



**PONNAIYAH RAMAJAYAM INSTITUTE OF
SCIENCE & TECHNOLOGY (PRIST)**

Declared as DEEMED-TO-BE-UNIVERSITY
U/s 3 of UGC Act, 1956

INSTITUTIONAL DEVELOPMENT PLAN

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Ponnaiyah Ramajayam Institute of Science & Technology (PRIST) Deemed to be University focuses on delivering quality Higher education aimed at developing responsible, thoughtful, well-rounded, and creative citizens for the nation .In the pursuit of higher level goals of the institution focusing on skill-based education to meet the needs of the industry, National Education Policy (NEP), Sustainable Development Goals (SDGs), National Credit Framework (NCrF) and Integration with the Academic Bank of Credits (ABC) have to be factored in as an institutional development plan (IDP) is formulated.

PRIST envisages in its students, development of character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and capabilities to counter societal challenges.

The main objectives of this Institutional Development Plan (IDP) are:

- I. To articulate a clear vision and mission of the institution, especially in alignment with National Education Policy (NEP), Sustainable Development Goals (SDGs), National Credit Framework (NCrF) and PRIST's educational and research activities and social objectives.
- II. To evaluate the developmental needs of institution through extensive consultative processes.
- III. To identify capacity gaps human, material, financial and organizational shortcomings based on organization's goals and priorities.
- IV. To create Annual Activity/Capacity Building Plans aimed at enhancing capacity and addressing gaps.
- V. To create a transparent system that fosters holistic and inclusive growth and development of the institution. This involves leveraging all pertinent tools, technologies, and opportunities, especially digital platforms, to manage administration at every level and ensure their optimal use for balanced overall growth.
- VI. To create a culture of comprehensive lifelong learning and a functional framework that enhances employability and entrepreneurship through the integration of skill development into the offered study programs.
- VII. Develop a functional framework to enhance the internationalization of education, ensuring international equivalence and facilitating the exchange of faculty and students.

- VIII. To ensure meaningful involvement of all stakeholders in the development and execution of the institutional development plan.
- IX. To measure the institution's objectives, employ 'Indicators' and 'Timelines,' along with 'Implementation Plans'.
- X. To conduct periodic reviews and implement suitable measures for ongoing course adjustments and enhancements.

The following are the major components of this institutional development plan:

- a. Improving governance
- b. Improving financial enablers
- c. Developing and improving innovative academic enablers
- d. Developing research, intellectual property & supportive enablers
- e. Contextualization of key HR practices
- f. Developing networking enabler for better collaborations
- g. Improving the physical infrastructure enablers
- h. Green campus strategies
- i. Implementing digital initiatives

3. Social and Academic Mission of PRIST

Ponnaiyah Ramajayam Institute of Science & Technology (PRIST) Deemed to be University strives to become a self-sufficient centre of excellence, fostering academic and professional growth, research, and development. Additionally, it aims to contribute to the broader social good through various other aspects as below:

- i. Equitable access to high quality affordable higher education for all, including Persons with Disability (PwD).
- ii. The institution fosters societal growth and well-being by creating knowledge through advanced research and providing both technical and non-technical solutions to societal challenges, as envisioned by its diverse Schools.
- iii. The integration and embedding of vocational education, training, and skilling into higher education, along with the creditization of all forms of learning including academic, vocational, and experiential is a strategic approach to creating a cohesive educational framework.
- iv. Fostering industry-fit and entrepreneurial human resources which is crucial for

enhancing the quality of life, raising living standards, promoting comprehensive development, well-being, and societal benefit.

- v. Reducing inequalities, enhancing gender equality, ensuring diversity and inclusion, and fostering environmental awareness which are key to achieving the Sustainable Development Goals (SDGs) and other overarching objectives.
- vi. The internationalization of higher education, the development of skills, and the mobility of students, learners, and the workforce at all levels which are critical aspects of global education.

The academic mission of PRIST is comprised of strong objectives that aim to assist students in developing an understanding and appreciation of the complex cultural and physical worlds they encounter, enabling them to achieve their fullest potential in intellectual, physical, and human development. The Mission is concisely summarized as follows:

- i. Promoting and enhancing holistic education, multidisciplinary, cross-disciplinarily, and interdisciplinary within a world driven by mutually supportive and interdependent learning.
- ii. The facilitation and enablement of key learning outcomes are central to the core learning of a discipline and its prescribed curriculum.
- iii. Development of character, ethical and Constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and contemporary capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.
- iv. Acquiring skills and competencies such as critical thinking and problem-solving, creative thinking and innovation, analytical and adaptive thinking, design and computational thinking, along with social intelligence, cross-cultural competency, new media literacy, virtual collaboration, decision-making, conflict resolution, and negotiation which are essential for shaping the careers of present-day generation students. These skills lay the groundwork for a predisposition towards continuous and lifelong learning.

