LAXMINARAYAN INNOVATION TECHNOLOGICAL UNIVERITY
(LIT UNIVERSITY)

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(YEAR 2024-2025)

INDEX

1. INTRODUCTION

1.1 About LIT University

Laxminarayan Innovation Technological University is a premier University of technical education in the field of Chemical Engineering and Technology in the country.

Laxminarayan Innovation Technological University (Formerly Laxminarayan Institute of Technology, established in 1942) owes its existence to the generous donation of the Late Rao Bahadur D. Laxminarayan of Kamptee, who by absolute hard work became an outstanding figure in the public affairs of the province. At some point of time in his life, his work brought him into contact with problems which required the aid of Technologists to come up with a feasible solution. He felt that the Province is lack of skilled professionals, may be due to lack of training and research in Technology, which made him to realize that this deficit should not hamper the way of progress. In spite of countless difficulties, only with vision to offer comprehensive fortune to the students interested in the field of Applied science and chemistry in and around Nagpur, he bestowed the main part of his property, then estimated as Rs. 35,20,540/- to the Nagpur University through his Will dated the 3rd May 1930, for the noble cause of "Teaching of Applied Science and Chemistry".

Laxminarayan Innovation Technological University (Formerly Laxminarayan Institute of Technology) is an Asia's premier University of technical education in the field of Chemical Engineering and Technology. The university, with sprawling 78-acre campus (315,655 m^2) located at Amravati Road, which falls in the western part of the city; acts as a sanctum of learning. The University attracts students with exceptional academic credentials from all over the country and moulds them into competent and practical engineers and technocrats since last seventy years. It also comprises of highly qualified faculty, committed to impart the best of their knowledge in training the students in an effective manner so as to meet the pre-requisite academic and industrial standards that stands up to date.

The University is developing consistently and is improving its quality of education through its curricular, co-curricular and extra-curricular activities so as to satisfy the ever-demanding needs of the industrial sector.

Name and Address of the Institute	Laxminarayan Innovation Technological (LIT) University
Year of Establishment	1942 (LIT University Established in 2023)
Type of Institute	Unitary Public State University
AICTE Permanent ID	1-536924901
DTE Code	14005
AISHE Code	U-1325
Name of the Head of the Institution	Dr. R. B. Mankar
Designation	Vice-Chancellor

Existing Programs Offered by the University

S. No	Program Level	Name of Program/Course	Duration	Sanctioned Strength
1	UG	B. Tech Chemical Engineering	04 years	**75**
2	UG	B. Tech Food Technology	04 years	**12**
3	UG	B. Tech Oils, Fats and Surfactants Technology	04 years	**12**
4	UG	B. Tech Petrochemical Technology	04 years	**12**
5	UG	B. Tech Paper Technology	04 years	**12**
6	UG	B. Tech Polymer Technology	04 years	**12**
7	UG	B. Tech Surface Coating Technology	04 years	**15**
8	PG	M. Tech Chemical Engineering	02 years	**12**
9	PG	M. Tech Food Technology	02 years	**12**
10	PG	M. Tech Oils, Fats and Surfactants Technology	02 years	**12**
11	PG	M. Tech Petrochemical Technology	02 years	**12**
12	PG	M. Tech Paint Technology	02 years	**12**
13	PG	M.Sc. Microbiology	02 years	**40**
14	PG	M.Sc. Biochemistry	02 years	**40**
15	**PG**	**M.Sc. Biotechnology**	**02 years**	**40**

1.2 Genesis

- Rao Bahadur D. Laxminarayan was born in a Telgu family on 13th January 1877. He was brought to Kamptee by a widower Shri Kakulam. After the death of Shri Kakulam, Laxminarayan and his brothers carried on his mining business, and by whole-hearted devotion and unstinted exertion, they were able to rise to the pinnacle of fortune and became proprietors of some mines themselves. Rao Bahadur D. Laxminarayan earned fabulous margins in the mining and exports.

