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I. Preamble

MNR University positions itself as a '**University of the Future**', rooted in Indian values while embracing global standards. This Institutional Development Plan (IDP) aligns with key initiatives such as the National Education Policy (NEP) 2020, Sustainable Development Goals (SDGs), National Credit Framework (NCrF), UGC's CCFUP/CCFPG, NCAHP Act, and Academic Bank of Credits (ABC).

i. Vision

Our vision is to deliver futuristic, multidisciplinary, and inclusive education, preparing students for leadership in a globalized world.

ii. Mission

MNR University's mission is to:

- **Inclusive, Holistic and Multidisciplinary Education:** Provide equitable access to quality higher education for all, including disadvantaged groups and persons with disabilities, through multidisciplinary programs that integrate STEM, Social Sciences, Arts, and Humanities.
- **Employability and Lifelong Learning:** Embed employability, skill development, vocational education, and lifelong learning opportunities in all programs to prepare students for the future.
- **Innovation and Global Engagement:** Foster innovation, entrepreneurship, and start-up culture, while expanding international collaborations, enhancing student and faculty mobility, and developing joint academic programs.
- **Community and Social Responsibility:** Build strong community connections through social responsibility, healthcare outreach, and sustainability projects, promoting a culture of giving back and environmental stewardship.

iii. Guiding Principles

- **Multidisciplinary, Technology, and IKS Integration:** Foster holistic learning by bridging sciences, technology, health, liberal arts, and creative industries, while incorporating Indian Knowledge Systems (IKS) to revive and enrich education with traditional Indian arts and knowledge.
- **Learner-Centric Pedagogy:** Nurture creativity, critical thinking, problem-solving, and innovation through student-focused teaching methods.
- **Autonomy with Accountability:** Ensure responsible governance, finance, and academics through balanced autonomy and accountability.
- **Transparency, Inclusivity, and Ethics:** Embed these values in all institutional processes to promote trust and integrity.

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- **Sustainable Practices:** Integrate Sustainable Development Goals (SDGs), Environmental, Social, and Governance (ESG) values, and Corporate Social Responsibility (CSR) commitments into all activities.

iv. Objectives

- **Curriculum Transformation:** Implement futuristic, NEP-compliant Learning Outcome based Quality Higher Education curricula across all schools.
- **Global Partnerships:** Establish strong national and international partnerships to expand our global presence.
- **Employability Pathways:** Ensure structured employability pathways for every student through placements, higher studies, or entrepreneurship.
- **Research Excellence:** Strengthen research capacity by creating Centers of Excellence and promoting patents, start-ups, and applied innovation.
- **Digital Transformation:** Transform MNR University into Digitally enabled and Governed University by 2028, leveraging AI, AR/VR, and advanced learning technologies.

v. Strategic Goals & Development

MNR University's strategic goals are aligned with global benchmarks for higher education and futuristic learning:

- **Academic Excellence:** Strengthen academic programs through multidisciplinary, flexible, and industry-aligned curricula.
- **Research & Innovation:** Build strong research clusters and innovation hubs in key areas such as Healthcare, AI, Space Technology, Environment, and Design.
- **Strategic Refinement:** Conduct periodic SWOC analysis to refine strategies and leverage institutional strengths.
- **Stakeholder Engagement:** Engage students, faculty, alumni, industry, and community in collaborative growth and development.
- **Progress Monitoring:** Track progress through measurable milestones in academics, placements, research, and international rankings.

vi. Identity: Five Pillars of the Future

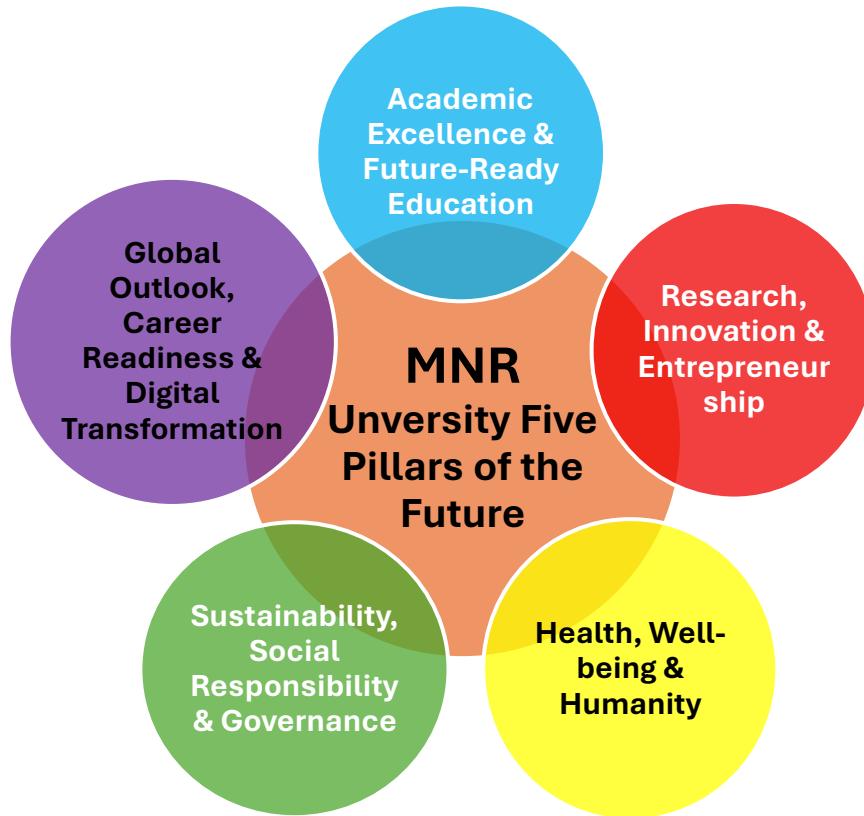
MNR University will be recognized globally through its Five Pillars of Identity:

