

Institutional Development Plan for Guru Nanak University, Hyderabad (Based upon UGC Guidelines)

The Institutional Development Plan (IDP) is a strategic cornerstone articulating the institutional profile, current operational capacities, and long-term developmental vision of Guru Nanak University, Hyderabad. It outlines a structured pathway for progressive academic, administrative, and infrastructural enhancement over the next decade.

*This plan is shaped by the directives of national and state-level higher education authorities and aligns with the evaluative benchmarks of the **University Grants Commission (UGC)**, **National Assessment and Accreditation Council (NAAC)**, **National Institutional Ranking Framework (NIRF)**, and policies prescribed by the **Department of Higher Education, Government of Telangana**. Its objectives emphasize academic integrity, innovation-driven teaching, inclusive learning, and responsive governance.*

With a commitment to quality assurance and societal relevance, the IDP promotes integrated planning, interdisciplinary curriculum, equitable access, and international outreach. It envisions Guru Nanak University as an agile institution, advancing knowledge ecosystems and fostering human capital development through measurable operational goals and transformative long-term strategies.

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1) ABOUT THE UNIVERSITY:

Guru Nanak University Hyderabad stands as a premier institution of higher education in South India, committed to excellence in teaching, research, and innovation. Situated in a rapidly evolving academic and industrial hub of Hyderabad, the university fosters a dynamic ecosystem for multidisciplinary learning, societal advancement, and global engagement.

Established with a vision to empower learners across diverse disciplines, the university combines academic rigor with ethical values rooted in the teachings of Guru Nanak. The campus is designed to support advanced research facilities, vibrant student life, and cutting-edge infrastructure that cater to the evolving needs of contemporary education.

Guru Nanak University Hyderabad is recognized by the University Grants Commission (UGC).

With a growing portfolio of undergraduate, postgraduate, and doctoral programs across Science, Humanities, Commerce, Technology, and Allied Health Sciences, the university promotes interdisciplinary scholarship, community outreach, and industry partnerships. Its expanding network of departments and centers of excellence positions it as a transformative force in the region's educational landscape.

2) Vision, Mission and Core Values

Vision

To be a world-class University with par excellence, sophistication, and impeccable learning methods to make our students future-ready in all aspects and make the country and world a better place.

Mission

To impart value-based, practical-focused, and future-centric education and prepare students to think creatively, broadly, and critically, and create an eco-system that balances innovation, dedication, and entrepreneurship from which the leaders and pioneers of tomorrow emerge.

Core Values

Integrity, diversity, excellence, eco-friendliness, inclusion, and global education.

Integrity: *The University will adhere to standard ethics and values, and every activity will be carried out with honesty and transparency.*

Diversity: *We recognize and celebrate the differences between students, staff, communities, services, programs, and ideas because diversity promotes learning and enriches relationships.*

Excellence: *The University is committed to hard work in every sphere of activity and will continue to do so by recognising excellence and efforts with awards and honours.*

Eco-friendliness: *The University is committed to eco-friendliness, and we encourage our students, staff, community, and stakeholders to maintain and sustain environmental protection.*

Inclusion: *We adopt an all-inclusive approach to make education affordable and accessible to every section of society while giving the highest priority to merit.*

Global education: *The University prioritises skills and promotes education that is acclaimed worldwide.*

3) Strategic Goals and Development Objectives

The IDP will focus on the following key enablers for institutional excellence:

A. Academic Enablers

- **Strategic Goal:** *Enhance academic quality and relevance to meet industry and societal needs in the Hyderabad region and beyond.*
- **Development Objectives:**
 - *Develop and update curriculum regularly as per local industry requirements and global trends, incorporating multidisciplinary, interdisciplinary, and cross-disciplinary approaches.*
 - *Promote holistic education, developing character, ethical values, intellectual curiosity, and 21st-century skills.*
 - *Offer courses catering to professional and future requirements, providing varied program choices and in-depth learning.*

- *Adopt effective teaching-learning strategies with continuous evaluation and grievance redressal.*
- *Support differential learning needs, including remedial teaching.*

B. Research, Intellectual Property, and Innovation Enablers

- ***Strategic Goal:*** *Foster a robust research and innovation ecosystem.*
- ***Development Objectives:***
 - *Promote quality research, increase intake in research-based curricula, and establish well-equipped research labs.*
 - *Recruit and retain research-oriented and experienced faculty members, supported by API-based compensation.*
 - *Encourage targeted and collaborative research, including inter-institutional and industry partnerships, especially with Hyderabad's growing IT and biotech sectors.*
 - *Facilitate the development of disruptive and affordable technologies.*
 - *Establish an Intellectual Property (IP) Cell to promote and manage patents and copyrights.*
 - *Provide opportunities for students to develop and utilize research and innovative thinking skills through projects, hackathons, and exchange programs.*

