Institutional Development Plan

D Y PATIL
AGRICULTURE
& TECHNICAL
UNIVERSITY
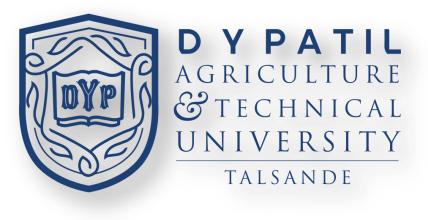TALSANDE

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2024-2034)
FOR D. Y. PATIL AGRICULTURE AND TECHNICAL UNIVERSITY
As part of the implementation of National Education Policy-2020

1.	**Institutional Basic Information**	

1.1. Institutional Profile:

Name of the Institution	*D. Y. PATIL AGRICULTURE AND TECHNICAL UNIVERSITY*		
Head of the Institution	**Dr. Sanjay D. Patil** Chancellor, D. Y. Patil Agriculture and Technical University		
University Website	www.dyp-atu.org		
Name of the Vice- Chancellor	Prof. (Dr.) K. Prathapan	vc@dyp-atu.org	Cell No.: 9446540856
Name of the Registrar	Dr. Jayendra A. Khot	Email:- registrar@dyp-atu.org	Cell No.: 9823086880
Name of the IQAC Director	Dr. Anil T. Gaikwad	Email:- anilgaikwad@dyp-atu.org	Cell No. 9284244283
Name of the NEP Coordinator	Dr. Sangram T. Patil	Email: sangrampatil@dyp-atu.org	Cell No. 9764440326
NAAC Accreditation Status:		No	
NIRF Ranking	No		
UGC Recognition	2(f)	Yes	
NBA accreditation	No		
Financial Status	Self-Finance Institution		
Under National Education Policy (NEP 2020), our institute is not prefer to be, i. Constituent college of the State University ii. Autonomous degree granting College or iii. Part of Higher-educational institution (HEIs) cluster. But, DYP-ATU would like to be a **Multidisciplinary Education and Research University (MERU)**.			

1.2. Institutional SWOC Analysis

Strengths:

- Management of DYP Group, which is in educational sector since last 4 decades.
- Visionary leadership of Hon. Chancellor Dr. Sanjay D. Patil.
- A Decentralized administrative system for transparent governance and administration.
- Ragging Free, Lush green, Eco Friendly campus of around 205 acre's with Agricultural Land which is growing all types of cash crops, horticultural crops, organic and exotic vegetables.
- Committed, well qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.
- Unique Industry ready Curriculum.
- The University has adopted a student-centric and outcome-based education for its entire programme's.
- Excellent physical Infrastructure which aids the academic and allied processes.
- Active CCTV surveillance leading to a secure environment.
- Accessibility and Connectivity – The University has a location advantage as it is situated near by NH 4. (Kolhapur Airport- 28.6 KM, Kolhapur Railway station- 26.5 KM)
- University provides transport Facilities connecting all rural parts of the Kolhapur & Sangli Districts of Maharashtra.
- The Campus also has laudable student support Facilities like Sports Ground, Health Care Centre, ATM, Hygienic Food Court and Cafeteria.
- An active Parent Teacher Association and Alumni Association enabling a strong bond between the key stakeholders.
- Linkages with National Institutes, Government and Non-Government organizations and Industries for Internship, Research, Placement, Training, and Industrial Visits.
- Well established student-centric systems including mentoring support, academic counselling, and availability of professional counsellor's.
- Zero tolerance policy towards miscreancy through different statutory committees indicating the practice of transparency in governance, diversity maintenance, and inclusiveness in the working of the institution.
- Active involvement of the students in the administrative processes through bodies like the Students' Council, Cultural Association, Gender Champions Club, ICC, IQAC and allied committees.

Weaknesses:

- A considerable percentage of the student population belongs to the lower socio-economic strata and is the first-generation receivers of higher education.
- Low enrolment of students from the neighbouring states despite the variety of programmes being offered
- Financial limitation- since we provide affordable tuition fees while taking into account students' rural backgrounds.
- Participation of alumni is less than desired level- considering the first batch of UG students has not yet graduated.
- As per requirement, the institution has less number of sanctioned posts.
- Temporary arrangement for teaching and non-teaching activity with contractual/part time engagements.

Opportunities:

- To provide HE to rural students. It is one of the important institutions in rural area.
- To introduce new programmes with multi-disciplinary and inter-disciplinary courses.
- To become a Degree Granting Institution under NEP 2020.
- Upgradation of the existing physical infrastructure
- To design new curriculum for multi-disciplinary courses.
- Collaboration with other educational institutions.
- Mobilization of resources to enhance the expansion of research and increase the number of publications.
- Mobilization of the existing resources to aid research and consultancy.
- Introducing more skill-based and job-oriented diploma and degree courses.
- Collaborations with NGOs/Industries at the national and international level in curriculum development/enrichment/designing of skill-based courses to enhance employability.
- Strengthen the incubation centre to foster entrepreneurship skill development.
- Increase campus placements to provide apt job opportunity to the graduating students.
- Can be the guiding force towards bringing positive change in the society.
- For widening the scope of employment, short term courses or workshop can be organized. There is greater possibility of networking among the alumni. Potential for extending facilities of competitive examination preparation for rural areas students.

