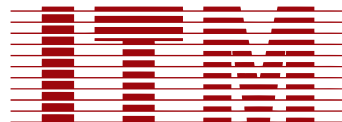# STRATEGIC PLAN
10 YEARS
(2022-23 TO 2032-33)

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Message from
Vice Chancellor

Dear Students, Faculty, and Staff,

At ITM University, Gwalior, we are driven by a constant desire to evolve and provide our students with the most exceptional educational experience possible. Today, I am thrilled to announce the launch of our new Strategic Plan. This comprehensive roadmap outlines our vision for the future and the key initiatives that will guide us towards achieving our ambitious goals.

The Strategic Plan is the culmination of extensive consultations with faculty, staff, students, and industry leaders. It identifies key areas of focus that will shape the future of ITM University. This may include strengthening our academic programs in emerging fields, fostering a vibrant research culture, or enhancing our international collaborations. The plan also emphasizes the importance of providing a well-rounded educational experience, with initiatives focused on developing critical thinking skills, fostering innovation and entrepreneurship, and preparing students for success in the ever-evolving job market.

We are confident that this Strategic Plan will propel ITM University to even greater heights. By working together and implementing this strategic roadmap, we can create a future where ITM University is not only recognized for academic excellence but also celebrated for its innovation, its commitment to social responsibility, and its dedication to empowering students to become future leaders. We invite you to join us on this exciting journey as we shape the future of ITM University, Gwalior.

Vice Chancellor
ITM University Gwalior

Vision:

To establish ITM University as a distinguished center of learning, renowned for its academic rigor, innovative research, and commitment to holistic student development, while actively contributing to societal progress.

Mission:

To provide accessible, high-quality education that fosters critical thinking, creativity, and ethical values, empowering students to become responsible global citizens and leaders in their chosen fields. The university also aims to cultivate a vibrant research environment that generates impactful knowledge and addresses pressing societal challenges.

Guiding Principles

- **Student-Centric Approach:** Prioritize the needs and aspirations of students, ensuring their holistic development and success.

- **Academic Excellence:** Uphold the highest standards in teaching, learning, and research, fostering a culture of continuous improvement.

- **Innovation and Research:** Promote a spirit of inquiry, creativity, and entrepreneurship, driving impactful research and innovation.

- **Inclusivity and Diversity:** Cultivate an inclusive and welcoming environment that celebrates diversity and fosters a sense of belonging for all.

- **Collaboration and Partnerships:** Forge strong collaborations with industry, academia, and the community to enrich the learning experience and maximize societal impact.

- **Good Governance and Transparency:** Maintain effective and transparent governance structures that ensure accountability and promote ethical practices.

- **Sustainability and Social Responsibility:** Integrate sustainable practices and promote social responsibility to contribute to a better future for all.

1. TEACHING, LEARNING & RESOURCES

Objective:

Enhance the quality and accessibility of teaching and learning resources to achieve top-tier status in NIRF rankings.

Task Breakdown & Metrics:

- **2022-23:**
  - **Objective:** Achieve a student-teacher ratio of 25:1; 85% of faculty with Ph.D. qualifications.
  - **Tasks:** Implement digital tools for blended learning.
  - **KPIs:** Student-Teacher Ratio, Ph.D. Faculty Percentage.
- **2023-24:**
  - **Objective:** Increase Ph.D. faculty to 90%; 100% smart classrooms.
  - **Tasks:** Integrate skill-based learning as per NEP 2020.
  - **KPIs:** Ph.D. Faculty Percentage, Smart Classroom Coverage.

