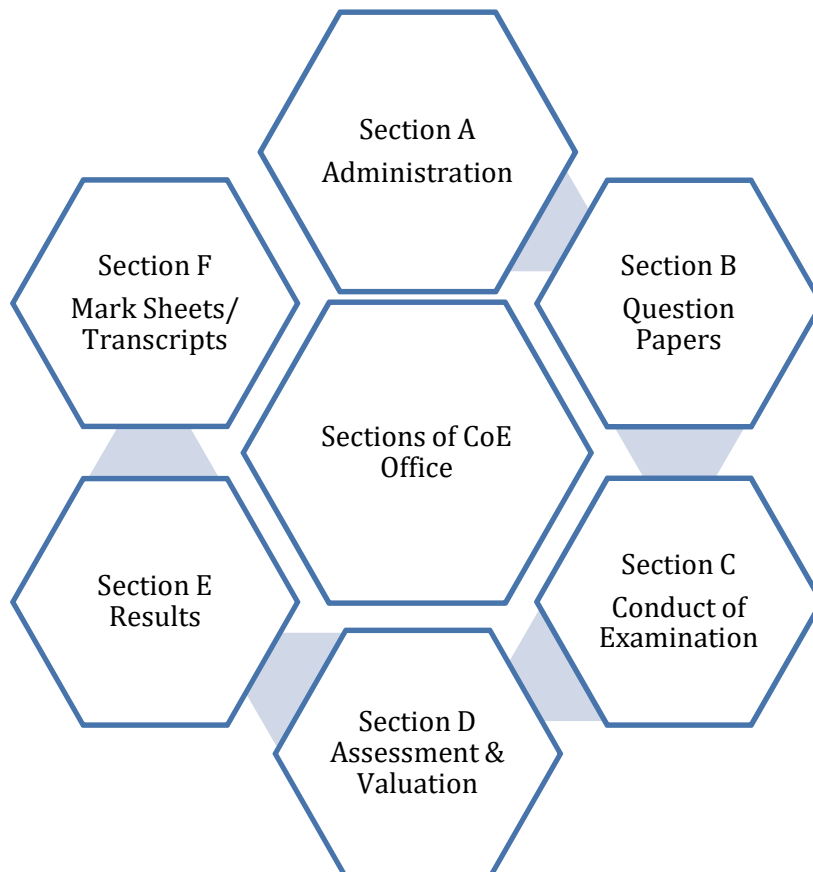
#### Roles and Functions of Controller of Examinations

- The Controller of Examinations will arrange for and administer the examinations of the institution deemed to be University in the manner as prescribed by the rules of the institution deemed to be University.
- The Controller of Examinations will be a permanent invitee to the Academic Council.
- The Controller of Examinations will ensure that all the specific directions of the Executive Council, Academic Council and Vice-Chancellor in respect of examination and evaluation are complied with.
- He will be responsible for Conduction of all Examination, Publishing the Examination results and Redressal of grievances with respect to examination.

## Organizational Structure of the office of Controller of Examinations:



## Different Sections of Controller of Examinations



## **5. Office of the Deans**

- The Dean will be the Head of the school or faculty and will be responsible for the conduct and maintenance of the standards of teaching, learning and research in the school or faculty.
- The Dean will represent the respective school in the meeting of the Board of Studies or Committees of the school or faculty and Academic Council.
- The Dean will Lead, manage and develop the school to ensure the highest possible standards of excellence in all its activities.
- The Dean will work in close association with the Head of the Departments.
- The Dean will ensure the educational progress and welfare of students registered with the school and will plan and prepare proposals for development of the School.
- The Dean will take final decision on policy matters and planning in consultation with or approved by the respective Pro-Vice Chancellors.

## **6. Heads of the Department**

- There will be a Head of the Department for each Department in the institution deemed to be University.
- The faculty members in the department will work under the direction and guidance of the Head of the Department.
- The Head of the Department will be responsible for the conduct and maintenance of the standards of teaching and research in the Department.
- The Head of the Department will monitor the attendance of the students and will scrutinize the academic progress of them.
- The Head of the Department will take suitable initiatives to excel their Department in research, collaborations, consultancy amongst faculty and students continuously.
- The Head of the Department will ensure that the laboratories in the department are well equipped and properly maintained according to the Curriculum/Research/Consultancy requirements.
- The Head of the Department will prepare the department Budget and ensure effective financial management of the department in accordance with the financial procedures and as delegated by the Registrar/ Dean.
- The Head of the Department will be responsible for maintaining conduct and discipline in the department.

