



Institutional Development Plan

**Dr. R.M.L. Avadh University,
Ayodhya**

Plotting the Path: Crafting University's Roadmap for the
Future

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Preface

Grounded in the belief that true success is intertwined with the well-being and progress of the community it serves, our institutional development plan embodies a vision where the growth of individuals resonates with the advancement of society at large. The objective of this Institutional Development Plan (IDP) under guidelines of University Grants Commission (UGC) is to outline long-term goals and initiatives to create an environment which empower students to excel academically, flourish spiritually, and thrive emotionally, thereby becoming compassionate and resilient leaders who positively impact their communities. As one of the pioneers in the higher education in the region the university is engaged in offering various academic programs to a large number of students in the region. This IDP covers various areas including academic excellence, campus infrastructure, student services, faculty training, research advancement, community engagement and governance. It is designed to align the institution's objectives with national priorities, encourage innovation and excellence in education and research, ensure equal access to higher education, and promote sustainable growth. Dr. Rammanohar Lohia Avadh University, Ayodhya has developed its IDP as per the guidelines drawn by UGC, and by implementation of this IDP the University strives to enhance its capabilities in order to adapt to the changing needs of students and society. IDP is framed with short-term, mid-term, and long-term plans spanning 3 years, 5 years, and 10 years respectively.

About The University

The Government of Uttar Pradesh, established Avadh University, Ayodhya, initially as an affiliating university by its notification No. 1192/fifteen-10-46(6)-1975 dated 04 March, 1975 and appointed Prof.(Dr.) Surendra Singh as the first Vice chancellor. In 1993-94, it was renamed as Dr. Rammanohar Lohia Avadh University, Ayodhya in the memory of late Dr. Rammanohar Lohia, an epic socio-economic ideologue and freedom fighter par excellence. Presently, the university is providing education to about 5 lakhs students in a year through its nine residential on campus departments and Institutes and more than 700 affiliated colleges spread over in the 7 districts of Ayodhya, Sultanpur, Ambedkarnagar, Lucknow, Barabanki, Baharaich and Gonda.



Vision

To be an institution of excellence in science, humanities and technical education for advancement of knowledge, socioeconomic development, and empowerment of youth through a well-established system of governance and leadership towards the ecosystem of high academic standards, quality research, world-class infrastructural facilities for fulfillment of aims of higher education.

Mission

To offer state-of-the-art undergraduate, post graduate and doctoral programmes, by creating environment of imbibing noble ideas, healthy moral values, democratic principles and ethical practices and cutting-edge research through effective curriculum and infrastructure thereby producing the leaders and innovators for tomorrow.

Core Values

Dr. Rammanohar Lohia Avadh University, Ayodhya is governed by Core Values in delivering its Mission and pursuing its Vision. The core values of the University are:

- Excellence in all academic & related activities through innovation, creativity and dedication.
- Collaborations for interdisciplinary learning, research and knowledge sharing.
- Respect, tolerance, honesty, trustworthiness, strong character, transparency, accountability, integrity of thought and responsibility towards stakeholders.
- Recognition in all dimensions including teaching, learning, research, scholarship, creative activity, and public engagement.
- Diversity and equity among all the stakeholders as per Indian ethos.
- Accountability in accepting responsibilities for achievement of common goals.
- Performing all activities in an environmentally, economically, and socially sustainable manner.

SWOC

Dr. Rammanohar Lohia Avadh University is serving the society through delivering higher education to a large number of youths in the region for more than forty years. University has conducted a comprehensive SWOC analysis through involvement of various stakeholders for thorough assessment of the institution's position and potential. This analysis helped in structuring the strategic planning of IDP by offering a clear understanding of both internal capabilities and external factors influencing the institution.

Strengths

- Large number of diverse courses.
- Comprehensive and flexible curriculum designed to provide a balanced mix of theoretical knowledge and practical skills.
- High level of student engagement and support services in community engagement.
- Active involvement in cutting-edge research and innovation.
- A robust network of alumni.