- **2024–25:**
  - o **Objective:** Launch 2 new interdisciplinary programs; improve student feedback scores by 10%.
  - o **Tasks:** Introduce digital and physical libraries with global access.
  - o **KPIs:** Interdisciplinary Programs, Student Feedback Scores.
- **2025–26:**
  - o **Objective:** Achieve 95% occupancy in sanctioned seats; student-teacher ratio of 22:1.
  - o **Tasks:** Integrate 25% of courses with industry aspirations.
  - o **KPIs:** Occupancy Rate, Course Industry Integration.
- **2026–27:**
  - o **Objective:** Increase faculty participation in national/international conferences by 20%.
  - o **Tasks:** Establish 2 new research centers focusing on emerging technologies.
  - o **KPIs:** Conference Participation, Research Centers Established.
- **2027–28:**
  - o **Objective:** Establish a comprehensive faculty development program; ensure 100% of courses include experiential learning.
  - o **Tasks:** Design and implement faculty development initiatives.
  - o **KPIs:** Faculty Development Participation, Experiential Learning Coverage.
- **2028–29:**
  - o **Objective:** Achieve 100% Ph.D. qualifications among faculty; increase research publications by 30%.
  - o **Tasks:** Fully digitize the curriculum and learning resources.
  - o **KPIs:** Ph.D. Faculty Percentage, Research Publication Increase.
- **2029–30:**
  - o **Objective:** Improve student satisfaction scores by 15%; enhance digital learning platforms with AI-driven personalized learning.
  - o **Tasks:** Integrate AI technologies into learning management systems.
  - o **KPIs:** Student Satisfaction Scores, AI Integration in Learning.
- **2030–31:**
  - o **Objective:** Launch 5 additional interdisciplinary programs; achieve 100% smart classroom coverage.
  - o **Tasks:** Integrate AR/VR for immersive learning experiences.
  - o **KPIs:** Interdisciplinary Programs, AR/VR Integration.
- **2031–32:**
  - o **Objective:** Rank in the top 15 universities in Teaching, Learning, and Resources.

- o **Tasks:** Continuously evaluate and enhance teaching methodologies.
- o **KPIs:** NIRF Ranking in Teaching, Learning, and Resources.

2. RESEARCH AND PROFESSIONAL PRACTICE

Objective:

Increase research output, industry collaboration, and professional practice to rank among the top 10 universities in Research and Professional Practice by 2032.

Task Breakdown & Metrics:

- **2022-23:**
  - o **Objective:** Secure 10 patents; increase industry collaboration by 15%.
  - o **Tasks:** Launch a university incubation center for startups.
  - o **KPIs:** Number of Patents, Industry Collaboration Rate.
- **2023-24:**
  - o **Objective:** Establish 5 MoUs with reputed institutions; publish 100 papers in Scopus-indexed journals.
  - o **Tasks:** Establish a technology transfer office.
  - o **KPIs:** MoUs Signed, Research Publications.
- **2024-25:**
  - o **Objective:** Secure 15 patents; increase research funding by 20%.
  - o **Tasks:** Launch post-doctoral research programs.
  - o **KPIs:** Patents Secured, Research Funding Increase.
- **2025-26:**
  - o **Objective:** Achieve 80% faculty involvement in funded research projects.
  - o **Tasks:** Establish a central research facility.
  - o **KPIs:** Faculty Research Involvement, Central Research Facility Establishment.
- **2026-27:**
  - o **Objective:** Organize 3 international conferences annually; publish 150 research papers.
  - o **Tasks:** Strengthen industry collaboration for research.
  - o **KPIs:** International Conferences, Research Publications.
- **2027-28:**
  - o **Objective:** Launch a technology transfer office; commercialize 5 innovations.
  - o **Tasks:** Develop and implement a faculty ranking system based on research output.
  - o **KPIs:** Innovations Commercialized, Faculty Ranking System.

