Institutional Development Plan

Chandigarh University

Academic Year 2022-2032



CHANDIGARH UNIVERSITY

Discover. Learn. Empower.

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Part A

Institutional Foundation

Chandigarh University (CU) advances its mission of academic transformation through this Institutional Development Plan (IDP), seamlessly integrating world-class excellence with India's timeless values. We execute our strategic vision with methodical implementation, continuous performance evaluation, and dynamic leadership to build an enduring legacy of educational distinction.

This comprehensive IDP propels Chandigarh University towards global leadership in higher education. Our resolute commitment to pedagogical innovation, research pre-eminence, and inclusive societal advancement redefines Indian academia while strengthening our pivotal role within the worldwide knowledge economy.

A1. Preface: Role of HEIs in Nation-Building, IDP as Strategic Roadmap

Higher Education Institutions (HEIs) stand as pivotal architects of nation-building, converting diverse human capital into a skilled, innovative workforce essential for India's Viksit Bharat@2047 vision. As knowledge hubs, HEIs cultivate critical thinkers, researchers, and entrepreneurs who address pressing societal challenges while advancing economic growth and global competitiveness.

Founded in 2012, Chandigarh University embodies this transformative mandate through its Institutional Development Plan which is a comprehensive strategic roadmap that synchronizes institutional evolution with NEP 2020 imperatives and national development goals. CU's IDP serves as a blueprint, converting visionary aspirations into measurable outcomes across research innovation, pedagogical excellence, infrastructure expansion, and societal impact.

From its modest beginnings, CU has scaled to over 151 acres, accommodating **41,120 post graduate and graduate students and 1283 research scholars** through **150** programs spanning across 16 faculties.

This physical and academic growth underpins a vibrant ecosystem validated by top accreditations including NAAC, ABET, NBA programme approvals, and stellar rankings including NIRF and QS. CU's ASSOCHAM GEM 4 Diamond green rating and QS Sustainability score 921-930 under ESG commitment.

This IDP operationalizes excellence through industry-aligned curricula with companies like IBM, TCS, Virtusa, AI-integrated pedagogy, and 550+ global MoUs across 100 countries.

Research prowess shines with high-impact publications, patents, innovation-led translation, ₹64.44 Cr funding (FY 2023-24), and 60 sponsored projects from DST/DRDO. Strong employer partnerships combined with extensive alumni networks enable graduates to secure successful employment opportunities across industries, demonstrating significant economic impact through consistent annual placements.

A2. University's Vision and IDP Mission to attain the Vision University's Vision:

"To be globally recognized as a Centre of Excellence for Research, Innovation, Entrepreneurship and disseminating knowledge by providing inspirational learning to produce professional leaders for serving the society."

Mission of IDP

- Establish a Global Centre of Excellence in research, innovation, and knowledge dissemination.
- Implementation of NEP 2020 framework with flexible curricula and multiple entry-exit pathways.
- Forge industry-academia synergy through strategic corporate partnerships and skilling centres.
- Build a world-class entrepreneurial ecosystem nurturing 1000+ start-ups annually.
- Transform education through innovative pedagogy and industry-certified professionals.
- Achieve research supremacy through high-impact publications, patents, innovation-led translation, and global research leadership.
- Lead sustainability transformation, securing top QS sustainability rankings globally.
- Expand international footprint with global MoUs and a top-150 Asian university ranking.
- Be a national leader in ensuring holistic student development through sports, cultural excellence, and value-based education.
- Influence nation-building by creating ethical leaders for India's knowledge economy.

A3. University's Philosophy

Learner-Centric Philosophy: Transforming students into active knowledge architects through personalised learning paths and hands-on projects guided by faculty.

Multidisciplinary Knowledge Convergence: Connecting different subjects through flexible course combinations and team research projects that addresses real-world problems.

Autonomy with Accountability Framework: Granting academic units curriculum design autonomy while maintaining rigorous quality assurance through continuous benchmarking against international standards.

Operational Mechanisms: Deploying the Institutional Innovation Council, fostering an interdisciplinary and cross-disciplinary research culture, and promoting student-led governance to drive continuous academic evolution.

Encrypted Architecture: Establishing a secured digital academic records framework integrated with NEP 2020 Academic Bank of Credits for instant verification and global portability.

Part B
Objectives and Practices

Chandigarh University deploys IDP Steering Committees, Policy Task Forces, IQAC, and digital feedback systems through CUIMS for quarterly reviews, academic audits, social needs assessments, and benchmarking.

The University has constituted an IDP committee with a clear vision to achieve excellence in every parameter targeted

Designation	**Position**	**IDP Parameters**
Vice Chancellor	Chairperson	
Pro-Vice Chancellor (Academic Affairs)	Member	Academic Enablers
Pro-Vice Chancellor (Operations) & Registrar	Member	Governance Enablers
Chief Finance Officer	Member	Financial Enablers and Funding Models
Dean-Doctoral Programs (UCRD)	Member	Research, Intellectual Property and Supportive Enablers
Executive Director - International Affairs	Member	International Relations and Collaborations
Executive Director - DCPD	Member	Career Planning and Development including Trainings
Executive Director - Projects	Member	Physical Enablers - Infrastructure
Executive Director - Human Resources	Member	Human Resource Management Enablers
Senior Director – Corporate Resource Centre	Member	Placement
Director - E Governance	Member	Digital Enablers
Director - Technology Business Incubator	Member	TBI Enablers
Associate Dean - Skill and Development (Academic Affairs)	Member	Industry Integration
Associate Director - I.Q.A.C.	Member Secretary	Quality Enablers, Overall Coordination
Head - Women Development Cell	Member	Women Empowerment and Gender Equity
Head - Alumni Relations	Member	Alumni
AGM, Performance Management (HR)	Member	Staff Performance Management
ISR-Coordinator, DSAA	Member	Social Responsibility
Coordinator, Technology Business Incubator	Member	Incubation, Start-ups and Entrepreneurship

This ensures evidence-based planning aligned with UGC-IDP, NAAC, and SDGs, targeting over 95% stakeholder satisfaction while systematically identifying academic, administrative, research, and societal gaps through structured, multi-stakeholder consultations.

- **Capacity Building for Sustainability:** To strengthen human, physical, and financial capacities for long-term institutional sustainability.

  Faculty and staff development is strengthened through international training and certifications; infrastructure expansion includes smart classrooms, Centres of Excellence, and technology-enabled laboratories that support teaching, research, and experiential learning; financial sustainability is ensured through diversified funding, research grants, consultancy, CSR, and alumni endowments.
- **Outcome-Driven Annual Planning:** To implement phased annual activity plans with measurable KPIs.

  Short-term plans focus on system strengthening and pilots; mid-term plans emphasize scaling and integration; long-term plans establish national and global leadership. Progress is monitored through CUIMS dashboards, NAAC AQAR, and NIRF-aligned metrics.
- **Digital Enablement and Team Effectiveness:** To enhance institutional efficiency and team productivity through AI enabled digital transformation.

  Integrated platforms like CUIMS, Student Relationship Management System, Employee Relationship Management System, automated Performance Management Systems (PMS), real-time analytics, collaboration, and performance evaluation, with target of 95% automation and high system uptime.
- **Lifelong Learning, Employability, and Entrepreneurship:** To embed lifelong learning through NEP-aligned flexible curricula, digital learning, and micro-credentials.

  Employability is strengthened through structured industry engagement, placements, and alumni networks, while entrepreneurship is promoted through incubation centres, innovation challenges, and start up mentorship.
- **Internationalisation:** To expand global engagement through academic partnerships, student and faculty mobility, joint programs, and international accreditations.

  Increased MoUs, global exchanges, and overseas events to enhance CU's global visibility and rankings.

- **Stakeholder Engagement and Participative Governance:** To institutionalize inclusive and transparent stakeholder engagement involving students, faculty, alumni, industry, and community.

  Corporate Advisory Board, CRC offices, alumni platforms, ISR, and NSS activities ensure shared governance, curriculum relevance, social impact, and sustainable partnerships.
- **Measurable Outcomes and Continuous Review:** To achieve time-bound, quantifiable outcomes through phased KPIs and continuous monitoring. *Performance is reviewed through CUIMS dashboards, Steering Committees, and external benchmarks, enabling timely course correction and sustained excellence.*

  This Institutional Development Plan aims to transform Chandigarh University into a globally competitive, research-driven, inclusive university through evidence-based planning, digital governance, strong stakeholder engagement, and continuous quality enhancement.

