RAMA UNIVERSITY
UTTAR PRADESH KANPUR

INSTITUTIONAL DEVELOPMENT PLAN 2020-25

Rama University
Rama City, Mandhana,
Kanpur (Uttar Pradesh) - 209217

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Preface

It is with great pride and anticipation that we present the Institutional Development Plan (IDP) for Rama University. This comprehensive plan reflects our unwavering commitment to advancing our mission of academic excellence, innovative research, and impactful community engagement. The IDP serves as a strategic roadmap, guiding our efforts to foster a dynamic and inclusive learning environment, elevate our research capabilities, and enhance our contributions to society. Rama University's vision is to be a emerge as a Global Premier University in imparting education of international standards, to build superior professionals with strong work ethics and to empower the world with futuristic minds, through excellence in research and innovation.

Our mission is to promote national and international collaboration, create a scientific, challenging, transparent and sustainable environment, nurture talent and creativity, committed to serve people, society and nation at large, inculcate strong morals, values & ethics to build socially committed and inspired personalities, inculcate strong morals, values & ethics to build socially committed and spiritually inspired personalities.

Central to our mission is the delivery of high-quality education. The objectives are to enhance national and international collaboration for industry-academia integration, creating a top global position. They aim to establish a sustainable, transparent environment conducive to research, innovation, entrepreneurship, and consultancy. Additionally, they focus on nurturing talent and creativity committed to societal and national service, instilling strong morals, values, and ethics for socially committed and spiritually inspired individuals, and empowering all societal sections through education while promoting eco-friendly practices.

Rama University recognizes the importance of strong ties with the community. Our IDP emphasizes the role of the university as a catalyst for social change, promoting initiatives that enhance community well-being and development. The IDP outlines comprehensive strategies for human resource development, including recruitment, professional development, and retention. By nurturing a supportive and dynamic work environment, we aim to attract and retain top talent.

To support our academic and research endeavors, we recognize the need for state-of-the-art facilities and resources. The IDP details our plans for infrastructure development, including the construction of modern classrooms, laboratories, and recreational facilities. These investments are crucial to providing a conducive learning environment and supporting the holistic development of our students.

In conclusion, the Institutional Development Plan for Rama University represents a strategic vision for the future, rooted in our core values and aspirations. It is a testament to our commitment to excellence and our determination to make a positive impact on the world. We invite all members of the Rama University community to join us in this exciting journey towards a brighter and more prosperous future.

Sincerely,

About the Rama University

Rama University Uttar Pradesh has been established as a State Private University at Kanpur vide U.P. Act No. 1 of 2014 as passed by the State Legislature and is empowered to give degrees as specified by UGC under section 22 of the UGC Act 1956 through its main campus with the approval of Statutory Councils, wherever required. Rama University is the higher education endeavor of Rama Group (established in 1996), the University's main campus is in Kanpur and was established in 2014. Rama University presents an array of esteemed academic programs, spanning undergraduate, postgraduate, PhD, diploma, and certificate levels, across diverse domains such as Engineering & Technology, Commerce and Management, Mass Communication, Law, Pharmacy, Agriculture, Ayurveda, Medical, Nursing, Paramedical and Dental Courses. These programs are renowned for their dynamism and structured curricula, meticulously designed to meet the evolving needs of the technical, industrial, social, and global landscape. With a robust outcome-based learning policy, our curriculum development process involves close collaboration with stakeholders, academic councils, and executive bodies to ensure alignment with industry standards and regulatory guidelines.

Vision

To emerge as a Global Premier University in imparting education of international standards, to build superior professionals with strong work ethics and to empower the world with futuristic minds, through excellence in research and innovation.

Mission

- To promote national and international collaboration for industry academia integration to achieve top most position in global hierarchy.
- To create a scientific, challenging, transparent and sustainable environment/curriculum ideal for research, innovation, entrepreneurship and consultancy.
- To nurture talent and creativity, committed to serve people, society and nation at large.
- To inculcate strong morals, values & ethics to build socially committed and spiritually inspired personalities.
- To empower and uplift each section of society through education and to contribute back to the environment by adapting and promoting eco-friendly practices.

Our Core Values

We, at all the Rama Group companies and institutions respect the Indian core value system and practice it in our daily lives.

Dharma - Righteousness

Arth - Creation of wealth for the betterment of individual and society at large

Karma - Commitment to duty

Institutional Development Plan

Introduction:

Rama University, founded on the principles of academic excellence, research innovation, and societal impact, envisions becoming a global leader in higher education. To realize this vision, the Institutional Development Plan (IDP) outlines a comprehensive framework that aligns institutional goals with emerging trends, stakeholder expectations, and societal needs. This descriptive plan delineates the strategic priorities, operational strategies, and performance indicators that will guide Rama University towards its aspirational future.

OBJECTIVES:

- Enhance academic excellence across all disciplines through rigorous curriculum development, innovative teaching methods, and faculty development initiatives.
- Foster a student-centered learning environment that promotes holistic development, critical thinking, and lifelong learning skills.
- Promote research and innovation by providing robust support infrastructure, research funding opportunities, and interdisciplinary collaboration platforms.
- Ensure inclusivity and diversity by implementing policies and programs that support underrepresented groups and foster a culture of equality and respect.
- Strengthen industry-academia partnerships to facilitate knowledge transfer, internships, and placement opportunities for students.
- Enhance campus infrastructure to provide modern facilities, green spaces, and sustainable amenities that support the academic and extracurricular needs of students and faculty.
- Improve governance and administrative efficiency through transparent processes, effective communication channels, and strategic planning mechanisms.
- Promote internationalization by expanding global partnerships, exchange programs, and research collaborations to enrich the educational experience and global perspective of students and faculty.
- Cultivate a culture of social responsibility and community engagement through service-learning programs, outreach initiatives, and partnerships with local stakeholders.