## 7. Appraisal System

- An open, transparent and objective performance appraisal comprising self-appraisal and appraisal by student/superior/sub-ordinate with peer evaluation will be implemented so that the teaching/non-teaching staff will be evaluated for the quality.
- Major areas covered in the self-appraisal will be: Academics, Research, Consultancy, Professional Development, Co-curricular, Extracurricular and Extension activities. Based on the self-appraisal suitable feedbacks will be given to faculty members for improvement.
- All the faculty members should calculate their Academic Performance Index and submit the same through the Head of the Department.

## 8. Non-Statutory Bodies for effective Administration

The institution practices decentralization and participative management as evidenced by the delegation of powers to the Deans, Heads, Faculty Members and committees with well-defined duties and responsibilities. In addition to the Statutory bodies other bodies, the following bodies/Committees will be constituted for the smooth conduction and administration of the University.

- **Planning and Development Committee** will prepare the annual academic plans of the Deemed to be University, will monitor and will evaluate the activities of the academic year.
- **Curriculum Development Cell** will devise course schemes, syllabi, and teaching methodologies for execution in the University. It will work as a catalyst in the continuous process of design and development of syllabi leading to an updated and relevant education system.
- **Teaching Learning Committee** will be responsible for assuring the academic standard, coherence and relevance of all aspects of teaching and learning. It will also advice and recommend on strategic initiatives related to teaching and learning.
- **Research and Development Committee** will be responsible for promoting all research related activities like quality publications, research funding, consultancy etc.
- **Admission Committee** will guide the parents and candidates about the programmes of study, objectives, scope of placements and higher studies and helps to admit students following the regulations of the University, the Government of Tamilnadu and UGC.
- **Library Advisory Committee** will advise in the enrichment of the library and other operations.

- **Students Welfare Committee** will be responsible for all the support and welfare measures for the students.
- **Staff Welfare Committee** will be responsible for support measures for staff in terms of Quality Enhancement, financial support to attend conferences etc.,
- **IQAC**, The Proposed Deemed to be University will have a fully functional Internal Quality Assurance Cell (IQAC) to assure quality in Education and Research in the campus. A mechanism will be developed by the IQAC to ensure quality culture at the institutional level to develop proper structure and processes to meet the diverse needs of the stakeholders, for continuous quality improvement. The IQAC of the proposed deemed to be University will function effectively to implement, Quality Initiatives, to work for Quality Sustenance and to have Quality Enhancement. Also IQAC will work to position the Institution in National and Global ranking through its quality measures and monitoring mechanisms.
- **Grievance Redressal Committee** will receive grievances of staff and students and redress them as per the guidelines of UGC/AICTE/Government of Tamil Nadu.
- **Anti-Ragging Committee** will take care of any complaints regarding ragging in the campus and hostel.
- **Anti-Sexual Harassment Committee** will be responsible for conducting awareness programmes on preventing sexual harassment and will receive complaints on sexual abuse (if any) and firmly take immediate steps to redress them.
- **Intellectual Property Rights Cell** will facilitate, encourage, promote and safeguard scientific inquiry, research pursuits and the academic freedom of faculty, researchers and students. IPR cell will also conduct awareness programs on Intellectual Property Rights and will work towards creating an innovative culture which fosters the creation of IPR at the University.
- **Entrepreneurship Development Cell** will strive to create awareness on Entrepreneurship among students and to imbibe a culture of innovation and start-ups. It also helps the future entrepreneurs to acquire necessary skills to run the industry effectively.
- **Training and Placement Cell** will comprehensively train the students to face the corporate world and to have a successful professional career. The cell will ensure that the students are trained on the skillset needed for the company and organize campus placement drives.
- **Innovation Council** will systematically foster the culture of innovation and start-up ecosystem in the University. It will engage large number of faculty and students in various innovation and Entrepreneurship related activities such as Ideation, Problem solving, Proof of Concept Development, Design Thinking, Project handling and Management at Pre-incubation/Incubation stage.