A. Improving governance

Good governance is integral to establishing an institution's core values and culture. Having rightly understood this basic principle, PRIST strives to ensure the following are built in into its governance mechanism:

- a) **Institutional Structures:** Establishing active leadership bodies like the Executive Council, Academic Council, Finance Committee, and other bodies as prescribed by the government/regulatory authorities to ensure coherence and clarity in decision- making.
- b) **Quality Assurance:** Robust processes and quality control mechanisms that are vital to maintain and elevate academic standards; the institution has a fully functional Internal Quality Assurance Cell (IQAC) as mandated by the accrediting agency of the country.
- c) **Stakeholder Inclusion:** A comprehensive stakeholder involvement is ensured.
- d) **Financial Independence:** Setting financial autonomy at different levels, striving for self- sustainability.
- e) **Alignment with Society:** Strategies to align academic values with societal expectations, ensuring PRIST remains relevant and responsive.
- f) **Leadership and Strategy:** Emphasizing leadership skills, among administrators combined with a clear strategic vision, enabling them tackle present challenges and future uncertainties.

B. Improving financial enablers

Financial Enablers being the heart of the financial system, a robust financial Enablers system would help the institution to make and receive payments safely and efficiently along with creating routes for sustained research funding options. The management of PRIST envisages the inculcation of a professional and contemporary Financial Management approach within the compliance of regulatory and statutory boundaries.

- a) **Funding Sources:** Identify and prioritize the existing & additional sources of funding for the development of financial enablers such as government

grants, project overheads, research consultancies, patents, alumni donations, private sector partnerships, and fund raising campaigns.

- b) PRIST strives to work on a sustainable revenue model as its revenues are derived mainly from the following sources:
- i. Tuition fee from the students
 - ii. Overheads earned on the sponsored research and development projects from the Government and private/corporate sector
 - iii. endowments, philanthropic contributions and other income like CSR, royalties on intellectual property (IP)/ patents etc.

Strategies concerning financial management include Budget Allocation, Transparency, Financial Sustainability, Investment Strategy, Collaboration, Stakeholder Engagement and Additional Outreach Models for Fund Generation

C. Academic Enablers

Academic Enablers serve as reference points that provide PRIST with a common foundation for establishing, articulating, and guaranteeing the quality and standards of programme offerings. An optimal set of Academic Enablers fosters a dynamic and forward-thinking learning atmosphere, which in turn generates enthusiasm and engagement, leading to enhanced learning outcomes.

PRIST strives to foster an environment that guarantees learning while also focusing on the mental and physical well-being of its students. It is dedicated to providing an educational atmosphere where each student can gain knowledge and skills essential for developing into a responsible individual.

Development of academic enablers:

Innovative academic enablers can be cultivated through a variety of activities aimed at fostering innovation, including Planning, Implementation, Evaluation, Feedback, and the preparation of a self-study report. Following steps are

proposed by PRIST to foster innovative academic enablers:

- i. Formulating and establishing a strong institutional strategy through comprehensive and relevant analysis, and making decisions that align with the institution's vision.
- ii. Establishing and maintaining a robust faculty base via strategic recruitment, performance evaluation, and ongoing development programs.
- iii. Designing a flexible curriculum that incorporates multidisciplinary that is crucial, including the appropriate integration of Vocational Education, Training, and Skilling into the curriculum.
- iv. Availing the services of appropriate industry experts in curriculum design & implementation.
- v. Upgradation of Curriculum through a well-structured mechanism.
- vi. Cultivating leaders to serve as role models by fostering commitment and analysing multi-tasking capabilities.
- vii. Developing students by offering a confidence-building education model through student integrated development model.
- viii. Maintaining a specific, defined, and regulated student-teacher ratio that is essential for the effectiveness of diverse learning forms and assessments.
- ix. The growth and expansion of the university via environmental analysis.
- x. Introducing technology in the form blended mode of learning, Creation and delivery of digital content etc..

Improvement:

- i. Learning and Teaching excellence, cooperative education, and research.
- ii. Providing top-notch professional education with a focus on practical applications in a broad spectrum of interdisciplinary fields. Providing

comprehensive access to education, skills development, research, and Intellectual Property (IP) management.

