

# **Institutional Development Plan**

## **(AY 2023-28)**



**Submitted by:**  
**IQAC**

***Approved in Board of Governors (BoG) held  
on 28<sup>th</sup> Nov' 2022***

  
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## Executive Summary

The concept of 'Excellence' is well established and the term is used frequently to 'Outstanding Performance' satisfying stakeholders' involvement. In higher education, Excellence is linked to perception of student experience, teaching, learning and service to society in alignment with Vision and Mission of the University. MSMSRUAS is thankful to the sponsoring body, GEF (M) to constitute Executive Advisory Board (EAB) for Ramaiah Group of Institutions. In view of this, MSRUAS aspires to become a premier Institution by achieving Excellence by leveraging best practices from NEP2020. Thus, there is a need to analyze excellence through the lens of different key stakeholders, namely Students, Parents, Employers, Alumni, Industry, Community Service and Society. Therefore, MSRUAS has formulated the following 10 Goals to achieve excellence in the next five years:

- Goal 1: Achieving Academic Excellence
- Goal 2: Increasing Quality Research Outputs
- Goal 3: Deeper Linkages with Industries and Corporates
- Goal 4: Multi-Disciplinary Activities with other Faculties/Schools of Ramaiah Group of Institutions
- Goal 5: Sought After University for Students
- Goal 6: Extension and Outreach Activity
- Goal 7: National and International Collaborations
- Goal 8: Accreditation and Rankings
- Goal 9: Providing Quality Healthcare across the Spectrum
- Goal 10: Policies and Systems from the Leadership Group embracing ESG

  
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This Institutional Development Plan (IDP) [2023-28] report Strategies to be adopted to achieve the above- mentioned Goals in a post pandemic scenario as a new normal. Bottom-up approach was adopted to develop the IDP where Faculty Members, HODs and Deans were engaged in developing Faculty/School specific IDPs along with input from Students. The IDPs were internally reviewed and presented to the external experts of EAB. This document consolidates the suggestions and recommendations by all the experts to arrive at an unique IDP for the entire University.

After formulating Strategies, the Implementation Plan with Outcomes are also mapped to assess the progress of MSRUAS in the process of achieving Excellence. The Leadership Group has entrusted and empowered all Deans and HoDs for implementation of the same. Moreover, the Leadership Group has

adopted bottom-up approach to prepare this report by involving Faculty Members, HoDs, Deans and Directors. The five-year plan focuses on all-round development of Students and Faculty Members emphasizing on Inter-Disciplinary Research, Blended Learning, Service to Society, Industry Connect, Experiential Learning and International Engagements for better Employability and Entrepreneurship Skills. The MSRUAS Community aspires to achieve excellence with cooperation from all the Stakeholders and Sponsoring Body. Hence, the Strategic Vision Document shall be deemed as a critical road map document for the progress of University and the MSRUAS community shall adhere in letter as well as spirit.



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## Chancellor's Message

*"There is a fundamental difference between being good and being excellent. As globalization brings in completely different standards, being the best in the Country is not enough; one has to be among the best in the World"*

**- Dr. M.R. Jayaram**

A handwritten signature in blue ink, appearing to be 'Gc', written over the printed name 'Registrar'.

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## About the University

Innovation is perceived as the key global differentiating factor for Individuals, Institutions and Nations in the 21<sup>st</sup> century. Innovation culminates in elevating, translating, and transforming the inventions to reach and meet the societal needs. In the process, Innovation embraces both Global thinking and Local perspectives. M S Ramaiah University of Applied Sciences (MSRUAS) was established in December 2013, as a State Private University, under section 2(f) of the UGC Act 1956.

MSRUAS is envisioned as a modern as well as innovation-intensive University. In particular, Academic programs of MSRUAS are inter and multi-disciplinary in nature and designed to train students to be creative and innovative graduates. Special emphasis is provided for filing of Patents and Technology Transfer for the benefit of local society and mankind as well. RUAS which embraces "**Applied Brilliance and Thinking**" show case its Philosophy through proactive involvement of Faculty and Students to support "**Make in India**" and "**Athmanirbhar Bharath**". MSRUAS strives to maintain an environment that encourages scholarly inquiry and research, a spirit of creative independence and a deep commitment towards academic excellence. Our students come from diverse sections of the society and aim to become global citizens through enrichment of ideas, creativity, innovation and entrepreneurship. The University has received several accolades through Assessment & Accreditation Bodies for our programmes:

- Ramaiah Medical College received NAAC A+ Grade
- Faculty of Dental Sciences ranked 14 in NIRF-2023
- Faculty of Pharmacy ranked 65 in NIRF-2023
- Faculty of Hospitality Management and Catering Technology accredited by NBA
- QS-I-GAUGE has ranked RUAS in "Gold" Category

The University embraces Innovation ecosystem through four entities, viz., Academics, Research, Training & Lifelong Learning and Consultancy. Ramaiah University is keenly developing a research capability in evolving and exciting disciplines of AI and ML, Hypersonics, Autonomy, Genomics, Biomaterials, Biomedical Engineering and Computational Sciences. It has in place the active initiatives such as Distinguished Professorship, Organization of Workshops, Seminars and Prestigious Lecture by renowned Specialists, Establishment of Research partnerships with premier Universities of International stature, Defense and Space laboratories for the transfer of knowledge.