Part C
IDP: Goals Formulation

C1. SWOC Analysis

SWOC: Institutional Strengths

1. **Multidisciplinary Program Flexibility:** Chandigarh University delivers 150 (UG and PG) specialized programs across Engineering, Management, Sciences, Law, Architecture, and Liberal Arts, featuring NEP 2020-aligned flexibility with modular structures that adapt to emerging industry trends, ensuring graduates possess future-ready skills for dynamic global markets.
2. **Industry 5.0 Skilling Framework:** The university implements a comprehensive skill development through simulation labs, automation teaching tools, and advanced platforms, integrating Industry 5.0 technologies across multidisciplinary domains to provide continuous, experiential competency building.
3. **NEP-Compliant Curriculum Design:** CU's curriculum incorporates multiple entry/exit options, credit banking systems, and outcome-based education as per NEP 2020 guidelines, empowering students with learner centric skill-focused academic progression pathways.
4. **World-Class Accreditations & Rankings:** Holding NAAC A+ (first cycle), ABET/NBA program accreditations, NIRF #19 University Category (2025), and QS World #526 (top 2% globally, 2027), CU demonstrates unwavering commitment to international quality standards.
5. **Cutting-Edge Research Infrastructure**: Featuring **25** industry-sponsored R&D labs and **32** Centres of Excellence with AI, IoT, virtual labs, and automation platforms, CU drives interdisciplinary innovation supporting 5000+ patent filings and technology transfer.
6. **Elite Faculty & Adjunct Ecosystem:** CU has 2,708 faculty members, including 58 Microsoft Certified Trainers and industry adjuncts, with faculty development focused on AI pedagogy, automation tools, and global research collaboration for superior instruction.
7. **Professional Oriented Pedagogy (POP**): CU's blended POP model combines digital platforms, experiential learning, corporate mentoring, and industry exposure, creating flexible pathways aligned with Industry 4.0 requirements and continuous skilling.
8. **Global Partnership Network:** Through 535+ strategic MOUs with top institutions and corporates across 100 countries, CU facilitates faculty/student exchanges, joint research, and cross-border innovation, amplifying global academic visibility.

9. **Smart Campus Experience:** CU's Wi-Fi-enabled ecosystem integrates 24/7 MOOCs, AI-adaptive learning, automated evaluation, and 675 smart classrooms, delivering inclusive, interactive digital education infrastructure.
10. **Entrepreneurship Powerhouse:** Supporting 'Make in India' mission of Government of India, CU's TBI and IEDC have incubated 200+ start-ups via seed funding, mentorship, hackathons, and industry partnerships, driving regional economic growth.
11. **Placement Excellence:** Achieving record placements with ₹1.7 Cr highest packages, CU holds Limca Book records for maximum companies visiting CU for placements.
12. **Sports Excellence:** CU also dominates Khelo India with MAKA Trophy.
13. **Microsoft Faculty Leadership:** Hosting one of India's largest groups of 58 Microsoft Certified Trainers, CU stands out for technology-integrated pedagogy across engineering and management disciplines
14. **Innovation & Patent Dominance:** With 5,051 published patents, Scopus h-index 112, and ₹64.44 Cr research funding (FY24), CU leads private university innovation ecosystems nationally.
15. **Global Academic Mobility: 1,500+** semester-abroad programs, **4,700+** collaborations, and annual International Faculty Development programs hosting 130 experts from 90 QS-ranked universities across 32 countries.

SWOC: Institutional Weaknesses

1. **International research funding gap:** Strong national funding exists but high-value global grants from multinational sources need expansion.
2. **Faculty global exchange limitations**: International exchange programs, visiting professorships, and developed-country collaborations require scaling.
3. **Low international student diversity:** Full-time enrolment from developed countries remains limited despite global outreach efforts.

SWOC: Institutional Opportunities

1. **Global dual-degree expansion:** Develop dual-degree programs through existing international collaborations to enhance global academic footprint.
2. **Interdisciplinary global research:** Partner with top QS universities on AI, healthcare, climate science, and sustainable technology projects.

3. **Scale International Faculty Development:** Expand IFDPs with more global institutions for advanced pedagogy and cross-cultural faculty training.
4. **Host international research conferences:** Position CU as convener of global symposia and academic forums for strategic partnerships.
5. **Global entrepreneurship scaling:** Attract international VC funding and mentorship for TBI/IEDC to build globally competitive startups.
6. **Emerging discipline integration**: Add Fintech, ML, climate analytics, policy modeling to curricula for Industry 4.0 alignment.
7. **AI-driven academic transformation:** Deploy adaptive learning systems, predictive analytics, and AI student support services.
8. **Hybrid learning expansion:** Scale virtual labs, AI-MOOCs, and self-paced digital courses for global learner access.
9. **Boost global mobility programs:** Increase semester-abroad and visiting scholar exchanges for cultural/academic diversity.
10. **Launch joint international degrees:** Create globally recognized joint degrees/diplomas/certificates with partner universities.
11. **Collaborative innovation hubs:** Build joint labs in cybersecurity, quantum computing, and renewable energy with global partners.

SWOC: Institutional Challenges

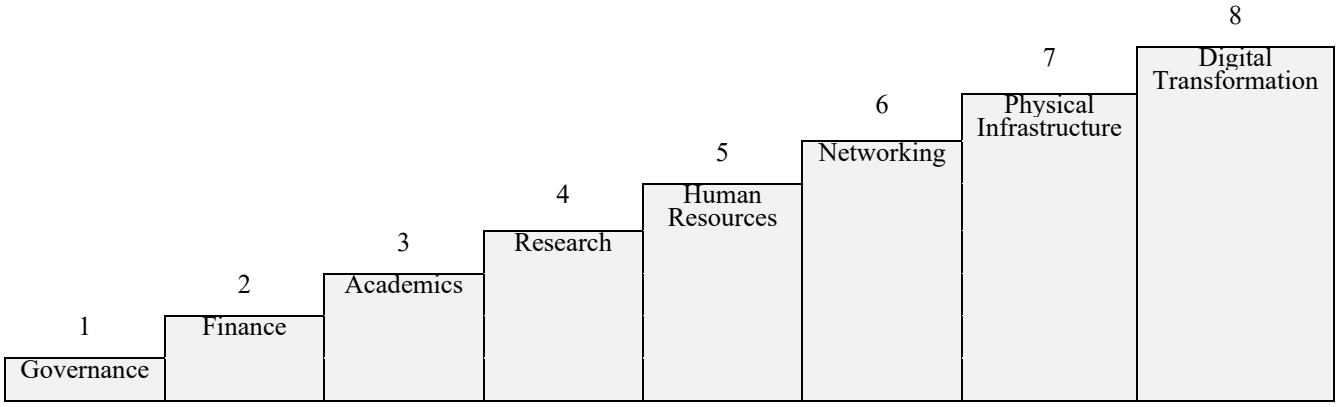
1. **Competitive positioning:** Match premier institutions through industry research, cutting-edge labs, and QS-university collaborations.
2. **Regulatory agility:** Adapt rapidly to policy changes while securing international accreditations and compliance resilience.
3. **Technology infrastructure:** Continuously upgrade AI/biotech/data science/renewable energy labs to stay future-ready.
4. **Sustainable revenue diversification:** Secure endowments, sponsored labs, and international grants beyond consultancy/alumni support.

C2. Development Goals

Primary Goals include achieving financial self-sustainability through surplus generation, 95% stakeholder satisfaction, and 100% digital automation across all operations while emphasizing

compliance with UGC guidelines for record-keeping and reporting, while supporting NEP 2020's multidisciplinary education, flexible curricula, and holistic student development.

Chandigarh University's Institutional Development Plan aims to establish the institution as a globally recognized research-led university by 2032, focusing on 8 key enablers:



1. Governance and Finance enablers target transparent policies, participative frameworks, and NAAC-aligned excellence in leadership, resource management, and institutional values.
2. Academic enablers prioritize industry-aligned programs, Outcome-Based Education (OBE), and global collaborations through 700+ MoUs, joint degrees, and virtual classrooms.
3. Research objectives drive high-impact Q1/Q2 publications, Centres of Excellence in AI, biotech, and green energy, plus diversified funding for translational innovation.
4. HR goals encompass 100% digital Performance Management Systems (PMS), gender equity through Women's Development Cell initiatives, and over 60 annual training hours per staff member every year.
5. Networking and Physical Enablers aim for state of the art infrastructure and catering to student mobility across the globe, international faculty exchanges, and CSR partnerships aligned with Sustainable Development Goals.
6. Digital transformation objectives evolve the CUIMS platform into AI-enabled systems for predictive analytics, IoT-based waste optimization, and smart campus logistics.

Largely, the IDP aspires a national leadership in Institutional Social Responsibility (ISR), net-zero campus sustainability, and top global rankings such as QS Top **50.**

C3. Future Goals: Next 10 years

1. **Governance Excellence:** Chandigarh University will establish world-class governance systems achieving more than 95% stakeholder satisfaction through AI-driven decision intelligence and comprehensive Academic Policy Labs by 2032.

   The university aims to earn national and global recognition for transparent, participative frameworks that integrate real-time CUIMS analytics, autonomous risk management, and quarterly progress monitoring aligned with UGC, NEP 2020, and NAAC A++ standards.

