Chaudhary Ranbir Singh University, Jind

(A Haryana State Government University)
(Established by the Haryana State Legislature Act 28 of 2014 and recognized by UGC Act 1956 U/S 2(f) & 12-B)

INSTITUTIONAL DEVELOPMENT PLAN-2025-2027

CONTENTS

Chaudhary Ranbir Singh University, situated in Jind, Haryana, has swiftly carved a niche since its establishment. Founded on July 24, 2014, by the State Legislature Act 28 of 2014, it is affiliated under section 2(f) of the UGC Act, 1956. As a member of the Association of Indian Universities and recognised by the University Grants Commission under section 12(B) of the UGC Act, the university has proven its mettle. Nestled at the 12th-kilometer milestone on the Jind-Rohtak bypass road, it boasts a sprawling campus of 75 acres. The university proudly bears the name of Chaudhary Ranbir Singh, a revered leader and social reformer in Haryana.

Chaudhary Ranbir Singh University has etched its name in history as the second university in Haryana to implement the National Education Policy NEP 2020. This progressive stride underscores the university's unwavering commitment to transformative education that aligns with contemporary global standards. By embracing NEP 2020's vision of holistic development, interdisciplinary learning, and innovation, CRSU empowers students to thrive in an ever-changing world. Through this pioneering initiative, CRSU sets a precedent for educational institutions nationwide, catalysing positive change and shaping the future of education in India.

The university's primary objective is to impart quality education in an area devoid of it for a long time. Innovative thinking, scientific enquiry, sublime cultural values, sustainable ecology and democratic ethos guide the vision. The aim is to cultivate well-learned citizens with a rich awareness of our heritage who can lead and serve in every sphere of life. To give life to this aim, the university offers various undergraduate and postgraduate courses across multiple disciplines, including humanities, computer application, management, life sciences and physical education.

The university continuously focuses on introducing skill-based courses for employment generation. In the previous year, a five-year integrated law programme and various skill-based diploma courses were introduced. In the coming year, courses related to upcoming fields of study, such as Artificial Intelligence, Advertising, etc., will be introduced. NEP 2020 will also be implemented across all postgraduate courses in the following academic year. The university is also gearing up for NAAC accreditation in the coming year.

Alongside academics, the university is also committed to provide a conducive learning environment beyond the classroom. The university campus, a testament to our commitment, has state-of-the-art facilities. These include digitally enabled classrooms, language and psychology labs alongside science labs, a central and digital library housing more than 16000 books, two newly built auditoriums with a capacity of over 500 seating, Patanjali Yogshala with all modern facilities, and sports infrastructure. During institutional programmes, the university also inaugurated its new guest house for special guests. To enhance the student's experience, the university is also constructing a new air-conditioned multi-storey library, academic block and residential complexes. These infrastructure initiatives are poised to enhance the educational and research capabilities of the university, ensuring a conducive learning environment for all the stakeholders.

Chaudhary Ranbir Singh University has established itself as a leading institution of higher education in Haryana. It has become a beacon of educational excellence, nurturing the next generation of leaders, scholars, and professionals. With its diverse academic programs, experienced faculty, modern infrastructure, and commitment to holistic development, the university inspires and paves the way for students to excel in their chosen endeavours and make meaningful contributions to society. Looking ahead, the university is poised for further growth and development, with plans to expand its academic offerings, enhance its infrastructure, and continue its mission of holistic education.

Academic Structure

- 06 Faculty with 27 Departments

- 15 U.G. Programmes

- 25 P.G. Programmes

- 06 Ph.D. Programmes

- Total more than 5000 students

- 17 affiliated degree colleges

- 148 education colleges

- 3 patent by faculty

- 05 Vocational Programmes:

- 06 Post Graduate Diploma

VISION

CRSU envisions *"To bean eminent global institution committed to the creation, dissemination, and application of transformative knowledge by fostering a culture of innovation, entrepreneurship, and interdisciplinary collaboration with an aim to cultivate skilled, ethical leaders equipped to face complex global challenges and drive positive societal impact".*

CRSU has set its goal of assuming the position of leading global higher educational institution by persistently engaging in disseminating creative, innovative and analytical knowledge through developing intellectual capital and placing Indian values at the core for holistic growth of personalities.