- **SC/ST/OBC Cell** will assist the students belonging to Scheduled Caste (SC), Scheduled Tribe (ST) and Other Backward Communities (OBC), in academic activities and to get financial benefits from the government. The cell will also monitor the strict implementation of reservation policy and also address any grievance.
- **Industry-Institute-Interaction Cell** will support for Industry-Institute partnership and collaboration.
- **Disciplinary committee** will be constituted to monitor students' discipline effectively. The committee will possess the power to call the students directly for an enquiry on issues related to students' discipline on and off the campus.
- **Hostel Advisory committee** will support to maintain the discipline in the mess and related activities. It will also receive the student grievances related to hostel and report to the concerned authorities and get them resolved.
- **Extra-Curricular Activities Committee** will promote the sports and cultural activities in the campus.
- **Associations and Clubs** will support for the development of students' managerial and organizational skills.

## 9. Participative Management

- The Vice-Chancellor / Pro-Vice-Chancellor / Registrar / Controller of Examinations will take decisions after deliberations and discussions with Deans, Heads of the Department, Finance officer and other coordinators.
- The Heads of the Department will conduct periodic meetings with the faculty members and their suggestions will be carried to the meeting of the Heads of the department for discussion and approval which ensures that all faculty members take part in the academic and administrative matters of the College.
- Faculty members will also be members in the Executive Council, Academic Council, Board of Studies, IQAC, Grievance Redressal Committee, etc as per the regulations which allows their participation in decision-making at higher levels.
- Student will be encouraged to participate in the various committees representing the student community.
- The decisions taken by the Heads of the departments will be discussed with the Deans which will be forwarded to the Registrar for further process.

## Adopting the Provisions of NEP-2020

S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Administrative Plan	New Initiatives to be adopted in the proposed Deemed to be University's Administrative Plan
1.	Faculty member <b>motivated to be happy, enthusiastic, engaged</b> towards advancing her/his students, institution, and profession	The present institution has a happy environment for faculty members and students	In the proposed Deemed -to -be university also, faculty members will be motivated to be happy, enthusiastic and engaged towards advancing her/his students, institution and profession.
2.	<b>Identify excellent faculty with high academic and service</b> credentials, leadership and management skills and <b>trained for leadership</b> positions	In the present institution faculty with good credentials are trained for leadership position	In the proposed Deemed -to -be university, excellent faculty with high academic and service credentials, leadership and management skills will be identified and trained for leadership positions
3.	Strictly <b>enforce all no-discrimination and anti-harassment rules</b>	The present institution is free of non-discrimination and any harassment.	In the proposed Deemed -to -be university, all non-discrimination and anti-harassment rules will be strictly enforced.

## Administrative Plan for 15 Years

S. NO	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1.	Decentralization and Participative Management	Will be Implemented	Will be enhanced	Will be enhanced
2.	Conduct of Regular meetings of Non-Statutory bodies	Will be Implemented	Will be enhanced	Will be enhanced
3.	Grievance Redressal Mechanism	Online System	To be Continued	To be Continued
4.	Providing Administrative & Financial Support for Quality Improvement strategies for: <ul style="list-style-type: none"> <li>• Curriculum Development</li> <li>• Teaching &amp; learning</li> <li>• Examination &amp; Evaluation</li> <li>• Research &amp; Development</li> <li>• Library</li> <li>• Physical Infrastructure</li> <li>• Industry Collaboration</li> <li>• Admission of students</li> </ul>	Will be Implemented as per Plan	To be Continued	To be Continued
5.	Implementation of e-governance in <ul style="list-style-type: none"> <li>• Planning &amp; Development</li> <li>• Administration</li> <li>• Finance &amp; Accounts</li> <li>• Students admissions and support</li> <li>• Examination</li> </ul>	80%	100%	100%
6.	Financial support for participation of faculty in Conference/workshop/professional society activities	50 % amount will be Provided	75 % amount will be Provided	100 % amount will be Provided
7.	Financial support for Participation of faculty in professional development Programmes, orientation programme, refresher course, short term course, FDPs etc	50 % amount will be provided	75 % amount will be provided	100 % amount will be provided
8.	Conduction of professional development/Administrative training Programmes for teaching & non-teaching staff	Regularly	Regularly	Regularly
9.	Implementing Welfare scheme for faculty, teaching & non-teaching staff, and students	Regularly	Regularly	Regularly