Weaknesses

- Limited external and industrial funding for advanced research projects and technology integration.
- Ideal student-teacher ratio is yet to be achieved.
- International collaborations and exchange programs need more focus.
- Need to boost career guidance and placement services for students.
- Need to take skill development drives for entrepreneurial initiatives.
- Insufficient state of the art research infrastructure.

Opportunities

- Our university is the only university in the region.
- Opportunities for collaboration with global institutions.
- Integrating online and hybrid program offerings to reach a wider network.
- Growing interest in sustainable and socially responsible practices.
- Implement and showcase green campus initiatives that serve as living laboratories for sustainability practices and education.
- Leverage the alumni network for mentorship, fundraising, and creating professional opportunities for current students.
- Vast scope to carry out research in view of rich cultural and spiritual center of Ayodhya.

Challenges

- Rapid technological advancements require continuous curriculum updates
- Economic fluctuations impacting funding and student enrollment
- Maintaining industry relevant education and training in a fast-changing business environment
- Lack of industries in the region impacting locally available job opportunities

Institutional Development Plan

Nurturing Holistic Student Development and Community Growth



1. Faculty Development

This IDP is aimed at developing faculty who can make the students society ready with awareness of the deeper meanings, purposes, and interconnectedness within oneself, others, and the nature. The faculty development is aimed at improving the four important qualities of a faculty; expertise in subject matter, effective teaching skills, passion for learning & research, and commitment to student success. Support and encourage faculty to seek advanced qualifications and certifications with incentives and support programs. Offer training, workshops, and conferences for faculty to improve teaching methods and research skills. Promote partnerships with prestigious institutions and industry experts for knowledge sharing and research collaboration.

Short Term

(3 Years)

- Training all faculty members on sustainable development practices.
- Mandatory FDP for all on
 - Understanding Student Psychology
 - Communication and Empathy
 - Promoting a Positive Learning Environment
- Create policy for providing financial aids to faculty for learning new knowledge.
- All Faculty to be trained for online content creation and hosting MOOCs.
- IPR Training for all faculty and research students.
- Research Methodology training for young faculty and all research students.
- Recruitment of all vacant faculty positions.

Mid Term

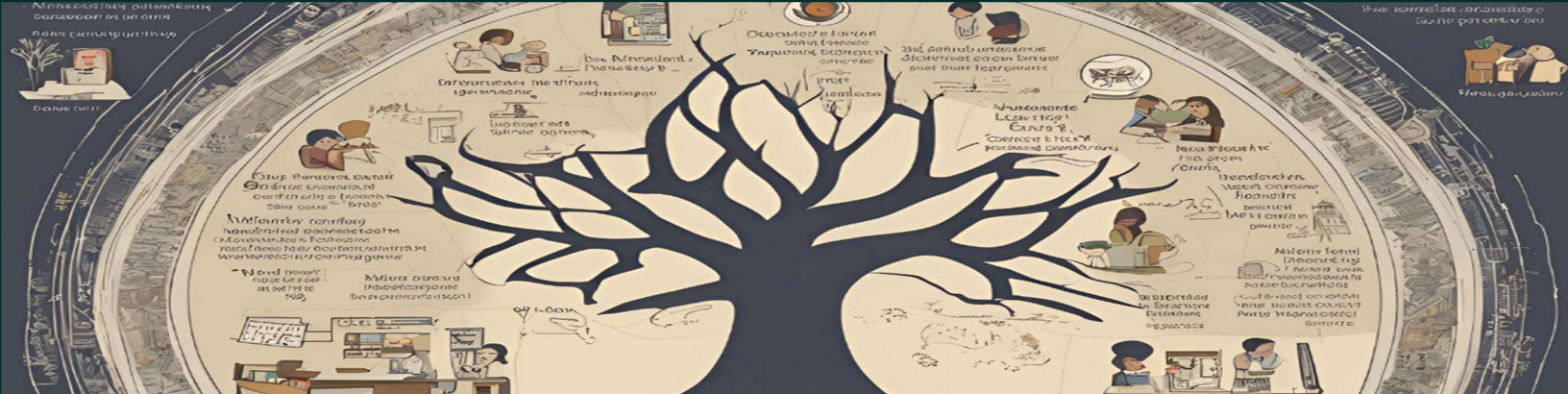
(5 Years)