2. **Financial Self-Sustainability:** The university will achieve complete financial independence by generating operational surpluses through diversified revenue streams including 20% non-tuition income, CSR endowments, alumni-funded professorial Chairs, and research commercialization.

   Long-term financial strategy includes international grant mobilization, IP licensing, and sustainable investment models ensuring uninterrupted growth.

3. **Academic Transformation:** Chandigarh University will revolutionize its academic structure by providing a complete academic autonomy to each department with CU-Academic Quality Framework as per global benchmarking, launching joint international degree programs, and achieving 100% placement success with highest packages.

   The focus includes thought leadership through summer schools, universal credit transfer systems, and industry 4.0 and 5.0 skill ecosystems.

4. **Research Leadership:** By 2032, CU will rank among world's top research institutions through establishment of Research Innovation Park, production of Q1/Q2 translational publications, international patent portfolios, and Centres of Excellence in AI, genomics, clean energy, and space research.

   The strategy encompasses industry-linked doctoral programs, publication endowment funds, and global research consortia participation.

5. **Human Capital Excellence:** CU will implement 100% AI-powered Performance Management Systems, create Centre for Human Capital Development & Inclusion, secure global HR certifications, and establish gender equity leadership models.

   Long-term HR vision includes predictive workforce analytics, 60+ annual training hours per employee, and international faculty exchange programs reaching 30% global experience ratio.

6. **Global Network Dominance**: The university will forge 700 active MoUs with QS Top 1000 institutions across 100+ countries, facilitate 10,000 students' mobility and 5,000 faculty exchanges, and establish offices in Dubai, Malaysia, and Canada with dedicated liaison offices. Additional milestones include 9 Nobel Laureate engagements, diplomatic conclaves, and curriculum licensing models.
7. **ISR Leadership:** Chandigarh University will pioneer Institutional Social Responsibility worldwide by establishing Centre for Social Innovation & Responsibility (CSIR), publishing decadal impact assessment reports, securing UN-SDG partnerships, and expanding from 12 UBA villages to nationwide coverage across Health, Education, Environment, and Charity verticals aligned with SDGs 1-15.
8. **Digital evolution**: CUIMS will evolve into a comprehensive AI ecosystem featuring digital twins of campus infrastructure, 100G network backbone, quantum-secure communication protocols, predictive analytics for student success, and smart logistics systems optimizing waste management, transit routes, and energy consumption through IoT and machine learning integration.
9. **Sustainable Infrastructure**: The university will achieve net-zero carbon operations with 100% renewable energy integration, universal accessibility standards, AI-maintained smart facilities, Global Village International Hostels, and dedicated International Student Centres. Physical infrastructure will support overall capacity with zero-waste systems and climate-resilient design principles.
10. **Institutional World Leadership:** Chandigarh University will secure positions in QS, THE, ARWU global top rankings, implement CU Vision 2032 strategic framework to host 22 joint degree programs, engage with 9 Nobel Laureates through academic conclaves, and earn worldwide recognition as the benchmark for innovation, inclusivity, research impact, and sustainable higher education development.

Part D

IDP Enablers – Planned Parameters for Excellence

D1. GOVERNANCE ENABLERS

Governance forms the cornerstone of excellence at Chandigarh University, enabling transparent, accountable decision-making aligned with UGC-IDP, NEP 2020, NAAC benchmarks, and UN SDGs. Statutory bodies including Board of Management, Academic Council, and Finance Committee provide strategic leadership, supported by Registrar coordination and specialized committees for execution.

Strengths

- Robust statutory structure: Board approves policies/budgets, Academic Council governs curriculum/research, Finance Committee ensures fiscal discipline
- Specialized execution committees: IDP Steering, Policy Task Forces, IQAC, Stakeholder Advisory, Digital Transformation
- CUIMS digital backbone enables paperless operations, real-time analytics, leadership dashboards, audit trails
- Integrated governance flow from Board → Registrar → Departments → CUIMS analytics
- Comprehensive e-governance roadmap with MIS, mobile apps, IoT solutions, AI-driven operations
- Participative multi-stakeholder framework with real-time CUIMS feedback integration

Achievements

- Seamless lifecycle automation: admissions, assessments, attendance, finance workflows
- NIRF success, NAAC A+ accreditation, top 100 ranking, 552 international collaborations
- Dynamic IQAC with Annual Quality Assurance Reports (AQAR) and continuous audits
- Paperless ecosystem with integrated ERP modules and regulatory compliance
- Strong stakeholder satisfaction through digital voting, polling, and transparent decision trails
- Established governance ecosystem supporting research partnerships and global leadership

Short-Term Goals

- Strengthen governance with clear, transparent policies while functioning as an operationally effective Office of the Registrar, ensuring accessible and equitable student services supported by essential online administrative services for admissions, examinations, migrations, LoR, and student support, and maintaining reliable access with 80% system uptime.
- Build digital and operational capacity by achieving 100% staff training on digital systems and administrative compliance, reducing administrative processing times by 30% through initial digital adoption, and optimizing resource utilization and overall operational efficiency.
- Deploy MIS Reports with Analysis & Visualization, Android/iOS Mobile Apps, CUIMS Research Profiles, AAA Audit Integration, and Task Management System for rapid digital enablement, baseline automation, and real-time analytics.
- Implement Subject & Faculty Domain Mapping to ensure curriculum alignment, audit compliance, and cross-disciplinary efficiency through foundational mobile access.
- Position CU as a global ISR leader, institutionalizing ISR across 100% departments with 20,000+ volunteers executing 1,000+ annual projects serving 100,000+ beneficiaries through advanced AI-driven impact analytics.
- Transform 50+ villages into sustainable smart communities under UBA 3.0, impacting 1 million populations while securing ₹500 Cr CSR corpus through strategic global alliances with Fortune 500 companies and SDG partnerships.

Mid-Term Goals

- Establish mature governance with comprehensive risk management and participative frameworks while deploying integrated digital platforms for student support featuring app-based services and expanding to fully integrated administrative offerings.
- Strengthen infrastructure achieving 90% uptime through advanced annual staff training, alternative revenue streams, improved budgeting controls, and evolution into state/regional benchmark for administrative excellence.
- Deploy Student Relationship Management System 3.0 & Employee Relationship Management System 1.0 with Task Management System 2.0 featuring automated reminders, collaboration tools, and reporting alongside Mobile App for Parents, Infrastructure Dashboard, Automatic Staff Requirement Generation, and Accolades Management System 1.0.

- Implement Student Progression 1.0 for tracking academic journeys, placements, alumni outcomes, Interdisciplinary Collaboration Portal for research/teaching cooperation, and Hostel Mess Waste Optimization System using IoT analytics for sustainability.
- AI-Enabled Digital Ecosystem seamlessly integrating ISR across all curricula with global strategic partnerships and quantum analytics platforms.
- Next-Gen Sustainability Impact scaling health, education & eco-projects through autonomous execution, metaverse stakeholder collaboration, and zero-carbon community transformation.
- AI-Powered Academic Digitalization digitizing workflows while establishing unified governance integrating IQAC, Curriculum, Examination, and Research with predictive analytics and departmental autonomy dashboards.
- Global Quality Leadership implementing CU-AQF, APEI benchmarking, recognition systems, and developing Leadership Competency Blueprint (LCB) & ALGI for performance-based global excellence recognition.
- Global Initiative Scaling strategically expanding diversified career pathways beyond traditional roles while embedding initiatives within academic curricula.
- Comprehensive Stakeholder Ecosystem fostering deep engagement across industry, alumni, government, and community partners for sustained impact and innovation leadership.

Long term Goals

- Global Governance Excellence attaining national recognition for exemplary practices while delivering personalized academic-administrative coordination through fully integrated digital services with autonomous 95% uptime monitoring.
- Sustainable Innovation Leadership cultivating administrative expertise with comprehensive training, achieving self-sustaining financial operations generating surplus, and establishing global thought leadership recognition.
- Establish a comprehensive AI-enabled CUIMS supporting academic, research, and administrative decision-making, alongside an automated Publication House Management System to streamline institutional publishing processes.
- Implement IoT and analytics-driven systems for hostel mess waste optimization and data-based transit route management to enhance sustainability, efficiency, and campus mobility.

- Establish a strong base enabling leap to national leadership through institutionalizing 12,000+ annual volunteer hours and positioning Chandigarh University (CU) as a socially committed institution with wide field presence.
- Scale impact through national conferences, ISR awards, NIRF recognition, UN-SDG partnerships, and establishing a Centre for Social Innovation and Responsibility (CSIR), culminating in CU as a global ISR leader with a Decadal Impact Report and Vision 2032 integration.
- Achieve 100% placement success while securing national and global recognition through demonstrated thought leadership and sustainable operational excellence positioning CU as an institutional benchmark.
- Establish sustained operational resilience through innovative governance and comprehensive thought leadership initiatives that drive national leadership and global institutional visibility.