- Rao Bahadur was a very generous philanthropist. He was a prominent man in the life of Kamptee and was taking active interest in the social fabric of the city of Nagpur and places around. He signed his will on 3rd May 1930. He made a bequest of the bulk of his estate, to the tune of Rs. 35,20,540, to the Nagpur University for the cause of technical education and to establish o University in the field of Applied Science and Chemistry for teaching the higher branches of industrial science. Rao Bahadur died on 30th September 1930.
- The Nagpur University after having obtained the letters of Administration on 3rd November 1931 proceeded to give effect to the will. A Committee was appointed to advise the University and it consisted of the intellectuals and illustrious citizens of the country including scientists like D**r. Sir P. C. Ray, Dr. M. N. Saha, Dr. Sir C. V. Raman, and Dr. H. K. Sen,** along with the luminaries like Shri. M. Owen, Dr. Gilbert Fowler, Sir Sorabji Mehta, Rai Bahadur Hiralal, Rai Bahadur Mathuraprasad, Sir J. C. McDougall and Shri. M. Chandira.
- The Committee also included Dr. Peter Carter-Speers who was Professor of Technical Chemistry in the University of Punjab, Mr. C. E. W. Jones, Director of Public Instructions of CP & Berar, Col Wilson, Chakradeo and Mohagaonkar. The value of bequest as it stood in September 1932 was Rs. 35,20,540 and was accruing an interest of Rs. 1,82,000 from the securities of the Trust.
- The appointment of the Committee was then formally confirmed on 6th February 1932 including Sir Manekji Dadabhai, Dr. M. O. Forster, Director, Instituted of Science Bangalore; Dr. G. J. Fowler, Principal, HBTI, Kanpur; and R. N. Bannerjee, Director of Industries CP & Berar. It was due to the efforts of Shri Bhavani Shankar Niyogi, who was then Vice Chancellor, the entire scheme of what has been known as Laxminarayan University of Technology (LIT), was complete in all details by end of 1935.
- Dr. Hari Singh Gour, then Vice Chancellor acquired the pre-eminently dignified site of 78 acres on the top of the hill abutting Amravati Road. The foundation stone was laid for the University at a grand ceremony on 7th December 1937 at the hands of then Chancellor, His Excellency Sir Hyde Claredon Gowan, who was also the Governor of Central Provinces & Berar.

- Thus, it was in August 1942, the University started functioning with 7 admissions for a Two-year B. Sc. (Tech) course with special paper on Oil Technology, besides general courses in General Engineering and Chemical Engineering.

1.3 Historical Milestones

Over the years, LIT University has been stewarded by distinguished academicians and students who served the nation and rose to name and fame.

- 1942 (August) - Dr. S. A. Saletore took over as First Director
- 1945 (August) - Dr. R. B. Forster took over as Second Director
- Dr. G. S. Laddha who is known for his research on liquid-liquid extraction at Alagappa College of Technology, and his contribution to the establishment of several chemical industries in India, was the student of First Batch of LIT.
- 1948 (August) - Dr. R. B. Forster left and the charge was given to Prof. S. A. Saletore who officiated as Director till December 1949.
- 1950 (January) - Dr. Ing. H. G. Kayser resident of Frankfurt (am Main) was appointed as Director.
- 1951 (September) - Dr. Kayser left the institution and Dr. P. S. Mene took charge as the First Indian Director
- 1951 - The number of seats to admission increased to 36 and the four-year degree course was started in 1952.
- 1959 - The Ministry of Education recommended a recurring grant for the building and equipment and to increase the intake of engineering graduates in all the institutions and recommended that the Laxminarayan University of Technology should admit 60 students instead of 36 and should start a 5 Year Integrated Course in Chemical Engineering
- 1964 - UGC gave an additional grant for starting a three-year B. Sc. (Tech) course in Oil Technology
- 1967 - The University started the Five-Year Integrated Course with intake of 60 students

- 1971 - Two courses in the specialized fields of Food Technology and Petro- Chemical Technology of three years' duration were started.
- 1976 - B. Sc. (Tech.) course in the field of Cellulose Technology was introduced with an intake capacity of 10 students.
- 1977 - With the new educational pattern of 10+2, the University introduced a Four Year B. Tech (Chemical Engineering) course.
- 1994 - The University discontinued its B.Sc. (Tech.) course and in its place introduced a new B. Tech course in Chemical Technology with specialization in Petrochemical Technology, Food Technology, Pulp & Paper Technology, and Oil Technology.
- 1996 - The University introduced a new B. Tech course in Chemical Technology with a specialization in Plastic & Polymer Technology.
- 1996 - The University introduced a new B. Tech course in Chemical Technology with specialization in Surface Coating Technology.
- 2023- LIT got the status of Laxminarayan Innovation Technological University.
- 2023- M Sc courses in Microbiology, Biotechnology, and Biochemistry courses merged in the LITU domain.

1.4 Vision Mission and Core Values

VISION

To provide integrated education of the highest quality at all levels in the field Chemical Engineering and Chemical Technology and to become a leading Centre of Excellence in the country.

MISSION

The University is committed to provide quality education, to conduct research and development activities to meet the needs of chemical process industry.