1. Academic Excellence & Future-Ready Education
2. Research, Innovation & Entrepreneurship
3. Health, Well-being & Humanity
4. Sustainability, Social Responsibility & Governance
5. Global Outlook, Career Readiness & Digital Transformation

These five pillars of MNR University align with NEP, NCrF, NHEQF,

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NSQF, NCAHP, Sustainable Development Goals (SDG), Environmental, Social, and Governance (ESG), and Corporate Social Responsibility (CSR) priorities, reflecting our vision of nurturing responsible leaders, innovators, and global citizens.



1. Academic Excellence & Future-Ready Education

This pillar focuses on delivering world-class education aligned with the National Education Policy (NEP) 2020, offering multidisciplinary combinations such as science with humanities and engineering with design. Key initiatives include:

- Implementing holistic, multi-disciplinary, value added, ability, skill and research ability enhancement education in all programmes offered by MNR University as provided in CCFUP/NEP to prepare graduates and postgraduates to meet the 21st century requirements nationally and globally Academic Bank of Credits (ABC) for credit portability and multiple entry/exit options across undergraduate (UG) and postgraduate (PG) levels.
- Offering AI-enabled programs and integrated UG-PG-PhD tracks, emphasizing flexibility and alignment with the National Credit Framework (NCrF).
- Integrating Indian Knowledge Systems (IKS), soft skills, and Industry 4.0 technologies into the curriculum.
- Updating 80% of programs annually with employability modules by 2028.

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- Contributing its might to national target of GER enhanced to 50 % by 2035

Key Targets:

- Achieve a 95% degree completion rate.
- Ensure >90% student satisfaction (QS I-GAUGE survey target).
- Position the university for QS Southeast Asia eligibility by 2036.

2. Research, Innovation & Entrepreneurship

MNR University will foster a culture of innovation and entrepreneurship through:

- A dedicated Innovation & Incubation Hub with seed funding, mentorship, and industry-academia collaboration.
- Annual innovation challenges and startup accelerators.

Research Targets:

- 100 publications and 25 patents annually by 2030.
- H-index >30 for QS Platinum+ ranking by 2046.

Alignment with SDGs:

- SDG 9 (Industry, Innovation, Infrastructure) through focus areas like AI, Biotechnology, and sustainable technologies.
- Rs. 50 crore research funding annually.

Key Initiatives:

- PhD enrolment target: 200 scholars by 2032 (aligned with QS Research criterion).
- Incubation centers for 100 startups (SEED path) by 2030.
- Industry collaborations (e.g., Google, Infosys) and global partnerships.
- STEP path linking research to employable skills.

Goal:

Establish MNRU as a research hub, aiming for QS Asia ranking entry by 2041.

3. Health, Well-being & Humanity

This pillar focuses on holistic development through health education, mental well-being, and community service, aligning with SDG 3 (Good Health and Well-being).

Key highlights include:

- **Infrastructure:** Utilising 900-bedded medical hospital and NAAC 'A' graded medical college for the programs of allied and health for hands-on training in allied health.

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- **Student Engagement:** Ensure 100% participation of students in clinical training.
- **Wellness Initiatives:** Wellness centers, sports facilities, and CSR initiatives like rural health camps benefiting 10,000 individuals annually.
- **SEED:** Supports health-tech startups.

Goals: Contributing to the national goal of “Atma Nirbhar Bharat”. Achieve UGC, NCAHP, NAAC compliance and global health leadership by 2035, enhancing QS Social Responsibility ranking.

4. Sustainability, Social Responsibility & Governance

This pillar integrates ESG principles and SDG 13 (Climate Action) into MNR University's operations, focusing on:

- **Net-Zero Campus:** Achieve net-zero emissions by 2035 through sustainable practices with annual sustainability reporting and public disclosure.
- **Green Campus:** Develop a 72-acre campus with solar power, waste reduction, and a botanical park, ensuring 100% accessible facilities by 2028. Initiatives with digital campaigns, student-led sustainability projects, and cross-campus competitions.
- **CSR Initiatives:** Implement projects like green tech outreach and health camps, aligning with ESG reporting and targeting 100% program integration by 2030.
- **Governance:** Establish a fully functional Board of Governors (BoG) with 30% external experts and conduct annual audits for 100% UGC/AICTE compliance by 2026.

Goal: Achieve QS Platinum ranking (1260 points) by 2041, reinforcing MNRU's global sustainability leadership.