D2. FINANCIAL ENABLERS

Chandigarh University prioritizes financial sustainability through diversified funding managed by the Office of CFO, Accounts, and UCRD. Comprehensive financial enablers ensure continuous cash flow, transparent resource management, and operational efficiency supporting institutional growth aligned with UGC-IDP framework.

Strengths

- Strategic internal revenue from semester-wise student fees (academic, hostel, transport) with auto-sweep interest-bearing accounts
- Additional internal sources: FDR interest, campus shop/booth rentals, efficient bank management
- Diversified external revenue: training/consultancy, research grants, ICT facility rentals, strategic term loans
- Rigorous financial controls: strict budgetary oversight, pre-audit mechanisms, Central Purchase Committee
- Transparent procurement through competitive quotations/tenders

- Optimized resource allocation across infrastructure, research, student services, manpower

Achievements

- Seamless integration of internal-external revenue streams for operational sustainability
- Efficient bank account management with transparent accounting practices
- Strategic infrastructure term loans aligned with growth plans
- Comprehensive resource utilization across academic blocks, hostels, libraries, campus development
- Need-based manpower optimization with skill training compliance
- Established financial ecosystem supporting research excellence and student services

Short-Term Goals

- Facilitate university policies supporting academic and research initiatives while funding infrastructure developments to seamlessly match institutional expansion.
- Strengthen the Alumni Relations Office to boost donor engagement, driving scholarships, development funding, and sustained institutional advancement.
- Establish research mapping through a centralized funding portal (UCRD) and implement Seed Grants via an Internal Proposal Review Committee to accelerate project initiation.
- Strengthen CSR-based research funding mechanisms to enhance resource allocation, foster innovation, and align with institutional sustainability goals.
- Forge new international partnerships with student and faculty exchange programs spanning 3 major continents to enhance cross-cultural academic engagement.
- Organize high-impact international conferences and targeted visibility campaigns to elevate CU's global reputation and thought leadership.

Mid-Term Goals

- Increase strategic capital investments to support infrastructure growth aligned with academic and research scaling needs.
- Enable financial aid programs for start-ups and innovation initiatives designed to attract substantial external funding and foster entrepreneurial excellence.
- Establish Centres of Excellence aligned with national missions to drive strategic research and innovation priorities.

- Expand bilateral/multilateral international projects while promoting postdoctoral and visiting researcher programs to enhance global collaboration and talent mobility.
- Launch dual-degree programs and thematic international clusters to foster collaborative academic excellence across global institutions.
- Strategically integrate into QS, THE, and ARWU ranking systems to elevate CU's international visibility and competitive positioning.

Long-Term Goals

- Create new fundraising avenues through strategic CSR initiatives to support institutional growth and community impact.
- Encourage alumni and philanthropists to establish Chairs, fellowships, and scholarships for enduring academic legacy and talent development.
- Establish offshore academic centres in Dubai, Malaysia, and Canada delivering full degree programs with seamless credit transfer, maintaining global standards and local relevance.
- Drives innovation through joint international patents, active technology transfers offices, globally funded collaborative research, and cross-border research clusters in AI, renewable energy, and healthcare.
- Strengthens its global standing by targeting QS Top 200 rankings through inclusive internationalization, high-impact research addressing societal challenges, and a strong "Innovation with Impact" global brand.

D3. ACADEMIC ENABLERS

Chandigarh University (CU) delivers academic excellence through Offices of Academic Affairs and DCPD, integrated with e-Governance (CUIMS), International Affairs, Industry Associations, and TBI. CUIMS automates academic workflows, enabling real-time analytics, paperless operations, and data-driven decision-making aligned with NEP 2020, NAAC standards, and UGC-IDP benchmarks.

Strengths

- Robust governance through inclusive Boards of Studies (BoS) and rubric-based academic audits

- 100% Outcomes-Based Education (OBE) with systematic PO/CO attainment analysis and a robust quality monitoring framework.
- Well established Department of Career Planning & Development for placement and career development
- Industry-academia partnerships with Corporate Resource Centre and TBI
- Digital infrastructure via CUIMS for seamless academic management
- Flexible curriculum reviews and faculty training for audit readiness
- Data-driven KPIs and stakeholder engagement for continuous improvement

Achievements

- Unified governance framework integrating IQAC, Curriculum, Examination, and Research
- Standardized processes with data-driven skill assessment and competitive pathways
- AI-driven governance intelligence and departmental autonomy dashboards
- Industry-embedded competencies and thought leadership initiatives
- CU positioned as regional benchmark for administrative and academic excellence
- Strong stakeholder satisfaction through participative digital governance

Short-Term Goals

- Develop flexible, multi-entry/exit curricula with elective options, skill-linked credits, and innovation pathways; reform assessments for authentic, feedback-driven evaluation tied to attainment dashboards, embedding industry certifications, career roadmaps, and co-curricular credits.
- Integrate PBL, field studies, industry projects, and hackathons through institutionalized CU Projects Expo; enhance blended/reflective teaching via MOOCs, VLR modules, and CUIMS analytics for holistic, experiential education.
- Standardize operational processes across academic and administrative functions alongside continuous training reforms to build institutional capacity and operational excellence.
- Boost placement metrics through targeted strategies and implement data-driven KPIs for real-time monitoring, accountability, and sustained improvement.

Mid-Term Goals

- Implement *CU.ai* with Advanced Labs, Centres of Excellence, and Innovation Studios in emerging domains and launch student-driven FDPs, Dynamic Curriculum Framework, and faculty innovation grants to strengthen experiential learning ecosystems.
- Integrate Recognition of Prior Learning, micro-credentials, extended/advanced credits, and double-degree frameworks; introduce student portfolios, peer mentoring, adaptive learning with Teaching Impact Metrics, Super Achievers Program, global curriculum partnerships, and Curriculum Intelligence Dashboards.
- AI-Driven Infrastructure & Experiential Learning: Implement CU.ai with Advanced Labs, Centres of Excellence, and Innovation Studios in emerging domains; launch student-driven FDPs, Dynamic Curriculum Framework, and faculty innovation grants to strengthen experiential learning ecosystems.
- Global Mobility & Adaptive Learning Systems: Integrate Recognition of Prior Learning, micro-credentials, extended/advanced credits, and double-degree frameworks; introduce student portfolios, peer mentoring, adaptive learning with Teaching Impact Metrics, Super Achievers Program, global curriculum partnerships, and Curriculum Intelligence Dashboards.

Long-term Goals

- Establish CU as a Global Innovation University with outcome-based research programs
- Build learner-centric intelligent teaching and learning projects internationally
- Participate in global excellence frameworks for pedagogical innovation
- Develop integrated AI-driven operations using final intelligence dashboards
- Achieve sustainable impact through curriculum and content dissemination
- Position among top Asian universities in research and education excellence

D4. RESEARCH, INTELLECTUAL PROPERTY, AND SUPPORTIVE ENABLERS

Chandigarh University aims to build a globally recognized, ethical, and innovation-driven research ecosystem led by the Office of UCRD, CFO, and Technology Business Incubator (TBI). The vision is to position CU among the top research-led institutions

worldwide through sustainable funding, global collaboration, interdisciplinary integration, and socially responsible innovation.

Strengths

- Clearly defined strategic pillars: research publications, central instrumentation facilities, doctoral programs, research funding ecosystem, and international activities plan.
- Strong orientation toward research excellence, citation impact, and SDG-linked, socially relevant innovation.
- Integrated support from TBI for start-ups, technology transfer, and commercialization of research outcomes.
- Structured ecosystem combining infrastructure, policy, funding, and capacity-building for faculty and scholars.

Achievements

- Establishment of a research publication ecosystem with departmental publication committees and an institutional repository.
- Launch of CU Book Press and Research Analytics Dashboard to monitor indexed outputs and impact.
- Membership and participation in national research-support schemes and networks, enabling access to advanced facilities and grants.
- Progressive development of core labs and shared instrumentation facilities across emerging areas like AI, space research, biotechnology, nanotechnology, and green energy.

Short term Goals

- Build quality-focused publications with ethics, global visibility, departmental committees, and CU Book Press.
- Offer training on writing, citations, plagiarism prevention, and scholarly ethics.
- Establish AI, Space, Biotech, Nanotech labs with shared instrumentation and 24×7 access.
- Secure DST-FIST/ICMR memberships and train on proposals, IP, project management.
- Launch Research Analytics Dashboard, repository, Doctoral Writing Clinics.

- Create incubation pathways, activate innovation infra, strengthen entrepreneurship policies

Mid-term Goals

- Boost interdisciplinary, impact-driven Q1/Q2 SDG-linked publications.
- Implement framework, Annual Conclave, seed grants for high-impact work.
- Establish AI, Green Energy, Genomics hubs with innovation challenge grants, patents.
- Integrate BRICS, Indo-US, Indo-EU research collaborations.
- Deploy digital repositories, e-labs, interdisciplinary doctoral programs.
- Launch Dual-Degree, Cotutelle with partners; incentivize Q1/Q2 outputs.
- Position as top incubator via thematic programs, governance, global south ties.