  
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RUAS has implemented outcome-based curriculum which focuses on equipping the students with domain knowledge, skills and attitudes required for the fulfilment of the local, regional, national, and global developmental needs. It has adopted global best practices in teaching, learning and assessment to ensure all-round development of students which help them immensely in furthering their future career as extraordinary professionals and responsible citizen. The programmes offered by this comprehensive University are multidisciplinary and interdisciplinary in nature which is a strongly desirable characteristic of the education required for modern India and its promising economy.

The Techno Center has the necessary human resources and infrastructure with more than 15 years' of experience in Engineering Design and Analysis; Electronic System Development; New Product Design and Development and Mechanical Prototype Development. In particular, MSRUAS Innovation Center is setup to support the initiatives of IIC of MoE for encouraging Students and Faculty to develop innovative and creative ideas that are useful to Society. On the other hand, a dedicated Technology Business Incubator is established to support novel ideas and start-ups with funding from K-tech (GoK) to nurture and support creativity, innovation and entrepreneurship among Public at large as well as Student community. The Incubator has supported more than 10 Startups and spread over 10,000 square feet which includes advanced machineries like 3D Printer, Thermal Conductivity Analyzer, IHC Lab, Magnetostriction Measurement Instrument, High Temperature Furnace (1800°C) etc. along with latest design and manufacturing tools.

The other salient features of Innovation initiatives for creation and transfer of knowledge include:

- Academic Credits for Innovation and Entrepreneurship Courses for all UG Students
- Seed Money for preliminary research and Fellowships to Research Scholars (JRF/SRF, PDF)
- Setting up Ramaiah Innovation Center for Health Care Technologies (RICH-Tech) for Bio-Medical Research
- Distinguished Scholars in Statutory Councils (Academic and Research & Innovation)
- Advanced Learning Center to train Medical and Para-Medical Staff on contemporary technologies
- Encourage Technology Transfer, IPR and Innovative Institutional Governance
- Completed 90+ Sponsored R&D Projects
- INR 17.65 Lakhs generated through licensing of Patents
- Training of 40,000+ Delegates in technology domains and executed 550+ innovative problems in Defense, Technology and Healthcare Industry

Owing to its passionate pursuance of cutting-edge research, intellectual innovation and strong outreach, RUAS is envisioned to grow into a top University renowned for student-centric professional education and services.



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## **Vision and Mission Statements:**

### **Vision**

MSRUAS aspires to be the premier university of choice in Asia for student-centric professional education that lays emphasis on applied research while maintaining the highest academic and ethical standards.

### **Mission**

Our purpose is the creation and dissemination of knowledge. We are committed to creativity, innovation, and excellence in our teaching and research. We inspire critical thinking, personal development and a passion for lifelong learning.

We value integrity, quality, and teamwork in all our endeavours. And we serve the technical, scientific, and economic needs of our society.

### **Governance:**

The governance structure of the University include:

- Board of Governors
- Board of Management
- Academic Council
- Research and Innovation Council
- Finance Committee
- Deans of Faculties/Schools
- HoDs of Faculties/Schools



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## SWOC Matrix

The SWOC Matrix of the University is as follows:

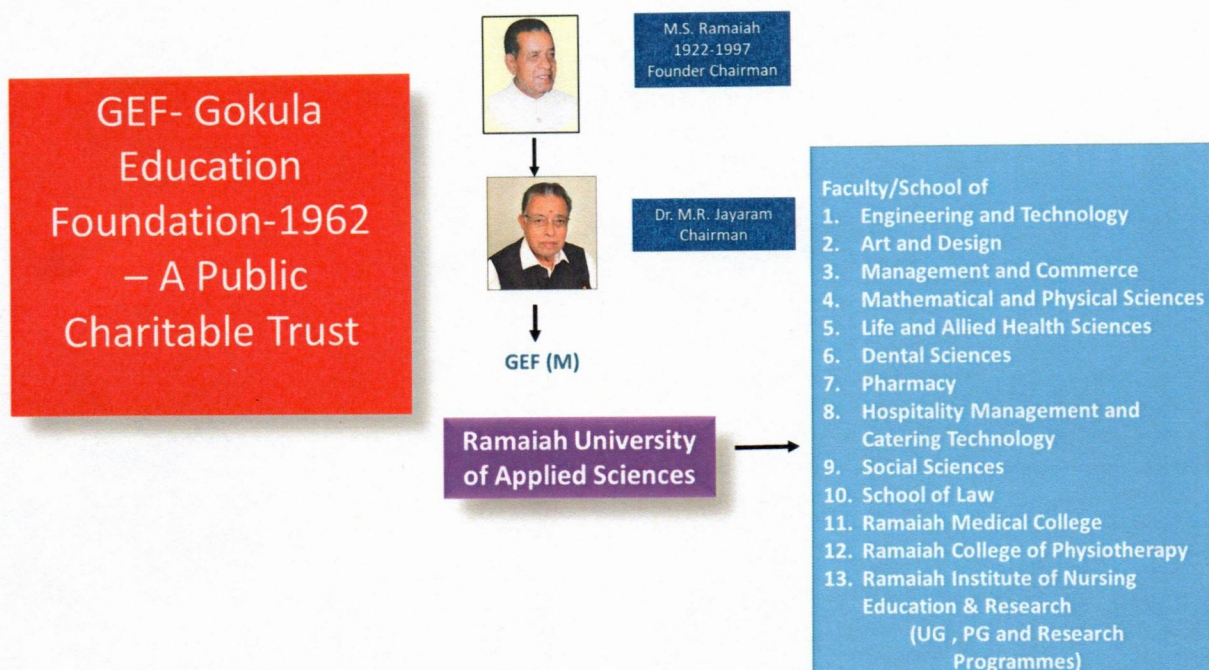
Table 1: SWOC Matrix of RUAS

Strengths	Weakness
<ul style="list-style-type: none"> <li>• Ramaiah Brand legacy of 60 Years</li> <li>• Industry Relevant Syllabus</li> <li>• Emphasis on Experiential Learning</li> <li>• Faculty with extensive Experience from Industry and Academia</li> <li>• High Staff Retention and Student Placements</li> <li>• Strong Clinical Infrastructure (Advanced Skill Center) and Health Care Services</li> <li>• Student Centric Learning Process</li> <li>• Strive for Continuous Quality Improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance Extramural Funding</li> <li>• Thrust on Research Warranted</li> <li>• Need to Increase Engagement with Industry, Policy Makers and Corporates</li> <li>• Integration of Infrastructure and Manpower to attain Synergy</li> <li>• Limited trained personnel in innovation practices</li> </ul>
Opportunities	Challenges
<ul style="list-style-type: none"> <li>• Location Advantage to Attract Quality Students</li> <li>• Immersion Programme with reputed Universities</li> <li>• Interdisciplinary campus offers opportunity to develop research based capabilities and need-based electives for upskilling</li> <li>• Leverage Masters' and Doctoral Programme with Foreign Universities</li> <li>• Upgradation to Advanced Technological Infrastructure</li> <li>• Developing new verticals in clinical domains ex. Aging, NCD rehab</li> <li>• Alumni Engagements</li> <li>• Extensive Training on Environment, Entrepreneurship, SIP, UHV etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Majority of the Faculty pursuing Ph.D. to emphasize on Research</li> <li>• Increase Faculty-Publication Ratio</li> <li>• Faculty upgrading (Innovative teaching learning methods, communication)</li> <li>• Recognizing and Sustaining International Partnerships</li> <li>• Creating Central Instrumentation Center</li> </ul>

  
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## Sponsoring Body- Gokula Education Foundation(M)



## Roadmap for Achieving Excellence

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## **Roadmap for Achieving Excellence**

### **Goal 1: Achieving Academic Excellence (New Programmes, Certificate Courses, Dual Specializations etc.)**

**Strategy 1.1:** Encourage Faculty Members to complete Ph.D. and Sensitizing Research at UG Level

**Strategy 1.2:** Develop Online Courses for MooCs, SWAYAM, NPTEL etc.

**Strategy 1.3:** Offer Academic Programmes and Training/Certificate, Dual Specialization as per Market Requirements

**Strategy 1.4:** NEP Implementation by facilitating nationalization of education through Institutional Collaborations, Student and Faculty Mobility

**Strategy 1.5:** Learning resource center through the establishment of Virtual Labs, Skill Labs

**Strategy 1.6:** Arrangement for national and global participation in the field of higher and professional education

**Strategy 1.7:** Establish close linkage with the industry to make teaching, research and training relevant to the needs of the economy at national and global level

