

## **Institutional Development Plan**

### **Implementation Plan: Roadmap to achieve the targets (2024-2029):**

To effectively achieve the strategic goals for **ALARD UNIVERSITY, PUNE**, the following phased roadmap is prepared by the university. This timeline will ensure a structured approach to achieving the university's objectives, allowing for flexibility and adjustments as needed.

| <b>Year</b>    | <b>Implementation items</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| <b>2024-25</b> | <p>Foundational Strategic Actions</p> <ol style="list-style-type: none"><li><b>1. Launch Core Academic Programs</b><br/>Introduce foundational undergraduate and postgraduate programs that align with the university's academic vision and national priorities.</li><li><b>2. Establish Governance Frameworks</b><br/>Develop comprehensive governance structures, standard operating procedures (SOPs), and institutional policies in accordance with statutory guidelines and best practices.</li><li><b>3. Implement Sustainable Faculty Recruitment</b><br/>Adopt a strategic and sustainable approach to faculty hiring, prioritizing academic excellence, long-term engagement, and alignment with institutional values.</li><li><b>4. Enhance Physical Infrastructure</b><br/>Upgrade and expand campus facilities to support academic delivery, research activities, and student life in a rapidly growing educational environment.</li><li><b>5. Promote Holistic Learner Development</b><br/>Launch initiatives that foster intellectual, physical, emotional, and ethical growth—preparing students to thrive in a dynamic and interconnected world.</li></ol> |
| <b>2025-26</b> | <p>Strategic Development Priorities</p> <ol style="list-style-type: none"><li><b>1. Policy Review and Alignment</b><br/>Regularly evaluate and update institutional policies to ensure compliance with current regulatory guidelines and best practices.</li><li><b>2. Program Optimization and Market Responsiveness</b><br/>Conduct market analysis to identify high-demand academic programs and strategically increase intake capacity to meet evolving industry and societal needs.</li><li><b>3. Adopt Continuous Assessment Frameworks</b><br/>Implement robust, outcome-based continuous assessment models across all programs to enhance learning outcomes and academic rigor.</li></ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|         | <p>4. <b>Infrastructure Expansion and Campus Enrichment</b><br/>Continue developing physical infrastructure, including student housing, recreational amenities, and learning spaces, to support a vibrant campus experience.</p> <p>5. <b>Strengthen Industry and Global Collaborations</b><br/>Expand partnerships with nearby industries and international institutions to foster innovation, research, and real-world learning opportunities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2026-27 | <p>Strategic Initiatives for Institutional Advancement</p> <ol style="list-style-type: none"> <li>1. <b>Policy Review and Reform</b><br/>Continuously evaluate and update institutional policies to ensure alignment with evolving academic standards, regulatory frameworks, and best practices.</li> <li>2. <b>Curriculum Innovation and Interdisciplinary Expansion</b><br/>Introduce new interdisciplinary programs and flexible learning pathways that foster holistic education and cater to diverse learner needs.</li> <li>3. <b>Program Evaluation and Curriculum Enhancement</b><br/>Implement systematic assessment of academic programs to measure effectiveness and make data-driven curriculum improvements.</li> <li>4. <b>Automation of Examination Systems</b><br/>Digitize and streamline examination management processes to ensure operational efficiency, transparency, and scalability.</li> <li>5. <b>Project-Based and Peer-Assessed Learning Models</b><br/>Integrate experiential learning through project-based assessments and peer review mechanisms across multiple disciplines.</li> <li>6. <b>Technology-Enabled Academic Ecosystem</b><br/>Deploy advanced IT infrastructure to support online learning platforms, research databases, and secure communication systems.</li> <li>7. <b>Innovation and Entrepreneurship Development</b><br/>Establish a fully functional Innovation &amp; Entrepreneurship Department offering seed funding, mentorship, incubation support, and industry linkages.</li> <li>8. <b>Strengthen Industry and Global Collaborations</b><br/>Expand partnerships with regional industries and international institutions to enhance research, internships, and academic exchange.</li> <li>9. <b>Community Engagement and Extension Services</b><br/>Launch impactful outreach programs and extension services to foster community development and civic responsibility.</li> </ol> |