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- Explore the possibilities of establishing twinning programmes with institutions abroad and expand the University's aspirations towards internationalization of its Higher Education delivery and services.
- Faculty need to apply to different state and central funding agencies for more research projects for enhancing extramural funding.
- University needs to augment its Institution-Industry interface as also have linkages and collaborations with other National/International Research Institutions for mutual benefit.
- Widen its horizon to include inter-, multi- and trans-disciplinary academic and research endeavors.
- Further Alumni Engagement to utilize their expertise for scholarship, training and developmental support.

Challenges:

- Retention of faculty with passion for quality teaching and research.
- Attract foreign and 'beyond the state' students with better merit & faculty.
- Resource mobilization for research, especially from Government agencies.
- Economically disadvantaged region, thus students' learning is inadequate, but we make an effort to close the difference.
- As the college was established for the local public, it has to withstand pressure during admission to enroll meritorial students.
- Transportation issues have an impact on students who come from far places.
- Campus recruitment.
- Highly competitive job market and HE avenues.
- The ever-changing needs and expectations of industry and society.
- Changing academic interests and motivation of the students.
- Globalization of Higher Education and meeting its needs.
- Competing with the other Universities which would enter the state in the near future.
- Strengthening the network with the alumni.
- Motivating students towards entrepreneurship development.
- Motivating teachers and students to undertake research.

2. Institutional Development Plan (*for at-least next 10 years*)

2.1 Vision

To create a world class learning environment this will promote innovation and creativity, experiential learning inspired by research, and focuses on regionally, nationally and globally relevant areas.

2.2 Mission

- To provide a diverse, vibrant and inspirational learning environment.
- To establish the University as a leading experiential learning and research oriented center.
- To become a responsive University serving the needs of industry and society.
- To embed internationalization, employability and value-thinking.
- To become a place of research for multidisciplinary education

2.3. Goals and Objectives

Specific objectives and expected results in terms of "Institutional strengthening and improvement"

Research and teaching-learning have always been the main activities in an ecosystem of higher education. At the same time, D. Y. Patil Agriculture and Technical University envisions itself as a multidisciplinary HEI with holistic teaching-learning, research, and community engagement in light of the implementation of NEP-2020 starting in the academic year 2024–2025.

As the state's first private agricultural university, DYP-ATU meets local students' needs for higher education by providing high-quality academic programs in emerging and need-based fields. Admissions to the school are made only on the basis of merit, for local kids. Every admissions process is transparent and conducted online. Other state students occupy few seats during universities first 3 years. DYP-ATU is planning to aside 5% of the available seats as supernumerary seats for international students. The university intends to raise the proportion of international students to 10% of the total enrollment in next five years and keep it there for the remaining years. The university intends to collaborate with other overseas universities in the next years in order to meet this goal.

The University is enhancing its research capacity by hiring top-notch academics, building research and infrastructure facilities, and collaborating with reputable organizations and academic bodies in order to encourage high-quality research among teachers and students. Students will be able to combine old and modern knowledge with technology thanks to this. Offering postgraduate

programs in several fields of study, including computer science, agricultural engineering, and food technology from the School of Engineering and Technology, will chart a course in this direction.

The university intends to offer PG diploma programs and a number of certificates in skill development and entrepreneurship. There will be training sessions to motivate young academic staff members to pursue R&D and consulting assignments from various public and private financing sources, file patents, and safeguard intellectual property. Since 80 percent of university faculty members are under 40, they will be encouraged to take on initiatives that address local issues in addition to their primary study areas. They will be inspired to do more applied research in addition to fundamental research in this direction.

To accomplish the aforementioned, the following particular goals have been developed.

1) To transform DYP-ATU into Multidisciplinary Education and Research University (MERU)

2) To strengthen research capability on the campus, a Research Park is planned.

3) To start new academic programmes in tune with the emerging areas and stake holders' demands.

4) To create new center of excellence.

5) Expanding VRPP Chairs in the new areas.

6) To promote Teaching and Research Collaborations with Global Universities/institutions figuring in the most reputed global rankings

7) Promotion and development of local language

8) To create MOOCs, SWAYAM courses and also create 'Online Platform' for hosting University online courses.

The university has already put NEP-2020 into practice, which makes it possible based on PG-level online curricula. The second-year research dissertation and internship are the main topics of the new course format. It also offers the option to enroll in a significant number of elective courses from both other and related areas. The university has also registered with Academic Bank of Credit, which allows students to receive credit from accredited online courses or any other institution in the nation for a portion of their degree. Furthermore, this will make it easier for students to graduate from universities with a certificate, diploma, or degree. The NEP-2020 course structure for the General Education stream will be implemented at the Undergraduate level starting in the academic year 2024-25. The Ph.D. programme is also restructured as per the UGC guidelines.