- **2028-29:**
  - o **Objective:** Increase industry-funded research by 25%; secure 20 patents.
  - o **Tasks:** Launch a dedicated research monetization office.
  - o **KPIs:** Industry-Funded Research, Research Monetization.
- **2029-30:**
  - o **Objective:** Expand research collaborations with top global institutions by 30%.
  - o **Tasks:** Establish a robust IPR policy.
  - o **KPIs:** Global Research Collaborations, IPR Policy Implementation.
- **2030-31:**
  - o **Objective:** Launch 5 research incubators; achieve a 50% increase in research citations.
  - o **Tasks:** Strengthen the university's publication and citation services.
  - o **KPIs:** Research Incubators, Citation Increase.
- **2031-32:**
  - o **Objective:** Rank in the top 10 universities in Research and Professional Practice in NIRF.
  - o **Tasks:** Maintain a sustainable research and innovation environment.
  - o **KPIs:** NIRF Ranking in Research, Sustainability of Research Initiatives.

3. GRADUATION OUTCOMES

Objective:

Enhance student success, employability, and graduation rates, aiming to rank in the top 10 universities for Graduation Outcomes by 2032.

Task Breakdown & Metrics:
- **2022-23:**
  - o **Objective:** Achieve a 90% graduation rate; 85% placement rate in top companies.
  - o **Tasks:** Implement value-added skill enhancement programs.
  - o **KPIs:** Graduation Rate, Placement Rate.
- **2023-24:**
  - o **Objective:** Increase graduation rate to 92%; establish a dedicated career services center.
  - o **Tasks:** Launch a global alumni network.
  - o **KPIs:** Graduation Rate, Alumni Network Engagement.
- **2024-25:**
  - o **Objective:** Achieve a 94% graduation rate; launch an alumni mentoring program.
  - o **Tasks:** Increase entrepreneurship training for students.
  - o **KPIs:** Graduation Rate, Alumni Mentoring Program.

- **2025-26:**
  - **Objective:** Achieve 100% placement for top 10 programs; increase average starting salary by 15%.
  - **Tasks:** Implement global internship programs.
  - **KPIs:** Placement Rate, Average Starting Salary.
- **2026-27:**
  - **Objective:** Increase entrepreneurial ventures by 20%; achieve a 95% graduation rate.
  - **Tasks:** Establish student-run incubators.
  - **KPIs:** Entrepreneurial Ventures, Graduation Rate.
- **2027-28:**
  - **Objective:** Achieve a 97% graduation rate; establish a global internship program.
  - **Tasks:** Implement a comprehensive job readiness program.
  - **KPIs:** Graduation Rate, Internship Program Participation.
- **2028-29:**
  - **Objective:** Increase average starting salary by 20%; achieve 100% placement for all programs.
  - **Tasks:** Integrate employability skills across all curricula.
  - **KPIs:** Average Starting Salary, Placement Rate.
- **2029-30:**
  - **Objective:** Launch a global alumni network; achieve a 98% graduation rate.
  - **Tasks:** Increase focus on professional certifications and continuing education programs.
  - **KPIs:** Graduation Rate, Alumni Network Expansion, Certification Program Participation.
- **2030-31:**
  - **Objective:** Achieve a 99% graduation rate; increase entrepreneurial ventures by another 15%.
  - **Tasks:** Establish a center for startup management and entrepreneurship.
  - **KPIs:** Graduation Rate, Startup Success Rate, Entrepreneurship Program Enrollment.
- **2031-32:**
  - **Objective:** Rank in the top 10 universities in Graduation Outcomes in NIRF.
  - **Tasks:** Fully integrate experiential learning and global employability initiatives across all programs.
  - **KPIs:** NIRF Ranking in Graduation Outcomes, Global Employability Metrics.

4. OUTREACH AND INCLUSIVITY

Objective:

Improve diversity, accessibility, and social impact, with a goal to be ranked in the top 10 for Outreach and Inclusivity by 2032.

Task Breakdown & Metrics:

- **2022-23:**
  - o **Objective:** Achieve 2% international student enrollment; increase scholarships by 20%.
  - o **Tasks:** Implement community outreach programs focusing on local development.
  - o **KPIs:** International Student Enrollment, Scholarship Allocation, Community Program Impact.