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|                | <p><b>10. Formation of Quality Circles</b><br/>Create cross-functional quality circles to promote continuous improvement, stakeholder feedback, and institutional excellence.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>2027-28</b> | <p>Strategic Implementation Milestones</p> <ol style="list-style-type: none"> <li><b>1. Sustainable Campus Development</b><br/>Initiate the deployment of energy-efficient infrastructure, integrated waste management systems, and the creation of green spaces to promote environmental stewardship across the campus.</li> <li><b>2. Sustainability Awareness &amp; Engagement</b><br/>Launch targeted awareness programs for students and staff to foster a culture of sustainability and responsible resource use.</li> <li><b>3. Student-Led Innovation &amp; Startups</b><br/>Roll out the inaugural cohort of student-led startups and innovation projects, providing mentorship, incubation support, and access to entrepreneurial resources.</li> <li><b>4. Strategic Goal Monitoring &amp; Adaptation</b><br/>Conduct mid-term reviews of institutional strategic goals, evaluating progress and recalibrating priorities based on achievements and emerging challenges.</li> <li><b>5. Quality Assurance Enhancement</b><br/>Transition existing quality circles into a formal <b>Quality Assurance Cell</b> to strengthen institutional monitoring and continuous improvement mechanisms.</li> <li><b>6. Establishment of IQAC</b><br/>Set up a fully operational <b>Internal Quality Assurance Cell (IQAC)</b> to ensure effective strategic execution and policy uniformity in line with national accreditation standards.</li> </ol> |
| <b>2028-29</b> | <p>Strategic Consolidation &amp; Future Planning</p> <ol style="list-style-type: none"> <li><b>1. Broaden Entrepreneurial Engagement</b><br/>Expand the scope and influence of the Innovation &amp; Entrepreneurship Department by actively involving more students and faculty in entrepreneurial initiatives, start-up incubation, and industry-driven projects.</li> <li><b>2. Advance Campus Sustainability</b><br/>Conduct a thorough evaluation of existing sustainability practices and implement refinements aimed at transforming the campus into a fully sustainable, eco-conscious environment.</li> <li><b>3. Strategic Plan Review &amp; Future Roadmap</b><br/>Undertake a comprehensive final review of the current five-year strategic plan, documenting key achievements, challenges faced, and lessons learned. Prepare a forward-looking report to guide the development of the next strategic planning cycle.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

## **Strategic Vision for the Decade Ahead: ALARD University, Pune**

As ALARD University transitions beyond its foundational years as a newly established private university in Maharashtra, its current strategic plan lays the groundwork for a bold and future-ready trajectory. While the evolving market landscape presents challenges and uncertainties, the university remains committed to its aspiration of becoming a **Teaching-Learning intensive, Research-focused institution** over the next decade.

In alignment with the global momentum toward the **United Nations Sustainable Development Goals (SDGs) 2030**, the university will initiate a series of sustainability-driven programs both on campus and within the broader community. Recognizing its role as a vital community stakeholder, ALARD University will strengthen partnerships with local civic bodies, thought leaders, and researchers to foster **community-led growth and inclusive development**.

A major thrust of the strategic plan is the creation of a robust ecosystem for **Research, Innovation, and Entrepreneurship**. In accordance with the latest UGC guidelines, a dedicated **Research & Development Cell** will be established to focus on priority areas aligned with national and state missions. Strategic collaborations with research institutions across India and abroad will be pivotal in elevating the university's research capabilities.

Further, in response to the Ministry of Human Resource Development's (MHRD) initiative, the university will establish an **Institution Innovation Council (IIC)** and a **dedicated Incubator** to nurture innovation, entrepreneurial ventures, and start-up culture among students and faculty.