2.4. Executive Summary

Summary of how each of the objectives will be addressed. This section must have clear plans for implementation and execution of your proposed IDP.

1) *To transform DYP-ATU into Multidisciplinary Education and Research University (MERU).*

   To transform DYP-ATU into Multidisciplinary Education and Research University (MERU), the erstwhile departments of the University were amalgamated into various Schools based on their functional similarities. To provide a holistic and multidisciplinary teaching- learning environment, University is planning new programmes in technical education at the Undergraduate and Post-graduate levels on campus. Since science, research, innovation and technology are the need of the hour, the technological degrees on campus would help the young minds to interact with leading scientific researchers across various disciplines of DYP-ATU.

   Many of the faculty members are Ph. D guides and University is encouraging them to supervise Ph. D students, to increase the research output of DYP-ATU. As NAAC/NIRF looks for only quality journals, University is encouraging faculty to publish in reputed journals. The workshops and seminars are regularly conducted to make awareness among faculty to publish in quality journals. University has already started Research Incentive Scheme (RIF) in which faculty publishing in Scopus /WoS journals in quartile Q1-Q4 of Scimago are given monetary incentives which can be used for upgrading the research capacity by attending International Conferences. University faculties have been encouraged for getting funded projects from different funding agencies. The early career faculties have been motivated for getting startup grants from UGC and SERB. University has already created Research Development and Resource Mobilization (RDRM) Cell which is fully functional and provides training to the young faculty on research project writing and related research matters of the University. A parallel IPR cell to encourage IPR activities for students and faculties and has a target to file minimum 10 patents/IPRs in next 5 years.

   University is in process of formulating guidelines for the recruitment of Professor of practice. An ordinance to invite Honorary Professors is already in place.

2) *To strengthen research capability on the campus, a Research Park is planned.*

   To strengthen the research capability on university campus, a research and innovation ecosystem will be created on campus by establishing a Research Park which comprises of Agri-incubator, Management incubator and IT incubator. At the research park, an atmosphere will be created for students of technological degrees having the entrepreneurial ability to interact with industry personnel. Care will be taken to integrate the research work (internship/ research) carried out by the student at the research park as a part of the curriculum requirement to enable the student to get his/her degree. This will not only help the student to complete the

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degree successfully but also encourage to develop a startup. Along with incubation leading to scientific and technological startup, ideas on sociological incubation will also be encouraged.

Once the research park is established, facilities will be kept open for faculty and general public having innovative ideas. A portal will be opened on university website to submit any proposal for incubation. All such proposals will be assessed by an expert committee. The selected proposals will be allowed to incubate in the research park. If any proposal needs financial assistance, the same will be forwarded to the different funding agencies/University. Efforts will also be made for financial assistance from State Government.

Focus will also be on expanding into new cutting edge and socially and industrially relevant areas of research like Extreme Environments, Agro Electronics and Biomedical Instrumentation, IoT, Smart Sensors, 5G, MIMO Technology, Remote sensing & GIS, Optical Computing, Cognitive Science etc. under the umbrella of Research Park. This will inculcate ideas so as to encourage startups.

3) *To start new academic programmes in tune with the emerging areas and stake holders' demands.*

Implementation of NEP 2020 will be taken in spirit to complete the goals and objectives of the policy as required by State and Central Government. During last two-years University has taken several initiatives for the implementation of NEP-2020. University has amalgamated erstwhile departments into Schools. Currently, two schools are formed:

i) **Engineering and Technology**

Courses Running under SE&T
- B.Tech. Computer Science & Engineering (CSE)
- B.Tech. CSE (AIML)
- B.Tech. CSE (Data Science)
- B.Tech. Agricultural Engineering
- B.Tech. Food Technology
- M. Tech Data Science
- M. Tech. Agricultural Engineering
- M. Tech. Food Technology
- M.Sc. Organic Chem
- M.Sc. Analytical Chem
- M.Sc. Food Science & Tech
- BCA (Bachelor of Computer Applications)
- MCA (Master of Computer Applications)
- MCA (Sandwich of Industry + Academics)

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ii)   Commerce and Management

Courses Running under SC&M

- BBA
- MBA
- MBA ABM

In addition to the existing programmes in the above-mentioned Schools, University has plan to begin the following new programmes.

- M. Tech. Agricultural Engineering with AIML
- BSc Data Science
- Bsc ARVR
- Msc Data Science
- Msc ARV

These new programmes will add basket of elective courses which will be made available to students across the disciplines / schools.

In order to accommodate the above-mentioned as well as some more academic programmes, new buildings and laboratory infrastructure are being built on campus.