Core Values

The core values adopted by the University as enduring principles are Integrity, Excellence, Accountability, and Transparency.

- **Integrity**: Research and teaching shall be carried out in an environment of academic freedom and honesty. The University adheres to the highest standards of ethics in all its activities.

- **Excellence**: The University is committed to excellence in all spheres of its activities, and through internal and external reviews, work towards continuous improvement. The University recognizes exceptional efforts through awards and honours.

- **Accountability**: The University is a Unitary Public State University funded by the Government of Maharashtra is accountable to all its immediate stakeholders including students, staff, faculty, alumni and industry under the provisions of the LIT University Act

- **Transparency**: The University functions according to defined procedures and rules. The information about the University is displayed on the official website which is always available in public domain.

1.5 SWOC Analysis

Strength

- Outcome Based Education with Choice Based Credit System/wide range of Elective Courses for all UGand PG programs as per NEP 2020.
- Publications in High Impact Factor Refereed International Journals, Books and Book ChaptersConsistent and Excellent Placement Record and Mandatory Industrial Training
- Remedial Coaching for SC/ST, OBC, and Slow Learners for the students of First Year Strong support and donations from LIT Alumni
- Vibrant NSS Unit creating the sense of Social Responsibility and ensuring participation of students inCommunity Services
- A good number of Research and Consultancy Projects resulted in Revenue Generation andPublications/Patents

Weakness

- Not able to attract GATE qualified students for M. Tech Courses
- Do not have regular full-time Ph. D. Program offering Fellowships
- Do not have formal linkages with National/International Institutions for research
- Vacant positions of Teaching Faculty and Non-Teaching Staff
- No Chemical Process Industries in the vicinity of the Institute

Opportunity

- To establish Faculty-Exchange Programs and Research Collaborations with International Institutes and Universities
- To obtain NBA Accreditation for remaining UG & PG Programs.

- To improve NIRF Ranking
- To establish a Center of Excellence in various fields.

Challenges

- To obtain the permissions from the Government of Maharashtra to fill up vacant positions of Teaching Faculty and Non-Teaching Staff
- To fetch good start-up projects and funding projects to strengthen the research culture in the University.
- To inspire the graduating students to join Ph.D. program in IITs and ultimately join the Teaching Profession.

2. GOALS

LIT University have defined following goals for its growth in order to serve the industry and society.

I. CURRICULA GOAL - To introduce Profession Based Skill Oriented Curricula and Training with an outlook to match with policy perspective of the State and the vision document of the National Educational Policy. The progressions of the curricula goal are as follows:

(a) Update Curriculum at regular intervals to match with the current developments in the chemical process industry

(b) Introduce Choice Based Credit System horizontally and electives on vertical scale.

(c) Impart pedagogical Skills and Training

(d) Profession Oriented Skill Impartation

II. RESEARCH GOAL- To undertake and promote Quality Research with Intra, Inter and Multi-Disciplinary Orientation

(e) Procure Intra Multi-Disciplinary Research Funding facilities

(f) Promote diverse Research Skills amongst Faculty as well as Students

(g) Promote Focused Trust Based Research

(h) To conduct regular Research Consultations for Customizing Research

III. FACULTY GOAL- The progressions of the faculty goal are as follows:

(i) Adaption of Profession-Based Teaching Methods

(j) Continuous Reflection on Instructional Skills on set Goals

(k) Conduct Regular Training and Workshop

(l) Organize Field Based Professional Oriented Services

(m) Focus on Learner Centric Flexible Technological Curricula

(n) Promote Multi-Disciplinary, Intra - Disciplinary Rotational Teachings

IV. ACADEMIC OUTREACH- The University pools academic resources through the students, researchers, and teachers by offering varied academic programs, promoting social-oriented research, and rendering its services to various sections of society.

(o) To Commence Professional Oriented Short-term Courses

(p) To Offer Employable Educational Programmes

(q) Intra, Inter-Disciplinary Programmes

(r) Conference and Seminars of Social Orientation

(s) Industry Employability Programmes

(t) Programmes of Parental Orientation

(u) Extension Outreach

V. LIBRARY - All round support services for Teaching and Research, Extended Profession Oriented Techno-Based Services.

(v) To Expand Web-Based Library facilities to Faculties and Students

(w) Accurate Manuals for easy access to Journals

(x) To Develop E-Books for Multiple Access

(y) To Develop Regular Academic Supportive Services

VI. EXAM - In tune with contemporary needs, Revamp the administration of examination with the cost saving methods.

(z) To Re-group Exam Administration with more supporting Staff

(aa) To Introduce Automation Facilities

(bb) Introduce Technology Based Subject-wise Data Frequency

(cc) Transparent Policies to Prevent Unfair Practices

(dd) Web-Based Viva System

(ee) Examination Grievance Cell

VII. ADMINISTRATION- Synchronize the contemporary aspirations to establish a sustainable, viable long lasting transparent friendly administration and to restructure the entire administration for effective support to meet the demands of the various participants of the University.