SWOC ANALYSIS
(Strength, Weakness, Opportunity & Challenges)

Institutional Strength

i. CRSU has a **rich heritage and distinctive governance structure being an inter-state body corporate**.

ii. CRSU has been making **seminal contributions in all walks of life as a multidisciplinary university.**

iii. The **salubrious campus** is Pollution-free with environment-friendly academic, residential, and excellent sports facilities.

iv. The University is housed in a **well-planned a esthetically designed self-contained Township** with accommodation for its departments, as well as its staff.

v. **CRSU has been the pioneer to nucleate Jind Region Innovation and Knowledge Cluster** ,which promoted the sharing of infrastructural and intellectual resources amongst institutions in proximity.

vi. **Good infrastructure for the teaching-learning process** including many smart classrooms and well-equipped laboratories.

vii. **High-impact research contributions** with many scientists receiving accolades for their Academic credentials.

viii. **Increased focus on all the aspects of vision and mission of NEP-2020 like all students registered on ABC, internship compulsory, credit framework based on the pattern of UGC, multiple entry and exit option, Hybrid model learning, Developing research aptitude, Enhance entrepreneurial capabilities.**

ix. **Wi-Fi Enabled Campus** with facilities for advanced computing, and many departments having independent good computer labs.

x. The University **has sprawling sports grounds and facilities for indoor and outdoor games. Many of the Students of the University have medals in various games at national and international level.**

xi. **High demand for its industry-oriented and professional courses** among recruiters.

xii. **Offering special value-added courses, Vocational courses.**

xiii. **Internship is compulsory for all the students of Undergraduate and Postgraduate Programmes.**

xiv. **Library facilities at central having publications and e-learning facilities.**

Institutional Weakness

i. The faculty-student ration needs improvement.

ii. The revenue generation through consultation needs improvement.

iii. CRSU needs to make efforts to attract foreign students.

iv. There is a scope for significant improvement in the placement of students in non-professional courses.

v. Need to develop the proper strategy to identify and enhance(s) students qualifying in State/National /International level examinations.

Institutional Opportunity

CRSU is making earnest efforts to be a globally acclaimed institution by undertaking teaching and research for international markets and positioning itself to reap rich divide ends offered under the New Education Policy (NEP-2020).

i. Facilitating interaction of faculty and students with researchers through international collaborations and MOUs for providing exposure.

ii. Promoting the international exchange off acuity and students.

iii. Building world classstate-of-the-art infrastructure, including scientific laboratories and hostelsbymotivatingNRIsoftheregionandtherichalumnibasebyseekingendowments.

iv. Conducting regular faculty development programs and leveraging technology to enhance teaching-learning processes.

v. Facilitating students for internships with top-ranking research institutes/laboratories.

vi. Promoting dual degree programmes by developing inter-departmental and inter-Institutional mechanisms.

vii. Undertaking regular restructuring of the courses incorporating recent advancements.

Institutional Challenge

CRSU aims to have resilient system to meet the challenges of globalization of education. Some of the emerging challenges include:

  i. Constraint of enhancing the fee structure, so as to ensure achievement of CRSU's goals of access, equity and inclusive education.

  ii. Competing with the host of private institutions of higher education, primarily with commercial interest, luring students.

  iii. High rate of mobility of the students from this region seeking over seas education.

Process followed for Strategic Planning for Institutional Development Plan

- Detailed analysis of needs and capacity (humans, resources, finance etc.) of CRSU, Jind.

- Defining key performance indicators for assessment at various stages based on mission.

- Dedicated committee under Vice-Chancellor with teams for each key enabler headed by senior academicians.

- In cremental progress assessment with periodic review meetings for development of IDP.

- Involvement of all stakeholders (students, faculty, industry, alumni, academicians, parents, civic society).

- Prioritizing the goals and resource management.

- Addressing challenges for transformation.