- **2023-24:**
  - o **Objective:** Implement 100% campus accessibility; launch a community outreach program.
  - o **Tasks:** Increase female student enrollment by 10%.
  - o **KPIs:** Accessibility Compliance, Female Enrollment Rate.

- **2024-25:**
  - o **Objective:** Increase female student enrollment by another 10%; achieve 5% international student enrollment.
  - o **Tasks:** Establish partnerships with NGOs for social impact projects.
  - o **KPIs:** International and Female Enrollment, NGO Partnerships.

- **2025-26:**
  - o **Objective:** Increase scholarships by another 20%; establish partnerships with 5 global universities.
  - o **Tasks:** Launch an inclusive education initiative targeting underrepresented groups.
  - o **KPIs:** Scholarships, Global University Partnerships, Inclusivity Metrics.

- **2026-27:**
  - o **Objective:** Achieve 7% international student enrollment; increase social impact projects by 30%.
  - o **Tasks:** Establish a center for diversity and inclusion.
  - o **KPIs:** International Student Enrollment, Social Impact Initiatives.

- **2027-28:**
  - o **Objective:** Launch a global diversity initiative; achieve 10% international student enrollment.
  - o **Tasks:** Implement a gender equity program across all faculties.
  - o **KPIs:** International Enrollment, Gender Equity Compliance.

- **2028-29:**
  - ○ **Objective:** Increase female student enrollment by another 10%; expand community outreach programs.
  - ○ **Tasks:** Establish student support services for underrepresented groups.
  - ○ **KPIs:** Female Enrollment, Student Support Service Utilization.
- **2029-30:**
  - ○ **Objective:** Achieve 12% international student enrollment; launch 5 new social impact projects.
  - ○ **Tasks:** Enhance student counseling services to support diversity and inclusion.
  - ○ **KPIs:** International Student Enrollment, Counseling Service Usage.
- **2030-31:**
  - ○ **Objective:** Establish a center for social innovation; achieve 15% international student enrollment.
  - ○ **Tasks:** Expand scholarships for underrepresented groups.
  - ○ **KPIs:** International Enrollment, Scholarship Allocation.
- **2031-32:**
  - ○ **Objective:** Rank in the top 10 universities in Outreach and Inclusivity in NIRF.
  - ○ **Tasks:** Implement comprehensive inclusivity and accessibility measures, including an annual diversity audit.
  - ○ **KPIs:** NIRF Ranking in Outreach and Inclusivity, Annual Diversity Audit Results.

5. PERCEPTION

Objective:

Enhance the university's national and international reputation, aiming to rank in the top 10 in Perception by 2032.

Task Breakdown & Metrics:

- **2022-23:**
  - ○ **Objective:** Increase social media engagement by 15%; organize 5 national conferences.
  - ○ **Tasks:** Launch a global branding campaign to enhance the university's visibility.
  - ○ **KPIs:** Social Media Metrics, Conference Participation, Branding Campaign Reach.
- **2023-24:**
  - ○ **Objective:** Improve alumni engagement by 10%; establish a dedicated media relations office.
  - ○ **Tasks:** Strengthen connections with media outlets to increase coverage.
  - ○ **KPIs:** Alumni Engagement, Media Relations Activity.