(ff) To Relook at the Act, Statutes and Ordinances with futuristic perspectives

(gg) Re-organize Entire Administration with Different Centers with Center Heads

(hh) To Recruit the necessary Staff at the earliest

(ii) To Introduce e-based Administration with Paperless Office

(jj) To Impart Regular Skill Based Training to Staff

(kk) To Establish Quick Grievance Redress Mechanism

(ll) To Undertake Staff Welfare Activities

(mm) To Introduce Transparent Governance Methods

VIII. FINANCE- Evolve and introduce steps to fund generation and financial management to develop sustainable financial stability

(nn) To Promote Academic and Administrative Activities towards Sustainable Financial Mobilization

(oo) To De-centralized Financial Administration with Good Governance Policies

IX. GREEN CAMPUS- To develop centralized sustainable e-based facilities for all-round development of academic, and administrative governance and cultivate an eco-friendly campus.

(pp) To Establish Efficient Waste Recycling Systems

(qq) To Plant Eco-Friendly Plants and Trees

(rr) To Evolve Policies for Maximum Utilization of Solar Energy

3. DEVELOPMENT OBJECTIVES

LIT University have defined following development objectives for its growth in sustainable manner.

- To act as a model guideline for all institutional stakeholders in improving upon the gaps that are inherently present in different developmental sectors of the University
- To ensure a holistic development of the university during the post-accreditation period, by ensuring maximum utilization of all resources – human, financial and material
- To ensure a continuous quality assurance system in place for making the University one of the most sought-after institutions of higher learning by students from a wide range of disciplines
- To acquire better grades in all future quality assessment exercises
- To promote good governance practices with a view towards introducing greater efficiency and transparency in all University procedures and practices, by enhancing coordination amongst the different university units/ wings

4. EXCELLENCE IN GOVERNANCE AND MANAGEMENT

4.1 Improved governance via reforms

Short term Goals:

- Assign specific designations to administrative staff according to the roles allotted to the functionaries.
- Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly.
- Establish the Board of Governors (BOG) / Academic Council (AC)/ School Council & other Statutory Committees as per University Act.

Medium term Goals:

- Establish a customized University level ERP/E-Samarth system for data analytics and ease of stakeholder sharing.
- Review the functioning of all the committees and bodies and adopt improvements (If required).
- Establish good practices based on stakeholder feedback.
- Work towards a paper-less administrative environment.

Long term Goals:

- Build a congenial workplace environment to the satisfaction of all stakeholders.
- Bring out policy documents wherever necessary.
- Engage adjunct mentors from Industry and elite institutions from India and abroad.

4.2 Administrative reforms

Short term Goals:

- Document the Academic and Administration Audit policy of the University.
- Document the procedures and processes for stakeholder consumption.

Medium term Goals:

- Review the administrative practices for adopting need-based revisions and reforms.
- Establish University level Administrative Best practices based on experiences hitherto.

Long term Goals:

- Establish world class administrative practices to seek international recognition.

4.3 Improvements in Infrastructure

Short term Goals:

- Brainstorm for prioritizing the infrastructure development phase-wise.
- Provide adequate infrastructure for both administrative and academic activities as at present.
- Conceive and design a Master plan for the University.

Medium term Goals:

- Review adequacy of infrastructure based on the student admissions, and newer academic programs.
- Build additional administrative infrastructure for the new ventures and administration.
- Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.

Long term Goals:

- Review the infrastructure needs for futuristic development and plan based on priorities
- Revisit the Master plan and further infrastructure development based on need.

4.4 Improvements in HR policies and Management

Short term Goals:

- Design a need analysis for recruitment of administrative staff based on workload (as per norms)
- Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).
- Document the HR Policy for administrative and support staff

Medium term Goals:

- Plan appropriate welfare measures for the administrative and support staff
- Enhance Student/Faculty engagement “beyond the class-room” activities.