10.	Conduct of Academic and Administrative Audit	Once in a Semester	To be Continued	To be Continued
11.	Conduction of Internal & External Financial audit	Once in a Semester	To be Continued	To be Continued
12.	Review & publication of service rules, policies and procedures, functions of various bodies, recruitment and promotional policies	Reviewed and published	To be Continued	To be Continued
13.	Initiatives for Environment control and sustainability	Implemented	To be Continued	To be Continued
14.	Implementation of water conservation measures	Implemented	To be Continued	To be Continued
15.	Conduct of Gender Audit	Implemented	To be Continued	To be Continued
16.	Conduct of Energy, Environment and Green Audit	Implemented	To be Continued	To be Continued
17.	Implementation of Waste Management strategies	Implemented	To be Continued	To be Continued
18.	Conduct of Gender Sensitization Program	Implemented	To be Continued	To be Continued
19.	NBA Accreditation of UG & PG Programmes	50% of Programmes	75% of Programmes	100% of Programmes
20.	NAAC Accreditation	On preparation	A++	A++
21.	Participation in NIRF Ranking	101-150	<100	<100
22.	Participation in NIRF Innovation Ranking	<50	Top 10	Top 5
23.	Submission of AQAR to NAAC	Regularly	To be Continued	To be Continued
24.	Participation in National Rankings The Week, India Today, Career 360	Top 100	Top 50	Top 25
25.	Maintenance and overall ambience in Laboratories	National Level	International Standard	International Standard

## **GOVERNANCE PLAN**

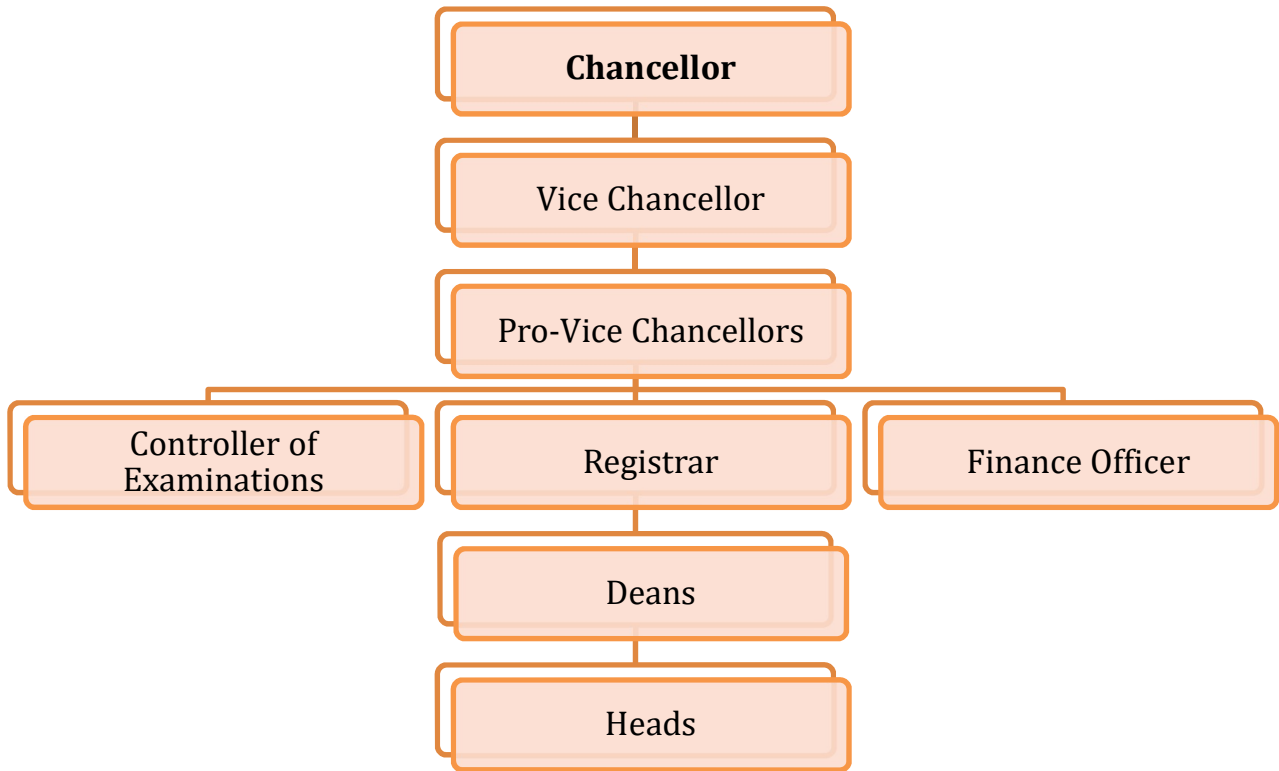
The Philosophy of Governance practiced in the institution is to make the Governance system participative, transparent, accountable, and socially responsible and to follow ethical practices. This Governance practice will be further strengthened in the proposed Deemed to be University.