C. Financial Enablers and Funding Models

- ***Strategic Goal:*** *Build a robust and sustainable financial framework.*
- ***Development Objectives:***
 - *Formulate clear financial policies outlining roles and responsibilities in managing assets.*
 - *Diversify income streams through sponsored research projects, endowments, philanthropic contributions, and royalties from IP.*
 - *Ensure transparency, accountability, and audibility in all financial transactions.*

- *Develop long-term financial plans, control costs, and increase efficiency.*
- *Foster collaboration and partnerships with government agencies, private sector entities, and other institutions for resource leveraging.*

D. Human Resources Management Enablers

- ***Strategic Goal:*** *Attract, develop, and retain high-quality faculty and staff.*
- ***Development Objectives:***
 - *Establish institutional autonomy in HR policies within regulatory frameworks.*
 - *Engage faculty and stakeholders in policy development to ensure alignment with institutional values.*
 - *Implement effective recruitment, performance management, training, and development programs.*
 - *Build positive faculty relations, address concerns, and manage grievances as per regulations.*
 - *Plan for faculty needs based on academic program growth and ensuring a steady pipeline of qualified faculty.*
 - *Promote diversity and inclusion among faculty.*

E. Networking and Collaborations Enablers

- ***Strategic Goal:*** *Strengthen partnerships with industry, academia, and communities in Hyderabad and beyond.*
- ***Development Objectives:***
 - *Forge strategic collaborations through MoUs with industries, research institutions, and community organizations for research, curriculum design, and community engagement.*
 - *Develop strong alumni networks for mentorship, funding, and domain expertise.*

- *Integrate industry into curriculum development, internships, and joint projects.*
- *Pursue cross-institutional academic collaborations for co-research, shared curricula, and student inter-mobility.*
- *Create research consortia for shared databases and library access.*
- *Establish an International Affairs Office to facilitate international collaborations and student/faculty exchange.*

F. Physical Enablers

- ***Strategic Goal:*** *Develop and maintain world-class physical infrastructure.*
- ***Development Objectives:***
 - *Ensure adequate infrastructure including classrooms, laboratories, libraries, auditoriums, and hostels.*
 - *Implement a Green Campus Strategy focusing on ecological preservation, environmental awareness, sustainable infrastructure, and renewable energy sources.*
 - *Provide modern sports facilities, health and well-being services, and student recreation facilities.*

G. Digital Enablers

- ***Strategic Goal:*** *Leverage digital technologies for enhanced learning, administration, and research.*
- ***Development Objectives:***
 - *Optimize national-level digital education platforms, encompassing portals, applications, and virtual laboratories.*
 - *Disseminate digital content through multiple modes (e.g., SWAYAM, SWAYAM Prabha, NDL).*
 - *Promote virtual labs and e-classrooms for all relevant programs.*
 - *Ensure 24/7 access to lectures and learning materials online.*

- *Implement robust digital infrastructure for administrative and academic activities.*

4. Operationalization/Action Plan (IDP 2025-2030)

Guru Nanak University Hyderabad, will develop specific operational goals and timelines for each strategic area.

A. Academic Enablers

- **Curriculum Alignment:** *Align all programs with the National Higher Education Qualifications Framework (NHEQF) within Five years.*
- **Flexible Learning Pathways:** *Implement dual degrees, twinning, and flexible options in 30% of programs by the next five academic years.*
- **Faculty Training:** *Achieve 100% training of faculty in online teaching within one year.*

B. Research, Intellectual Property, and Innovation Enablers

- **Research Projects:** *Increase the number of interdisciplinary research projects by 10% annually.*
- **IP Generation:** *Establish an IP facilitation cell within six months to support patent and copyright applications.*
- **Student Research:** *Organize annual hackathons and research competitions to foster innovative thinking among students.*

C. Financial Enablers

- **Revenue Diversification:** *Identify and implement at least two new revenue streams within the next two years.*
- **Budget Allocation:** *Annually review and optimize budget allocation to different development enablers.*

D. Human Resources Management Enablers

- **Performance Evaluation:** *Implement a new performance appraisal system for faculty based on teaching, research, and outreach within one year.*
- **Training Programs:** *Launch a continuous professional development program for all staff and faculty, with a focus on digital literacy and pedagogical innovation.*

E. Networking and Collaborations Enablers

- ***Industry MoUs:*** Sign MoUs with five key industries for internships and practical training for each relevant program within six months.
- ***Alumni Engagement:*** Organize an annual Distinguished Alumni Meet within the next six months to strengthen alumni relations and gather input on institutional development.

F. Physical Enablers

- ***Green Campus Initiatives:*** Implement at least two new green campus initiatives (e.g., solar power installation, rainwater harvesting) within the next year.
- ***Infrastructure Upgrade:*** Upgrade all classrooms to smart classrooms with advanced ICT facilities within two years.

G. Digital Enablers

- ***Virtual Labs:*** Implement virtual labs and e-classrooms for science and technology programs within six months.
- ***Content Accessibility:*** Make all course materials available online 24/7 through a centralized platform by next semester.
- ***ERP Implementation:*** Deploy an integrated Enterprise Resource Planning system to streamline academic, administrative, and financial operations across the university.