Targeted Best Practices

Physical & Supportive Infrastructure

- Regular Improvement of physical facilities (classrooms, labs, auditoriums) with focus on PwD
- Smart classromms faculities for Lectures by Teachers
- International Level sports facilities
- Sustainable Green Campus (, Solar Panel, Zero Waste Buildings, Rainwater harvesting, Tertiary water etc.)
- Expansion of residential campus
- High Tech labs

Digital Infrastructure

- Enhancing Digital Infrastructure(Data Centre, campus connectivity) with 5G Infrastructure
- Dual Fibre Connectivity
- Digital library ,with Facilities for PwD with Audible Books
- Development of a digital platform for National/International collaborations
- MOOC Platform integrated with Learning Management System

Academics

- NEP-2020 has been implemented in all UG and PG Programmes as per the guidelines of UGC.
- Initiating new profession UG & PG programmes based on the employability and as per the demand of local and national industry.
- Re-organizing Teaching Departments.
- Multiple Conference Halls/Auditoria
- Digitization of archives and library resources at each department level.
- Adoption of National credit framework.
- Dual/Joint Degree and Twinning Program
- Promoting Enrolment of International Students, including the Foreign Students of North-West of India Origin.
- Working Plans for Centres on (Indian Knowledge System, AI & Robotics, Space Research)
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Research

- Exploring National and International collaborations with premier institutions and Industry
- Seed money to young researchers
- Awards to Faculty and Research Scholars for Patents and Outstanding work
- Increasing partnerships with Industry
- Strengthening Start-up Eco-System
- Starting Ph.D. all the PG Programmes.

Targeted Best Practices

Networking & Collaborations

- Industry Advisory Boards
- Establishing Joint Research Centres or labs with Industry with industry-funded scholarships
- Encouraging contributions to Alumni funds (Infrastructure, Fellowships, Awards)
- Organizing academic international level meetings

Governance

- Academic Autonomy & Delegation of Authority
- Reorganizing Teaching Departments into Schools
- E-governance (SAMARTH e-Governance Portal)
- IT enabled Examination &Assessment Process

Financial

- Diversifying Income Streams from various Stakeholders- state Govt., UGC, RUSA & CRSU Alumni
- Optimizing Resource Management.
- Infrastructure Modernization
- Strategic Business unit: Entrepreneurship and innovation, commercialization of patents, industry solutions-Section 8 company
- Internal Audit for Financial Accountability

HumanResourceManagement

- Enhancement of skills, support, and growth opportunities for students, faculty and Staff
- To appoint Adjunct faculty and Professors of Practice
- To establish UGC-MMTC (Malaviya Mission Teacher Training Centre), Centre for Skill Development, AIU-AADC (Association of Indian Universities-Academic and Administrative Development Centre)

INSTITUTIONAL DEVELOPMENT PLAN

Component I: Physical Infrastructure

Overview:

The layout of campus of Chaudhary Ranbir Singh, University has been conceived to meet the academic, administrative, sports/recreational, residential and other requirements of a growing University. To make itself-contained units, infrastructural facilities like its own Shopping Centre, Health Centre, Bank, Gymnasium, Sports Grounds, Botanical Gardens, well maintained parks, International Guest Houses, Faculty House, Smart Class Rooms, Conference Halls, Auditoriums, have been developed. There are one hostels for boys, one for girls.

Focus of IDP is on Improving the Physical Infrastructure through Green Initiatives as Sustainability is a key aspect of the university's approach, with an emphasis on eco-friendly construction, energy-efficient systems, and the preservation of green spaces.

Some of the priorities in enhancing Academic, Supportive and Facilitative Infrastructure include:

i. Digitization of Archives & Architectural drawings.

ii. Revamping of the Auditoria-Multi-Media Studios for creating digital education platform; Infrastructure for recording of classroom lecture.

iii. Setting up Sports Performance Enhancement Centre(SPEC).

iv. Construction of Multi-Disciplinary Lecture Theatre Complex.

v. Student Activity Centre with facilities like A.C. Reading Halls, Conference rooms, Gym.

vi. Implementation of sustainable energy measures to reduce carbon footprint including solar panels, use of E-Rickshaw/Shuttle bus service and water conservation and reuse, rain water harvesting pits.

vii. Setting up Analytical Instrumentation Laboratory for Science and Engineering.

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viii. Making Labs High-tech.

ix. Constructing a Multidisciplinary Lecture Theatre Complex(MLTC) with lecture rooms and practical labs, especially for large scale courses introduced under NEP-2020.

x. Setting up Common Advanced Analytical Instrumentation Laboratory for PG students.

xi. Initiating Start-up incubation and technology development centres in collaboration with MSMEs.

xii. Expansion of residential facilities for staff and researchers.