Once these new programmes start, there will be need for the faculty and students' residential facilities on campus. Presently the University has two hostels for men and One hostel for women students. With the student population set to increase more than twice in the first five years and eventually be more than 15000 over next 15 years, new hostels will have to be built for the students. With the increase in student numbers, number of faculty members will also increase and housing facilities for them needs to be created as well.

4) *To establish new Centers of excellence.*

The research focus of schools will be on strengthening core areas leading to establishment of full-fledged research Centres capable of carrying out cutting edge research in frontier areas. Over the next ten years, University plans to start following new Research Centers.

i)   Centre of excellence in study of Computer Science, AIML in Agriculture, IT Applications etc.

ii)   Research Park for Incubation and Startups consisting of Agri-incubator, Management incubator and IT incubator.

iii)   Centre for Excellence in Sustainable Development Goals.

iv)   Inter-institutional Centre for Agricultural Science and Technical Studies.

v)   Interdisciplinary Centre of Excellence for translation/comparative

vi)   Centre of excellence in Remote Sensing and GIS & aerosol for climate change studies.

5) *Expanding VRPP Chairs in the new areas.*
The University plans to expand the Visiting Research Professorship Programme (VRPP) to include the Pure and Applied Sciences to add to the existing list of ten Chairs funded by various Government/Foreign/Private sources in the discipline of Social Sciences, Humanities, Visual and Performing Arts, Indo-Portuguese Studies, Nalanda Studies, Wildlife Studies and Leadership and Governance. With the support from Govt. of Maharashtra, University plans to create a Chair in Climate Change Studies.

6) *To promote Teaching and Research Collaborations with Global Universities/institutions figuring in the most reputed global rankings*

University Schools are actively trying to have Teaching and Research collaborations with Global Universities/Institutions figuring in the most reputed global rankings. The following are the list of initiatives taken in that direction.

I)   DYP-ATU has a memorandum of understanding (MoU) with AEROGEL Material Research Centre, Yonsei University, South Korea, UAE University, Dubai, Nexus Infosec, Texax, USA, Arba Minch University, Ethiopia & WESTFORD EDUCATION GROUP, LONDON, UK etc.

II)   Faculty members have active research collaborations with several foreign and Indian universities like AEROGEL Material Research Centre, Yonsei University, South Korea and others. Efforts are being made to formalize these collaborations. DYP-ATU faculty members have collaborated with their counterparts in different institutions which are evidenced from publications in Web of Science database.

III)   It is also proposed to invite foreign faculty under different programmes leading to research collaborations and faculty and student Exchange.

IV)   International faculty members of repute are being / will be invited under VRPP programme.

7) *Promotion and development of local language*
DYP-ATU has taken up an initiative to strengthen regional language as one of its objectives. In this respect, many activities have been taken up to help Marathi speaking people spread across the country. NEP-2020 also encourages teaching and research in regional and local languages. To achieve these objectives, study Centres of Marathi language will be established in university campus. Online or Flipped Marathi classes will be offered to help the students to perform better in competitive

examinations such as MPSC/UPSC. To improve Marathi literature and to expand academic activities in this discipline, a Marathi Magazine/Journal, figuring in UGC/CARE list will be started.

With formation of Schools, the boundaries for cross cutting research are open. The faculty from different disciplines can use the domain knowledge and translate the Science research with science faculty for the benefit of local community.

8) *To create MOOCs, SWAYAM courses and also create 'Online Platform' for hosting University online courses.*

DYP-ATU has completed few MOOCs with the help of Directorates of Higher Education and is in the process of developing few more. University has created a Directorate of Digital Learning initiative which has undertaken several initiatives to create online teaching – learning content. University will soon have its online portal where all the video recordings of the many of the elective/ skill based/ value added courses will be available. DDLI is training faculties to create online courses for its students as well as to host MOOCs on SWAYAM and other such platforms.

Community Engagement
University actively participates in outreach and extension activities. University will adopt more villages in Kolhapur District with a concept of transcending research.

2.5 Developing Motivated and Energized Faculty

Action Plan
Short Term

- Establish a stress-free atmosphere where educators may focus on exploring novel concepts. This can be achieved through organizing activities to promote teacher recreation, faculty bonding programs, and venues for the discussion and exchange of research ideas.

- Improve the Seed Money Scheme by giving entry-level Assistant Professors one lakh rupees for research.

- Expand the UGC care listed journals to include the Research Incentive Scheme.

- Use the RIF plan to incentivize academic members to attend national and international conferences.

- Give young faculty members prizes or citations for their publications in prestigious journals.

- Initiate new Memorandums of Understanding (MoUs) for professor and student research exchange with overseas HEIs.

- Promote joint ventures with scholars from the world's top 500 universities.

- Encourage academic staff to allocate 30% of overhead to infrastructure for research.

- Plan faculty orientation, short, refresher, FDP, and FIP programs.

- Provide instructors with team-building and leadership workshops.