Long term Goals

- Attain leadership via Publication Endowment Fund, policy-driven dissemination.
- Focus industry-oriented outputs, joint books, SDG-aligned collaborations.
- Forge global ties in genomics, AI, clean energy for joint research.
- Create Research & Innovation Park for commercialization, green labs.
- Launch owned indexed international journals, industry-linked doctorals.
- Build 24×7 hubs, Visiting Fellow programs, editorial fund support.
- Achieve autonomy, world-class park, global platforms, societal impact.

D5. HUMAN RESOURCES MANAGEMENT ENABLERS

Chandigarh University's Human Resources Management Enablers focus on building a people-centric, digitally enabled, and inclusive ecosystem led by HR, HR-PMS, WDC, and the Registrar. The vision is to position CU as a national benchmark for HR excellence through transparent recruitment, robust performance management, wellbeing initiatives, and compliance with NEP 2020, NAAC, ISO, and UGC-IDP standards.

Strengths

- Competency-based recruitment and digital on boarding with clear, transparent policies.
- Integrated Performance Management System (PMS) roadmap from piloting to full AI-based, analytics-driven performance evaluation by 2032.
- Strong focus on wellness, welfare, diversity sensitization, emotional intelligence, and mentorship for students and employees.

- Women Development Cell (WDC) framework promoting gender equity, safety, legal awareness, and leadership development.

Achievements

- Rollout of a digital-ready PMS with dashboards, awareness workshops, and policy alignment.
- Launch of structured training in soft skills, emotional intelligence, and mentoring-based student guidance.
- High-impact WDC initiatives including safety and hygiene infrastructure, self-defence courses, and POSH compliance training.
- Establishment of HR as a strategic partner through analytics, workforce planning, and recognition platforms under the mid-term HR framework.

Short Term Goals

- Implement transparent, digital recruitment and on boarding processes.
- Launch sensitization initiatives for welfare, diversity, and gender equity.
- Introduce emotional intelligence and soft-skills programs for all employees.
- Initiate academic and career guidance mentorship for students.
- Deploy transparent, digital-ready Performance Management System.
- Setup systems, pilot KRA/KPI tracking, uniform templates, data-driven reviews.
- Ensure POSH/UGC/NCW compliance; strengthen redressal for women, staff, students

Mid Term Goals

- Develop structured frameworks for leadership and succession planning.
- Institutionalize employee and student recognition systems.
- HR Analytics Tools: Establish analytics and strategic workforce planning platforms.
- Expand programs aligned with NEP 2020 and global benchmarks.
- Integrate counselling, inclusion, and cross-functional collaboration.
- Launch Centre for Human Resource Excellence and Policy Innovation.
- Integrate ERP, analytics, incentives for intelligent performance management.
- Shift to continuous awareness, build champions and nodal teachers.

Long term Goals

- National HR Benchmark: Build CU as national leader in HR and facilitative excellence.

- Human Capital Centre: Establish Centre for Human Capital Development and Inclusion for HR innovation.
- AI-Driven Systems: Integrate AI for predictive analytics, student engagement, emotional well-being.
- Global Certifications: Achieve ISO, NAAC, UGC-IDP compliance; foster faculty-student exchanges.
- Sustainable Governance: Align HR with sustainability, transparency, social responsibility.
- Digital PMS Transformation: 100% automate PMS with predictive insights, global benchmarks.
- Performance Culture: Link PMS to leadership, succession, targeted interventions. Gender Equity Model: Position CU as national leader; develop empowered women leaders.

D6: NETWORKING & COLLABORATIONS

Chandigarh University's networking and collaboration enablers are driven by the Office of International Affairs, Alumni Affairs, Corporate Resource Centre (CRC), UCRD, and Academic Affairs, with strong participation from industry associations. The vision is to position CU as a global hub for partnerships, mobility, and knowledge exchange aligned with NEP 2020 and UGC-IDP, leveraging 500–700 MoUs, QS Top 1000 and multidimensional global engagement.

Strengths

- Office of International Affairs anchors 500–700 active MoUs, faculty and student mobility, joint degrees, and participation in major international forums such as NAFSA and ACU.
- Alumni Affairs targets a 600 Cr endowment corpus, CSR-linked funding, and a robust global alumni network as a strategic resource for innovation and social impact.
- CRC integrates industry partnerships, internships, placements, and University–Industry Research Park planning, supported by data-driven KPIs and AI-enabled ERP systems.
- Academic Affairs and Industry Association structures enable co-developed curricula, micro-credentials, and joint centres/labs with MSMEs, corporates, PSUs, and start-ups.

Achievements

- Over 2,300 student and 2,050 faculty mobility across 65+ and 120+ countries respectively, along with participation in global education summits and associations.
- Strong track record of industry interaction through conclaves, CEO talks, hackathons, and national/international placement conclaves.
- Activation of legacy MoUs, strengthened Corporate Advisory Board, and extensive industry presence in Boards of Studies and Professor-of-Practice roles.
- Structured alumni governance via University Alumni Council and Office of Alumni and Corporate Relations (OACR) with ISO 9001 certification targeted by 2027 and 100 donor projects tracked digitally

Short Term Goals

- Secure 500+ strategic partners alongside 22 joint degree programs and engagements with 9 Nobel Laureates through high-impact collaborations.
- Host prestigious Diplomatic Conclave positioning CU as global education leader with world-class intellectual and institutional networks.
- Launch OACR+CRM systems alongside 50+ strategic MoUs establishing robust operational frameworks and collaborative networks.
- Deploy 10 Living Labs while activating Alumni Chapters across India and overseas for sustained innovation and worldwide engagement.
- Fully operationalize Corporate Resource Centre with strengthened Corporate Advisory Board (since 2013) and active corporate contacts database supporting new MoUs for internships, placements, and guest lectures.
- Achieve increased internship/placement success with rising stipends demonstrating measurable career advancement impact.
- Industry Engagement & Integration: Host annual industry events (CEO talks, conclaves, hackathons, panels) with industry representation added to BoS and establish industry-sponsored Innovation/Pre-incubation Hubs and virtual sandboxes/simulation labs.
- Activate legacy MoUs leveraging alumni networks; introduce Professor in Practice roles for corporate experts enhancing practical academia-industry synergy.

- Establish centralized office for Industry Associations & Internships streamlining collaborations, internships, and partnership governance through unified policies/SOPs; pursue government-led initiatives aligned with CU academic strengths via collaboration with government bodies.
- Embed social responsibility and community development within curricula fostering purpose-driven education and sustainable societal impact.
- Drive industry-oriented curriculum enhancement alongside innovation/industry-linked events positioning CU as collaborative excellence leader.

Mid Term Goals

- Launch Global Partnership Portal (CUIMS) enabling 10 Dual programs and 15 Summer Schools, Alumni Network across 50+ countries, 5+ Global Corporate Internships, SDG Projects with NGOs, and Faculty Mobility Policy.
- Create research-based international opportunities positioning CU as globally connected innovation leader.
- Establish 40 Endowed Chairs alongside 12 Joint Research Centres achieving 80% alumni engagement and ISO 9001 OACR certification.
- Develop comprehensive Executive Education Portfolio positioning CU as innovation and professional development benchmark.
- Secure industry-endowed Chairs & scholarships increasing industry participation in BoS with standardized protocols for Professor in Practice roles and strengthen Innovation & Pre-incubation Hubs.
- Improve placements in core/dream companies raising CTCs for superior graduate outcomes.
- Organize national/international placement conclaves and job fairs enhancing corporate-academia connections for superior career opportunities.
- AI-Driven CRC Transformation: Introduce AI-based ERP for CRC processes, database, and learning management streamlining operations and outcomes.
- Co-develop electives and micro-credentials with industry alongside partnerships with ministries, public, and international bodies for upskilling, policy design, and sustainable development.
- Establish Center for Applied Social Innovation (CASI) for outreach and interdisciplinary projects driving collaborative innovation and societal impact

- Establish and strengthen Joint Centres/COE/Labs & Innovation Hubs along with Executive/Faculty Development Programs with industry and upgrade university Centers/Labs for long-duration internships, research fellowships, and early-stage Ph.D. opportunities.
- Develop sustained partnerships with multinational corporations, PSUs, government bodies, and global R&D institutions driving research excellence and innovation leadership.