The proposed Deemed to be University will mainly aim to develop strategy in order to create value for all stakeholders and it also believes in three aspects of governance viz., Planning, Execution and Evaluation. The governance and administrative framework will be fully participatory in nature with a strong focus on team effort and commitment to work together to achieve the goals of the University. The administrative and organizational framework is steered towards achieving excellence in the planning and implementation of all objectives set for the schools through perspective / strategic plan in line with the Vision and Mission of the institution Deemed to be University.

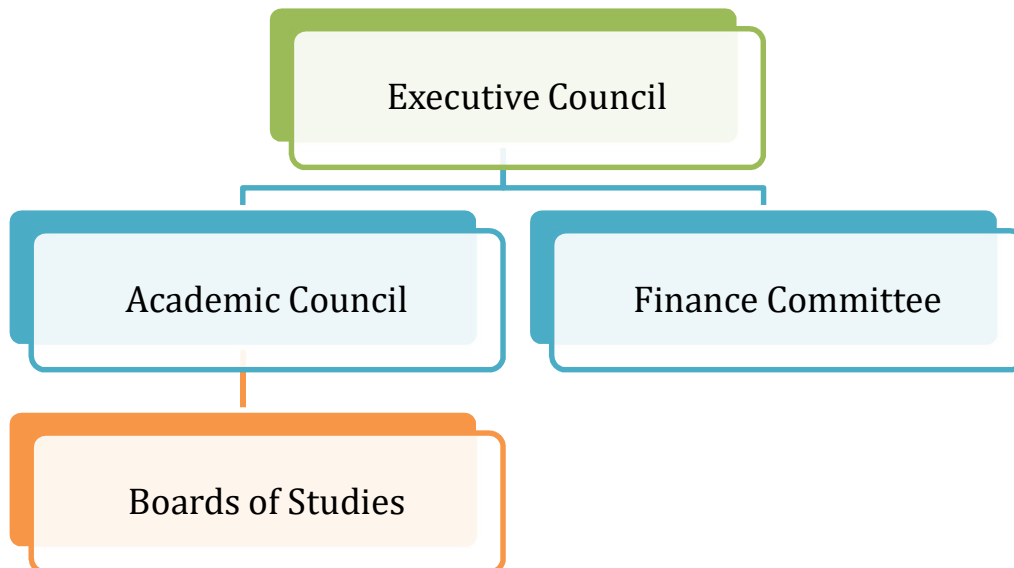
A dynamic and potential leadership team will be in order, not only to realize the Mission of the University but also to ensure its overall role in building the name and fame of the institution. The Management practices decentralized organizational structure by involving leaders at different levels namely the Vice Chancellor, Pro-Chancellor, Registrar, Controller of Examinations, Deans, Heads of Departments, Faculty members, Non-teaching Staff and Student Representatives in decision making and implementation of various policy matters.

### **Governance Structure**

For better Governance, the institution deemed to be University will have a set of well-structured Statutory bodies as per the guidelines laid down by University Grants Commission. In all the areas of operation, e-governance will be applied. The policies proposed by various Statutory bodies will be implemented effectively and efficiently. The Governance Structure and the Governing Bodies of the proposed Deemed to be University is shown below.



***Governance Structure of the proposed Deemed to be University***



***Statutory bodies of the proposed Deemed to be University***

## **ROLES & RESPONSIBILITIES OF VARIOUS STATUTORY BODIES**

### **1. Executive Council**

The highest governing body of the institution deemed to be University will be the Executive Council to be headed by the Vice-Chancellor and consisting of not less than ten and not more than thirteen members as per the guidelines of the University Grants Commission.