- Ensure financial sustainability and resource optimization through prudent financial management, diversified revenue streams, and strategic investment in priority areas.

I. Academic Plan

1. Academic Excellence:

- Continuously review and revitalize academic curricula, pedagogical approaches, and assessment methods to align with evolving industry demands, technological advancements, and disciplinary advancements.
- Encourage interdisciplinary collaborations and project-based learning to enhance critical thinking and problem-solving skills.
- Facilitate faculty development programs to incorporate innovative teaching methodologies and technology-enhanced learning approaches.

2. Student-Centric Approach:

- Expand student-centric services such as counseling, career guidance, financial aid, and extracurricular activities to promote holistic development, well-being, and engagement.
- Foster a culture of inclusivity and diversity through awareness campaigns, student clubs, and affinity groups.
- Implement gender sensitivity training for faculty and staff to promote a safe and respectful learning environment for all students.

3. Faculty Development:

- Offer opportunities for continuous professional development through workshops, seminars, and research grants.
- Recognize and reward excellence in teaching, research, and service to motivate faculty members.
- Foster a collaborative and supportive academic community through interdisciplinary research initiatives and peer mentoring programs.

4. Value-Based Activities:

- Integrate values-based education into the curriculum through ethics courses, community service projects, and leadership development programs.

- Organize guest lectures, seminars, and workshops on topics related to ethical leadership, social responsibility, and sustainable development.
- Encourage student participation in extracurricular activities that promote values such as teamwork, integrity, and empathy.

5. Feedback Mechanism:

- Establish a structured online feedback mechanism for students to provide input on courses, teaching methods, and campus services.
- Conduct regular surveys and focus groups to assess student satisfaction and identify areas for improvement.
- Use feedback data to inform decision-making processes and drive continuous improvement efforts across academic and support services.

6. Strengthen Research Ecosystem:

Invest in state-of-the-art infrastructure, research facilities, and faculty development programs to foster a vibrant research culture, interdisciplinary collaboration, and knowledge creation.

7. Other:

Institutional Sustainability: Ensure prudent financial management, environmental stewardship, and ethical governance practices to sustainably manage resources and mitigate risks.

Industry Integration: Forge strategic partnerships with industry, government, and community stakeholders to facilitate experiential learning, industry-relevant curriculum, and career pathways for students.

II. Infrastructural Plans

1. Campus Development:

- Expand campus facilities to accommodate growing student enrollment and program offerings.
- Upgrade existing infrastructure to meet modern standards for safety, accessibility, and sustainability.
- Create green spaces and recreational areas to enhance the overall campus environment.

2. Library Resources:

- Increase the collection of print and electronic resources to support academic programs and research activities.

- Improve access to library materials through digitalization initiatives and online catalog systems.

- Provide librarian-led workshops and tutorials to enhance information literacy skills among students and faculty.

3. ICT Classrooms:

- Equip classrooms with state-of-the-art ICT infrastructure, including multimedia projectors, interactive whiteboards, and high-speed internet connectivity.

- Implement a learning management system (LMS) to facilitate online course delivery, collaborative learning, and assessment activities.

- Offer training sessions for faculty members on effective use of ICT tools for teaching and learning.

4. Hostel Facilities:

- Construct new hostel buildings to accommodate residential students and provide a safe and comfortable living environment.

- Upgrade existing hostel facilities with modern amenities, including Wi-Fi access, recreation rooms, and 24/7 security services.

- Implement gender-sensitive policies and protocols to ensure the well-being and safety of all hostel residents.

5. Other:

- *Sustainability Practices:* Implement energy-efficient infrastructure, waste management systems, and green initiatives to reduce environmental footprint and promote sustainable development practices campus-wide.

- *Sustainability Metrics:* Energy consumption, waste diversion rates, carbon footprint reduction, and compliance with environmental regulations.

III. Administrative Plans:

- *1. Human Resources Management:*

- Develop and implement standardized HR policies and procedures to ensure fairness, transparency, and compliance with labor regulations.

- Provide regular training and professional development opportunities for administrative staff to enhance their skills and competencies.

- Establish performance evaluation systems to recognize and reward high-performing employees and address performance issues proactively.

- *2. Documentation:*

- Maintain accurate and up-to-date records of student enrollment, academic progress, and administrative transactions.

- Implement digital document management systems to streamline administrative workflows and reduce paper-based processes.

- Ensure data security and privacy compliance measures are in place to protect sensitive information.

- *3. Collaboration:*

- Foster collaboration and partnerships with other educational institutions, government agencies, and industry stakeholders to enhance academic programs and research initiatives.

- Establish joint research centers, industry advisory boards, and internship programs to promote knowledge exchange and experiential learning opportunities.

- Engage in community outreach and service initiatives to address local needs and contribute to social development efforts.

- *4. Other:*

- Ensure compliance with regulatory requirements, accreditation standards, and ethical guidelines through regular audits and assessments.

- Enhance alumni relations and engagement through networking events, mentorship programs, and fundraising initiatives to support institutional goals and initiatives.

The Institutional Development Plan for Rama University serves as a roadmap for achieving institutional excellence, fostering innovation, and fulfilling societal responsibilities. By strategically aligning its resources, operations, and aspirations, Rama University is poised to emerge as a beacon of academic distinction, research innovation, and global citizenship in the higher education landscape.