Long term Goals:

- Document the Cadre and recruitment rules for Teaching/research staff

- Plan appropriate welfare measures for the academic staff

4.5 Student development and support.

Short term Goals:

- Facilitate access, equity and welfare measures (Scholarships, free ships and such others).
- Facilitate commutation, hostels and cafeteria.
- Facilitate quality education, training, mentoring and counseling.
- Provide adequate healthcare and wellness facilities.
- Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.

Medium term Goals:

- Seek student satisfaction through surveys regarding the short-term goals as above.
- Take appropriate corrective measures to render the above processes more facilitative to learners.
- Augment the cultural mix, to promote harmony and a sense of belonging to the institution.
- Build a strong Alumni association

Long term Goals:

- Strengthen alumni network as well as alumni engagement for the benefit of the ongoing generations of learners.
- Build learner trust in the institution through laudable student support and progression.

5. FINANCIAL AND BUDGETARY SUSTAINABILITY

Financial support is critical for maintaining and improving the implementation of sustainability policies and initiatives. An effective way to increase financial capacity for sustainability in LIT University is to involve stakeholders in resource allocation decisions for sustainability. Specific strategic actions are recommended to enhance financial capacity as part of a long-term and structured effort to maintain funding stability at the University.

To find solutions to the obstacles that stand in the way of achieving practical financial stability, more opportunities must be seen to make more money. This is done by following the following policies and strategies:

5.1 Financial Policies

The policies will outline the roles and responsibilities of various University officials and organizations in managing the financial assets of the University.

5.2 Action Plan and Budget

- To Finalize the action plan based on the proposed Institutional Development Plan.
- To Define budget line items (Income: fees, grants if any, research projects, endowments, CSR funds, donations, etc., Expenses: salaries, utilities, maintenance, etc.)
- To Assign clear responsibility, milestones and timelines for each activity
- To Finalize 1-year and 5-year budget forecasts
- To Give details of capital budget, recurring budget for one year
- To Allocate funds and put it in a separate account
- To Access funds and track spending based on per budget milestones.
- To Amendments to the budget are to be approved only after a meeting and discussion with the budget committee.
- To plan recurring and non-recurring expenditure for each department. Consumables, etc.
- To Separate budget for non-recurring and recurring expenditure.
- To Prepare the details of the HOD department.

5.3 Main sources of revenue will be developed

- Tuition and other fees from students
- Government grants and subsidies
- Consultancy fees and overheads earned on Government and private/corporate sector sponsored research and development projects
- Endowments, charitable contributions, and other income such as royalty on CSR, Intellectual Property (IP)/patent etc.
- Overheads earned on the sponsored research and development projects from the Government and private/ corporate sector

5.4 Close liaison with Government Ministries/agencies and others for access to funding and external grants and funding

- More than 20 Ministries of Government of India offer projects/research projects for HEIs.
- Proforma for financial assistance is to be obtained from the concerned Ministries.
- Standardized proforma/template for new R&D/modernization proposals for funding by Government of India/other external agencies.
- The template will be designed and determined in consultation with the respective Institute Heads.
- All departments should fill these.

5.5 Internal Revenue Generation (IRG) plan in each department

- Professional use of existing facilities: Collection of information indicating the strengths of each department and the laboratory equipment/s available for use by outside agencies
- Consultancy by each department: The strength of each department can be publicized and advertised in newspapers.
- Funding from external funding agencies

5.6 Finance/Investment Committee

- A Finance/Investment Committee is responsible for making decisions regarding the investment and reinvestment of funds, the purchase and sale of securities belonging to the endowment, or other long-term University assets, as well as setting and approving investment policies for the University Investments.

5.7 Employees providing financial services

- The finance team consists of a Chief Financial Officer, Chief Investment Officer, Treasurer, Assistant Treasurer, Accountant Clerk, Data Entry Clerk, CA, etc.

5.8 Software/Technical Support

- Software/Technical support for providing efficient payment, settlement and clearing Systems

5.9 Internal Audit Department

- Internal audit helps the officers of the University/Institute to discharge their responsibilities effectively.

- As part of its inspection, internal audit examines and evaluates

  (1) the systems of internal controls and their related accounting, financial and operating policies, and

  (2) Procedures for monitoring and reporting financial and compliance data.

6. ENHANCED TEACHING AND LEARNING

The holistic system should be evolved to provide comprehensive knowledge, value-based learning as well as requisite life skills suited to the learners. Diverse pedagogies have been used for achieving core objectives of the entire learning processes.

The NEP 2020 focuses to provide accessible, inclusive and equitable education for the holistic development of the learners. So, teachers use the different pedagogies for achieving core objectives of the entire learning processes.