5. Global Outlook, Career Readiness & Digital Transformation

MNR University aims to become a global education hub through:

Global Initiatives

- Target 20% international students and faculty by 2030.
- Establish 50+ Memoranda of Understanding (MoUs) by 2028.

Career Readiness

- Foster 250+ industry partnerships for enhanced placements.
- Achieve 90% placement rate in STEP path with packages up to 24 LPA by 2030.

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Digital Transformation

- Deploy robust digital infrastructure, including:
- Learning Management System (LMS)
- AI-enabled learning analytics
- Digital libraries
- Cybersecurity protocols
- Adopt hybrid learning models for flexibility and resilience.

Alignment with SDGs

- **SDG 10 (Reduced Inequalities):** Scholarships and exchanges to promote inclusivity.

Goals

- Contributing to national goal of “VIKSIT BHARAT” by 2047.
- Achieve QS World Top 500 ranking by 2051.
- Obtain accreditations like ABET and AACSB starting from 2035.
- Contributing to national goal of “Digital India”

Career Planning Paths

This IDP ensures three career planning paths for students: STEM (research/higher ed), STEP (placements), SEED (startups/entrepreneurship).

- **STEM Path (Science, Technology, Engineering, and Mathematics):** Geared toward higher education and research, this path supports advanced studies through integrated UG-PG-PhD programs, research labs, and patent opportunities in fields like AI, data science, and biotechnology.
- **STEP Path (Skills, Training, Employment, and Placement):** Focused on placements in public or private organizations, this path ensures employability via industry collaborations, internships, and certifications, targeting roles in sectors like healthcare, fintech, and engineering.
- **SEED Path (Startups, Entrepreneurship, Education, and Development):** Dedicated to research, innovation, development, startups, and entrepreneurs, this path includes incubation centers, mentorship, and funding support for ventures in sustainable tech, health innovations, and AI applications.

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Targets:

S.No	AY	Intake	Professional Memberships, Accreditation & Ranking	Research Funding / Consultation Projects/ CSR	Career Paths
1	2024-25	150	HYSEA, FICCI, CII, AIU, AIIMA, CSI	20 Lakhs	
2	2025-26	300	TOI – Ranking, NASSCOM, DASCA, ARTIBA Accreditation.	40 Lakhs	
3	2026-27	600	QS-I Gauge Bronze Rating,	80 Lakhs	
4	2027-28	1200	GRLI, SOLAR IIRF – Ranking.	160 Lakhs	50%
5	2028-29	2400	Outlook ICare – Ranking, QS-I Gauge Silver Rating, ISCN, AASHE	320 Lakhs	60%
6	2029-30	3000	ET – Ranking, RRBCLADEA	640 Lakhs	75%
7	2030-31	3600	NAAC, NIRF, QS-I Gauge Gold Rating, DASCA, ARTIBA, Accreditation, 12B, 2F	1250 Lakhs	80%
8	2031-32	4200	AACSB Business Education Alliance, GBSN	2500 Lakhs	85%
9	2032-33	4800	QS-I Gauge Platinum Rating, AMDISA, PRME	5000 Lakhs	90%
10	2033-34	5400	NAAC, NIRF, ABET Provisional Accreditation, QS – Southern Asia Ranking	6000 Lakhs	95%
11	2034-35	6300	NIRF, EFMD Provisional Accreditation, QS – Southern Asia Ranking	7000 Lakhs	96%
12	2035-36	7200	NIRF, AACSB Provisional Accreditation, QS – All Asia Ranking	8000 Lakhs	97%
13	2037-38	8100	NIRF, EFMD Full Accreditation, QS – All Asia Ranking	9000 Lakhs	98%
14	2038-39	9000	NIRF ABET Full Accreditation, QS – All Asia Ranking	10000 Lakhs	99%
15	2039-40	9000	NAAC, NIRF, AACSB, FULL Accreditation QS – World Ranking	10000 Lakhs	100%

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II. Social and Academic Mission

A. Social Mission:

MNR University is committed to:

Inclusive Enrollment:

- 40% female enrollment
- 30% representation from rural and socio-economically disadvantaged groups

Need-Based Scholarships: Providing financial support to deserving students

Outreach Programs: Conducting initiatives in underserved regions to improve access to education

Societal Impact:

MNRU aims to:

- Deliver holistic, multidisciplinary education that empowers students to become ethical leaders, innovators, and contributors to society
- Foster inclusivity, equity, and societal well-being
- Promote entrepreneurship, gender parity, and community upliftment through CSR initiatives, such as:
 - Health camps
 - Agricultural outreach
 - Skill development programs for underserved populations

Alignment with Global Goals:

MNRU's social mission aligns with:

- Sustainable Development Goals (SDGs)
- Environmental, Social, and Governance (ESG) principles

B. Academic Mission

MNR University's academic mission focuses on:

NEP 2020-Compliant Programs

- Offering multidisciplinary programs that blend technology, humanities, and sustainability
- Preparing graduates to address global challengesⁱ

Innovative Program Structure

- Merging schools to create interdisciplinary programs (e.g., Allied Health with Physiotherapy, aligned with NCAHP Act)