- **2024-25:**
  - o **Objective:** Secure rankings in 1 international university ranking system.
  - o **Tasks:** Enhance the university's digital presence through online publications and platforms.
  - o **KPIs:** International Ranking Position, Digital Presence Metrics.
- **2025-26:**
  - o **Objective:** Organize 3 international conferences; increase media coverage by 25%.
  - o **Tasks:** Establish a global digital publication system to showcase research and academic work.
  - o **KPIs:** Conference Organization, Media Coverage.
- **2026-27:**
  - o **Objective:** Launch a high-impact research publication series; achieve a 5% increase in alumni donations.
  - o **Tasks:** Strengthen global faculty exchange programs.
  - o **KPIs:** Research Publications, Alumni Donations.
- **2027-28:**
  - o **Objective:** Improve industry perception by 20%; launch a global alumni network.
  - o **Tasks:** Expand digital outreach through enhanced social media and online presence.
  - o **KPIs:** Industry Perception Metrics, Alumni Network Growth.
- **2028-29:**
  - o **Objective:** Achieve a 20% increase in media coverage.
  - o **Tasks:** Strengthen international collaborations and partnerships.
  - o **KPIs:** Media Coverage, Collaboration Partnerships.
- **2029-30:**
  - o **Objective:** Increase partnerships with industry leaders; launch a global faculty exchange program.
  - o **Tasks:** Establish a global research consortium.
  - o **KPIs:** Industry Partnerships, Faculty Exchange Participation.
- **2030-31:**
  - o **Objective:** Rank in the top 15 universities in India; enhance global media presence.
  - o **Tasks:** Establish international advisory boards for strategic guidance.
  - o **KPIs:** National Ranking, Media Presence.
- **2031-32:**
  - o **Objective:** Rank in the top 10 universities in Perception.
  - o **Tasks:** Achieve recognition in multiple global university rankings.
  - o **KPIs:** Global University Ranking Positions, Perception Metrics.

6. INSTITUTIONAL CAPACITY AND GOVERNANCE

Objective:

Enhance institutional capacity and governance structures, aiming for national recognition for good governance by 2032.

Task Breakdown & Metrics:

- **2022-23:**
  - o **Objective:** Conduct a comprehensive review of governance policies and procedures.
  - o **Tasks:** Identify areas for improvement in governance and establish a review committee.
  - o **KPIs:** Governance Review Completion, Policy Updates.
- **2023-24:**
  - o **Objective:** Implement a transparent online system for financial management and reporting.
  - o **Tasks:** Develop and deploy the financial management system.
  - o **KPIs:** System Implementation Rate, Financial Transparency.
- **2024-25:**
  - o **Objective:** Develop and implement a faculty and staff performance appraisal system.
  - o **Tasks:** Establish criteria for performance appraisal and train evaluators.
  - o **KPIs:** Appraisal System Adoption, Staff Satisfaction with Process.
- **2025-26:**
  - o **Objective:** Strengthen the Enterprise Resource Planning (ERP) and Learning Management System (LMS) to streamline processes.
  - o **Tasks:** Upgrade ERP and LMS to support administrative and academic functions.
  - o **KPIs:** System Efficiency, User Satisfaction.
- **2026-27:**
  - o **Objective:** Achieve a 20% increase in administrative efficiency through automation.
  - o **Tasks:** Automate key administrative processes using advanced technologies.
  - o **KPIs:** Efficiency Metrics, Time Savings.
- **2027-28:**
  - o **Objective:** Establish a leadership development program for faculty and staff.
  - o **Tasks:** Design and deliver leadership training modules.
  - o **KPIs:** Participation in Leadership Programs, Leadership Role Success.
- **2028-29:**
  - o **Objective:** Conduct an external audit of governance and financial practices.

- o **Tasks:** Hire external auditors and conduct a comprehensive audit.
- o **KPIs:** Audit Findings, Implementation of Recommendations.
- **2029-30:**
  - o **Objective:** Achieve a 90% satisfaction rate among faculty and staff for administrative support and governance.
  - o **Tasks:** Conduct regular surveys and feedback sessions.
  - o **KPIs:** Satisfaction Survey Results, Improvement in Support Services.
- **2030-31:**
  - o **Objective:** Establish a system for regular internal audits and external reviews.
  - o **Tasks:** Implement a schedule and framework for audits and reviews.
  - o **KPIs:** Audit Frequency, Compliance Rates.
- **2031-32:**
  - o **Objective:** Develop a comprehensive risk management plan.
  - o **Tasks:** Identify potential risks and formulate mitigation strategies.
  - o **KPIs:** Risk Management Plan Completion, Risk Mitigation Success.