- Urge faculty members without PhDs to apply for PhD programs at reputable universities.

- Boost LAN and WiFi internet access in every building.

- Promote multidisciplinary study initiatives.

- Encourage academic staff to focus on regional research issues in the state of Maharashtra. Encourage academic staff members to take part in short-term, national and international workshops, conferences, and summer/winter schools.

Mid Term

- Encourage academic staff members to apply to top 500 universities abroad for post-doctoral posts.

- Reach the goal of having 90% of faculty hold a Ph D qualification.

- Encourage academic staff members to submit papers to international conferences.

- Motivate faculty to participate in essential administrative tasks.

- Ensure that the entire campus has a constant power supply, seven days a week.

- Encourage faculty to set-up specialize research centers based on expertise.

- Along with the seed money provided for research, encourage and mentor faculty members to write research projects, as well as collectively tap support under FIST, SAP, for establishing new laboratories and augment the available research infrastructure.

- Internationalizing the University to encourage diversity in students/faculty through international MoUs.

    Long Term

- Encourage faculty to establish themselves as among the leading experts in their area with their globally recognized research and publications.

- Allow faculty to tie-up with industry for consultancy and foreign Universities for research.

- Inspire faculty to publish in high impact factor journals.

- Expand infrastructural and recreational facilities on campus.

2.6 Teaching, Learning and Education Technology

Action plan:

- **Implementation of Outcome Based Education (OBE)**

Short Term
The university recently reorganized all of its Master's program curricula with an emphasis on outcome-based learning. In order to provide students with up-to-date knowledge, necessary bridging courses will be made available to them online on a temporary basis. All of the classrooms will be upgraded to smart classrooms, which will improve student learning. Flipped classroom techniques will also be used in this scenario.

Mid Term

The introduction of multidisciplinary courses, selecting courses from national e-content portals like SWAYAM, and skill courses are made easier by the new course format. By including them in the creation of the syllabus, having them provide expert lectures, and holding short-term courses to improve students' skill sets, the university hopes to improve communication with industry professionals. In the medium term, the focus will be on integrating agricultural and technical sciences, with interconnected and multidisciplinary programs provided throughout the campus by multiple schools.

Long Term

The University plans to build facilities to serve all information seekers throughout the course of the next ten years. In order to facilitate continuous and lifetime learning, it is intended to bring classroom instruction directly into households.

- **Enhancement of Students progress**

Short Term

The university provides all incoming students with an orientation program to familiarize them with the range of opportunities available. Every student also has a faculty mentor, and part of the academic schedule is meetings between the mentor and trainee. It is suggested that the students be introduced to online courses offered on SWAYAM in order to gain new knowledge and skills during these meetings. Invited talks from business, government, and academia will be prioritized more to help students broaden their horizons in terms of knowledge.

Mid Term

In order to help students make wise career decisions, career counseling will be emphasized at every academic level. We'll plan regular online alumni-student exchanges to foster networking, provide interview advice, and offer career counsel. Students will receive on-going preparation for a variety of competitive tests linked to further education and career paths.

Long Term

By utilizing educational technology, these training sessions will be made available online during the course of the decade that follows. Systems will be created throughout the course of the next five to ten years to comprehend the various needs and skills of the students, determine their learning preferences and areas of strength and weakness, and give them access to the relevant curriculum.

- **Multidisciplinary teaching**

 Short Term

NEP-2020 is already being implemented in the university, with a focus on interdisciplinary teaching and learning. The efficacy of these will be observed. The university intends to launch a number of integrated programs over the next two to five years in a variety of fields.

Mid Term

In the next five years, there will be an emphasis on providing students with life skills, intellectual abilities, professional and vocational skills, and interpersonal skills. In order to gain practical experience, industry internships will be promoted to students.

Long Term

Within the next five to ten years, interdisciplinary programs such as the current M. Tech - Artificial Intelligence in Agriculture program will be established.

- ### *MOOCs and ODL*

Short Term

For its students, the university has already started to provide e-content. At first, two credit courses, bridge courses, and beginning laboratory courses are being recorded and made accessible.

Mid Term

All students will have access to these courses for the next two to five years. Online certificate programs will also be available. The creation of need-based courses by faculty members will be encouraged.

Long Term

In order to give its stakeholders access to state-of-the-art facilities for creating audio and video material, the university is upgrading its current studio spaces with the newest hardware and software. In order to assist the University in producing quality online material that can be distributed on SWAYAM and other similar platforms, these facilities will be extended over the course of the next ten years to include numerous studios, a film-mix theater, and video and audio editing facilities.

2.7 Research Development and Innovation

Action Plan

- **Augment Research Infrastructure**

Short Term

With additional funding from various national funding agencies such as NRF, DST, ICAR, RKVY, etc., the university will improve the experimental facilities. Schools, industries, and disciplines are encouraged to submit proposals for funding.

The current computing facility will be expanded to meet the research and academic needs.