Long Term Goals

- Achieve 10,000+ student mobility and 5,000+ faculty exchanges securing 5 international accreditations through Curriculum Licensing Model and Liaison Office Abroad.
- Co-found Global University Network maintaining 700+ active international MoUs positioning CU as preeminent global education partner.
- Launch Global Social Innovation Fund alongside Research Park Phase 2 incubating 500+ start-ups with 100+ active global partners.
- Establish unicorn pipeline positioning CU as global leader in entrepreneurial ecosystem development.
- Achieve top national placement ranking (NIRF) building global tie-ups for international internships/placements.
- Increase placement share in Fortune-500/Unicorn firms elevating graduate career trajectories.
- Introduce Reverse Internship model enabling industry professionals to engage with CU ecosystem fostering bidirectional knowledge exchange and practical skill integration
- Position CU as national benchmark for Industry 5.0-ready academia–enterprise integration creating University–Industry Research & Development Park along with Living Labs with industry/government for real-world testing.
- Emerge as University for Social Transformation through CU Societal Impact Index and global collaborations driving sustainable development excellence.
- Establish University–Industry Research & Applications Development Park launching Industry-backed Innovation & Social Impact Fund supporting scalable solutions in renewable energy, healthcare, agriculture, sustainability, clean water, and smart cities.

- Develop Living Labs with industry/government partners for real-world innovation testing in rural/urban communities alongside industry-sponsored scholarships, fellowships, Ph.D. sponsorships, and research assistantships.

D7: PHYSICAL ENABLERS

Physical Enablers at Chandigarh University are anchored by the Projects Office, Department of Student Affairs Administration (DSAA Admin), and e Governance, with a vision to create a human-centric, green, and smart campus for 40,000 students by 2032. The framework integrates student services, hostels, administration, safety, transport, and sustainability into a unified, ISO-aligned physical infrastructure ecosystem.

Strengths

- Comprehensive human-centric design with covered pathways, shaded walkways, ergonomic furniture, and pedestrian-first circulation ensuring safe vehicle segregation and universal accessibility compliant with Rights of Persons with Disabilities (RPWD) Act 2016 and National Building Code (NBC) norms.
- Integrated student affairs ecosystem managing 10 domains from wellbeing centres and counselling to discipline systems, ISR, NSS, sports, and residential life through digital platforms like Student Relationship Management System and Digital Case Management System (DCMS).
- Multi-layered sustainability infrastructure combining renewable energy targets (100% by 2032), advanced water management (dual plumbing, rainwater recovery, solar evaporation), and IoT-enabled green systems.
- Smart campus convergence tightly coupling physical assets with CUIMS-ERP backbone, 10G networks, AI surveillance, and digital-twin predictive maintenance for operational excellence.

Achievements

I. Human-Centric Infrastructure

- Deployed covered pathway networks, shaded walkways, ergonomic street furniture, and smart user interfaces including digital kiosks, emergency call points, and app-based navigation.

- Achieved universal accessibility through ramps, tactile flooring, handrails, lifts, and vertical mobility systems fully compliant with national accessibility standards.

II. Student Wellbeing & Services

- DSAA Admin Operationalized Student Care Centres, Centre of Student Wellbeing, and Discipline systems with digital Conduct Case Management System (DCMS) and anti-ragging frameworks.
- Implemented STUDENT RELATIONSHIP MANAGEMENT SYSTEM optimization, SLA-based service delivery, expanded counselling capacity, and AI triage chat systems supporting ISO 10002 compliance trajectory.

III. Residential & Safety Infrastructure

- Installed 300 new CCTV units, AI-enabled Radio Frequency Identification (RFID) gate logs, upgraded hostel kitchens, and app-based grievance redressal systems across residential facilities.
- Established Campus Safety Command Centre with QR/IoT monitoring, mechanized housekeeping, and smart hospitality operations targeting ISO 14001/22000/LEED certifications.

IV. Sustainability Systems

- Rolled out dual plumbing, IoT smart water meters, Roof Rainwater Recovery System across 40 blocks, and solar evaporation systems significantly reducing groundwater dependency.
- Advanced Green Environment Strategy with rooftop solar expansion, biodiversity corridors, green roofs, waste-to-compost units, and electric mobility infrastructure.

V. Integrated Digital-Physical Enablement

- Connected physical infrastructure to CUIMS/ERP through 10G network backbone, campus-wide Wi-Fi, centralized NOC, 1,800 IP CCTV cameras, and 261 UPS units ensuring 99.9% uptime.
- Progressed from 60% pathway connectivity/30% renewable share toward 100% accessible, carbon-neutral smart campus with AI-based maintenance systems.

Short term Goals

- Resolve 1,80,000+ student cases in less than 48hrs across 100% departments via 40-member Advisory Committee with real-time dashboards and CUIMS-integrated wellbeing flagging/referrals.
- Handle 18,000+ cases with 1,300 mentors, 220+ resilience sessions for 7,500+ students and resolve 2,800+ disciplinary cases in less than 5 days achieving zero ragging and 97% NDPS compliance via DCMS.
- Scale volunteers from 2,000 to 4,850 executing 350+ activities impacting 45,000+ beneficiaries through 120 blood camps, 75 Swachh Bharat, 40 plantation drives logging 85,000+ hours with 22 NSS awards.
- Achieve Mess Satisfaction Index greater than 4.2, complaint closure in less than 48hrs, Hygiene Index more than 95% with 100% biomedical/90% e-waste/75% chemical diversion maintaining peace, hygiene, orderly conduct.
- Achieve 100% surveillance coverage in less than 5min emergency response via central command; strengthen gender-sensitive safety grid with enforcement-ready security corps (upgraded skills).
- Increase 24/7 medical readiness equivalent to field infirmary with less than 10min response across grid points handling critical emergencies independently achieving high patient satisfaction.
- Mission-capable fleet with zero downtime, high rider satisfaction, reduced deviations; safe/audit-ready operations with uniform staff conduct standards.
- More than 90% digital process enablement delivering seamless guest experience and build trained hospitality corps with cost discipline, transaction accuracy, waste minimization.
- Sustain more than 160 medals/year, more than 55% student participation establishing CU as Inter-University sports force positioning athletes for national elite circuits.
- Drive more than 60% participation strengthening governance via role clarity, transparent command structures, comprehensive event reporting across all clubs.
- Coverage of more than 80% ERP workflow coverage, in less than 7-day procurement cycle and 100% audit timeline compliance with fully transparent approval/payment chains.

- Establish institutional culture of digital accountability across administrative domains fostering transparency and operational excellence. Green Infrastructure Targets: 60% covered pathways/ramps, 30% dual plumbing, 30% rooftop solar energy share, 26-28 upgraded rainwater pits supporting 35,000 students.
- Zero environmental violations, issue-free compliance audits demonstrating leadership in waste management, water conservation, renewable energy adoption.
- Comprehensive support ecosystem delivering academic, emotional, social, physical development establishing CU as benchmark student experience model.

Mid Term Goals

- Student Relationship Management System and grievance redressal optimization resolving 35% pending grievances via digital flagging and 90% efficiency in less than 48hr turnaround across 100% departments with real-time dashboards and 40-member Advisory Committee.
- Deploy 1,300 mentors handling 18,000+ cases, 220+ resilience sessions for 7,500+ students; establish Wellbeing Calendar/Online Portal with CUIMS/DCMS integration achieving zero ragging, 97% NDPS compliance.
- Scale volunteers to more than 5000 generating more than 10,000 hours annually and execute 350+ activities impacting 45,000+ beneficiaries with 22 NSS awards and state-wide recognition.
- Achieve Mess Satisfaction more than 4.2, in less than 24hr sanitation response with more than 90% waste segregation in less than 48hr complaint closure maintaining peace, hygiene, orderly conduct with professional housekeeping corps.
- Achieve security & surveillance Leadership with 100% surveillance/cameras in less than 5min campus-wide response, AI patrol evaluation, zero breaches/unauthorized entry, gender-sensitive grid with enforcement-ready security corps.
- Automated analytics-driven fleet with zero manual oversight, minimized fuel wastage, national-standard workforce discipline ensuring near-perfect reliability and high rider satisfaction.
- Attain sports Dominance with more than 160 medals/year and more than 55% participation with more than 5 national titles, 25 athletes for FISU 2029 via international coaching standards establishing Inter-University supremacy.

- Increase Club Governance Ecosystem with more than 60% participation and greater than 25% inter-club collaborations, more than 4.5/5 satisfaction embedding leadership competencies with transparent reporting/command structures.
- Transform ERP Administration with more than 95% process automation across domains, in less than 7-day procurement, 100% audit compliance, with transparent approval chains.
- Smart Infrastructure Sustainability with coverage of 85% connectivity, rooftop solar, dual plumbing, smart metering/IoT water management, and 26-28 upgraded rainwater pits supporting greater student care.
- Live Digital Monitoring with real-time tracking of maintenance/safety across hostels/academic blocks, 100% digital access control/movement, inventory automation, strong SOP discipline.
- Comprehensive integration delivering student satisfaction, operational excellence, sustainability leadership positioning CU as national higher education ecosystem model.