#### **Composition of the Executive Council:**

- Vice-Chancellor-Chairperson
- Pro-Vice-Chancellors
- Two members from amongst the Deans of schools of studies, by rotation who will be appointed by the Vice-Chancellor
- One Professor, who is not a Dean, by rotation, will be appointed by the Vice-Chancellor
- One Associate Professor, by rotation, will be appointed by the Vice-Chancellor
- One Assistant Professor, by rotation, will be appointed by the Vice-Chancellor
- Four nominees of the Trust
- The Registrar, will be the ex-officio Secretary of the Executive Council

#### **Functions of the Executive Council**

- The Executive Council will be the apex body of the institution deemed to be University.
- The Executive Council will be the final decision-making body of the institution deemed to be University in respect of every matter of the institution deemed to be University, including academic, administrative, personnel, financial, and developmental matters.
- Subject to the provisions of these regulations and the rules of the institution deemed to be University, the Executive Council shall, in addition to all other powers vested in it, have the following powers,
  - to appoint Professors, Associate Professors, Assistant Professors and other academic staff, including Chairs, as may be necessary, on the recommendation of the Selection Committee constituted for the said purpose and to fill up temporary vacancies therein;
  - to regulate and enforce discipline amongst the employees of the institution in accordance with the rules of the institution deemed to be University;
  - to provide for the appointment of Visiting Professors, Emeritus Professors, Professor of Practice, Consultants, Scholars, etc.,

- to make rules and regulations for the institution deemed to be University;
- to fix limits on the total recurring and the total non-recurring expenditure for a year on the recommendations of the Finance Committee
- to provide buildings, premises, furniture and apparatus and other means needed for carrying on the University
- to enter into, vary, carryout and cancel contracts on behalf of the University;
- to select a common seal for the Universities and provide for the custody and use of such seal;
- to delegate any of its powers to the Vice-Chancellor, the Registrar or the Finance Officer or such other employee or authority of the University or to a Committee appointed by it as it may deem fit;

### **Meeting of the Executive Council**

- The Executive Council will meet at least four times a year (minimum two in one semester),
- One-third of the total number of members of the Executive Council shall form the quorum for the meeting.
- In the absence of the Vice-Chancellor, the Pro-Vice Chancellor will preside over the meeting;
- Copy of the minutes of each meeting will be furnished to the Chancellor of the institution deemed to be University, as soon as possible after the convening of the meeting.

## **2. Academic Council:**

### **Composition of the Academic Council**

The composition of the Academic Council shall be as under.

- (i) Vice Chancellor - Chairperson
- (ii) Pro Vice-Chancellors
- (iii) Dean of school or Head of the Department (Chairperson of Board of Studies)
- (iv) Up to ten Professors (excluding those who are Deans of Schools and Heads of Departments) by rotation, to be nominated by the Vice-Chancellor giving due regard to the representation of different schools or Departments or centres
- (v) Up to five Associate Professors from departments or centres other than the Heads of the departments, by rotation, to be appointed by the Vice-Chancellor
- (vi) Up to five Assistant Professors from the departments other than the Heads of the departments or centres, by rotation, to be appointed by the Vice-Chancellor

- (vii) Six persons of repute from amongst the educationists or experts for their specialised knowledge, who are not in the service of the institution deemed to be University, nominated by the Vice-Chancellor
- (viii) the Registrar, will be the ex-officio Secretary of the Academic Council.

### **Functions of the Academic Council:**

The Academic Council shall, in addition to all other powers vested in it, have the following powers, namely:

- to exercise general supervision over the academic policies of the Institution Deemed to be University and to give directions regarding methods of instruction, co-ordination of teaching among departments, evaluation of research and improvement of academic standards;
- to bring about and promote inter-departmental, inter-faculty, inter-school, inter-center co-ordination and to establish or appoint such committees or boards, as may be deemed necessary for the purpose;
- to prescribe courses or programmes of study leading to degree and diploma of the institution deemed to be University;
- to make arrangements for the conduct of examinations in conformity with the rules and bye-laws of the institution deemed to be University;
- to maintain proper standards of the examination;
- to institute Fellowships, Scholarships, Medals, Prizes, etc.;
- to frame rules covering the academic functioning of the Institution Deemed to be University, Admissions, Examinations, award of Fellowships and Studentships, Free-ships, Concessions, Attendance, Discipline, Residence, etc.;
- to take a periodical review of the activities of the departments or centres and to take appropriate action to maintain and improve the standards of instruction;
- to recommend the institution of teaching posts (Professors, Associate Professors, and Assistant Professors) to the Executive Council;

### **Meeting of the Academic Council**

- The Academic Council will meet as often as necessary but not less than four times (at least two times in a semester) during an academic year with not less than seven days prior notice

- Emergency meetings may be convened at a shorter notice, for reasons to be recorded in writing for such emergency meeting.
- One-third of the total number of members of the Academic Council will constitute the quorum for the meeting of the Academic Council.
- Decisions at the meetings of the Academic Council will be taken by simple majority; and in case of a tie, the Chairperson will have a casting vote.