Mid Term

A Center of Excellence will be established during the course of the following five years to make use of research facilities for college students. Additionally, it is suggested to build up laboratories that are solely focused on fulfilling the analytical needs of the nearby companies.

Long Term

The university aims to create a Farm Machinery Training and Testing Center, various research laboratories, field research facilities, etc. in the long run. We'll set up the necessary infrastructure to make this happen.

- **Enhance Research Funding**

Short Term

Faculty members have traditionally been encouraged by the university to pursue financed research projects. All new faculty members are also given seed money awards in order to achieve this. The university wants to focus in the next two years on averaging one research and development project or consultancy per faculty member during a three-year period. There will be a plan to support the multidisciplinary research with research funds.

Mid Term

Over a three-year period, the two sponsored research projects or consulting projects per faculty member that were the goal for the first two years will, on average, be increased to two.

Acquiring a minimum of two multidisciplinary research projects with a combined budget of Rs. 5 to 10 lakhs will also be a priority.

Long Term

Systematic efforts will be undertaken over the next ten years to successfully apply for funding agencies for international projects and transform the current research collaborations into institutional collaborations.

- **Increase Ph. D Students enrolments**

Short Term

The university will work to increase the number of Ph. D. students enrolled from the current level by twofold. The number of Ph. D. students enrolled full-time on campus will rise in tandem with an increase in research initiatives. The university will also offer teaching assistantships to additional full-time, unfunded Ph. D. students. Initially, there will be roughly ten teaching assistant positions offered year.

Mid Term

The university will give grants for research projects that specifically address issues in the community.

Long Term

Hostels will be constructed by the university specifically for on-campus research scholars.

To provide mentorship to the young researchers on campus, the university will create five posts for visiting and emeritus professors who are renowned academicians worldwide.

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- **Increase Research Publications**

Short Term
Currently, each faculty member publishes roughly one article annually on average in the SCI journals and UGC Care list. We are going to try to get this up to two. Funds for faculty research incentives will now cover publications that are listed in UGC CARE. Grants for Seed Money will now total one lakh rupees for newly hired assistant professors.

Mid Term
To further enhance the average number of publications per faculty member annually in UGC Care List and SCI Journals to three, training and mentorship workshops for junior faculty members, particularly those from the social sciences and languages, will be arranged.

Long Term
The focus will be on forming research partnerships with universities, state-level organizations, and national and international organizations in order to increase the average number of publications per faculty member in SCI Journals and UGC Care List each year to roughly four.

- **Strengthen IP & Innovations**

Short Term
Plan an annual hackathon with a STEM theme for the state or country. Create a research park at the university to support IP licensing, startup, and incubator activities. Implement an IPR policy to promote IP protection.

Mid Term
Aim to assist up to five incubations annually as they build business plans and obtain product licenses.

Long Term
Plan a national or international hackathon with a STEM theme.

- **Enhance Research Collaborations**

Short Term
Organize at least 5 International and National Conferences and up to 10 collaborations with International Universities.

Mid Term
Establish five joint doctoral positions with International Universities of repute (Top 500) for Doctoral students.

Long Term
Establish five Emeritus/Visiting Professor positions for international repute Academician for six months.

Establish five Visiting Professor schemes for the University Academicians.

2.8.   Industry-Academic Partnership

Action Plan

The aim will be to create mutual value through collaboration between DYP-ATU and industry for nurturing research knowledge to emerging technologies that create impact in industrial and societal development. This will be achieved through the following action plan:

Short Term

- Include industry experts in the Board of Studies (BoS) in all Master's programmes.

- Industry Internship for Faculties/ Students through MoU's with local industries for providing internship opportunities.

- Conduct annual training/workshop for students for skill enhancement.

- Encourage disciplines to give industrial research-oriented dissertation and field work.

- Establish "Industry Relation Cell" to coordinate between School/ disciplines with the industries.

- Extend laboratory space and equipment facilities for industries for conducting process and product developmental activities.

- Encourage faculty members to take up industries supported research and development project.

- Organize a discussion forum/ conclave/ seminar/ symposium on industrial/ translational research in collaboration with industries.

Mid Term

- Encourage incorporation of courses for enhancing industrial directed skills. Conduct exposure visit of students to industries.

- Encourage people employed in industry to join for Ph.D. with industrial driven research problem.

- Develop platform for provide solution to industrial problems through contractual based research.

- Establish MoU's with industries for testing process and product in industrial setup.

Long Term

- Establish DYP-ATU Research Museum through support of Industries.

- Develop state of the art facilities for Computer Science, Agricultural Engineering and Food Technology programs.

Encourage faculty members to identify and develop the industrial and societal potential of their research.

2.9.   Institution's Placement Plan for Students

University has formed the Student's Placement Cell and Alumni Relations. This Cell has been

taking efforts to attract many companies for placements of outgoing students. Several students from various disciplines were placed in companies through such placement drives.