Expected achievements after fully implementing IDP:

i. **Enhanced Academic Excellence:** State-of-the-art facilities for multidisciplinary and emerging areas of study will enable innovative teaching and research as well as attracting global talent.

ii. **Improved Residential and Lifestyle Standards:** Comfortable and well-equipped hostels will enhance quality of life for students and faculty.

iii. **Boosting Sports and Recreation:** Upgraded sports infrastructure will foster a culture of physical fitness and holistic development.

iv. **Environmental Sustainability:** Implementation of green initiatives will reduce the campus's carbon foot print and set a benchmark for eco-friendly practices.

v. **Universal Accessibility:** Barrier-free access will make the campus inclusive, ensuring Equal opportunities for individuals with disabilities.

vi. **Increased Entrepreneurial Activity:** Expanding start-up hubs and innovation clusters will stimulate entrepreneurial ventures, contributing to regional and national economic growth.

vii. **Efficient Mobility:** Dedicated cycle tracks, pedestrian pathways, and modern parking solutions will promote sustainable commuting.

viii. **Strengthened Reputation:** Improved infrastructure will elevate CRSU's status as a leading institution in India and globally.

Component II: Digital Infrastructure

Overview:

In pursuit of academic excellence and effective administration ,Up gradation of Digital Infrastructure is of strategic importance. Focus of IDP is:

i. To strengthen and supportend-to-end network connectivity in CRSU Campus ensuring availability and high security.

ii. To promote and assist seamless computing environment in CRSU.

iii. To design, develop and deploy IT solutions for improving teaching-learning processes.

Major Activities planned to improve Digital Infrastructure for 2 years:

i. Core Activities include Up-gradation of Optical Fibre Cable (OFC) Backbone and Wi-Fi Facility and Modernization of Data Centre to leverage technology for enhanced access and higher quality of teaching-learning.

ii. Collaboration and Partnership with focus on setting up Data Centre as per guidelines of Ministry of Electronics and Information Technology(MeitY), Government of India.

iii. Technology Integration to leverage modern tools and technologies for enhanced access and high-quality teaching-learning processes.

iv. Sustainability of the digital infrastructure by seeking grants from CSR, Government Agencies.

Expected Achievements after fully implementing IDP:

Successful implementation of IDP will help CRSU emerge as a modern, inclusive ,and sustainable higher education institution by meeting its Academic, Administrative and extension activity requirements through digital platform. It shall ensure faster and more resilient access to online resources including library materials. Additionally, this initiative shall provide additional security protections and improve teaching-learning experience.

The expected achievements include a modular data centre to provide 24x7 reliable IT services to its academic, research, and administrative communities. It shall ensure reliability, redundancy and maximize energy efficiency so as to keep operational costs low. It intends to incorporate latest data centre virtualization technologies for its server and networking as much as possible to consolidate hardware infrastructure.

Component-III: Academic Infrastructure

Overview:

The Academic Infrastructure component envisions a comprehensive transformation aligned with NEP-2020 to enhance academic excellence. By promoting physical fitness, research opportunities, and skill enhancement, the Academic plan aims to create a vibrant, future-ready academic ecosystem, with clear deliverables to ensure sustained progress and measurable outcomes.

Key objectives include:

i. Curriculum reforms through modular, interdisciplinary, and industry-relevant programs.

ii. To make available research in all the Progarmmes.

iii. Enhance use of digital tools and platforms in teaching and learning; establish advanced innovation-oriented laboratories.

iv. Emphasizing global collaborations through exchange programs and partnerships.

v. Career development through placement cells at central and departmental levels.

vi. Inclusive student support through mental health networks by establishing the same in dept. of Psychology in UTDs and starting program es to make them earning during learning.

Deliverables for achieving these objectives include:

1. Effective Implementation of all the components of NEP-2020:

i. NEP-2020 has been implemented at the undergraduate (UG)and postgraduate(PG) level.

ii. UGC guidelines for apprentice embedded degree to be implemented. Implemented.

iii. Introduction of more Vocational Courses..

iv. Batter agreement/MoUs for Internship at local level by including the local government and village panchayats for this.

v. Prepare to implement the NEP-2020 at NCTE approved courses.

vi. Develop an efficient mental health support network for students.