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- Introducing AI-enabled education that integrates technology, humanities, and Indian Knowledge Systems (IKS)

Industry-Academia Bridge

- Fostering research and innovation
- Promoting internationalization through collaborations with global universities

Career-Ready Graduates

- Preparing day-one billable graduates through STEM, STEP, and SEED paths

III. Guiding Principles

MNRU's IDP adheres to the following principles, inspired by UGC guidelines:

- **Academic Integrity and Excellence:** Upholding transparency, fairness, and quality in all programs, with a focus on interdisciplinary learning and IKS integration.
- **Inclusivity and Equity:** Ensuring access for diverse groups, including through scholarships and ESG-compliant policies.
- **Sustainability and Responsibility:** Embedding SDGs, ESG, and CSR in curricula, operations, and research (e.g., green campus initiatives).
- **Innovation and Adaptability:** Prioritizing futuristic programs like UrbanTech and Neurotechnology, with flexible structures for emerging needs.
- **Collaboration and Global Outlook:** Fostering partnerships for internationalization, industry readiness, and the three career paths (STEM, STEP, SEED).
- **Accountability and Continuous Improvement:** Regular audits, stakeholder feedback, and data-driven decisions to achieve institutional goals.

IV. Main Objectives and Goals to be Achieved by IDP

The Institutional Development Plan (IDP) aims to:

1. Global Excellence

- Elevate MNR University to a top-tier global institution by 2030
- Achieve 3,000+ student enrolment and international accreditations

2. Employability

- Ensure 100% employability through day-one billable skills
- Target graduate placements:
 - 60% in STEP (industry placements)
 - 30% in STEM (research and higher education)

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- 10% in SEED (startups and entrepreneurship)

3. Sustainability and Social Responsibility

- Integrate SDGs, ESG, and CSR into 80% of programs
- Achieve net-zero campus by 2035

4. Internationalization

- Attract 20% international students and faculty
- Establish 50+ global partnerships

5. Financial Sustainability

- Diversify revenue streams through:
- Alumni endowments
- CSR partnerships
- Executive education
- Research grants
- Generate 30% revenue from research, industry collaborations, and endowments
- Review financial sustainability plan annually with clear targets and risk mitigation strategies

6. Research and Innovation

- Enhance research output with 500+ publications and patents annually
- Incubate 100 startups by 2035

7. Alignment with National Education Policy (NEP)

- Assess needs and bridge gaps
- Build capacity and ensure transparency
- Promote employability, internationalization, and stakeholder engagement
- Quantify goals and conduct periodic reviews

V. Strategic Goals and Development Objectives

Strategy Formulation

SWOC Analysis for MNR University

Strengths

- Legacy and Reputation: Established under the MNR Educational Trust with over 50 years of legacy, providing a strong foundation and reputation.
- Multi-disciplinary Programs: Offers a range of programs in engineering, allied health sciences, physiotherapy, and emerging AI-enabled fields, aligning with NEP 2020.

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- **Merit-based Scholarships:** Emphasizes merit-based scholarships, attracting top talent and promoting academic excellence.
- **Diverse Student Body:** Currently enrolls around 1,000+ students across UG/PG levels, fostering a diverse and vibrant campus community.

Weaknesses

- **Limited Industry Partnerships:** May lack strong industry connections, potentially impacting job placements and research opportunities.
- **Limited Research Output:** May not have a strong research focus, potentially affecting its reputation and ranking.
- **Dependence on Few Programs:** May be heavily reliant on a few popular programs, making it vulnerable to changes in demand.

Opportunities

- **Growing Demand for Emerging Programs:** Increasing demand for AI-enabled programs and other emerging fields, providing opportunities for growth.
- **Collaborations and Partnerships:** Potential for collaborations with industries, research institutions, and other universities to enhance research and job prospects.
- **Expansion into New Markets:** Opportunities to expand into new markets, attract international students, and increase global reputation.

Challenges

- **Competition from Other Universities:** Intense competition from other universities and institutions, potentially affecting student enrollment and reputation.
- **Regulatory Compliance:** Need to comply with changing regulatory requirements, potentially impacting operations and programs.
- **Maintaining Academic Standards:** Challenge of maintaining high academic standards and ensuring employability of graduates in a rapidly changing job market.

A. Strategic Goals

1. Accessible admissions emphasizing equality.
2. Skilled faculty recruitment/retention.
3. Student-focused approach.
4. Entrepreneurship/experiential learning.
5. Holistic development.
6. Community/cultural appreciation.
7. Global citizenship.
8. Professional aspirations support.

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9. Boost enrolment/retention/graduation.
10. Under-represented support.
11. Emerging knowledge domains.
12. Inclusive hiring/faculty development.
13. Digital learning.
14. Innovative revenue.
15. Enhance stature/rankings.
16. Skill integration.
17. Employability enhancement.
18. Sustainable research.
19. Stakeholder relationships.
20. Academia-industry/community partnerships.
21. Adopt NCrF & ABC.