Action Plan

Short Term

- Expand the placement activity to all the disciplines by sending placement brochures to reputed companies and through its well-placed distinguished alumni.

- Impart Life skills training to the students to improve their chances of employability.

- Organize Pre-placement talks/mock interviews to be organized to prepare students for interviews.

- Conduct Career guidance and competitive exam training/counseling (GPSC/UPSC/IAF/NET/SET etc.) for the students by inviting experts/Alumni.

- Seek Students feedback from the employer for improvement.

- Sign MoU with organization for life skills training to the students.

Mid Term

- Promote Industry-Academia linkage to develop skill-based programs in the curriculum, to organize National/International conferences/workshops etc.

- Sign MoU/collaboration with organizations for students internship/ dissertation. Set up a robust Alumni Network for placements.

- Provide resources and support for job search including job portal, career fairs.

Long Term

- Encourage research projects from R&D units of industries. Collaborate or sign MoU with organizations for student placement.

- Create an ecosystem that supports entrepreneurial endeavors and encourages students to pursue start-up ventures.

2.10. Achieving the Target for Accreditation

Action Plan

Short Term

- Implementation & review of NEP 2020.

- Attainment of CO's, PSO's and PO's.

- Increase Ph. D student strength on campus.

- Increase in Ph. D Guides on campus.

- Increase in research publications in Scopus/WoS.

- Software for Plagiarism & Software for dissertation thesis.

- Workshops on project proposal preparations.

- Submission of research project by faculty members.

- Extending RIF to UGC care list journals in order to increase publications.

- Conducting awareness programs on IPR.

- Conducting extension/outreach activities outside campus.

- Conduct of Academic & Administrative Audit.

- Increasing Renewable and Green initiatives.

- Conduct of National level conference on Quality measures.

- Conduct of workshop for IQAC/AISHE coordinators.

- Increase in number of certificate courses /value added courses/ diploma programmes/Online courses (MOOCS/SWAYAM/e-Pathshala/NPTEL etc.

- Start of new interdisciplinary programmes.

- Conference/workshop for Research students.

- Inclusion of research ethics in the research methodology course work.

- Redesigning University Website.

- Increasing career counseling including e-counseling and guidance activities for competitive examinations (UPSC, NET/SET, GATE etc.).

- Improvement placement numbers, encouraging students for higher education.

- Implementation of 100% e-governance.

Mid Term

- Green Audit of the Campus.

- Increase in number of certificate courses /value added courses/ diploma programmes/ MOOCs.

- Setting up small theater, business lab & Moot court.

- To bring the University in top 100 in NIRF rankings.

- To prepare the University for NAAC assessment and accreditation.

- To prepare Agricultural Courses for ICAR accreditation.

- To improve the enrollment percentage of students.

- Fill all sanction positions.

- Start of new interdisciplinary and multidisciplinary teaching programmes.

- Improving the percentage of teachers receiving national/ international fellowships for advanced studies/ research.

- Increasing revenue generation through corporate training and other programmes.

- Increasing the percentage of JRFs, SRFs among the enrolled Ph. D scholars in the institution

- Improving research funding through government and non-government sources such as industry, corporate houses, international bodies for research project, Endowment Research Chairs.

- Provide disabled friendly infrastructure in all new buildings.

- Increasing collaborations with national and international organizations.

- Improvement in Alumni engagements and contributions.

- Improvement in Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies.

- Improvement in Percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP).

- Improvements in QS/India Today/Week Survey/THE rankings.

- Formulating up to two best practices other than existing ones.

Long Term

- Improve number of Patents of DYP-ATU.

- Improve in number of Ph. Ds awarded per recognized guide.

- Expansion of Research & teaching infrastructure.

- Launching of new programmes.

- Improvement of Research output.

- Improvements in Citations & h- Index in Scopus/ Web of Science/PubMed.

- Increasing consultancy projects.

2.11. Incubation and Start-up

DYP-ATU is in a process of establishing a Research Park under which Agri-incubator, Management incubator and, IT/AI incubators are being setup.

Action Plan

Short Term

- Conduct activities for faculty and students through Institution Innovation Council for various discipline.

- Train faculty members to become Innovation Ambassador for conduct of activities and mentoring students from innovation to entrepreneurship.

- Develop innovation, incubation and start-up ecosystem for nurturing budding entrepreneurs through implementing the National Innovation Startup Policy (2019) in DYP-ATU.

- Initiate Agri-incubator, Management incubator and, IT/AI incubators with the help of DHE,

Government of Maharashtra to attract startups.

- Establish MoUs with other incubators and industries as support system for Research Park.

- Conduct 15 days' workshop in entrepreneurship development.

- Strengthen disciplines to initiate at least one course in entrepreneurship at the level of School.

- Conduct Challenges and Hackathon every year for identifying innovative solution and ideas for nurturing through incubation centres/DYP-ATU.

- Establish innovation repository through YUKTI platform.