- i. Incorporating relevant skills such as employability skills, soft skills, life skills, and basic technology skills into education.
- ii. The curriculum would combine theory and practical applications, and be accessible online, in order to encourage individuals to actively participate in transforming their environment.
- iii. Thorough and equal utilization of the most recent technology, such as AR, VR, AI/ ML.
- iv. Teaching and research become distinctive by incorporating Industry 4.0/5.0, as it involves research and pedagogy that is focused on practice and meets industry demands.
- v. Incorporation of a mixed approach to learning involving both digital and online methods.
- vi. Providing top-notch professional education to students through a student-centred teaching and learning approach, focusing on academic excellence.
- vii. Promoting a significant presence of full-time faculty, with 75-80% holding Ph.D.s or essential industry expertise, along with a track record of quality research publications, IP creation, protection, and deployment. Encouraging collaborative teaching with industry and community ties, and fostering the development of educational materials, serves as a potent facilitator.
- viii. Consistent and ongoing enhancement of faculty skills through refresher programs and train-the-trainer sessions, particularly focusing on the following areas:

- a) Implementation and operationalization of National Credit Framework (NCrF)
- b) Implementation and operationalization of Academic Bank of Credits (ABC)
- c) Implementation and operationalization of National Higher Education Qualification

Framework (NHEQF) with level descriptors

- d) Integrating Vocational Education, Training & Skilling into HEIs
- e) Implementation and operationalization of National Skills Qualification Framework (NSQF) with level descriptors
- f) Implementation and operationalization of Indian Knowledge System (IKS) and Future Skills
- g) Curriculum designed to promote awareness and education on empathy, environmental stewardship, inclusivity for differently abled individuals, and other marginalized communities.
- h) Advanced physical and digital tools, updated labs, equipped with cutting-edge technology and integrated learning platforms.
- i) Develop high-quality open online, digital, and blended learning resources tailored for a global student audience.
- j) Offer educational leadership to institutions both nationally and internationally.
- k) An environment that inspires and motivates learning, with a focus on the student, knowledge, innovation, and community.
- l) Support students in developing their Start-up ecosystem by providing guidance and encouraging commercial business ideas.

D. Research, Intellectual Property, and Supportive Enablers

Basic research, ideas, general-purpose technologies, and languages are intellectual factors that form the basis for various productive activities further on. These 'helpers' aid in the creation of information, innovation, education, and other valuable social activities. Intellectual enablers serve as the foundational elements of evolving, interconnected systems. Moreover, protecting and commercializing research outcomes are greatly influenced by intellectual property rights.

To foster the creation of new knowledge and support intellectual property initiatives, PRIST will implement several strategies, including:

- i. Involving all participants in research, innovation, and academic publishing.

- ii. Nurturing a culture that fosters innovative thinking.
- iii. Advocating for structured institutional research.
- iv. Working together with universities, research centres, industry, and the community.
- v. Concentrating on high-quality research projects and the creation of intellectual property.
- vi. Promoting faculty involvement in research initiatives.
- vii. Establishing ambitious objectives and developing strategies for efficient resource utilization.
- viii. Generating revenue from research results by protecting intellectual property and promoting commercial activities.
- ix. Recognizing research outcomes with commercial value and initiating partnerships with industry stakeholders to foster collaboration.
- x. Offering researcher training on how to monetize research and protect intellectual property.
- xi. Establishing transparent procedures for licensing and transferring technology.
- xii. Providing guidance and assistance to start-up ventures.
- xiii. Investigating funding avenues and nurturing a culture of entrepreneurship.
- xiv. Consistently monitoring and assessing the effectiveness of research monetization endeavours.

Research Enablers

- i. Acknowledging and involving Government, Industry, Academia, and Society as crucial stakeholders in research and development activities, each playing evolving roles in a knowledge-driven society and economy.
- ii. Deciding to take on a suitable role in promoting knowledge and establishing a strong research environment aligned with the goals of the Institution.
- iii. Establishing structures for research management, industry liaison, and fundraising offices to enhance governance and foster collaboration.

Supportive and Facilitative Enablers

- i. Supportive and facilitative elements include both intellectual and emotional factors that cultivate a sense of belonging, pride, and ownership among stakeholders.
- ii. PRIST will promote emotional surplus by offering the right work environment, transparent administration, and a culture of trust and respect.

- iii. Approaches to cultivating emotional abundance consist of learner-focused methods, forward-thinking leadership, trust between individuals, fundamental beliefs, responsibility for actions, and commitment to society.
- iv. Inclusion and diversity initiatives aim to support under represented learners via mentorship and buddy systems, promote diversity, alleviate costs, offer financial aid, and develop an inclusive curriculum and infrastructure. These programs concentrate on aiding marginalized students with mentorship and peer support, championing diversity, curtailing expenses, providing financial support, and fostering an inclusive educational environment and facilities.