B. Development Objectives

MNR University's development objectives include:

1. Student Growth and Diversity

- Increase student intake to 3600 by 2030
- Foster diverse demographics on campus

2. Research Funding and Innovation

- Boost research funding to Rs. 5 crores annually through grants and IP commercialization

3. Digital Transformation

- Implement digital enablers for hybrid learning
- Reach 20% online enrollment

4. Sustainable Infrastructure

- Develop green infrastructure, including solar-powered campuses

5. Faculty Development

- Recruit 500 faculty members, with 30% international faculty
- Train faculty in ESG and innovation

Key Focus Areas

- **Academic/Fiduciary Governance:** Ensure effective governance and financial management
- **Curriculum/Pedagogy:** Develop and implement innovative curricula and teaching methods

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- **Skills Integration:** Integrate skills development into academic programs
- **Faculty/Staff:** Develop and support faculty and staff through training and development programs especially digital literacy and wellness programs, to enhance holistic campus culture.
- **Governance/Compliance:** Ensure compliance with regulatory requirements and maintain effective governance.
- **Research/Development:** Foster research and development through grants, IP commercialization, and innovation.

C. Operationalisation

A comprehensive Monitoring & Evaluation (M&E) framework will be implemented with annual reviews, third-party audits, and real-time dashboards. Each strategic goal will be tracked by designated units with feedback loops for continuous improvement.

- **Timeline:** Annual reviews with KPIs (e.g., placement rates, research outputs).
- **Monitoring:** IDP Committee with representatives from all schools, tracking via dashboards.
- **Resources:** Allocate 40% budget to academics, 20% to research, 15% to infrastructure.
- **Risk Management:** Contingencies for funding shortfalls via endowments; adaptability to tech trends.

Clear objectives; Task breakdown; Stewardship; Collaboration; KPIs; Tools; Communication; Training; Resources; Feedback; Agility; Engagement; Review.

VI. Institute Development Plan (IDP) Framework - Major Components

A. Governance Enablers

MNR University's governance structure will be supported by the following enablers:

1. Councils and Representation

- Establish Academic, Research, and Student Councils with stakeholder representation
- Develop a roadmap for achieving graded autonomy, including internal audits, policy reforms, and accreditation milestones

2. Data-Driven Decision Making

- Implement an integrated university management system for academics, finance, and HR
- Use data analytics to inform decision-making and drive improvement

3. Policy Framework

- Develop and implement key policies, including:

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- Faculty Employment Policy
- Staff Attendance Policy
- Leave Policy
- Faculty Career Advancement Policy
- Staff Welfare Policy
- Research & Innovation Policy
- Seed Grant and Scholars Policy
- Travel Honorarium Policy
- Employee Grievance Redressal Policy
- POSH policy
- Exit Policy and
- Admissions Policy
- Multiple Entry and Exit Policy
- Examination Policy
- Code of Conduct for Students
- Students Grievance Redressal Policy (SGRC)
- Anti-Ragging Policy
- Hostel and Mess Regulations
- Internal Quality Assurance Cell (IQAC) Framework
- Transportation Regulations
- Non-Disclosure Policy for Employees
- Student WiFi Request Policy

4. Strategic Planning and Review

- Conduct annual reviews of the strategic plan with measurable Key Performance Indicators (KPIs)
- Foster a culture of continuous improvement through periodic reviews of the Institutional Development Plan (IDP)

5. Stakeholder Feedback and Inclusion

- Establish formal channels for feedback from students, faculty, alumni, and industry partners
- Enhance stakeholder inclusion in governance through nomination and selection of alumni to key governance bodies, such as the Board of Governors (BoG) and Academic Council
- Develop a **structured alumni strategy** for mentorship, fundraising, and brand building.

6. Balancing Autonomy with Accountability

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- Establish a robust framework for transparent accountability while striving for greater academic and financial autonomy
- Engage faculty and staff in the development of institutional policies through dedicated committees, fostering a sense of ownership and ensuring compliance with regulatory norms

7. Ethics & AI Governance

- AI ethics, data privacy, and digital governance.

Key Governance Elements

- Fully functional Governing Body Meeting (GB) & Board of Management (BOM) as per the Telangana State Private Universities (Establishment and Regulation) Act No 11 of 2018
- Quality assurance mechanisms
- Financial autonomy
- Leadership and vision/mission alignment
- Monitoring and risk analysis
- Advisory boards
- Student feedback mechanisms

B. Financial Enablers and Funding Models (Resource Generation)

MNR University's financial enablers and funding models include:

1. Resource Generation

- Diversify Revenue Streams: Beyond tuition fees, explore alternative revenue sources such as:
 - Research grants
 - Royalties from intellectual property
 - Industry partnerships
 - Executive education
 - Micro-credential programs
 - Digitized alumni fundraising platforms
 - CSR grants and
 - Philanthropic contributions

2. Affordable Tuition Fee Model

- **Fee Fixation committee:** To develop and implement an affordable tuition fee model, focusing on fee fixation for inclusivity and access to all

3. Financial Planning and Management

- **Comprehensive Financial Plans:** Develop and implement detailed financial plans and budgets

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- **Financial Committee:** Establish a financial committee to oversee financial decision-making and ensure transparency

4. Funding Models

- **Grants and Funding:** Investigate and secure grants from government agencies and private organizations
- **Industry Partnerships:** Collaborate with industry partners to secure funding and support
- **Endowments and Philanthropy:** Establish endowments and encourage philanthropic giving