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Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Capacity Building Programmes on Discipline Specific Needs</li> <li>Department Advisory Committee (DAC) through bottom-up approach</li> <li>NEP Task Force and Working Committee is Constituted and Active</li> <li>Webinars and FDPs on NEP</li> <li>Periodic Review of current Curriculum in the light of NEP, Blended Learning, Online Teaching, Remote Learning, Choice Based Credit Systems, Multiple Exit &amp; Entry Systems, etc. and introduce Multidisciplinary Courses</li> <li>Relevant Technological and Training Support to facilitate Academic Delivery</li> <li>Blended learning in classrooms with opportunity to become familiar with contemporary technologies</li> <li>Revenue Model for Online Courses and Delivery in cutting edge domains</li> <li>Initiate Need Based New Programmes, Certificate Courses - Dual, Integrated, Executive, Skill Based Programmes, Professional Development Programmes</li> <li>Interactive and Technology enabled teaching and learning methodology to prepare for the future requirements</li> <li>Internationalization of the Curriculum</li> </ul>	<p><b>Short Term:</b> Digitization through ERP, EHS, DAC, NEP Implementation</p> <p><b>Mid Term:</b> Revenue from Online Content, Trans-disciplinary Courses, 90% Student Success, Simulation Based Learning, Academy of Excellence</p> <p><b>Long Term:</b> 100% Student Success, Integrated and Executive Courses, Training across University 100% Faculty with Ph.D., Internationalized Curriculum</p>

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### Implementation Plan (Qualitative)

#### Short Term:

- Work with Industries, Policy Makers and Research Organizations to assimilate Market Demand
- Attract Students and Industry Personnel on niche and specialized programmes
- ERP and EHS Implementation of Academic Processes
- Value Added Courses for all-round development (language and communication)

#### Mid Term:

- Feedback analysis and reward /corrective measures on Academic matters
- Appropriate use of technology in Teaching & Learning, Removing Language Barriers, Educational Planning & Management
- Offer Simulation Based Learning across all the Courses

#### Long Term:

- Respect for diversity and local context in all curriculum, pedagogy and policy keeping in mind education as a concurrent subject
- Giving freedom to the Faculty Members for designing curriculum and pedagogical approaches within the approved HEI framework



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**Goal 2: Increasing Research Outputs**  
**(Award of Ph.D. Degree; Publication in SCOPUS/WoS Indexed Journals; Funding from Sponsored Research & Consultancy; Patent Filing and Licensing, Centre of Excellence etc.)**

**Strategy 2.1:** Recognizing Faculty Members with key Research outputs

**Strategy 2.2:** Management of staff work-load to enable significant time for research

**Strategy 2.3:** Unifying Research and Innovation activities to create impact on Research Community and Society

**Strategy 2.4:** Scope for IP Commercialization and Floating Startups

**Strategy 2.5:** Setup Research Chairs and create integrated platform for Basic, Translational and Clinical Research

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Individual Department to identify the thrust areas of research</li> <li>Strengthen Research Ecosystem and Outputs through Collaborations</li> <li>Common Research Training Calendar and Strengthen Ph.D. Programme</li> <li>Benchmark and increase Research Outputs (Ph.D. Degree, Sponsored Research &amp; Consultancy Projects, Patent Filing, Publications in Quality Journals etc.)</li> <li>Facilitate domain specific training on Proposal/Grant Writing, Academic and Technical Writing, Patent Filing, Research &amp; Publication Ethics etc.</li> <li>Setting up Common Research Laboratory and Instrumentation Facility</li> <li>Establish resources to promote and acknowledge interdisciplinary research with definitive Outcomes that can create impact in the Community</li> <li>Emphasis on IP Licensing and floating Startups by Faculty Members</li> <li>Strengthen Processes for Unification, Optimization and creating Impact of Research and Innovation efforts</li> <li>Create conducive Research Ecosystem through Fellowships, Seed Money, Research Centers, Mentoring Faculty Members by Senior Professors</li> <li>Promote Research Collaborations and Engagements by associating with Industries, Elite Institutions, Research Organizations</li> <li>Endowment for Research Chairs</li> </ul>	<p><b>Short Term:</b>            1:1 Publications, Seed Money, TDF, Fellowships, Research Day, RPPC, Citations of 10,000, Awards and Incentives</p> <p><b>Mid Term:</b>            IP Licensing and Startups, Center of Excellence, TTO, Upgrading Research Equipment, Technology Transfer, h-index of 40</p> <p><b>Long Term:</b>            1:2 Publications, CoE across all Faculties/Schools, Research Chairs and Central Facility for High End Equipment</p>



### Implementation Plan (Qualitative)

#### Short Term:

- Enhance Research Culture and Innovation Ecosystem
- Facilitate Interdisciplinary Research and Capacity Building with emphasis on Impact of research outcomes
- High Coordination with Leadership, Governance and Infrastructure
- Quarterly monitoring of research progress at Department level and to notify the lack of progress, if any
- Encourage faculty members guiding PG students to improve the quality and novelty of the dissertation resulting in indexed publication

#### Mid Term:

- Create Niche Centers of Research Excellence and Consolidate Thematic Areas
- Promote Research and Align Investments in Thrust Areas
- Setting up IPR Cell and Technology Transfer Office

#### Long Term:

- Promote Collaborations through Internal Processes and Policies
- Establish with International Partners for Collaborative Research, Joint Ph.D. Supervision & Publications, Faculty & Student Exchange, Joint Events etc.
- Networking with Scientists, Industry Personnel, Policy Makers within and outside India



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### Goal 3: Deeper Linkages with Industries and Corporates (Setting up R&D Centres, Sponsoring Industry Chairs and Sponsor Doctoral Programme, CSR Initiatives etc.)