2. Curriculum:

2A. Curriculum Framework: Prepare curricula with a focus on expanding knowledge, honing skills & attitudes, and fostering experimental competencies to enhance the creative and innovative abilities of students through:

i. Projects/Research component by affixing the students in research groups.

ii. Developing a system of interns-involving state governments and industry to hire CRSU students as interns.

iii. Content on **(a)** Advance and Emerging Technologies in each subject, and **(b)** India's position and future requirements **(c)** Drawing on Indian Knowledge System.

iv. Contents related to Indian knowledge systems, digital literacy, communication skills, legal literacy and moral values/work ethics.

v. Adoption of e-content-based online platforms across various courses such as Using ODL – Online Programmes SWAYAM/MOOCs, etc.

vi. Compulsory physical fitness activities (sports,cycling,gym,yoga)and introduction of Physical fitness card as UGC guidelines.

vii. Offering of Joint/Dual Degree in collaboration with neighbouring, national and international institutions.

2B.New Courses:

i. Launch new Undergraduate, Postgraduate Programs and Diploma/Certificate Courses in emerging technologies and global perspectives, involving collaboration reputed organizations.

3. Academic facilities for the students:

3A.Study material

i. Ensure availability of relevant and updated course material, books and recorded Course Lectures;Creating directories of reliable online resources (with grading).

ii. Establish academic servers as digital repositories of academic resources, including videos, notes and demonstrations.

4. Placement Cell:

i. To identify and develop strategies for career counseling including higher studies, competitive examinations and placements.

   ii.   To show case the projects/thesis abstracts completed by various students on department website of each department.

5. Examination Reforms:

   i.   CRSU has adopting Academic Bank of Credits and National Higher education Qualifications Framework of UGC.

   ii.   Introduce new strategies for Internal assessment–Continuous assessment through as per LOCF and NCrF.

6. Teaching by Faculty:

7A. Digitization of Course content

   i.   Set up infrastructure for recording of Classroom/Seminar Hall Lectures.

   ii.   Install Display Screens/Projection Facilities, Digital Podiums in all classrooms.

   iii.   Establish Multimedia Studios for development of Onlinee-content by teachers forc reating digital education resources such as SWAYAM, MOOCs.

7B. Teaching Methods

   i.   Systematic planning in teaching – session wise teaching plan be prepared and followed by the faculty members.

   ii.   Upgrade Teaching Methodologies including teaching plans, assignments and tutorials. Weekly assignment sheet as per LOCF.

7. Teaching Faculty:

8A. Manpower

   i.   Fill the teaching positions to full strength as per sanctioned post with qualified, experienced, and committed faculty.

   ii.   Appoint Professors of Practice ,Visiting Faculty and Chairs in key disciplines.

   iii.   Engage industry professionals as resource person to bridge industry academia gaps.

   iv.   Promote participation of Guest faculty in research by assigning a senior as their mentor.

8B. Regular up gradation of knowledge of Faculty

   i.   Teachers Training programs/Refresher/Orientation Courses on regular basis. Special stress on training programmes on **(a)** Digitisation of Course content and **(b)** Updation of experimental skills.

   ii.   Exchange/Internship programs for faculty with industry to cross-pollinate skills besides Industrial visits/training.

   iii.   International Exposure of Faculty members: Over seas Exchange programs, International Collaboration and International Conferences.

   iv.   Training of Laboratory staff along with the students during summer vacation.

Expected achievements after fully implementing IDP:

By the end of two years, CRSU is expected to emerge as a hub of academic excellence and innovation. The main expected achievements include:

(i)   Full adoption of NEP-2020 with modular programs and robust research output.

(ii)   State-of-the-art infrastructure supporting academics, start-ups,and sports, complemented by sustainable energy systems.

(iii) Improved student well-being with inclusive facilities, mental health frameworks, and skill enhancement programs.

(iv) Elevated reputation as a leading institution fostering sustain able development,cutting-edge research, and societal contributions.

This plan is expected to upgrade CRSU, Jind as a modern, inclusive, and sustainable higher education institution with elevation in rank.

Component IV: Research and Development Enablers

Overview:

At CRSU, Jind, three faculty members have their patent. As per NEP-2020. there is a provision of UG with research as per the framework of UGC provided in all UG programmes. To promote the research, University also provided seed money to the newly recruited faculties.

The salient features of IDP:

Year1:Foundation Building

i. **Establish Core Infrastructure**: Setting up state-of-the-art research laboratories and essential facilities in few selective and identified research areas considering the needs.

ii. **Setting research priorities** to promote the Research Components which areIndustry and Society oriented.

iii. **Motivating the faculty members to have at least one project and one collaboration With other national or International Institute.**

iv. **Research Projects for Students:** Involving students in research projects at undergraduate and postgraduate levels. Weekly Research Group meetings to facilitate UG-PG Research students.