- Organize 10 FDPs per year on various domain specific topics.
- Organize at least five on campus Summer/Winter Schools for Faculty training on cutting edge technologies.
- Research Training of 50% faculty through exchange programs with National Institutions of repute.

Long Term

(10 Years)

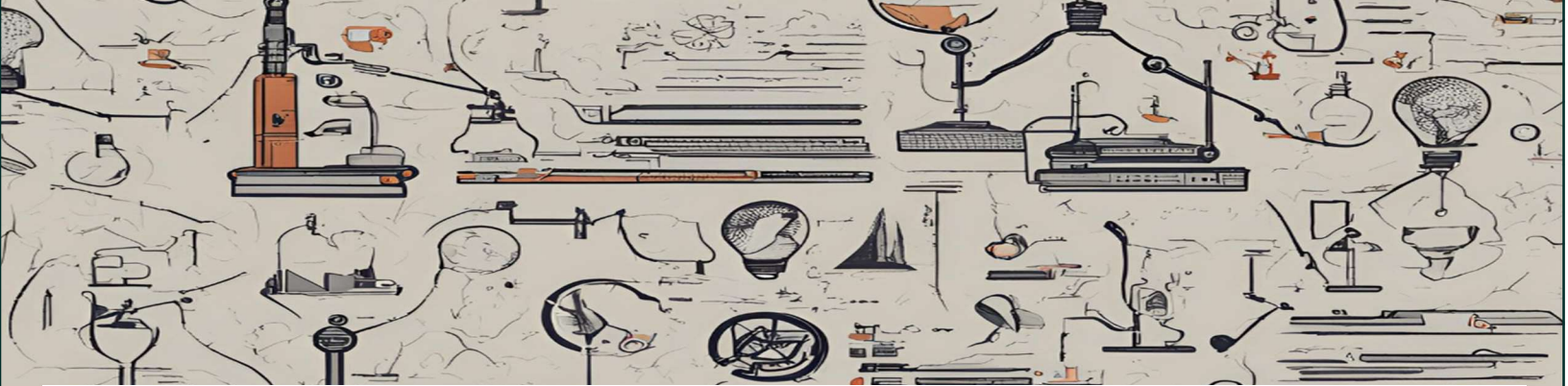
- Host external faculty through faculty exchange programs with reputed International Institutions.
- Ensure that every faculty has their dedicated research labs.
- Send faculty abroad for advanced research training.



2. Student Development

Promoting sustainable development practices among students is crucial for fostering a generation that values environmental care and understands the interconnectedness of economic, social, and environmental systems. Implementing mentoring programs to provide academic and personal support to students. Providing scholarships, fellowships, and financial aid to deserving and economically challenged students. Improving career counseling and placement services to enhance students' employability. Organizing extracurricular activities, cultural events, and sports to encourage holistic development.

Short Term	• Make Sustainable Development Practice as an essential part of curriculum covering Environmental Education, Waste Reduction, Energy Conservation • Behavioral Change Campaigns: Organize awareness campaigns, workshops, and events to promote sustainable lifestyle choices and empower students to become advocates for environmental sustainability. • Establishment of Student Counseling Cell • Establishment of Skill Development Hub with enhanced capacity: Develop skill development programs targeting community members, especially youth and marginalized groups, to enhance employability and economic empowerment.
Mid Term	• Enhancing Emotional and Spiritual Intelligence: By integrating comprehensive programs and support services, we aim to nurture emotional resilience, empathy, mindfulness, and spiritual growth among our students. These qualities not only enhance personal well-being but also foster stronger interpersonal relationships and ethical leadership. • Outdoor and indoor sports facilities and Fitness Centres. • "Wall of Fame" on the campus to showcase the achievements of students, faculty members, non-teaching staff and alumni. • Honour boards at the departmental level to display the names of outstanding students.
Long Term	• Developing seed funding and mentorship programmes to support innovative ideas and startups. • Ensuring admission of foreign students. • Send students to national and international institutions for advanced research training. • To provide best human resource for holistic development of society. • To encourage start-ups through incubation center,