**Strategy 3.1:** Establish deeper linkages and setting up Center of Excellence with Industries

**Strategy 3.2:** Sponsor Industry Chairs and supporting Ph.D. Research Scholars in domains critical to National/Global importance

**Strategy 3.3:** Participate in CSR Initiatives and outreach Activities (*For Example: School Dental Health Programme, Tobacco Cessation Center, THSC, NSDC*)

**Strategy 3.4:** Network with Industry Associations

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>• Work with Industries and Corporate based on their research directions and business dynamics</li> <li>• Encourage Student Internships and Projects within Industries to facilitate Placements in future</li> <li>• Organize Industry Conclave, HR Conclave, Panel Discussions, Participate in Surveys, Round Tables, etc.</li> <li>• Endowment for setting up Industry Chairs across Faculties/Schools</li> <li>• Create research Infrastructure with sponsorship from Industries and Government Initiatives</li> <li>• Incubate Patented Ideas for Commercialization and setting up Startups</li> <li>• Start Programmes in association Industries</li> </ul>	<p><b>Short Term:</b> Attract Industries, HR Conclave, Internships, Projects, Round Tables</p> <p><b>Mid Term:</b> CoE with Industry, Industry Immersion and Engagement, Industrial Research</p> <p><b>Long Term:</b> Avail Grants from CSR Initiatives, Advanced Certificate Courses, Industry Chairs, Joint Programmes</p>

  
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**Implementation Plan (Qualitative)****Short Term:**

- Attract Industries by showcasing Research Capabilities and Facilities
- Provide Students to work as Interns and Project Assistants on Industry relevant problems
- Encourage Faculty Members to carry out research on Industry and Societal Problems

**Mid Term:**

- Setup Startups and Center of Excellence (CoE) in partnership with Industries
- Active collaboration with abroad Universities for Industrial Research
- Invite Industry Experts to deliver Courses and Involve Industries to sponsor Workshops/Conferences

**Long Term:**

- Avail grants from CSR Initiatives for setting up Industry Chairs
- Setup specialized Research Centers like Poison Information Center, Public Policy, Drug Discovery, etc.

  
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#### Goal 4: Multi-Disciplinary Activities with other Faculties/Schools of Ramaiah Group of Institutions

##### (Optimum Utilization of Manpower Resources, Expertise, and Infrastructure)

**Strategy 4.1:** Optimum utilization of Manpower, Resources, Expertise and Infrastructure

**Strategy 4.2:** Common Platform to interact and discuss synergies as well as competencies

**Strategy 4.3:** Assemble high performance teams through coopetition to participate in National and International Calls, Expression of Interest, Policy Studies etc.

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Create awareness on Research Expertise and Facilities through a common portal as a repository</li> <li>Organize Networking Events, FDPs, Workshops, Team Building Exercises to supplement and complement the expertise of individual Faculty Members</li> <li>Publicize success stories of multi-institution collaborations and best practices emphasizing accountability of individual contributions</li> <li>Promote inter-disciplinary and multi-institution collaborative activities across Ramaiah Group of Institutions by initiating Collaborative Projects through Seed Funding</li> <li>Emphasize on preliminary research in inter-disciplinary domains across Institutions to apply and avail grants from National and International Funding Agencies</li> <li>Access to the latest educational technologies that enable better learning experiences of collaboration</li> </ul>	<p><b>Short Term:</b> Platform to connect Experts, Events, Repository, Targets of Multi-Institution Activities, Common Centers/Cells</p> <p><b>Mid Term:</b> Promote Inter/Trans-disciplinary Research, MDPs, Avail High Value Grants – National and International, LDPs</p> <p><b>Long Term:</b> Emulate Coopetition Strategies for Excellence, Set up Trans-disciplinary Research Center</p>

  
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### Implementation Plan (Qualitative)

#### Short Term:

- Individual Departments to identify key thrust areas of interest
- Identify other Departments/Faculties/Schools/Sister Institutions which can supplement the research capability of the Department
- Prepare plans and guidelines for establishment of inter-faculty and inter-departmental networking
- Showcase capabilities and best practices on special occasions
- Invite Professors and Experts to share their expertise and research interests as well as aspirations
- Faculty Members to enhance UG/PG projects jointly with other Institutions

#### Mid Term:

- Enhance activities of Center for Professional Development and Training
- Establish activity calendar to promote interaction across Institutions
- Management Development Programmes (MDPs) for HoDs, Deans and Directors
- Enhance the Public Perception in National Market

#### Long Term:

- Leadership Development Programmes (LDPs) to leverage the benefits of coopetition and co-existing
- Networking with elite Institutions and Universities to participate in mutually beneficial Events and Activities
- Enhance the Public Perception in International Market

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## Goal 5: Sought after University for Students

**Strategy 5.1:** Campus Connect and School Connect activities through Outreach Initiatives

**Strategy 5.2:** Marketing and Brand Building activities (National and International) to connect with prospective Students through Social Media (Facebook, LinkedIn etc.), Online & Print Advertisement, Website, etc.