Long Term Goals

- Fully stabilized digital case management with CUIMS Mobile App integration, unified wellbeing framework integrating Counselling/UHV/Art of Living/GP programs featuring 200+ trained ambassadors achieving more than 90% student satisfaction.
- Battle-ready NSS foundation with consistent national participation track record, digital enablement acceleration, more than 50,000 volunteer hours annually, global club recognition establishing strong social responsibility leadership.
- Achieve Net-Zero & Zero-Waste compliance by 2032 (ISO 14001 by 2030) with more than 95% resource recovery, 100% waste segregation, full mechanized housekeeping, 25% energy cost reduction maintaining student satisfaction greater than 90%.
- Zero critical incidents across 10-year horizon via AI-governed predictive security, 100% surveillance/access control in less than 5min response transitioning to ISO 45001 certified safest national campus with zero-blind-spot grid.
- CU Medical Centre National Accreditation Board for Hospitals and Healthcare (NABH) certified with more than 95% preventive coverage, AI-enabled digitized governance, zero emergency lapses establishing national institutional medical readiness benchmark.

- Zero-emission transport campus by 2032 with 100% predictive maintenance, zero breakdowns, complete operational visibility achieving global university mobility benchmarks and audit compliance.
- Guest Satisfaction more than 4.7/5, ISO-certified kitchen operations, Leadership in Energy and Environmental Design (LEED) sustainability compliance enabling seamless national/international delegations positioning CU as hospitality reference model.
- Club Leadership Ecosystem with more than 80% engagement generating leadership competencies with more than 25% inter-club collaborations, global recognition via national festivals with fully digitized command-governance establishing external visibility benchmark.
- Global Benchmarking Readiness with hostel operations achieve global standards, 100% safety surveillance, live maintenance tracking, CHPI with more than 90%, professional workforce across housekeeping, transport, and hospitality domains.
- Preventive Health Intelligence with greater than 95% population coverage through systematic screenings, ALS-certified emergency teams, hostel medical grid integration eliminating clinical protocol lapses establishing health governance model.
- Carbon-Neutral Campus Vision with full-scale AI-based maintenance, 100% accessible infrastructure, Net-Zero certification across operations positioning Chandigarh University as sustainability and operational excellence national benchmark.

D8. DIGITAL ENABLERS

Digital Enablers form the technological backbone of Chandigarh University's Institutional Development Plan, driven by E-Governance, ERP, and IT infrastructure with CUIMS as the central platform. This ecosystem automates academic, administrative, financial, and research processes while enabling data-driven decision-making, cybersecurity, and smart campus operations aligned with NEP 2020, NAAC, and UGC-IDP standards.

Strengths

- Robust CUIMS-ERP integration provides real-time analytics, paperless workflows, and comprehensive dashboards covering admissions, examinations, attendance, finance, HRMS, and quality assurance.

- High-performance network infrastructure includes 10G optical fibre backbone, campus-wide Wi-Fi for 55,000+ users, centralized NOC, 1,800 IP CCTV cameras, and enterprise-grade cybersecurity with firewalls and cloud migration.
- Phased digital maturity roadmap from baseline automation (Student Relationship Management System 3.0, Employee Relationship Management System 1.0, mobile apps) to AI-driven governance, The Open Group Architecture Framework (TOGAF) enterprise architecture, block chain credentials, and immersive AR/VR learning environments.
- Strong alignment with global standards through ISO 27001 cybersecurity, SOC 2 compliance, AWS cloud partnerships, and integrated analytics supporting continuous quality improvement.

Achievements

- Full deployment of CUIMS across student lifecycle management, statutory reporting, and integrated LMS with automated assessments, results processing, and attendance tracking.
- Established resilient IT infrastructure with 16.2 Gbps internet connectivity, 25 km OFC network, virtualization across 45 servers, 261 UPS units, and 400 IP telephony endpoints ensuring 99.9% uptime.
- Implemented advanced security architecture including enterprise firewalls, intrusion detection, endpoint protection, and regular vulnerability assessments supporting secure operations for 25,000 concurrent users.
- Launched digital service platforms such as online admissions, fee management, grievance redressal, and real-time MIS reporting, significantly reducing administrative processing times and enhancing stakeholder satisfaction

Short-Term Goals

- Deploy MIS Reports with analysis/visualization, Android/iOS Mobile Apps, Research Profile integration, AAA Audit Format, Task Management System enabling comprehensive academic oversight.
- Implement Subject/Domain Mapping and Faculty/Domain Mapping establishing data-driven resource allocation and performance benchmarking.

- Enhance Digital Infrastructure upgrading servers/virtual environments achieving 100% 10G connectivity/redundancy and deploy AI-driven Cybersecurity with smart monitoring/predictive intrusion detection and Data Centre automation for energy/predictive maintenance.
- Implement Smart Classroom Expansion deploying hybrid-ready devices/interactive panels campus-wide establishing future-ready academic ecosystem.
- Integrate CUIMS with Moodle for seamless course/assessment/analytics; migrate to campus-wide 10G connectivity/AWS cloud; establish Digital Learning Ecosystem with smart classrooms/e-content studio/enhanced blended learning.
- Deploy multi-layer Cybersecurity/Data Governance and achieve end-to-end paperless digitization of admissions/timetables/examination workflows establishing operational excellence.

Mid Term Goals

- Launch Student Relationship Management 3.0 and Employee Relationship Management 1.0 to enhance personalized engagement, communication, and retention tracking for students and staff.
- Upgrade to Task Management System 2.0 with automated reminders, real-time collaboration tools, and comprehensive reporting for efficient workflow across departments.
- Introduce dedicated mobile app for parents offering real-time updates on attendance, grades, events, and direct communication channels with faculty.
- Deploy centralized Infrastructure dashboard alongside Automatic Staff Requirement Generation to monitor facilities usage and optimize staffing needs dynamically.
- Roll out Accolades Management System 1.0 and Student Progression 1.0 to track achievements, academic journeys, placements, and alumni outcomes program-wide.
- Create portal fostering research, teaching, and project cooperation across departments and research centers for seamless interdisciplinary innovation.
- Implement IoT sensors and analytics in Hostel Mess Waste Optimization System to minimize food waste, improve sustainability, and cut operational costs.
- Transition ERP, CUIMS, and examination systems to hybrid cloud infrastructure for scalability, reliability, and disaster recovery capabilities.

- Integrate AI and IoT for automating analytics, smart lighting, energy management, and security operations across campus facilities.
- Develop Augmented Reality/ Virtual Reality (AR/VR) based smart labs and personal AI learning assistants to deliver immersive, adaptive educational experiences.
- Build Green Data Centers using renewable energy sources and advanced cooling technologies to achieve energy-efficient, sustainable computing.
- Establish Center for Digital Innovation & Cybersecurity for global R&D collaborations, training programs, and robust threat protection.
- Deploy AI for full Student Life Cycle Management, providing personalized engagement, predictive analytics, and learning support throughout enrolment.
- Implement Data-Driven Decision Support System with Business Intelligence/ Artificial Intelligence (BI/AI) for real-time dashboards and actionable insights on institutional performance.
- Automate IT Service Management (ITSM) Service Desk per Information Technology Infrastructure Library (ITIL) v4 standards for faster incident resolution, service requests, and IT support efficiency.
- Build ecosystem with Scopus-linked repositories, plagiarism detection tools, and cloud-based storage for streamlined research management.

Long Term Goals

- Transition CUIMS to comprehensive AI-based system for academic, research, and administrative decision support with predictive insights.
- Automate publishing workflows for institutional books, journals, and conference proceedings with streamlined tracking.
- Deploy IoT sensors and analytics to minimize food waste, enhance sustainability in hostel mess operations.
- Implement data-driven planning for efficient campus transportation, shuttle routes, and logistics.
- Build digital twin-based, self-optimizing IT systems for proactive campus management.
- Launch fully virtual degree programs with international collaborations and global reach.
- Deploy 100G networks supporting AI research, quantum-secure

- Achieve zero-downtime automation through self-healing networks and AI orchestration.
- Implement carbon-neutral operations with circular technology management practices.
- Create AR/VR/MR-enabled experiential labs across all disciplines for hands-on learning.
- Use IoT for sustainability monitoring, predictive maintenance, and real-time campus optimization.
- Secure Institutional Research Cloud with blockchain credentials for verified sharing.
- Establish AWS/Fortinet Centre of Excellence as R&D hub for education cybersecurity innovations.
- Integrate real-time analytics aligned with NAAC, NIRF, and SDG performance indicators.
- Build alumni engagement platform for digital community building and lifelong connections.

Part E

Monitoring & Evaluation Framework

This IDP integrates a robust monitoring and evaluation framework to ensure strategic alignment, performance accountability, and adaptive excellence. This framework leverages CUIMS dashboards for real-time tracking, IQAC-led reviews, and multi-stakeholder input to drive the university toward global research leadership by 2032. Key components emphasize measurable:

(1) Key Performance Indicators (KPIs)

(2) Structured review cycles,

(3) Continuous improvement mechanisms

E1: Key Performance Indicators (KPIs)

KPIs are categorized across five core domains to provide comprehensive visibility into institutional progress using metrics benchmarked against national and global standards, monitored through CUIMS analytics dashboards.