- Establish Technology Transfer Cell.

Mid Term

- Establish a Seed Fund to assist pre-incubation and incubation of innovators idea leading to startups through external funding.

- Support start-ups in Agri-incubator, Management incubator and, IT/AI incubators.

- Develop MoUs for funding the start-ups and innovation research.

Long Term

Expand Research Park as support system for translating knowledge-based research into innovative industrial processes and products.

2.12. Alumni Engagement / Activities plan

Action Plan

Short Term

- DYP-ATU alumni association will be strengthened.

- Annual meet of distinguished alumni will be organized.

- Scholarships/fellowship will be created through alumni association for needy and meritorious students.

- Best Researcher Awards/symposium to be instituted to encourage research culture among the alumni teaching in university.

- Organize Alumni interaction through workshop/lecture for career guidance and student placement.

Mid Term

- Efforts will be made to register the alumni associations of all Schools.

- Short term courses and entrepreneurship development sessions by Alumni to promote Industry-Academia Collaborations.

- Recognize and celebrate alumni achievements.

Long Term

- A Networking event will be organized to encourage connectivity between various batches of

the Alumni and maintain connections to their educational institution.

- Leverage financial resources through alumni and establish alumni funds for research scholarship, Incubation centers, new programmes etc.

- Collaborations with Alumni on Research Projects for community development.

2.13. Basic Infrastructure Development plan

Action Plan

Short Term

- Establish High End Computing Facility.

- Setup Smart classrooms for all Schools.

- Establish basic infrastructure of administration block.

- Establishment of basic laboratories under each school.

- Upgrade and expand the IT infrastructure to meet evolving needs.

- Take up green initiatives: Rain water harvesting, butterfly, botanical gardens, green fencing.

Mid Term

- Building for different schools.

- High Tech Laboratories at different schools.

- New Administration Building.

- Cinema Theatre, Business Finance Laboratory, Moot Court.

- New Hostels for Women and Men.

- New Hostel for International Students

- Residential quarters for teaching and non-teaching employees.

Long Term

- Research laboratories for Robotics and Artificial Intelligence, Remote Sensing & GIS.
- Well-equipped Guest house for international students / guests.
- Modern infrastructure for Sports.

- Inter-institutional Centre for Multidisciplinary Research.

- Well established auditorium.

2.14 Skill Development of Non-teaching Staff

Action Plan

To enhance the skills of the non-teaching staff in the University, the following action plan will be implemented.

Short Term

- Develop and implement training programs to address the identified skill gaps (communication skills, computer literacy, administrative tasks, customer service, first-aid).

- Encourage non-teaching staff to participate in workshops related to their roles and responsibilities.

- Recognize and Reward Progress: Acknowledge and reward non-teaching staff members who demonstrate improvement and exhibit enhanced skills.

Mid Term

- Mentoring Program: Implement a mentoring program where experienced staff members can mentor and guide junior staff to foster skill development and knowledge sharing.

- Implement employee engagement initiatives such as team-building activities, recognition programs, and open communication channels to create a positive and supportive work environment that encourages skill enhancement.

- Cross-training and job Rotation: Offering cross-training opportunities and job rotations can expose non-teaching staff to different roles and functions within the organization. This helps broaden their skills set, increase their versatility and improve their overall understanding of organizational operations.

Long Term

- Establish leadership development programs for non-teaching staff who show potential and interest in taking on managerial or leadership roles within the first 5 years.

- Encourage non-teaching staff to pursue relevant professional certifications in their respective fields to enhance their expertise and credibility over the course of 10 years.

- Develop a succession plan to ensure the continuity of skilled staff by identifying and grooming individuals for key positions in the long term.

- Foster a culture of continuous learning and skill development by providing access to online learning platforms, webinars, and other resources that can be utilized throughout the 10 years.

- Encourage non-teaching staff to collaborate and network with professionals from other institutions or organizations to gain exposure to different perspectives and best practices in their field.

- Online Learning Platform: Providing access to online learning platform or

- E-learning modules can enable non-teaching staff to acquire new skills at their own pace. These platforms can offer a wide range of courses and resources covering various subjects and skill areas, allowing staff members to choose the topics most relevant to their needs.

2.15. Any Other Initiatives for the Student's and Institutional Growth

Short Term

- In order to further attract international students to DYP-ATU a plan is being formulated to offset the cost of tuition fees by providing scholarships and freeships to deserving meritorial students.

- Apprenticeship for Students through NGOs and CSR activities of Industries. Life

  Skill Development Programmes.

- 30 Hrs. Skill based Certificate Courses.

- Augmenting transport facility for Students from nearby towns to DYP-ATU.

- NSS unit on DYP-ATU Campus.

Mid Term

- Setting up of Movie and Theatre Club, Nature and Photography Club, Yoga, Meditation and Sports Club.

Long Term

- Establishing NCC unit on DYP-ATU Campus.

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