Year2: Strengthening Research Capabilities

i. **Expand Research Programs**: Increasing student intake for research-based curricula and Ph.D. programs, and recruiting faculties.

ii. **Promote Innovation and Collaboration**: Identifying new fields for targeted research, supporting competent faculty, and strengthening industry partnerships.

iii. **Increasing the number for fellowships for Ph.D. as well as amount of fellowships:** Encouraging interdisciplinary Ph.D. programs and supporting them with Ph.D.fellowships.

iv. **Encouraging the Guest Faculty for Research and incentivize them for Publication,** With mentoring by senior faculty.

v. **Organizing one research lecture** by every faculty member within the department.

vi. **Encourage Publications and Patents**: Support faculty and students in publishing research and filing patents..

Expected achievements after fully implementing IDP:

i. **Enhanced Research Infrastructure and Increased Research Output and Innovation**: A substantial increase in research publications, patents, and successful commercialization of research outcomes, driven by a higher number of research-oriented faculty and student involvement.

ii. **Strengthened Industry and Academic Partnerships** leading to joint research projects, enhanced funding opportunities, and increased visibility in global research communities.

Component V: Networking and Collaboration Infrastructure

Overview:

Ensuring strong relationship with other academic institutions, alumni, recruiters and industry through mutual trust, regular communication, respecting each other's ideas and work, and celebrating successes together, can help built strong partnerships.

To encourage new ideas and discoveries, CRSU aims to enhance efforts towards joint research projects with the industry and alumni, creating shared research centres, there by ensuring start-ups and employment prospects of students, encouraging teachers to work on industry relevant research projects, inviting industry experts, thereby creating a strong and mutually synergistic bond with Industry. This will be achieved through following plans:

1. **Development of Digital Platform to enhance Collaborations having** list of faculty members working in related area and details of facilities available in university.

2. **Development of a Process for seamless Establishment of Formal Partnerships with Academic Institutions and Industry.**

3. **Development of Alumni Association& Networks .**
4. **Making arrangement for singing new MOUs.**
5. Establishing of Consultancy Setup:

   CRSU plans to establish the Centre for Industry Institute Partnership Programme with aim to bring industry academia closer. The following is proposed:

   i. Development of Web Portal for Consultancy offerings.
   ii. Consultancy Progress Tracker and Payment Portal

6. **Collaborations with NGOs & Social service Organizations:**
   Effort will be to   strengthen rural outreach, Fieldwork, Participatory Rural Appraisal for sensitising and crediting the rural immersion for both faculty and student. Activities planned include:

   iii. Partnering with government programs such as Unnat Bharat Abhiyan (UBA).
   iv. Operating on technical and non-technical areas including capacity building, extension services, product development and usage in catchment area.

7. **Start-up Network Infrastructure:**
   CRSU has plans to set up incubation Centre and startup programs.

Expected achievements after fully implementing IDP:

1. Development of new Platform for Collaborative Research and Innovation:

    i. More communication with industry to provide guidance on curriculum development and research priorities.

    ii. Establishment of joint research centres or labs where industry and academia can work together on specific projects.

    iii. Organization of industry-sponsored workshops and competitions to connect students with real-world challenges.

    iv. findings and best practices.

2. Providing Funding and Resources:

    i. Establishment of industry-funded scholarships and fellowships to support students pursuing research or internships.

Component VI: Governance Infrastructure

Overview:

Governance encompasses the methods and frameworks utilized for decision-making, risk monitoring,and performance enhancement. Governance at CRSU seeks to strike a balance between institutions autonomy and accountability.

Governance Structure: The University functions through a hierarchical structure via Statutory Bodies – Academic Planning Board, Finance Committee, Academic Council and Executive Council. The governance system is well documented in CRSU, Jind.

The University envisages implementing the following plans in three phases:

Short-term plans:
i.   **Digitization initiatives:** The University is committed for complete digitization of office management and processes to streamline operations and enhance efficiency

ii. **Capacity building:** Providing training sessions for users of e-Governance modules and applications.

iii. **Student support initiatives:**The University shall strive to create more enriching experience for students through access to professional, community and research opportunities. In addition, help desks will be strengthened to enhance the accessibility of administration to the students.