6.1 Curriculum Reforms

Short term Goals:

- Incorporate cross-cutting issues in the Curriculum of UG and PG.
- Match the curriculum to the requirements of NEP 2020
- Derive department-specific programme-wise POs and PSOs.
- Derive department-specific course-wise COs

Medium term Goals:

- Design Flexible course options to reach out to the aspirations of the new-age learners.
- Determine the Institution-specific and Graduate attributes.

Long term Goals:

- Conceive and design internationally-competitive curricula for structuring with International Collaborators.

6.2 Innovations in Pedagogy

Short term Goals:

- Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies.
- Drive faculty-led and student-centric Outcome Based Education both for UG and PG.
- Design appropriate skill development and vocational courses

Medium term Goals:

- Establish pedagogies and practices for Project Based Learning for UG.
- Establish pedagogies and practices for Problem Based Learning for PG
- Encourage Faculty and Students to indulge in Hands-on practical activities through Design Thinking-Labs etc.
- Establish an audio-visual studio for augmenting Teaching-Learning Process.

Long term Goals:

- Encourage Faculty to design course-specific online modules for the benefit of learners.
- Utilize the "in-house" Audio-visual Studio to develop University-specific faculty-led MOOCs.

6.3 Faculty Development

Short term Goals:

- Design relevant "in house" Faculty Development Programs based on a need analysis.
- Plan School-wise training programs for faculty development in Teaching and Research.
- Encourage target-based Career-progression amongst faculty

Medium term Goals:

- Promote Faculty Career Development endeavors and Faculty Development Programs.
- Motivate and develop Leadership amongst Faculty to add value to the University.

Long term Goals:

- Offer matured 'in house' Faculty Career Development endeavors and Faculty Development Programs to other Institutions/Universities.
- Encourage participation of faculty in Domain-specific and multidisciplinary international Faculty Career Development endeavors and Faculty Development Programs.

6.4 Better Student-Faculty Ratios

Short term Goals:

- Analyze the hitherto program-wise Student-Faculty Ratios over the years, to identify the trends, causes and effects

- Work out strategies for improving the Student-Faculty Ratios programme-wise, School-wise and University-wide.

Medium term Goals:

- Improve demand for programs through active, faculty-led promotional and motivational drives.
- Improve Student-Faculty ratios.

Long term Goals:

- Build a strong University Brand to attract admissions from all over the country.
- Strategize Faculty Welfare measures to overcome attrition (if any), to promote retention.

6.5 Improved Rankings

Short term Goals:

- Appraise the University staff regarding various ranking & accreditation instruments.
- Conduct Academic and Administrative Audit to realize the Quality status of the University
- Prepare the University for undertaking the NAAC Assessment & Accreditation

Medium term Goals:

- Improve on the perceptional Rankings hitherto achieved by the University.
- Prepare mature departments for assessment by the National Board of Accreditation [NBA].

Long term Goals:

- Seek International Accreditations for eligible programmes/departments/schools.
- Prepare the University for subsequent cycles of NAAC Assessment and Accreditations.

7. RESEARCH, DEVELOPMENT, INNOVATION AND INTELLECTUAL PROPERTY

7.1 Research, Development and Innovation

- Expand formal programs and opportunities for undergraduate research and increase the integration of faculty research into courses
- Regular updating of new lab equipment
- Sponsorship to faculty to encourage participation in research activities on and off-campus
- Developing the sponsored research through minor research proposals
- Broaden resources and support for significant growth in research opportunities with the state, nation, and world, and demonstrate value and recognition for multiple forms of scholarship
- Generate research, scholarship, and creative work across all academic disciplines
- Enlist senior research faculty to mentor, advise, and assist early career tenure track faculty
- Ensure effective research infrastructure, e.g., establishment of a vivarium research facility and a high-performance computing Centre
- Ensure that University Libraries provides access to current online publications and databases
- Improve infrastructure to serve multidisciplinary faculty research, scholarship, and creative work
- Expand opportunities to build vertical research teams with horizontal interdisciplinary components
- Develop a wide range of 1- or 2-credit research/professional courses, or topical modules, that have value and appeal across broad disciplines
- Incentives and organizational structure for the formation of interdisciplinary research teams to encourage broad community involvement in research
- Training and educational support for researchers and students seeking external research funding
- Linking of theoretical knowledge with practical approach for creating R & D culture
- To harness the local resources and local potential

- Field Visits for identification of the problems of local communities
- To study Real-time problem-solving methods developed by local stakeholders
- To provide the best of the facilities, and intellectually stimulating environment for research