### **3. Finance Committee**

#### **Composition of the Finance Committee**

- (i) Vice Chancellor - Chairperson;
- (ii) Pro Vice-Chancellors
- (iii) One person nominated by the Trust
- (iv) Three persons to be nominated by the Executive Council, out of whom at least one shall be a member of the Executive Council;
- (v) Three persons to be nominated by the Chancellor;
- (vi) Finance Officer-Secretary- Ex officio

#### **Functions of the Finance Committee:**

- All proposals relating to the Budget, will be examined by the Finance Committee before the Executive Council considers them and to decide waiver in fees, the establishment of scholarships, freeships and any other financial benefits.
- The Finance Committee will recommend limits for the total recurring and non-recurring expenditures for the year, based on the income and resources of the institution deemed to be University.
- The Annual accounts and Financial estimates of the Institution Deemed to be University prepared by the Finance Officer will be laid before the Finance Committee for consideration and comments and thereafter the same will be submitted to the Executive Council for approval.

#### **Meetings of the Finance Committee**

- The Finance Committee will meet at least four times in an academic year (at least twice each semester) to examine the accounts and scrutinize the proposals for expenditure.
- All members of the Finance Committee other than ex-officio member will hold office for a term of three years.
- One-third of the total number of members of the Finance Committee will form the quorum for a meeting.

#### **4. Boards of Studies**

The Board of Studies (BoS) is the basic constituent of the academic system of an Institute. There shall be one Board of Studies for each Department or school of the institution deemed to be University.

Composition of the Boards of Studies

- (i) Dean of school or Head of the Department - Chairperson
- (ii) All Professors of the School or Department
- (iii) Two Associate Professors of the School or Department, by rotation
- (iv) Two Assistant Professors of the School or Department, by rotation and
- (v) Two external Experts to be co-opted for their specialized knowledge.

#### **Functions of the Board of Studies**

- The functions of Board of Studies will include framing the content of various courses, reviewing and updating the content from time to time, introducing new courses of study.
- Syllabi will be prepared in the Board of Studies keeping in view the objectives of the University, interest of the stakeholders and national requirement for consideration and approval of the Academic Council;
- The Board of Studies will suggest methodologies for innovative teaching and evaluation techniques;
- The Board of Studies will suggest panel of names to the Academic Council for appointment of examiners;
- The Board of Studies will Coordinate research, teaching, extension and other academic activities in the department/college.
- It will recommend measures for the improvement of the standards of teaching and research.

#### **Meeting of the Board of Studies**

The Board of Studies will meet at least four times in an academic year (at least twice each semester) to suggest the Programmes and Courses for study for various degrees and academic practices.

## **ROLES & RESPONSIBILITIES OF MEMBERS OF THE GOVERNANCE STRUCTURE**

### **10. Chancellor**

- The Institution Deemed to be University will have a Chancellor who will hold office for a period of five years from the date of assuming office and will be eligible for re-appointment for one more term by following the procedure prescribed by the University Grants Commission (UGC).
- The Chancellor will be appointed by the sponsoring body.
- The Chancellor will, by virtue of his or her office, be the head of the institution Deemed to be University and will, if present, preside at the Convocations of the institution deemed to be University held for conferring degrees.