3. *Research Development*

Identify specific areas of expertise of research and establish Centers of Excellence within the university to promote interdisciplinary research and innovation. These centers will encourage collaboration among faculty members, students, and industry partners to address emerging challenges and opportunities.

Short Term	• Identification of department-wise specific area of expertise/research and then capacity building through on campus training. • Promote interdisciplinary research and innovation through offering various training for faculty and students . • Establishment of basic research labs for students. • Upgradation of UG and PG laboratories on campus. • To provide incentives for research and publication. • File 20 patents from university faculty and students.
Mid Term	• Partner with external research institutions of eminence for faculty and student training • Upgradation of existing faculty research labs through more externally funded projects • Establishment of Centers of Excellence in identified areas of research • Increase the indexed publication to double • Double the average h-index and i10 index of the university • File at least 50 Patents form the University faculty and students
Long Term	• Get industrial funding for center of excellence • File 100 patents from university • Increase the average citation of publication to 20



4. *Harness Digital Innovation*

Adopt digital solutions to improve education, administrative functions, and overall learning experience. Create online platforms, virtual labs, and digital libraries to enhance access to resources and education. Utilize data analytics and AI tools for personalized learning and organizational decision-making.

Short Term	- Developing a user-friendly online portal(SAMARTH) for examination management including registration, admission counseling, fee submission, filling examination form, result publication and mark-sheet preparation etc. - Establish 24X7 high capacity computer lab(250 nodes) with general computation facility for students. - Training office staff for preparing them to effectively utilize digital tools and processes to streamline operations and enhance productivity. - Train all the office administrative staff on Customer Service and Student Support; Providing skills in customer service principles to support students, handle inquiries, resolve issues, and provide guidance on university services and resources.
Mid Term	- Real-time tracking of student progress. - Developing digital document management system for reduced paper usages and easy access to important documents such as transcripts, certificates, and degree documents. - Single window clearance. - Developing apps for administration, student support, teaching learning and social outreach.
Long Term	Become completely digital enabled university.



5. *Community Engagement and Outreach*

We are committed to forging sustainable partnerships with local organizations, businesses, and governmental entities. These collaborations will facilitate mutually beneficial initiatives aimed at addressing community needs, promoting social justice, and fostering a sense of civic responsibility among our students. Foster strong ties with the local community through outreach programs, skill development initiatives, and community service projects. Establish partnerships with local industries, NGOs, and government agencies for collaborative projects and social impact initiatives. Organize awareness campaigns and educational programs to promote higher education and skill development in the region.

Short Term	• Open Legal Aid Center for free consultancy for the locals. • Adopting 2 villages per year for the next five years through constituent and affiliated colleges of the university and connect campus and college students through special mentored educational and skill enhancement programs. • Adopting 05 Anganwadis for promotion of health, hygiene and education. • Conducting social outreach activities in old age homes of Ayodhya.
Mid Term	• Open Financial And Investment Guidance Centers specially for village women offering services through outreach activities. • Psychological Counseling for people in adopted villages. • Special Training aligned with ODOP scheme of the government for guidance and capacity building. • Open Free Book Library for under privileged students of affiliated colleges. • Facilitating access of e-resources of our library to affiliated colleges.
Long Term	• Old Age Support Center with special Gym and counseling center for senior citizens seeking support. • Open Institute for Aging Studies as University's social responsibility.