5. Research Chairs

- **Establish Research Chairs:** In areas such as AI, Healthcare, and Sustainability to attract top talent and secure funding

Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
Establish an Integrated University Management System (ERP).	IT Department, Registrar	Q2 2026	95% task completion rate via digital tools.
Formalize stakeholder feedback channels for students, faculty, and alumni.	IDP Committee	Quarterly, ongoing from 2026	Feedback utilization score of 4/5.
Launch a diversified revenue model beyond tuition fees.	Financial Committee	Short-Term (2026-28)	Generate 30% revenue from non-tuition sources by 2030.
Recruit and retain a diverse faculty with continuous training.	HR Department	Ongoing	Recruit 500 faculty by 2030, with 30% international diversity .

Detailed Financial Plan

- **15-Year Financial Plan: With a 5-year rolling budget, including:**
 - i. Breakdown of budget for short and medium term
 - ii. Clear allocations for capital investments in:
 1. Labs
 2. Innovation parks
 3. Faculty development

Strategic Goal

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- Build a transparent, data-driven governance model with sustainable funding and a high-quality workforce

C. Academic Enablers

Schools & Futuristic Programs:

- **Health Sciences & Technology:** AI-driven healthcare, genomics, biotechnology, allied health
- **Computing, AI & Emerging Tech:** AI/ML, Robotics, AR/VR, Cybersecurity, Blockchain, Quantum Computing
- **Space, Aerospace & Defence Studies:** Satellite systems, drone tech, aeronautical engineering
- **Environment & Sustainability Sciences:** Climate tech, water sciences, renewable energy
- **Design, Media & Creative Arts:** Digital arts, gaming, animation, metaverse design
- **Liberal Arts & Global Studies:** International relations, psychology, sociology, cultural studies
- **Business, Management & Entrepreneurship:** Start-up incubators, family business, fintech, global MBA
- **Agriculture & Food Technology:** Agri-tech, food safety, nutrition sciences

Academic and Program Excellence

Strategic Goal: To deliver NEP 2020-compliant, multidisciplinary programs that produce "day-one ready" graduates.

Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
Launch 50+ futuristic programs across eight schools with AI-enabled minors and integrated degrees.	Boards of Studies (BoS), Academic Council, Dean of Faculties	Short-Term (2026-28)	100% of programs are aligned with UGC CCFUP/CCFPG guidelines and Industry 4.0 standards.
Integrate IKS, ESG, and SDGs into the curricula.	Curriculum Development Committee	Short-Term (2026-27)	30% of curricula include IKS/ESG content by end of 2027.
Implement three career paths (STEM,	Career Services, Placement Officer	Short-Term (2026-28)	70% of graduates placed in jobs (STEP), 20% pursue research/higher

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Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
STEP, SEED) with dedicated support.			studies (STEM), and 10% launch ventures (SEED).
Establish a Center for Continuous & Lifelong Skill Development (CCLSD).	Director of CCLSD	End of 2026	100% of students acquire employability skills via the center.

Key Focus Areas

- Professional Courses:** Offer professional courses that are industry-relevant and updated
- Employability Skills:** Provide employability skills training to students
- Skill Enhancement:** Offer skill enhancement programs and value-added courses
- Emerging Tech:** Incorporate emerging technologies into the curriculum
- Faculty Development:** Develop faculty capacity to deliver high-quality education
- International Exposure:** Provide international exposure and opportunities to students

D. Research, Intellectual Property, and Supportive Enablers

MNR University's research, intellectual property, and supportive enablers include:

1. Research Clusters

- Establish research clusters in futuristic domains, including:
 - Artificial Intelligence (AI)
 - Biotechnology (Biotech)
 - Space & Strategy Research
 - Environmental studies
 - Health sciences
- Focus on interdisciplinary projects that bring together experts from multiple fields

2. MNRU Press

- Establish a digital university press by 2035 to:
 - Publish peer-reviewed journals
 - Publish monographs and conference proceedings
 - Promote open access and increase global visibility of research

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3. Portfolio Approach to Research

- Categorize research projects into:
 - Short-term (high-impact) projects
 - Medium-term (grant-funded) projects
 - Long-term (transformative) initiatives

4. RPI (Research Performance Indicators)-based Faculty Compensation System

- Implement a system to incentivize and reward faculty for:
 - Research publications
 - Patents
 - Other IPR-related activities

5. Targeted Research

- Focus on research that addresses specific societal and industrial challenges
- Align research with national priorities and industry needs

6. Industry-Funded Research Projects

- Facilitate partnerships with industry to ensure commercialization of research outcomes

Strategic Goal

- Foster a robust research ecosystem
- Increase IPR generation
- Incubate startups

Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
Establish specialized research clusters in AI, Health, and Sustainability.	Director of Research, CTO	Short-Term (2024-30)	Launch portfolio approach for research projects.
Implement API-based faculty compensation to incentivize research.	HR Department	Short-Term (2024-26)	500+ research publications/patents annually by 2030.
Facilitate industry-funded research and commercialization of IP.	Research & Innovation Office	Medium-Term (2030-35)	Incubate 100 startups by 2035.
Boost Research Funding through grants and IP commercialization.	Financial Committee, Research Office	Ongoing	Boost funding to ₹5 crore annually by 2030.