E. Human Resources Management Enablers

Overview

Finding the right equilibrium between autonomy and flexibility within the institution, while also complying with regulatory and HR standards, presents a significant challenge but is crucial for nurturing innovation and academic excellence. The focus lies on harmonizing principles and rules. PRIST aims to implement the following strategies to achieve this balance:

Institutional Autonomy and Policy Development:

PRIST will develop its own policies and guidelines while aligning with regulatory requirements. This approach requires flexibility in adapting HR practices to fit the institution's distinct needs and culture, all while ensuring compliance with regulations.

Engage Faculty and Stakeholders:

Include faculty, administrators, and other invested parties in creating institutional policies and procedures. Their feedback can contribute to a feeling of ownership and ensure that policies are in line with the institution's values and objectives.

Clear Communication:

Effectively communicate the reasoning behind HR practices and emphasize the significance of regulatory compliance. This fosters comprehension and garner support for these practices among faculty and staff.

Customize Where Appropriate:

Determine HR areas where customization can be implemented while still maintaining compliance. For instance, HEIs can explore further qualifications and expertise that match their particular programs and research focus, in addition to meeting the minimum requirements set by regulatory bodies.

Flexibility in Implementation:

Offer flexibility in the implementation of HR practices, granting departments or academic units the autonomy to tailor specific policies to better align with their unique needs and academic disciplines.

Regular Review and Feedback:

Create a mechanism for consistent evaluation of HR procedures. Request input from faculty and staff to find areas to introduce flexibility or adjust existing policies in line with the institution's goals.

Compliance Teams and Committees:

Establish specialized compliance teams or committees tasked with ensuring HR practices harmonize with both regulatory mandates and institutional autonomy. These teams serve as dynamic intermediaries, bridging the gap between regulatory compliance and institutional objectives in an evolving environment.

Training and Awareness:

Offer faculty and staff training and awareness programs highlighting the significance of regulatory compliance alongside institutional autonomy. Ensure they grasp the advantages of both aspects.

Seek Regulatory Clarifications:

When regulatory requirements are unclear, communicate with regulatory agencies to get clarification or exceptions that match the institution's objectives and independence.

Continuous Improvement:

Promote a culture of ongoing enhancement, where HR practices are regularly evaluated and adjusted to better align with the changing demands of the institution. This flexibility should encompass adapting practices based on insights gained over time.

Transparency in Decision-Making:

Guarantee openness in the decision-making procedures concerning HR practices. Faculty and staff need to grasp the decision-making process and their role in advancing the institution's mission.

Celebrate Autonomy Success Stories:

Highlight instances where institutional autonomy has resulted in favorable outcomes, such as innovative teaching methodologies or breakthroughs in research. Showcasing these achievements can serve as inspiration for fostering more autonomy while still adhering to compliance standards.

Contextualization of key HR practices

Achieving a balance between autonomy and flexibility alongside regulatory and HR practices demands a strategic and collaborative approach. Through stakeholder involvement, open communication, and ongoing policy adaptation, PRIST strives to strike this equilibrium and thrive in an ever-evolving academic landscape.

The following guidelines will be adhered to include regulatory and statutory requirements:

During Recruitment and Selection of Faculty

- i. specific academic and research requirements for faculty positions to be considered.
- ii. Entire recruitment processes will ensure academic standards set by regulatory bodies and the institution's mission.
- iii. Faculty selected and appointed will meet educational qualifications, research experience, and other criteria mandated by UGC and other Regulatory Bodies such as AICTE, and institutional policies.

Faculty Induction:

- i. It will be ensured that the faculty members receive comprehensive orientation regarding the institution's culture, academic programs, and policies.

- ii. Induction training will involve introducing new faculty to departmental expectations and research opportunities, as well as ensuring adherence to regulatory and institutional guidelines.
- iii. Faculty will be given awareness on ethical research conduct and academic integrity, as stipulated by the regulatory bodies.

Training and Development aimed at Faculty Quality Enhancement:

- i. PRIST will endeavor to invest in faculty development to enhance teaching and research skills.
- ii. Training will involve workshops focused on pedagogy, research methodologies, and academic technology, in accordance with the advice given by regulatory bodies.
- iii. Efforts will be made to ensure that faculty participate in continuous professional development as stipulated by regulatory guidelines and accreditation requirements.

Performance Appraisal:

- i. Policies will be in place to emphasize the importance of regular faculty evaluations based on teaching, research, and service.
- ii. Faculty evaluations play a crucial role in determining promotions and tenure, following guidelines set by regulatory agencies.