7. COMMUNITY ENGAGEMENT AND SOCIAL IMPACT (CONTINUED)

Objective:

Expand community engagement and amplify the university's social impact, achieving national recognition for contributions to sustainable development by 2032.

Task Breakdown & Metrics:

- **2022-23:**
  - o **Objective:** Establish a Community Outreach Center to coordinate engagement activities.
  - o **Tasks:** Develop partnerships with local communities and NGOs to identify needs and design intervention programs.
  - o **KPIs:** Community Outreach Center Establishment, Number of Partnerships, Program Implementation.
- **2023-24:**
  - o **Objective:** Launch at least two community development projects in collaboration with local NGOs or government agencies.
  - o **Tasks:** Engage students and faculty in community service projects and create volunteer opportunities.
  - o **KPIs:** Number of Community Projects, Student and Faculty Participation Rates.
- **2024-25:**
  - o **Objective:** Integrate Gandhian School courses into at least 25% of academic programs to foster social responsibility.

- o **Tasks:** Design curriculum modules focused on Gandhian principles and social impact.
- o **KPIs:** Curriculum Integration Rate, Student Enrollment in Gandhian Courses.
- **2025-26:**
  - o **Objective:** Organize an annual community engagement fair or exhibition to showcase the university's contributions to society.
  - o **Tasks:** Collaborate with local communities to present projects and initiatives at the fair.
  - o **KPIs:** Annual Fair Organization, Number of Projects Showcased, Public Attendance.
- **2026-27:**
  - o **Objective:** Achieve a 20% increase in student participation in community service activities.
  - o **Tasks:** Incentivize community service through academic credits or recognition programs.
  - o **KPIs:** Student Participation Rates, Community Service Hours Logged.
- **2027-28:**
  - o **Objective:** Publish an annual social impact report highlighting the university's contributions to the community.
  - o **Tasks:** Collect data from various departments on social impact activities and compile a comprehensive report.
  - o **KPIs:** Social Impact Report Publication, Media Coverage of Report.
- **2028-29:**
  - o **Objective:** Establish partnerships with at least 5 local industries or businesses for collaborative community projects.
  - o **Tasks:** Develop joint initiatives focused on sustainable development and community welfare.
  - o **KPIs:** Number of Industry Partnerships, Projects Launched.
- **2029-30:**
  - o **Objective:** Achieve recognition for community engagement and social impact initiatives at the regional level.
  - o **Tasks:** Apply for regional awards and recognition programs; promote successful initiatives.
  - o **KPIs:** Awards and Recognitions Received, Regional Media Coverage.
- **2030-31:**
  - o **Objective:** Establish an endowment fund to support community development projects.
  - o **Tasks:** Launch fundraising campaigns and secure commitments from donors.
  - o **KPIs:** Endowment Fund Size, Number of Projects Funded.

- **2031–32:**
  - **Objective:** Develop a sustainability plan to reduce the university's environmental footprint and promote sustainable practices.
  - **Tasks:** Implement energy-efficient systems, waste reduction programs, and sustainability-focused courses.
  - **KPIs:** Reduction in Environmental Footprint, Sustainability Program Participation, Course Enrollment in Sustainability.
- **2032–33:**
  - **Objective:** Achieve national recognition for the university's contributions to sustainable development and social impact.
  - **Tasks:** Submit comprehensive documentation and case studies for national awards; continue expanding community outreach and sustainability efforts.
  - **KPIs:** National Recognition Achieved, Sustainability and Social Impact Metrics.

This strategic plan now includes a full 10-year roadmap with clearly defined objectives, specific tasks, and measurable KPIs for each strategic goal. The plan aligns with ITM University's mission and vision, ensuring a structured approach to achieving excellence in teaching, research, student outcomes, outreach, and community engagement.