7.2 Incubation Centre

- Leverage federally supported small business funding mechanisms to support faculty research and translate research into commercial applications
- To undertake joint research with other organizations and industries
- To establish research facilities
- To motivate staff for technology incubation, training staff, joint supervision of doctoral students and sharing facilities, collaborative publications, patents and consultancies
- Promotion and Acceleration of Young and Aspiring technology entrepreneurs Support system to reduce risk
- Encouraging Students to promote start-ups
- Start-up Centre in collaboration with MHRD; Inculcating a spirit of entrepreneurship in students
- Converting Innovations to start-ups
- Fast tracking a start-up through focused intervention
- Providing early-stage investment
- A World class facility Centre to help startups go global
- To promote new technology/knowledge/innovation-based impact making startups
- To provide cost-effective, value-added services to startups like mentoring, legal, financial, technical, intellectual property related services
- To scale up existing/new activities targeted at seeding and supporting startups
- To provide a platform for speedy commercialization of technologies developed by the institution or by any academic/technical/R&D institution or by an individual
- To build a vibrant startup ecosystem, by establishing a network between academia, financial institutions, industries and other institutions.

7.3 Industry Relations, Consultancy, Collaborations and MOUs

- Establish a productive partnership between industry/ reputed organizations/ academic institutes for consultancy and internships

- To develop the short-term courses/ value-added courses in association with senior industry personnel
- To enhance the interface with industry and institutes of repute
- Encourage and increase collaboration between departments that would lead to innovative interdisciplinary master's and doctoral programs
- Strategically plan and allocate space and technology to facilitate interdisciplinary collaborations and connections among and between faculty, students, and graduate students
- Continue and extend commitment to international collaborations
- Improve publicity, marketing, and sharing of faculty and student research to key stakeholders within and outside the Institute across multiple media outlets
- Create mutual understanding of the strategy and business needs of both organizations to enable broader understanding for the benefits and opportunities of all partners
- Create opportunities for future joint or allied funding of activities and projects which translate science into innovative tools or solutions for the use
- Influence long-term research, translation and training and encouraging a culture change in the research community to address stakeholder's needs
- Identification of opportunities for mutual use of facilities
- To coordinate with industrial organizations and professional bodies for corporate responsibility towards society for surveying the technologies for development
- Organize public awareness with education programs and training modules for industry personnel as well as faculty of other engineering Institutes
- To work with the current industrial partners and expand the scope of interaction, collaborations and MOUs to other industries.
- Evaluating the benefit of collaboration, and
- Introductions to third parties that can assist in defining and scoping areas of common interest

7.4 Promotion of research excellence and innovation both locally and globally

Short term Goals:

- Promote a multidisciplinary research culture.
- Promote Ph.D. programs in multidisciplinary areas.

- The faculty to attain doctoral degrees in new-age domains.

Medium term Goals:

- Develop Centres of Excellence in multidisciplinary research areas.
- Promote innovative and collaborative research activities.

Long term Goals:

- Identify spin-off companies for developing products from the research outcomes.
- Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students.

7.5 Multidisciplinary in institutes and research collaborations

Short term Goals:

- Establish multidisciplinary academics in the institution.
- Start with inter-departmental multidisciplinary engagements and collaborations.

Medium term Goals:

- Understand the requirements of evolving the University into a Multidisciplinary Education and Research University (MERU) as per NEP 2020.

Long term Goals:

- Establish National and International research collaborations with Lead HEIs.

8. HUMAN RESOURCES MANAGEMENT

- To Coordinate extended opportunities for faculty development (e.g., utilize faculty expertise, networking, shared practices, faculty sharing forums, learning communities, faculty development series, online resources for faculty) in collaboration with the Office for the Advancement of Teaching and Learning (ATL)
- To Provide a comprehensive faculty development program, align incentives, and explore the opportunity for teaching/ non-teaching faculties
- Participation of staff in training Programs
- Organization of STTPs/ FDPs/ training within University.
- Advance awareness and pedagogical sensitivity related to equity and diversity through faculty and staff orientation and professional development programs

- Incentivize faculty to integrate diversity and inclusion principles and practices in their work
- To update teachers' knowledge and skills with regard to teaching contents, teaching methods and rapidly changing learning needs and approaches of students
- Training of teachers/trainers in higher education with regard to newer and innovative teaching pedagogies, use of ICT in teaching, learner centric teaching, enhancing research aptitude, etc.
- Transparency and objectivity in the selection of faculty on an all-India basis; and
- Quality of research with a focus on international benchmarks such as citation indices, and patents.
- Awards and Recognition to faculty
- Sponsorship to faculty to encourage participation in research activities on and off-campus
- Enlist senior research faculty to mentor, advise, and assist early career tenure track faculty

8.1 Improvements in HR policies and Management

Short term Goals:

- Design a need analysis for recruitment of administrative staff based on workload (as per norms)
- Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).
- Document the HR Policy for administrative and support staff

Medium term Goals:

- Plan appropriate welfare measures for the administrative and support staff
- Enhance Student/Faculty engagement "beyond the class-room" activities.