Faculty Compensation and Benefits:

- i. Compensation consists of wages, research funding, and benefits packages that adhere to regulatory standards.
- ii. PRIST plans to provide competitive compensation to attract and retain top academic talent, while ensuring adherence to labor laws and regulatory guidelines.

Employee Relations:

- i. PRIST aims at building positive faculty relationships essential for academic collaboration and institutional harmony.
- ii. Managing employee relations involves handling faculty issues and disputes, as well as complying with institutional regulations and guidelines to meet regulatory standards.
- iii. Compliance involves addressing grievances following the procedures outlined by regulatory bodies and labor laws.

Faculty Workforce Planning:

- i. PRIST prepares for faculty requirements by considering growth in academic programs and retirements, while also taking Regulatory advice into account.
- ii. Compliance entails integrating workforce planning with accreditation requirements, regulations, and academic goals.

Diversity and inclusion to achieve the following ends:

- i. PRIST strives to cultivate diverse faculty teams to enhance the learning environment.
- ii. Inclusion of initiatives, aligned with regulatory guidelines, foster equity and provide equal opportunities for faculty from diverse backgrounds.
- iii. Compliance involves monitoring and reporting diversity metrics, as well as adopting inclusive hiring practices in accordance with recommendations from regulatory bodies.

Legal Compliance (Faculty Contracts and Labor Laws):

PRIST will follow employment agreements, teacher tenure guidelines, and labor regulations laws according to regulatory and statutory mandates.

- i) Adherence guarantees faculty members' contractual rights are safeguarded, with faculty agreements possibly encompassing teaching obligations, research requirements, and tenure qualifications as outlined by regulations.

Strategies for Faculty Recruitment and Succession Planning:

- i. PRIST strategically recruits faculty in accordance with regulatory and statutory requirements to address academic needs and align with research priorities.
- ii. Succession planning consists of recognizing possible future academic leaders based on the suggestions from regulatory organizations.

Compliance involves following fair and transparent faculty recruitment processes as outlined in regulatory guidelines and institutional policies.

These HR practices, when contextualized with references to regulatory and statutory requirements, ensure that the ethos and purpose of the institution not only meet regulatory standards but also uphold academic excellence, comply with accreditation standards, and foster a positive working environment for both faculty members and students.

For Students and Learners:

- a. Career Development Services: Offer comprehensive career counseling and placement support, including internships, industry projects, and job placement assistance.
- b. Skill Development Workshops: Conduct regular sessions on soft skills, leadership, and industry-specific competencies to prepare students for the workforce.
- c. Scholarships and Financial Aid: Provide a range of scholarships, grants, and financial aid opportunities to support students from diverse backgrounds.
- d. Mentoring Programs: Implement mentoring initiatives that pair students with faculty, alumni, or professionals for guidance and support.

- e. Student Exchange Programs: Enable international exchange programs to offer global exposure and learning opportunities.
- f. Safeguarding and Well-being: Ensuring the protection and well-being of students is a crucial aspect of the institution's ethos and commitment within these approaches.

For Staff:

- a. Professional Development: Invest in ongoing education and training programs to enhance the skill sets of administrative staff.
- b. Well-being Programs: Introduce initiatives that support the mental and physical well-being of staff, including health benefits, gym memberships, and counseling services.
- c. Performance Management Systems: Establish clear performance appraisal systems that recognize excellence and offer constructive feedback.
- d. Flexibility and Work-Life Balance: Implement policies that provide flexible working hours and telecommuting options to support a healthy work-life balance.

For Faculty and Researchers:

- a. Research Grants and Funding: Offer accessible information and assistance to faculty for applying for research grants and funding opportunities.
- b. Sabbatical Leave: Offer sabbatical leave for faculty to pursue research interests, further study, or community engagement projects.
- c. Teaching Excellence Resources: Offer resources and support for pedagogical innovation and teaching excellence, including access to the latest educational technology.
- d. Collaboration Opportunities: Encourage collaboration with industry, other institutions, and within the university to promote cross-disciplinary research and teaching.

Cross-Sectional Enablers:

- a. Technology and Infrastructure: Ensure cutting-edge technological infrastructure is available to support the educational and research activities of students, faculty, and staff.
- b. Diversity and Inclusion Programs: Create programs that foster diversity, equity, and inclusion at all levels of the institution.
- c. Recognition and Awards: Establish recognition programs to celebrate the achievements and contributions of students, staff, faculty, and researchers.
- d. Communication Platforms: Create effective communication channels that promote open dialogue and information sharing within the institution's community.