Key Focus Areas

- **Quality Research:** Foster a culture of quality research

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- **Oriented Faculty:** Attract and retain faculty with PhD qualifications and research expertise
- **API Compensation:** Incentivize research through API-based compensation
- **Targeted Research:** Focus on research that addresses specific societal and industrial challenges
- **PhD Scholars:** Support PhD scholars through research training and mentorship
- **Industry Collaboration:** Facilitate partnerships with industry to commercialize research outcomes
- **Incubation:** Incubate startups and promote entrepreneurship
- **Publications:** Increase publications in high-impact journals
- **Citation Service:** Track citation metrics and provide citation services to faculty
- **Patent Targets:** Set patent targets and monitor progress
- **Faculty Ranking:** Rank faculty based on research performance
- **CTO:** Establish a Chief Technology Officer (CTO) office to oversee innovation and entrepreneurship initiatives
- **Monetization:** Develop strategies for monetization of research outcomes

E. Human Resources Management Enablers

MNR University's human resources management enablers include:

1. Talent Acquisition & Retention

- Implement a robust recruitment and retention strategy to attract top-tier faculty and staff
- Implementing faculty retention strategies, such as sabbaticals, research incentives, and international exchange programs

2. Onboarding and Orientation

- Comprehensive orientation program for new faculty and staff to familiarize them with:
 - Institutional culture
 - Academic policies
 - Ethical research conduct
 - Specific roles and responsibilities

3. Capacity Building

- Regular, mandatory faculty development programs focused on:
- Pedagogical innovation
- Research methodology
- Emerging technologies

4. Professional Development for Non-Teaching Staff

- Dedicated professional development programs to enhance skills in:
- Modern office management

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- Digital tools
- Communication
- Wellness programs to support mental and physical well-being

5. Training on Key Frameworks

- Dedicated training on:
- National Credit Framework (NCrF)
- Academic Bank of Credits (ABC)

6. Employee Wellness Program

- Initiatives to support the physical and mental well-being of all university staff

F. Student Development & Support Enablers

MNR University's student development and support enablers include:

1. Career Development

- Center for career counseling, placements, research and entrepreneurship with separate verticals for STEM, STEP, and SEED pathways
- Career and goal-setting workshops
- International exchange and dual-degree programs
- Earn-While-Learn models with campus projects

2. Global Competency Skills

- Design thinking
- Entrepreneurship
- AI literacy

3. Student Voice

- Student Council
- Student parliaments
- Mentor-Mentee to enhance engagement and feedback.

4. Student Wellness and Mental Health Support

- Establish a Student Wellness Center with qualified counselors
- Offer confidential counseling, stress management workshops, and mental health awareness campaigns
- Design welcoming and accessible infrastructure

5. Support for Persons with Disability (PwD)

- Establish a dedicated cell for PwD students and staff
- Ensure accessible physical and digital infrastructure
- Provide academic support and necessary learning materials in accessible formats

6. Earn-While-Learn Model

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- Launch a structured program by Q2 2027, offering paid, part-time opportunities within university departments and through partnerships with local industries
- International internships and startup participation, integrated with academic credit systems
- Integrate with academic credits where applicable, serving as a form of practical, experiential learning

Key Focus Areas

- **Student Enablers:** Admissions, financial aid, and success programs
- **Staff:** Recruitment, development, and induction
- **Faculty:** Transparent hiring, development, and tenure
- **Cross-Functional:** Recognition, well-being, and leadership
- **Strategic Funding:** Emotional support and pedagogical innovation

G. Enablers for Networking and Collaborations

MNR University's enablers for networking and collaborations include:

International Collaborations

- Joint programs with foreign universities in countries like the US, UK, Europe, Asia, Australia, MENA offering semester exchange programs and collaborative degree programs (2+2, 3+2, and 3+1+1)

Industry Partnerships

- MoUs with top organizations, including:
- Technology Leaders: Microsoft, Google
- Indian IT Giants: TCS
- Research Institutions: DRDO, ISRO
- Pharmaceutical Companies: Pharma Majors

Knowledge Partnerships

- Collaborations with UN SDG projects
- Government think-tanks
- CSR initiatives

Benefits

- **Strategic Collaborations:** Fostering academic and research excellence
- **Practical Exposure:** Providing students with hands-on experience
- **Community Engagement:** Encouraging responsible innovation and social impact
- **Professional Development:** Enhancing students' skills and employability

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- **Quality and Credibility:** Building reputation through partnerships
- **Innovation and Entrepreneurship:** Promoting creativity and startup culture

H. Physical Enablers

MNR University's physical enablers include:

Smart Campus Infrastructure

- **Green Buildings:** Eco-friendly buildings with sustainable design and energy-efficient systems
- **Commute Infrastructure:** Safe and convenient transportation options, including bicycle paths and EV charging stations
- **Administrative Block:** Modern administrative facilities with efficient office spaces