Long term Goals:

- Document the Cadre and recruitment rules for Teaching/research staff
- Plan appropriate welfare measures for the academic staff

8.2 Faculty Development

Short term Goals:

- Design relevant "in house" Faculty Development Programs based on a need analysis.

- Plan School-wise training programs for faculty development in Teaching and Research.
- Encourage target-based Career-progression amongst faculty

Medium term Goals:

- Promote Faculty Career Development endeavors and Faculty Development Programs.
- Motivate and develop Leadership amongst Faculty to add value to the University.

Long term Goals:

- Offer matured 'in house' Faculty Career Development endeavors and Faculty Development Programs to other Institutions/Universities.
- Encourage participation of faculty in Domain-specific and multidisciplinary international Faculty Career Development endeavors and Faculty Development Programs.

9. NETWORKING AND COLLABORATIONS

In order to provide best opportunities to its students and faculty through collaboration in teaching and research, the University has entered into number of MoUs educational and research institutions of international/national repute. To further the purpose of the students and its faculty, the University proposes to organise/offer collaborative programmes/courses, research/action projects, placement and internship opportunities etc. The joint conferences, seminars, workshops and academic discussions will be done in collaboration of HEIs. The University is also in the process of entering into MoUs with several other leading institutions in the country and abroad.

- Encourage faculty to develop academic collaborations with other Universities, institutions (including Industries), National & International and societal agencies.
- Start with inter-departmental multidisciplinary engagements and collaborations.
- Establish National and International research collaborations with Lead HEIs.
- University needs to augment its Institution-Industry interface as also have linkages and collaborations with other National/International Research Institutions for mutual benefit.
- Offering interdisciplinary courses and encouraging collaborative projects

- Develop interactive assignments that require research, problem-solving, and collaborative skills.

10. PHYSICAL INFRASTRUCTURE

GREEN CAMPUS- To develop centralized sustainable e-based facilities for all-round development of academic, and administrative governance and cultivate an eco-friendly campus.

- To Establish Efficient Waste Recycling Systems
- To Plant Eco-Friendly Plants and Trees
- To Evolve Policies for Maximum Utilization of Solar Energy

LIBRARY - All round support services for Teaching and Research, Extended Profession Oriented Techno-Based Services.

- To Expand Web-Based Library facilities to Faculties and Students
- Accurate Manuals for easy access to Journals
- To Develop E-Books for Multiple Access
- To Develop Regular Academic Supportive Services

Infrastructure Developments

- To establish, maintain and upgrade various sports and recreations facilities such as swimming pool, gyms, play grounds etc.
- Sporting facilities: to exercise their bodies as well as their minds.
- Medical facilities: a fully functional medical centre with qualified doctors on service.
- Guest houses may also be established to make residential requirements of visitors, guests and others.
- IT infrastructure: provided with Wi-Fi and 24 h internet connectivity
- To establish and improve many smart class rooms and other e-learning resources such as
  - Research and Tutorial Block
  - Library
  - Administrative Infrastructure
  - Accounts Office
  - Staff Room
  - Centre for Green Initiatives (CGI) Office
  - Office of International Programs (OIP)
  - Placement Cell Room
  - Conference and Cultural Infrastructure
  - Seminar Room
  - Cycle Service
  - Solid waste Management (SWM) System

- Solar Power System
- Gymnasium/Fitness Centre
- Physiotherapy Unit
- Counselling Services Room
- Swimming Pool
- Student Recreation Infrastructure
- In-campus SBI Bank Branch
- Stationery and Books Shop
- Resource Centre for Visually Challenged
- Wi-Fi Network
- Virtual Classes
- Virtual Lab

11. DIGITAL FACILITIES

- Digital Knowledge Centre to provide access to e-books and e-learning resources to the students.
- LIT University has official website and all the proceedings of the University are being updated.
- Wi-Fi and internet facility in campus.
- University has internet facility with 100 Mbps speed.
- University have licensed copies of software like MATHCAD, and MATLAB.
- University has ERP software.