F. Enablers for Networking and Collaborations**Overview:**

A key factor in the expansion and advancement of higher education institutions is networking. Understanding the value of networking, PRIST seeks to build strong relationships with a range of stakeholders in order to maximize their influence and pertinence.

a).Networking and Its Societal Impact:

Beyond its scholarly pursuits, PRIST aspires to serve civil society and the development sector via lobbying, effective research, practical projects, and top-notch instruction. PRIST would entail a change in emphasis from simply tracking inputs to rewarding results and societal effects. Achieving success in research and education requires forming alliances with institutions worldwide and Centers of success. PRIST would have extensive interactions with a wide range of stakeholders, including as industry, civic society, and other academic and research organizations.

b). ALUMNI networks:

As a center for education and research, PRIST has a significant impact on the lives of students who attend for two years in postgraduate programs and five years in integrated Masters/PhD programs. Furthermore, the students' careers—which may last the entirety of their lives—continue to be impacted by the institution. This long-lasting relationship emphasizes how crucial alumni are as important stakeholders who make substantial contributions to the administration, growth, and governance of the university. PRIST seeks to build trust and promote lifelong participation in order to enable successful networking and connectedness, including support for endowments, new projects, funding, knowledge sharing, and mentorship.

1.Developing Networking Enablers:

- a. Good networking, including contacts both inside and outside the classroom, is essential for an institution to succeed in becoming a global leader in education.
- b. It is necessary to carefully design a collaborative network model that incorporates industry into several PRIST activities, most notably the teaching-learning process. This includes cooperative curriculum development, training, assessment, job possibilities, ongoing education, and research and development. When properly fostered, industry-institution cooperation can produce significant advantages for both sides.
- c. In order to create synergies that promote group development, PRIST would also need to actively connect with business, alumni, other higher education and research organizations, as well as the larger community.

2. Steps to Develop Networking Enablers:

- i. Several industries, student feeder institutions, national and international universities, all need to benefit from alumni engagement. This is a huge chance for both parties to gain and for society to be impacted.
- ii. When properly carried out, well-organized teamwork leads to desired outcomes. PRIST aims to give priority to efficient networking in order to take advantage of additional chances for individual and group

growth as well as to boost the institution's reputation.

A variety of enablers, such as creative academic projects, the creation of intellectual property, and emotional support programs, can be further supported by cooperation and partnership-building with regional, national, and international organizations.

G. Physical Enablers

Overview:

Physical Enablers encompass the essential infrastructure required for an economy to operate effectively, including transportation networks, electricity grids, sewage systems, and waste disposal facilities. Developing an attractive and functional physical infrastructure is as crucial as ensuring compliance with statutes, regulations, codes, and all relevant regulatory frameworks. Such infrastructure also supports brand building. Physical Enablers must facilitate both academic and research activities across various university departments and schools. In public universities, investment in Physical Enablers is typically managed by government entities through independent authorities, whereas institutions like PRIST, a deemed to be University, rely on decisions made by sponsoring organizations.

Improving the Physical Enablers:

Physical Enablers, which involve substantial financing, necessitate alternative and innovative funding approaches.

Campus Planning and Environmental Principles:

- a. Coordinated Task: Design the campus layout to ensure that academic, research, cultural, and operational elements interact harmoniously.
- b. Essence Preservation: Preserve the campus's aesthetic attractiveness while maintaining it as an essential component of the university's living and learning purpose.
- c. Ecological Accountability: Encourage environmental stewardship by cutting waste, improving energy efficiency, and lessening environmental effects.
- d. Integrated Facilities: Ensure that facilities and equipment are well-

integrated, particularly for Vocational Education, Training, and Skilling.

- e. Inclusivity and Safety: Ensure accessibility for Persons with Disabilities (PwD), promote gender inclusivity, and maintain a zero-tolerance policy towards discrimination, ragging, bullying, and cyberbullying.
- f. Risk Reduction and Safety: Put the community's safety first and set up procedures for risk management in both design and operation.
- g. Complete Growth: Provide spaces for sports, fitness, the arts, and health, along with mental health resources like counselling and wellness centres.
- h. Resource Management: Stress the importance of knowledge management as a guiding concept for creating and managing resources.

2. Green Campus Strategy:

- a. Environmental Preservation: Preserve the natural topography, reduce carbon footprint, and conserve water and natural resources.
- b. Awareness of the Environment: Foster sensitivity towards the environment and promote awareness campaigns.
- c. Resilient Infrastructure: Give recyclable materials top priority, and take heat island effects into account while designing buildings.
- d. Ecological Transportation: Utilize effective transportation techniques to cut back on the use of fossil fuels.
- e. Technology and Energy: Adopt eco-friendly technologies and embrace alternate energy sources.