6. Infrastructure Development

Enhance and integrate sustainability principles into campus planning, construction, and operations. Upgrade current facilities such as classrooms, labs, libraries, and IT centers at campus. Make sure students have access to up-to-date technology and resources for their studies. Create cutting-edge facilities for specific areas of research and education.

Short Term	• Incorporating green building standards to reduce energy consumption, water usage, and waste generation in new construction and renovations. • Campus Road and drainage system repairing and up gradation. • Electrical wiring and cable up gradation of campus. • Renovate existing old infrastructure present on campus including Academic blocks. • Campus students hostel renovation. • Installation of CCTV for secured campus. • Auditorium Renovation. • Up gradation and maintenance of existing labs with latest equipment.
Mid Term	• Running track development. • Installing solar panels to promote clean energy production on campus. • Construction of New Multi-Purpose Hall. • All Classes to be converted to IT enabled classrooms. • Construction of dedicated examination hall.
Long Term	• Construction of Faculty and Staff residence buildings with rainwater harvesting systems, and drought-resistant landscaping. • Creation and enrichment of Museum on the university campus and make it open for the public.



7. Other Plans

Curriculum Updation

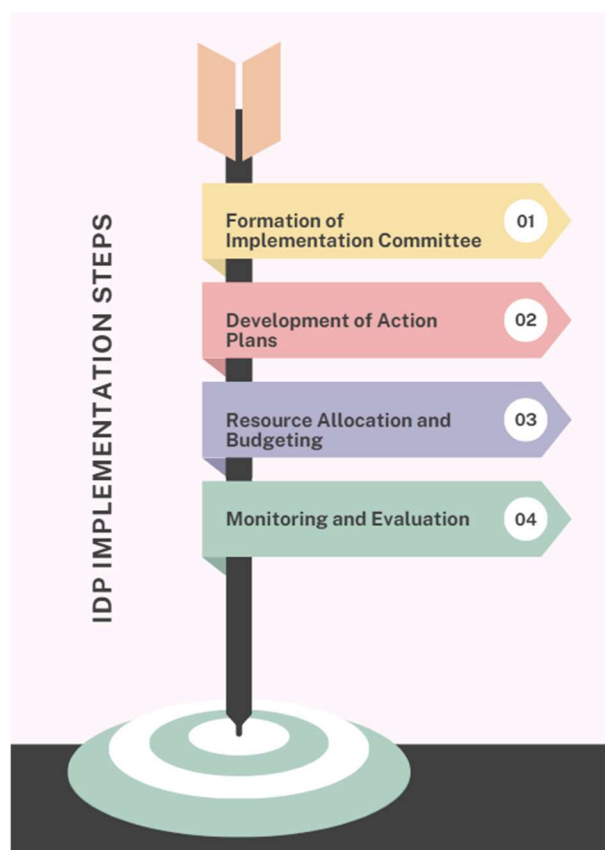
Industry Collaboration and Entrepreneurship

Enhance Global Connections:

Academic Outreach Activities

Recognize and celebrate

- **Curriculum updation** as per NEP 2020 within next three years.
- Foster partnerships with industry leaders to provide students with real-world experiences and networking opportunities. This will help **bridge the gap between academia and industry** and ensure that graduates are equipped with the skills and knowledge needed to succeed in their chosen field. Start programs and centers for entrepreneurship to assist students in starting their own businesses and innovative projects. Offer guidance, financial support, and networking opportunities to aspiring entrepreneurs and promote an entrepreneurial mindset on campus.
- Strengthen international collaborations and **exchange programs** to encourage cultural exchange and cooperation.
- Strengthen **academic outreach activities** for handholding affiliated colleges in delivering quality education and accreditation. It will focus on Faculty Capacity Building, Student Skill Enhancement and wider adoption of sustainable practices. It will also help university to spread environmental awareness to the maximum number of stake holder.
- **Recognize and celebrate** achievements in sustainability education, research, and campus practices through awards, certifications, and public recognition.