Academic KPIs

- Achieve program attainment levels exceeding 90% for PO, CO metrics across all 150 programs.
- Attain 95% student progression rates with timely completion through multiple entry-exit pathways.
- Secure 85% curriculum-industry alignment score based on employer feedback and BoS inputs.
- Reach faculty teaching impact scores above 4.5/5 through comprehensive Teaching Impact Metrics from student analytics.

Research KPIs

- Achieve 35,000 cumulative Scopus-indexed publications by 2032, with Q1/Q2 ratio surpassing 40%.
- Obtain over ₹100 Cr in annual research funding from DST, DRDO, and industry sources.
- Elevate institutional H-index above 150 with substantial citation growth

Financial KPIs

- Generate 30% non-tuition revenue share by 2032 through grants, IP licensing, and alumni endowments.
- Maintain budget utilization efficiency below 5% variance on ₹800 Cr annual operating budget.

- Achieve 20% ROI on strategic investments like research seed grants.
- Produce 10% operational surplus annually, reinvested into core enablers.

Operational KPIs

- Achieve 95% digital automation coverage across processes using CUIMS, SRMS, and ERMS platforms.
- Reduce grievance resolution time to under 48 hours with 95% satisfaction tracked via SRMS.
- Maintain 99.9% infrastructure uptime for networks, labs, and hostel facilities.
- Ensure 100% faculty/staff training completion with 60 hours of annual professional development.

Stakeholder KPIs

- Achieve 95% satisfaction indices across students, faculty, alumni, and industry through CUIMS surveys.
- Attain 100% placement success with average packages exceeding ₹10 LPA.
- Facilitate 10,000 student exchanges supported by 700 active MoUs for global mobility.
- Deliver ISR impact through 1,000 projects reaching 500,000 beneficiaries with over 90% SDG alignment

E2. Review Cycles

The framework employs multi-layered review cycles synchronized with operational rhythms and regulatory timelines. Daily/weekly operational checks ensure process discipline, while higher-level reviews enable strategic recalibration.

Annual Review Cycle (Primary)

- Conducted by IDP Steering Committee and IQAC.
- Aligns with NAAC AQAR, NIRF data submission, and UGC-IDP reporting.
- Comprehensive audit of phased targets (foundation 2023-26, acceleration 2027-30, supremacy 2031-33).
- Outputs: Updated action plans, resource reallocation, risk mitigation strategies.

Supporting Cycles

- **Daily Checks**: CUIMS metrics for operational KPIs (e.g., grievance resolution, uptime).

- **Weekly Departmental Reviews**: Departmental Innovation Councils address gaps in academic/research KPIs.
- **Quarterly Steering Reviews**: Cross-functional deep-dives on enabler performance; automated escalations if <90% thresholds.
- **Biennial External Benchmarks**: QS/THE/NIRF; global peer comparisons.

E3: Planned Continuous Improvement Framework

Chandigarh University's IDP employs a dynamic, iterative improvement system that converts performance insights and stakeholder perspectives into strategic refinements. This mechanism maintains institutional agility in response to NEP 2020 evolution, international standards, and internal growth imperatives.

- ### Multi-Channel Intelligence Capture

Real-time CUIMS platforms aggregate inputs from students, faculty, industry partners, and alumni networks. AI-powered analytics detect sentiment shifts and performance signals, automatically prioritizing intervention needs across academic, research, and operational domains.

- ### Excellence Repository Development

High-impact practices such as departmental publication committees and placement optimization models are systematically documented in IQAC's centralized dashboards. Proven strategies disseminate through mandatory training cascades and cross-departmental adoption protocols.

- ### Competency Enhancement Programs

All personnel complete compulsory modules covering KPI interpretation, CUIMS dashboard navigation, and process optimization techniques, achieving universal coverage. Annual training exceeds 60 hours per staff member, ensuring sustained proficiency in digital governance and quality systems.

- ### Adaptive Performance Management

Performance triggers activate at 90% KPI thresholds, prompting immediate departmental recalibrations. Annual IDP revisions integrate updated SWOC analyses, regulatory changes, and benchmark comparisons to realign long-term trajectories with emerging priorities.

- ### Audit-Ready Change Management

Every modification, from process tweaks to resource shifts, records in blockchain-secured CUIMS ledgers. Documentation adheres to ISO 21001 specifications and NAAC validation protocols, creating an unbreakable chain of institutional learning and accountability.

- **Structured Enhancement**
  - **Real-Time Surveillance:** Automated CUIMS dashboards track all enabler KPIs with granular visibility.
  - **Root Cause Diagnostics:** Data Analysts & IQAC analyse deviations alongside stakeholder feedback patterns.
  - **Precision Interventions:** Targeted training, resource reallocation, or process redesign activates within defined timelines.
  - **Impact Validation:** Subsequent cycles measure uplift against baseline metrics.
  - **Institutional Scaling:** Validated solutions deploy university-wide through standardized rollout frameworks.

This improvement architecture transforms Chandigarh University into a learning organization, where continuous refinement elevates strategic execution from ambition to measurable global pre-eminence.

Part F

Conclusion

F1. Commitment to Excellence, Innovation and Inclusivity

Chandigarh University's Institutional Development Plan is more than a planning document, it is a long-horizon transformation blueprint that affirms the institution's unwavering commitment to excellence, innovation, and inclusivity as the organising principles of its growth trajectory up to 2032 and beyond.

Academic Excellence is reinforced through a comprehensive Outcomes-Based Education (OBE) framework that ensures every program is mapped to well-defined Program Outcomes and Course Outcomes, supported by analytic tools like PO–CO attainment dashboards and Quality Radars. Boards of Studies, academic audits, CU-AQF benchmarking, and internationalised curricula co-designed with industry and global partners ensure that teaching, learning and assessment remain contemporary, competency-based and globally benchmarked. The integration of internships, industry projects, hackathons, CU Projects Expo and micro-credentials into the curriculum further strengthens the employability and innovation readiness of graduates.

The University's commitment to innovation is equally systemic and far-reaching. Digital enablers such as CUIMS, Student Relationship Management System, Employee Relationship Management System, and a unified ERP–LMS ecosystem form the technological backbone for paperless administration, data-driven decision-making, and smart campus operations.

A high-performance digital infrastructure 10G fibre backbone, campus-wide Wi-Fi for tens of thousands of users, centralized NOC, cloud migration and enterprise cybersecurity supports not only routine processes but also advanced use cases such as AI governance, predictive analytics, blockchain-secured credentials and immersive AR/VR-enabled learning environments.

Pedagogical innovation is anchored by India's largest cohort of Microsoft Certified Trainers and a Professional Oriented Pedagogy model that blends experiential learning, simulation labs and industry mentoring, ensuring that technology integration directly enhances learning outcomes.

A vibrant innovation and entrepreneurship ecosystem further reflects this orientation. The Technology Business Incubator and IEDC have already nurtured more than a hundred start-ups, while challenge grants, industry-linked research, innovation studios and Living Labs extend innovation activity across disciplines and closer to market-ready solutions. Future plans for a university–Industry Research and Development Park, global innovation consortia, and a

unicorn development pipeline underscore the institution's resolve to lead from the front in innovation-led socio-economic development. At the same time, inclusivity is embedded as a non-negotiable value shaping policies, programs and infrastructure.

NEP-compliant flexible curricula with multiple entry–exit options, credit banking and Recognition of Prior Learning expand access for diverse learner profiles. A strong scholarship and financial aid ecosystem, CSR-linked funding, alumni-endowed chairs and fellowships are envisioned to reduce financial barriers and promote merit- and need-based inclusion.

Physical infrastructure complies with RPWD Act and universal accessibility norms, with ramps, tactile flooring, lifts and mobility aids ensuring that campus design is human-centric and barrier-free.

Inclusivity also manifests in the University's socio-cultural and gender-equity initiatives.

The Women Development Cell, gender-sensitisation programs, POSH compliance, safety audits and a gender-sensitive security grid promote a safe and empowering environment for women students and staff. Student support is strengthened through counselling services, wellbeing centres, mentor–mentee systems, digital case management and AI-based triage that together create a holistic safety and wellbeing net.

Institutional Social Responsibility (ISR) further extends the ethos of inclusivity beyond campus through NSS activities, UBA village adoption, multi-vertical CSR projects and SDG-aligned community engagements that serve tens of thousands of beneficiaries and aim at transforming 50 villages into sustainable smart communities. Global and cultural inclusivity is enhanced through an expansive internationalisation agenda comprising hundreds of MoUs across more than 100 countries, semester-abroad programs, joint degrees, summer schools, faculty exchanges and international conclaves.

These initiatives ensure that students and staff operate in a cosmopolitan, intercultural environment, preparing them to participate meaningfully in the global knowledge economy while remaining rooted in India's civilizational values. Hence, excellence, innovation and inclusivity are not parallel strands but mutually reinforcing commitments that shape every dimension of the University's Institutional Development Plan.