**Strategy 5.3:** Offer Scholarship and Fellowship to attract meritorious Students to be Global Citizens

**Strategy 5.4:** Ensure Placements and good Campus Experience with all amenities for Curricular and Extra Curricular activities

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Conduct competitions and invite School/Pre-University Students</li> <li>Create a student friendly ecosystem with good hostel facilities</li> <li>School Health Check Programmes and Health Education</li> <li>Publicize Scholarship and Fellowship Programmes</li> <li>Conduct Career Counselling and Guidance to Schools and Pre-University Colleges</li> <li>Guidance for Pursuing Higher Education</li> <li>Imbibe Entrepreneurial Intentions through Center for Entrepreneurship</li> <li>Publicize Student and Alumni Achievements and sharing their Experiences</li> <li>Increase Academic, Personal and Career Support for existing students</li> <li>Conduct University Lecture by a globally eminent personality and Memorial Oration series (quarterly)</li> </ul>	<p><b>Short Term:</b>            Student Friendly Experience, Outreach Activities, Scholarships, Achieve 80% Admissions, Marketing Calendar, Campus and School Connect, Ambassadors/Mascots,</p> <p><b>Mid Term:</b>            Achieve 90% Admissions, Establish Admission Offices in India and Abroad, Connecting with Embassys,</p> <p><b>Long Term:</b>            Achieve 100% Admissions, Participation in Key Events of EPSI, Neighboring Countries, etc., Build on Experiences of Students and Alumni</p>
Implementation Plan (Qualitative)	
<p><b>Short Term:</b></p> <ul style="list-style-type: none"> <li>Increase visibility of the Faculty Members on Global platforms</li> <li>Offer Discipline Core and Vocational Elective subjects</li> </ul>	

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- Improve Visibility and Perception through Social Media, Publicity, Newspaper Student Exchange
- Make information of RUAS helpful and student-focused

**Mid Term:**

- Benchmark Admission and Student experiences at National Level
- Ensure integrity, transparency, and resource efficiency of the educational system through audit and public disclosure
- Attract International Students from Developing Countries

**Long Term:**

- Benchmark Admission and Student experiences at International Level
- Attract International Students from Developed Countries through Study Abroad, Cultural Events, etc.



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**Goal 6: Extension and Outreach Activity**  
**(NSS, Unnat Bharat Abhiyan, Service to Society, Health Camps etc.)**

**Strategy 6.1:** Connect with Communities/Societies through Employers, Alumni, Government Initiatives, Extension and Outreach activities

**Strategy 6.2:** Organize Networking Events to develop deeper relationship with the Stake Holders

**Strategy 6.3:** Participate actively in Government Initiatives and CSR activities of an Industry

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Inculcate the sense of belonging in the students about the outreach program of societal relevance</li> <li>Organize Community Based Training Programmes and support Government Initiatives</li> <li>Establish Clubs/Societies/Chapters for conducting activities pertaining to Students, Placements, NSS, UBA</li> <li>Enroll students for NSS, UBA, etc. and strengthen Alumni network</li> <li>Participate in Inter-Institution events, hackathons etc.</li> <li>Pre-placement Training/Workshops and Soft Skills for the outgoing batches</li> <li>Sensitize students on their responsibility to give back to the Society and addressing Community based problems</li> </ul>	<p><b>Short Term:</b>            Community Programmes, Clubs, HR Conclaves, Round Table, Highlight Successful Alumni, Students, Employers, Report on Outcomes from Extension and Outreach Activities</p> <p><b>Mid Term:</b>            Organize Inter-disciplinary Community Oriented Programmes with International Partners</p> <p><b>Long Term:</b>            Inclusive approach towards Community, Health, Environment, and Sustainable Living</p>

  
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### Implementation Plan (Qualitative)

**Short Term:**

- Emphasis on creativity and critical thinking to encourage logical decision-making and lateral thinking
- Provide Career Guidance, Training, Placement (Training for NEET, Entrepreneurship, Finance, Soft Skills, etc.)
- Counsel Students for Higher Education in Universities Abroad
- Mandatory participation of Students in Service to Society and Community based Events

**Mid Term:**

- Publicize Extension and Outreach activities to all the Stakeholders
- Organize Inter-disciplinary Community Oriented Programmes apart from their regular curriculum
- Report the student outcomes from UBA, NSS, Service to Society activities in local and national media, social networking sites etc.