Specific Action Plan for Each Goal:

1. Faculty Development:

- Develop a faculty development program that provides incentives and support for obtaining advanced qualifications and certifications.
- Conduct a survey or focus groups to identify faculty needs and interests regarding advanced qualifications, certifications, and professional development opportunities.
- Establish incentive programs such as financial support, sabbaticals, or reduced teaching loads for faculty pursuing advanced qualifications or certifications.
- Provide resources for faculty to attend conferences, workshops, and seminars relevant to their teaching and research interests.
- Offer grants or funding opportunities to support faculty research projects and scholarly activities
- Organize training workshops and conferences to enhance teaching methods and research skills.
- Foster partnerships with prestigious institutions and industry experts through MOUs for collaborative research and knowledge sharing

2. Student Development:

- Identify faculty members, staff, or senior students willing to serve as mentors.
- Schedule regular meetings between mentors and mentees to discuss academic progress, career aspirations, and personal challenges.
- Expand career counseling services to provide comprehensive support for students at all stages of their academic journey.

- Offer individual career counseling sessions to help students explore career options, identify their strengths and interests, and develop career goals.
- Provide workshops and seminars on resume writing, interview skills, job search strategies, and professional networking.
- Strengthen partnerships with employers, industry associations, and alumni networks to facilitate internship placements, job opportunities, and mentorship programs.
- Collect and analyze data on student employment outcomes to assess the effectiveness of career counseling and placement services.
- Collaborate with student organizations, clubs, and societies to organize a diverse range of extracurricular activities, cultural events, and sports programs.
- Promote student involvement in leadership development opportunities, community service projects, and cultural exchanges.
- Provide resources and support for student-led initiatives and events that promote inclusivity, diversity, and social responsibility.
- Invest in sports facilities, equipment, and coaching staff to encourage student participation in intramural and intercollegiate sports competitions.
- Evaluate the impact of extracurricular activities on student engagement, satisfaction, and overall well-being through surveys, focus groups, and feedback mechanisms.

3. Research Development:

- Identify key areas of expertise and establish Centers of Excellence to promote interdisciplinary research and innovation.
- Engage faculty members, students, and industry partners to gather input and identify specific areas of expertise with high potential for interdisciplinary collaboration and innovation.
- Prioritize themes that align with the university's strengths, regional needs, and national development priorities.
- Ensure that selected themes have the potential to foster interdisciplinary research, attract external funding, and address real-world challenges.
- Identify infrastructure and facility requirements for each CoE, including laboratory space, equipment, and technology resources.
- Upgrade existing infrastructure and procure specialized equipment necessary for interdisciplinary research in the selected thematic areas.
- Raise awareness about the CoEs and their research activities through promotional campaigns, seminars, workshops, and conferences.
- Establish online platforms and communication channels to disseminate information about CoE achievements, publications, and events.
- Provide funding and resources to support research projects and initiatives within these centers
- Develop long-term sustainability plans for the CoEs, ensuring continuity of funding, leadership, and strategic direction.
- Explore opportunities for expanding the scope and impact of the CoEs through collaboration with other institutions, international partnerships, and scaling up successful initiatives.

4. Harness Digital Innovation:

- Conduct an assessment of current educational and administrative processes to identify areas for improvement through digital solutions.
- Gather input from stakeholders, including faculty, students, and administrative staff, to understand their needs and preferences.
- Provide online platforms for course delivery, communication, and collaboration, ensuring user-friendly interfaces and accessibility for all users.
- Create virtual labs with interactive simulations and experiments to supplement traditional laboratory sessions and provide remote learning opportunities.
- Provide training and support for faculty, students, and staff to effectively utilize digital platforms, virtual labs, and AI tools in their respective roles.
- Offer workshops, tutorials, and online resources to build digital literacy skills and promote best practices in using technology for teaching, learning, and administration.
- Establish digital libraries with a wide range of resources, including e-books, journals, videos, and other educational materials, accessible anytime, anywhere. Utilize data analytics and AI tools for personalized learning and informed decision-making
- Conduct periodic evaluations to assess the impact of digital initiatives on educational outcomes, administrative efficiency, and overall learning experience.
- Use insights from evaluations and feedback to refine and improve digital solutions, ensuring alignment with evolving needs and priorities.