Academic Facilities

- **Library:** State-of-the-art library with extensive collections and digital resources
- **Classrooms and Tutorial Rooms:** Well-equipped classrooms and tutorial rooms with modern teaching aids
- **Labs and Computer Center:** Advanced laboratories and computer center with latest technology and equipment

Student Amenities

- **Cafeteria:** Modern cafeteria with healthy food options
- **Games and Sports:** Facilities for indoor and outdoor games and sports
- **Auditorium:** Modern auditorium for events and performances
- **Hostels:** Comfortable and secure hostels for students
- **Student Recreation:** Spaces for student recreation and relaxation

Other Facilities

- **Exhibition Hall:** Space for exhibitions and showcases
- **Guest Accommodation:** Accommodation for visitors and guests
- **Shops:** On-campus shops for convenience
- **Health and Well-being:** Facilities for health and well-being, including medical services and counseling
- **International Centers:** Centers for international students and programs

Sustainability Initiatives

- **Comprehensive Green Campus Strategy:** Goal to achieve net-zero campus by 2035 through ecological preservation, water conservation, sustainable mobility, and environmental awareness

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- **Botanical Garden:** Plan to establish a botanical garden by 2035 for scientific research, conservation, and education

I. Digital Enablers

- **Smart Digital Campus:** 5G/ Wi-Fi enabled High-speed internet connectivity across the campus, Website; Messaging; Blogs; AI-based Learning Management System (LMS) for Personalized learning experiences, Access to Massive Open Online Courses (MOOCs) and virtual labs for hands-on learning.
- **Green & Future-Ready Campus:** Goal to achieve net-zero carbon footprint through sustainable practices, incubation park space for innovation and entrepreneurship, aerospace labs, and design studios state-of-the-art facilities for aerospace and design education.
- **Digital library;** Online access to books, journals, and study materials, online publications and research papers, Digital magazine for university news and updates.
- **Paperless office/exams;** Digital documentation and exam processes Online evaluation and result announcement system through NAD; ERP-Enterprise Resource Planning system for efficient management; Plagiarism software.
- **Placement;** Online placement services and career support Video documentation for events and conferences Active social media presence for engagement and communication
- **Strategic Goal:** To create a smart, green campus that is globally connected and digitally advanced.

Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
Achieve net-zero campus and implement ESG-compliant policies.	Facilities Department	Long-Term (2035)	100% of programs embed SDGs/ESG/CSR by 2030.
Secure international collaborations and partnerships with foreign universities.	Office of International Relations	Ongoing	Achieve 10% international students/faculty by 2030 and 20% by 2035.
Implement a comprehensive digital infrastructure for hybrid learning.	IT Department	Short-Term (2026-28)	Reach 20% online enrollment and achieve a paperless campus by 2030.

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Key Actions	Accountability	Timeline	Measurable Outcome (KPI)
Secure key accreditations and rankings.	Quality Assurance, Ranking Committee	Medium-Term (2028-30)	NAAC A++ and NIRF ranking by Q4 2030.

Implementation Roadmap

MNR University's implementation roadmap is divided into three phases:

Short-Term (2024–2030)

- Launch Futuristic Programs:** Introduce UG/PG programs in emerging areas
- Incubation Hubs:** Set up incubation hubs to foster innovation and entrepreneurship
- International MoUs:** Establish international partnerships and MoUs
- Research Clusters:** Launch initial research clusters
- API-based Faculty Compensation:** Implement the first phase of the API-based faculty compensation system

Medium-Term (2031–2035)

- Centers of Excellence:** Establish Centers of Excellence (CoEs) in key areas
- Global Dual Degrees:** Expand global dual degree programs
- Research Output:** Scale research output and patents
- Non-Tuition Revenue:** Significantly increase non-tuition revenue streams

Long-Term (2036–2040)

- Top 50 Indian Universities:** Position MNRU among the Top 50 Indian Universities
- Global Rankings:** Achieve visible global rankings
- Leader in Applied Research:** Establish MNRU as a leader in applied research and industry-integrated education
- NEP 2020 Alignment:** Fully align with the National Education Policy (NEP) 2020 vision

Summary

MNR University's Institutional Development Plan (IDP) aims to position the university as a global leader in sustainable innovation, with the following key objectives:

Global Rankings

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- **QS Platinum+:** Achieve QS Platinum+ rating by 2046
- **World Top 500:** Rank among the top 500 universities globally by 2051

Adaptability and Performance

- **Annual Reviews:** Conduct annual reviews to ensure adaptability and progress towards goals
- **KPI Achievement:** Achieve 90% of Key Performance Indicators (KPIs)

Sustainability and Social Responsibility

- **SDGs/ESG/CSR Integration:** Integrate Sustainable Development Goals (SDGs), Environmental, Social, and Governance (ESG), and Corporate Social Responsibility (CSR) principles into the university's operations and curriculum

Transformative Growth

- **Pillars and Paths:** Establish pillars and paths for transformative growth, including STEM, STEP, and SEED programs
- **Day-One Ready Leaders:** Foster Day-one ready leaders through these programs

Continuous Improvement

- **Annual Reviews:** Conduct annual reviews to drive continuous improvement and ensure alignment with UGC guidelines