### **11. Vice-Chancellor**

- The Vice-Chancellor will be a whole-time salaried officer of Institution Deemed to be University and will be appointed by the Chancellor from a panel of three names suggested by a Search-cum-Selection Committee.
- The qualifications of the Vice-Chancellor will be in accordance with the Regulations University Grants Commission (UGC). The Vice-Chancellor will hold office for a term of five years from the date on which he or she enters upon his or her office.
- The Vice-Chancellor will be the Principal Executive Officer and academic officer of the institution deemed to be University and will exercise general supervision and control over the affairs of the institution deemed to be University.
- The Vice-Chancellor will be the ex-officio Chairperson of the Executive Council, the Academic Council and the Finance Committee and will, in the absence of the Chancellor, preside at the Convocations held for conferring degrees to the students.
- It will be the duty of the Vice-Chancellor to see that all the regulations are duly observed and implemented and he or she will have all the powers necessary to ensure such implementation.
- The Vice-Chancellor will have all the powers necessary for the proper maintenance of discipline in the institution deemed to be University, and he may delegate any such powers to such person, as he may deems fit.
- The Pro-Vice Chancellors will assist the Vice-Chancellor in Academics and Administration.

In addition to the above statutory committees, there will be non-statutory bodies, namely, Planning and Evaluation, Grievance and Redressal, Admission, Library, Students Welfare, Prevention of Sexual Harassment, Academic Audit functioning in line with the recommendations of the statutory bodies.

The following Policies and Standard Operating Procedure will be constituted for smooth governance of the university.

<ul style="list-style-type: none"> <li>• Admission Policy</li> <li>• Recruitment Policy</li> <li>• Research Policy</li> <li>• Consultancy Policy</li> <li>• Infrastructure Policy</li> <li>• IT policy</li> <li>• Career Progression Policy</li> <li>• Scholarship policy</li> <li>• e-Governance policy</li> </ul>	<ul style="list-style-type: none"> <li>• Staff welfare Policy</li> <li>• Student Support Policy</li> <li>• Clean &amp; Green Campus Policy</li> <li>• Environment Policy</li> <li>• Internship Policy</li> <li>• Start-up and Entrepreneurship Policy</li> <li>• Policy for differently abled students</li> <li>• Conduct and ethics Policy</li> </ul>
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The Institution Deemed to be University will conduct all the activities intra vires to the decisions that are taken in the meetings at various bodies/cells/committees. The Executive Council will be the pinnacle point of governance and it will take the final decisions on the issues recommended by the Academic Council, Boards of Studies, Finance Committee and other non-statutory bodies.

### Adopting the Provisions of NEP-2020

S. No	NEP 2020 Parameter	Mapping with the Already Existing Institution's Governance Plan	New Initiatives to be adopted in the proposed Deemed to be University's Governance Plan
1.	High qualified independent board of governance having academic and administrative autonomy	Being an autonomous institution, the present institution also has a board of governance with highly qualified people	In the proposed Deemed -to -be university, a highly qualified independent board of governance having academic and administrative autonomy will be instituted.
2.	Strong self-governance and outstanding merit-based appointments of institutional leaders.	Being an autonomous institutions, the present institutions practices self-governance	The proposed Deemed -to -be university will have strong self-governance and outstanding merit-based appointments of institutional leaders.
3.	The BoG of an institution will be empowered to govern the institution free of any external interference	The present institution is free of any external governance	The board of governance of the Deemed -to -be university will be empowered to govern the institution free of external interference.
4.	New members of the Board shall be identified by an expert committee appointed by the Board	-	New members of the board of governance shall be identified by an expert committee appointed by the Board

## Governance Plan for 15 Years

S. NO	Parameters	Projection for next 5 Years	Projection for 10 Years	Projection for 15 Years
1	Conducting regular Executive Council Meetings	4 Meetings / Year	To be continued	To be continued
2	Conducting regular Academic Council Meetings	4 Meetings/ Year	To be continued	To be continued
3	Conducting regular Finance Committee Meetings	4 Meetings / Year	To be continued	To be continued
4	Conducting regular Board of Studies Meetings	4 Meetings / Year	To be continued	To be continued
5	Effective Management Information System	e-Governance implemented	Enhanced	Enhanced
6	Implementation of Vision and Mission of the Institute	Review the assurance once in a year	To be continued	To be continued
7	Effective Implementation and Monitoring of the Institutional Perspective & Development Plan	To be continued	To be continued	To be continued
8	Delegation of Financial powers to Registrar / Deans / Heads	Upto 50,000/ 25,000/10,000	Upto 75,000/ 50,000/20,000	Upto 1 Lakh/ 75,000/50,000
9	Delegation of powers to Administrative Committees and Administrative Heads for taking administrative decisions	100%	100%	100%
10	Effective Budget Allocation, Utilization, and Public Accounting at Institute level	100%	100%	100%