5. Infrastructure Development:

- Conduct a comprehensive assessment by a panel comprising representatives from faculty, administration, and relevant departments of current infrastructure, including classrooms, laboratories, libraries, IT centers, and research facilities and prioritize areas for improvement through grants.
- Promote incorporation of green initiatives in all the future construction.
- Focus on landscaping of campus.
- Switching to renewable energy for our power needs.

6. Others

a. Community Engagement and Outreach:

- Identify key stakeholders within the local community, including residents, businesses, educational institutions, and community organizations. Establish strong ties with the local community through outreach programs, skill development initiatives, and community service projects.
- Forge partnerships with local industries, NGOs, and government agencies for collaborative projects and social impact initiatives.
- Organize awareness campaigns and educational programs to promote higher education and skill development in the region
- Develop skill development programs targeting community members, especially youth and marginalized groups, to enhance employability and economic empowerment.

- Offer vocational training, workshops, and certification programs in collaboration with local training providers, industry partners, and government agencies.
- Conduct workshops, seminars, and information sessions on the benefits of education, career opportunities, and lifelong learning.
- Collaborate with local media outlets, social influencers, and community leaders to amplify messages and reach a wider audience

b. Encourage Industry Collaboration and Entrepreneurship:

- Foster partnerships with industry leaders to provide students with real-world experiences and networking opportunities.
- Conduct a thorough assessment of industry needs, trends, and opportunities relevant to the university's programs and disciplines.
- Identify key industries and sectors with potential for collaboration and entrepreneurship initiatives.
- Initiate outreach efforts to establish relationships and explore collaboration opportunities.
- Customize partnership proposals highlighting mutual benefits, such as research collaboration, internships, and job placements for students.
- Facilitate internships, co-op programs, and industry-sponsored projects to provide students with real-world experiences and exposure to industry practices.
- Organize industry talks, panel discussions, and networking events to connect students with industry professionals and expand their professional networks
- Establish mentorship programs pairing students with industry mentors to provide guidance and insights into career pathways and industry trends.
- Establish entrepreneurship programs and centers to support students in starting their own businesses and innovative projects.
- Offer workshops, seminars, and training programs on entrepreneurship skills, business planning, and startup management.
- Provide access to resources and facilities such as co-working spaces, prototyping labs, and funding opportunities for aspiring entrepreneurs.
- Provide one-on-one mentoring and coaching to aspiring entrepreneurs, guiding them through the startup process from ideation to execution
- Offer financial support through grants, seed funding, and venture capital investment opportunities for promising startup ventures.
- Facilitate networking opportunities with investors, industry experts, mentors, and fellow entrepreneurs to build connections and partnerships.
- Offer guidance, financial support, and networking opportunities to aspiring entrepreneurs and promote an entrepreneurial mindset on campus
- Track and evaluate the impact of industry collaboration and entrepreneurship initiatives on student outcomes, startup success rates, and industry partnerships.
- Collect feedback from students, faculty, industry partners, and alumni to assess the effectiveness of programs and identify areas for improvement

c. Enhance Global Connections:

- Strengthen international collaborations and exchange programs to encourage cultural exchange and cooperation.
- Identify gaps, opportunities, and areas for improvement in global connections.
- Identify potential partner institutions and organizations worldwide based on shared interests, academic strengths, and research priorities.
- Explore opportunities for student exchange programs, faculty exchange programs, joint research projects, and academic collaborations.
- Facilitate opportunities for students and faculty to participate in international conferences, research projects, and study abroad programs.
- Establish partnerships with universities and organizations worldwide to enhance the global reach and impact of the institution.