**Long Term:**

- Organize Inter-disciplinary Community Oriented Programmes with International Partners
- Prepare Students with an inclusive approach towards Community, Health, Environment, and Sustainable living for enhancing employability
- Student Exchange with International Institutions

  
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## Goal 7: National and International Collaborations

(Student and Faculty Exchange, Collaborative Research, Joint Ph.D. Supervision and Publication, Semester Abroad, Experiential Learning, Joint Conferences, Symposia etc.)

**Strategy 7.1:** Establish Deeper Relationship with Existing Partners

**Strategy 7.2:** Department-wise mapping based on expertise and facilities for Collaborative Research and Joint Proposal Submission

**Strategy 7.3:** Develop synergy between Department and other reputed Institution Faculty in the identified Thrust Areas

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>Organize Distinguished Lectures, FDPs, Joint Events etc. for deeper relationships</li> <li>Encourage experiential learning through Faculty and Student Exchange, Study Abroad, Student Observer-ship, etc.</li> <li>Invite Professors from Existing Partners to deliver a Course/ Partial Course/ Sessions</li> <li>Plan Research and Consultancy activities for availing Grants, Joint Publications, Ph.D. Supervision</li> <li>Setup dedicated International Partnership and Collaboration Management (ICPM) office to facilitate Faculty and Student Exchange</li> <li>Avail International Scholarships</li> </ul>	<p><b>Short Term:</b> Distinguished Lectures, FDPs, Joint Events, ICPM Office, Encourage one collaboration with a University per Faculty/School to forge partnership activities</p> <p><b>Mid Term:</b> Experiential Learning to Faculty and Students, Support Academic Visits, Attract International Students, Collaboration with at least three Universities per Faculty/School to forge partnership activities</p> <p><b>Long Term:</b> 3+1+1, Dual Degree, Certification Options with International Partners, Prestigious Lecture and Inviting Noble Laurette, Collaboration with at least five Universities per Faculty/School to forge partnership activities</p>

  
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### Implementation Plan (Qualitative)

#### Short Term:

- Focus on continuous quality improvement of Professional Practice among RUAS Community
- Conduct International Webinars, Symposium, etc.

#### Mid Term:

- Facilitate Faculty Members and Ph.D. Scholars to visit and interact with Partners as a part of continuous development plan and career progress path
- Joint Certificate Programmes with International Universities

#### Long Term:

- Explore 3+1+1, Dual Degree, Certification options as value additions
- Academia-Research enrichment for global standing and recognition
- Setup jointly unique Laboratories, Research Centers (For Example: Indian Knowledge System, Indian Medicine)

  
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## Goal 8: Accreditation and Ranking (QS E-Lead, NAAC, NBA etc.)

**Strategy 8.1:** Identify lacunae and improve Parameters of Accreditation and Rankings

**Strategy 8.2:** Apply for NAAC, NBA and International Accreditations as well as Ratings

**Strategy 8.3:** Enhance Best Practices in Teaching, Research and Outreach

Implementation Plan (Quantitative)	Target/Outcomes
<ul style="list-style-type: none"> <li>Enhance Teaching &amp; Learning, Research Outputs, Placements, Graduate Outcomes and Outreach</li> <li>Work with Stakeholders to improve Peer Perceptions and Visibility of the University</li> <li>Engage Agencies for International Accreditations, Rankings, Recognitions etc.</li> <li>Improve Admissions and Placements</li> </ul>	<p><b>Short Term:</b> NIRF Top 10 (FDS) Top 25(FPH), QS, AAA, NAAC</p> <p><b>Mid Term:</b> NIRF Top 100 (Overall), NBA, NABH (FDS), UGC 12(b)</p> <p><b>Long Term:</b> International Ratings and Rankings (AACSB, THE, QS – IGAUGE), NIRF Top 5 (FDS), Top 10 (FPH), NAAC 2<sup>nd</sup> Cycle</p>
Implementation Plan (Qualitative)	
<p><b>Short Term:</b></p> <ul style="list-style-type: none"> <li>Establish well designed Mentoring and Monitoring systems at all levels</li> <li>Conduct Training Programmes to Faculty Members</li> </ul> <p><b>Mid Term:</b></p> <ul style="list-style-type: none"> <li>Recruit, Retain, Recognize and Reward Faculty Members for Achievements</li> <li>Imbibe Accreditation and Ranking as a part of work culture</li> </ul> <p><b>Long Term:</b></p> <ul style="list-style-type: none"> <li>Apply for International Rankings and Ratings</li> </ul>	

  
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**Goal 9: Providing Quality Healthcare across the Spectrum**  
**(No. of Specific Procedures Performed, Quality of Service Parameters and other such criteria for Hospitals)**