H. Digital Enablers:

1. Overview

Because digitalization can improve internal procedures at institutions and lead to significant changes in how they operate, it has swept the globe. The use of information and communication technologies (ICT) and the support of its enablers has permeated every facet of daily life and education. ICT has significantly altered the governance and educational activities of almost all types of institutions' systems and procedures. In the past several years, the use of ICT in the fields of education and research has had a significant impact.

Digitalization has many benefits, such as higher productivity, higher efficiency, reduced operating costs, better learner experience, increased agility, better morale, improved communication, increased transparency, improved competitive advantage, and quicker decision-making.

In order to advance towards the concept of a "Digital University," PRIST acknowledges the necessity to develop a road map as well as the necessary modalities of instruction and learning utilising ICT and virtual technologies. In order to address India's scale, diversity, complexity, and device penetration, PRIST intends to invest in the development of public digital enablers for education that are open, interoperable, evolvable, and can be utilised by many platforms. This is in line with NEP-2020.

2. Digital & ICT Framework for PRIST:

a) Infrastructure

- i. Make sure the campus has a robust ICT infrastructure for communication, high-speed internet, and digital information access.
- ii. Establish a central ICT centre and a dedicated campus area network with several internet connectivity options.

b) Data Management

- i. Run structured Wi-Fi networks, real-time security monitoring, and in-house or cloud-based data servers.
- ii. Establish a digital content repository that includes learning games, Augmented Reality and Virtual Reality modules, multimedia content, and coursework.

c) Teaching and Monitoring

- i. Create an online learning environment with sophisticated capabilities for tracking students' progress and two-way communication.
- ii. Put in place a dashboard to track infrastructure utilisation, environmental conditions, and resource availability in real time.

d) Data privacy and security

- i. Comply with cyber security guidelines to safeguard against outside attacks and natural calamities.
- ii. Give data privacy top priority by processing personal information legally and securely while respecting each person's rights.

e) National Integration & Policy Adherence:

- i. In accordance with government regulations, keep credentials in national repositories that link student and faculty data via unique IDs.
- ii. Comply with rules established by UGC and other pertinent organisations to guarantee a reliable and consistent framework.
- iii. Assemble support and alignment with national missions while getting ready for expansion and new challenges.

f). Implementing Digital Initiatives in PRIST:

a. Digital Transformation:

- i. Making the switch to a paperless system, implementing digital processing for all learning tasks, and giving stakeholders internet access.
- ii. Use digital platforms to centralise admissions, tuition, and faculty remuneration procedures.

b) Enhancing digital presence

- i. Strengthen the online presence with dynamic webpages, virtual learning environments, computerized testing procedures, and digital credentialing.
- ii. Encourage alumni to connect online and back e-placement programs.

c) Implementation strategy

- i. Aim for a one- to two-year staged digital transformation, either internally or by working with seasoned IT organisations or EdTech businesses.

Epilogue

This framework is based on a learner-centred development paradigm that skilfully integrates new knowledge systems with curricular upgrading. In line with NEP's goal of promoting fairness and inclusivity in education while addressing employability and entrepreneurship, it is supplemented by strong financial inclusion initiatives and mentorship programs that assist a wide range of learners.

Another important tenet is the empowerment of teachers and staff, which ranges from goal-driven hiring procedures to a culture that promotes ongoing professional growth. Diversity in the faculty is respected, and opportunities for career advancement are provided that both align with and go above international best practices. In order to achieve academic and research success, recruitment strategies that are inclusive and promote collaboration both inside and across disciplinary study domains are necessary. In order to demonstrate the institution's dedication to incorporating multiple knowledge systems into the academic fabric, it is crucial to acknowledge and celebrate the achievements made by faculty members in these fields.

Strategic governance, guided by mission-driven perspectives, is crucial in leading PRIST towards a future that prioritizes community engagement, industry relevance, and outcome-oriented strategic planning. The development of suitable facilities highlights PRIST's commitment to creating spaces that balance traditional wisdom with contemporary knowledge creation and dissemination.

A comprehensive strategy that is in line with NEP is suggested in order to foster academic and research excellence within the institution. This strategy emphasizes faculty recruitment and development in addition to industry partnerships, and it combines a strong academic framework with cutting-edge research and teaching facilities.

It aims to support students in pursuing their goal of profitable and valuable contributions to themselves and society, as well as the national commitment made by PRIST Management to instill lifelong learning in them. The application process looks for not only academic excellence but also a track record of creative problem-solving and innovative thought.