Mid-term plans:
i.   **Man power Recruitment:** The University shall plan to fill all teaching and non-teaching posts in timely manner.

ii. **InstitutionalAudit:**The University shall conduct Academic and Administrative Audit.

Long-term Plans:
i.   **Establishment of Off campus programs:** The University would plan to open off shore campus to offer academic programs based on market demand.

These plans will be executed through creation of key Councils, each having specific roles in decision-making:

The academic and administrative measures in **CRSU Campus** ought to be over seen in participatory manner by the following advisory Councils:

Component VII: Financial Enablers and Funding Models

Overview: The strategic vision of CRSU on various financial enablers is documented under following key parameters:

i. Professional and contemporary Financial Management Approach
ii. Budgeting-Optimum Resources allocation through the Finance Commitee

Key parameters vis-à-vis plan & strategies to achieve the same

Parameter	Plan & Strategies
Professional and contemporary Financial Management Approach	• Shift from traditional approach to modern approach. • Modern approach is much more diversified and wider, which focuses on long term financial sustainability through data-based decision support system ,resource diversification , cost control ,and putting in place an effective & transparent service delivery mechanism to all the stakeholders' using tools of e-Governance And Good Governance.
Budgeting - Optimum Resources allocation	• All the financial activities are planned by translating these requirements in annual budget. • Separate allocations are planned for different segments and activities that include **i)** Enablers of Development, **ii)**Establishment Expenses, **iii)** Student services, **iv)** Research Initiatives, **v)** Ancillary & Support services. • Allocations are framed on the basis of proposals of all the departments and service units which are considered and recommended through a committee representing all the stakeholders of the University. • Adopting hybrid of zero-based budgeting and incremental budgeting approach to make realistic financial projects. • Periodic review and analysis of variance.

Component viii: Human Resource Enablers

Overview:

To capitalize on its rich heritage and strong favour able inclination, CRSU has plans to develop strategies, for effective and efficient management of its key differentiator-intellectual base, so as to maintain and further strengthen its leadership position in the emerging educational landscape.

Following strategies are contemplated to further reinforce its mission:

1. **Strategies in the domain of Student and Learner Enablers:**

   i. Holistic Admissions Framework: Streamline the students educaiton with a holistic approach, assessing academic prowess alongside extracurricular talents, ensuring diversity and inclusion

   ii. Merit and Equity-Based Financial Aid: Deploy merit-based scholarships and financial aid for under represented groups to democratize access to education and attract bright young minds

   iii. Strengthening programs to enhance academic environment for ensuring holistic growth of its students through mentoring, tutoring and counselling.

   iv. Further strengthen student feedback mechanisms by establishing continuous feedback loops between students and faculty.

   v. Facilitate connections between students and potential investors, industry partners, and Business incubators.

   vi. Transform classrooms into active learning spaces by developing adaptive learning systems tailored to student performance.

2. **Staff Empowerment Enablers:**

   i. The University implements a transparent and competency-based recruitment approach through open advertisements for all job opportunities as per UGC and State Government . The University makes earnest efforts for timely promotions of faculty in accordance with Career advancement scheme guidelines received from State Government/ UGC from time to time.

ii.   The University aims to further support the professional development and career growth of both teaching and non-teaching staff by:

    a.   By planning to Conduct continuous faculty development programmes, short term courses, capacity building and administrative training programs.

    b.   To make provision of providing teachers with financial assistance to purchase books and attend conferences/seminars both in India and abroad.

3.   **Strategies for Enablers for Pedagogical Innovation at CRSU:**

  i.   Pedagogical Excellence Initiatives:

    a.   Planning to offer faculty development tprograms for innovative curriculum design and advanced pedagogical techniques, technologies andMeasurement tools.

    b.   By Enhancing curriculum to focus on skill development and practical application, aligning course outcomes with industry requirements to improve employability.

    c.   By developing online modules and certification programs for continuous learning.

  ii.   Innovative Tools: Introduction to new educational technologies, such as virtual labs, simulation tools, and interactive learning modules.

  iii.   By conducing LMS Training: More Comprehensive training on Learning Management Systems (LMS) for efficient course management and delivery.

  iv.   To design Pedagogical Development Programs.

  v.   By learning ResourceCentres:Accesstoteachingmaterials,technologicaltools,and instructional design assistance.

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