**Strategy 9.1:** Electronic Health Record (EHR) Procurement and Maintenance

**Strategy 9.2:** Provide Quality Health Care to Patients

Implementation Plan (Quantitative)	Outcomes
<ul style="list-style-type: none"> <li>EHR procurement and implementation</li> <li>Map Patient flow by EHR</li> <li>Decrease lead time for each treatment</li> <li>Comprehensive Clinics</li> <li>Upgrade Hospital with new Technologies and Equipment</li> </ul>	<p><b>Short Term:</b></p> <p>HER and Patient Centric Process Development, Achieve Patient Service Quality</p> <p><b>Mid Term:</b></p> <p>Lean Implementation to reduce Waiting and Treatment Time, Comprehensive Clinic</p> <p><b>Long Term:</b></p> <p>Infrastructure and Equipment upgradation</p>
Implementation Plan (Qualitative)	
<p><b>Short Term:</b></p> <ul style="list-style-type: none"> <li>Implement EHR and establish comprehensive clinic to improve patient treatment</li> <li>Up gradation of Hematology Lab in Oral Pathology for obtaining blood reports' immediately</li> </ul> <p><b>Mid Term:</b></p> <ul style="list-style-type: none"> <li>Establish CAD, CAM and 3D printing laboratory</li> <li>NABH Accreditation</li> <li>Extending Dental Benefit Scheme to employees of Ramaiah Group of Institutions</li> </ul> <p><b>Long Term:</b></p> <ul style="list-style-type: none"> <li>Setup Corporate Clinic</li> </ul>	

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## Goal 10: Policies and Systems from the Leadership Group embracing ESG

**Strategy 10.1:** Benchmark and Conduct Awareness Programmes on Strengths and Challenges of our University along with Opportunities

**Strategy 10.2:** Attract Distinguished Professors and Professors of Practice around the Globe for individual Departments

**Strategy 10.3:** Emphasizing PPP Model for Participation in Community and Societal Development along with encouragement for Entrepreneurship

Policy and Plan	Outcomes
<ul style="list-style-type: none"> <li>• Provide state of the art infrastructure (Smart Classrooms, Laboratories, Research Laboratories and Equipment)</li> <li>• Conducive Environment for Teaching and Research</li> <li>• Provide Annual Budget for individual Faculty/School and Empower them to run as Revenue Center</li> <li>• Constitute Empowered Committee for assessment of Budget estimate</li> <li>• Plan for 5 Day Working Week for better Work-Life Balance to Employees</li> <li>• Provide appropriate education and development opportunities for staff upskilling</li> <li>• Sponsor LDPs, MDPs for Senior Management and Leadership Group</li> <li>• Leverage on significant scope for interdisciplinary research</li> <li>• Analyse the Annual Faculty/Departmental revenue to ensure achievement of departmental goals under various heads</li> </ul>	<ul style="list-style-type: none"> <li>➤ Institutional Value in the Society</li> <li>➤ Collaborate with Institutions / Industries / Research Organizations</li> <li>➤ Empower Outcome &amp; Skill Based Professional Output</li> <li>➤ Enable effective implementation of proposed strategies</li> <li>➤ Enrich Sponsored Research and Consultancy projects</li> <li>➤ Identify Internal and External Budgetary Resources</li> <li>➤ Stakeholders Satisfaction with Institutional Credibility for Sustainability</li> <li>➤ Revenue earned to be utilized for University Development to achieve Excellence</li> <li>➤ Value Addition to the existing Programmes</li> <li>➤ Scope for Renewable Energy, Green Technologies, Disabled Friendly Policies, Waste Management etc.</li> </ul>

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## Way Forward

The IDP [2023-28] provides a road map in alignment with the pillars identified by NEP 2020 (Affordability, Accessibility, Quality, Equity, Accountability). The points put across in the IDP strongly demonstrate the wide capacity and stronger sustainable outputs of RUAS in the coming years. The domains of teaching, research, and service are considered to make institutes robust, agile and empowered with right people and systems to different specialties of the University with a bottom-up approach. Overall, the focus of the Vision Document is to attract competent Faculty Members and Students by strengthening the lab infrastructure and building the state of art facilities on a Short, Mid and Long-Term basis. Broadly at each Faculty/School level, aligning with NEP specifically the offering of Choice-Based Credits, Flexible Entry-Exit System for Students, Greater Industry Immersion & Engagement, Strengthening Research Ecosystem & Outputs through Collaborations shall be focused based on Priority Areas, Goals and Resource availability. Therefore, implementation of the reported Strategies along with Action Plan and Outcomes in the next five years shall certainly provide equitable and vibrant knowledge through transparency, legitimate and accountability by providing impact quality education to all. In summary, all the internal and external stake holders shall be benefitted. Moreover, the document shall be used as a baseline to prepare and allocate budgets along with resource allocations allotted towards achieving the goals and strategies proposed in the plan.



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