PRIST will strive to establish a comprehensive support system that underscores the importance of mental health, well-being, and safeguarding, while balancing the pursuit of academic and research excellence with the well-being of the academic community.

This framework for institutional development is more than just a set of rules; it is a blueprint for the management of Ponnaiyah Ramajayam Institute of Science & Technology, aiming to instil excellence in all its endeavors. It emphasizes academic and research excellence as the foundation of a model educational experience, aligning with NEP's goals of cultivating a new generation of students who can successfully navigate, thrive in, and appreciate the diversity of the future world.

4. NEP 2020 Implementation at PRIST – Special aspects

Activities under ‘UGC Quality Mandate’ aligned to NEP, 2020

- PRIST has taken initiatives - ahead of introduction of NEP 2020 - to implement ‘UGC Quality Mandate’ which has aspects (indicated below) aligned to NEP 2020
- Offering multidisciplinary programmes
- Orientation to newly recruited faculty through Faculty Induction Programme (*Guru Dakshata*)
- Inculcation of human values and professional ethics (*Mulya Pravah*)
- Framework for eco-friendly and sustainable campus in higher educational institutions (*SATAT*)
- Empowering graduates with the vital skills requisite for global employment and successful life (*Jeevan Kaushal*)
- Orientation to new students through Student Induction Programme (*Deeksharambh*)
- Social responsibility and community engagement
- Industry-academic linkage and start-up incubation centre
- Divyangjan friendly physical infrastructure
- Translation of books/course materials for degree programmes in Tamil

NEP aspects implemented at PRIST

- NEP Cell established at PRIST(: *Accessibility, Equity, Accountability and Quality - the ‘four pillars’ of NEP*)
- PRIST is registered on the *Academic Bank of Credits* platform, thus facilitating student mobility
- *Multiple Entry and Exit Academic Programmes* introduced
- *Internship-embedded degree programmes* are in place
- *Vocational Education* - Steps being initiated to facilitate the introduction of *B.Voc.* Programmes to enhance employability
- *Internationalisation* - Office for International Affairs established
- Robust *Alumni Network* in place
- Recognizing, identifying, and fostering the unique capabilities of each student, by *sensitizing teachers as well as parents* to promote each student’s *holistic development* in both academic and non-academic spheres.
- Multidisciplinary and a *holistic education* across the sciences, social sciences, arts and humanities

- **Emphasis on ethics, human and constitutional values** like empathy, respect for others, cleanliness, courtesy, democratic spirit, spirit of service, respect for public property, scientific temper, liberty, responsibility, pluralism, equality, and justice
- Stress on **conceptual understanding** rather than rote learning and learning-for-exams.
- Creativity and critical thinking to encourage **logical decision-making and innovation**;
- Liberal use of technology in teaching and learning, removing language barriers, increasing access for Divyang students
- ‘Research to address societal needs’ is one of the best practices at PRIST
- a rootedness and pride in India, and its rich, diverse, ancient and modern culture and knowledge systems and traditions
- Suitable bridge-courses offered for students from disadvantaged educational backgrounds
- Socio-emotional and academic support / mentoring ensured
- Sensitization of faculty and students on gender-identity issue
- Strict enforcement of all no-discrimination and anti-harassment rules
- Specific action plans on increasing participation from SEDGs.
- Credit-based courses and projects in the areas of **community engagement and service, environmental education, and value-based education.**
- 4-year multidisciplinary Bachelor's programme - with **multiple entry/ exit** options
- Industry linkage: One of the best practices at PRIST is each faculty member being encouraged to be in touch with minimum two industries/organizations

OPTIMAL LEARNING ENVIRONMENTS AND SUPPORT FOR STUDENTS

- PRIST attempts to move away from high-stakes examinations towards more continuous and comprehensive evaluation procedures.
- High-quality support centres and professional academic and career counselling made available to all students.
- Opportunities for student-participation in sports, culture/arts clubs, eco-clubs, activity clubs, community service projects, etc.
- Mentoring systems for students in handling stress and making emotional adjustments
- Free-ships and scholarships

MOTIVATED, ENERGIZED, AND CAPABLE FACULTY

- Access to the latest educational technology that enables better learning experiences.
- Faculty given the freedom to design their own curricular and pedagogical approaches with due approvals from the Boards of Studies / Academic Council.

- Clearly defined, independent, and transparent processes and criteria for faculty recruitment.

CATALYSING QUALITY ACADEMIC RESEARCH IN ALL DISCIPLINES

- Best Practice: Addressing societal needs through research activities

*******The End*******