



ज्ञान-विज्ञान विमुक्तये
UGC-Recognized
(12b)
Govt-Funded



Accredited



Top rank in Pharmacy



Internationally ranked



Internationally ranked

INSTITUTIONAL DEVELOPMENT PLAN

**(As per UGC Guidelines for Institutional Development
Plans for Higher Education Institutions)**

Jamia Hamdard

(Deemed to be University)

New Delhi

<https://www.jamiahamdard.ac.in/>

The Founder of Jamia Hamdard



Hakeem Abdul Hameed (14/09/1908 - 22/07/1999)

Hakeem Abdul Hameed, a visionary Unani physician, philanthropist, and educationist, founded Jamia Hamdard in 1989 by amalgamating several institutions he had established under the Hamdard National Foundation, continuing the legacy of his father's 1906 clinic to promote health and education, particularly in Unani medicine. Some of the esteemed institutions established by Hakeem Abdul Hameed include the Hamdard National Foundation, Hamdard Education Society, Hamdard Study Circle, Hamdard Public School, Hamdard Institute of Historical Research, Ghalib Academy, Centre for South Asian Studies, and the Business & Employment Bureau.

He was honoured with numerous national and international awards, including the Avicenna Award presented by the erstwhile USSR in 1983. The Government of India conferred upon him the Padma Shri and Padma Bhushan in recognition of his outstanding contributions. He was also an honorary member of the Academy of Medical Science of the Islamic Republic of Iran and served as the Chancellor of Aligarh Muslim University, Aligarh.

In October 2000, the Research Centre for Islamic History, Art and Culture (IRCICA), Istanbul, Turkey, presented the IRCICA Award for Patronage in Preservation of Cultural Heritage and Promotion of Scholarship to Hakeem Saheb posthumously, acknowledging his lifelong commitment to knowledge, culture, and humanitarian service.

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PREFACE

Aligning with the vision and mission of Jamia Hamdard along with millennial priorities outlined in the National Education Policy 2020, the University, through this strategic blueprint, seeks to drive holistic growth, cultivate innovative approaches, and implement transformative plans in a phased manner, categorized into short and long-term objectives across key operational areas. The Institutional Development Plan (IDP) is a comprehensive plan that outlines and details the overall direction of the University. The IDP is a living document, evolving as the strategic plans are implemented and reviewed periodically. The IDP of Jamia Hamdard has been drafted as per the UGC guidelines which serves as a guiding light for institutions striving to evolve and excel within this dynamic educational framework.

VICE CHANCELLOR'S MESSAGE



Jamia Hamdard is proud of its rich historical legacy, spanning over a century where teaching-learning, research and social outreach have always been accorded highest priority. The fact that the University has been conferred with the status of Institution of Eminence by the Government of India is an attestation of its rigour in knowledge production and dissemination.

It has been a privilege to work alongside our staff, our students and our stakeholders to develop an Institutional Development Plan (IDP) for Jamia Hamdard that is truly reflective of who we are and where we are going. This is a comprehensive plan that is fit-for-purpose for the opportunities and challenges that lie ahead for Jamia Hamdard.

I am confident that this IDP will serve as a benchmark for the University in all spheres of its activities including academic and administrative pursuits. I hope this document acts as a driving force to inspire us in taking Jamia Hamdard to greater heights.

Prof. (Dr.) M. Afshar Alam

INSTITUTION-LEVEL IDP COMMITTEE

In order to prepare the draft of the Institutional Development Plan (IDP) Jamia Hamdard constituted the following committee which also involves Experts from outside of the Institution (Ref: Notification No. D.No. Estab/LD/342 dated 31/03/2025).

- | | |
|---|-----------------|
| 1. Prof. S. Raisuddin, Dean (Academics)/Director IQAC - | Chairman |
| 2. Prof. A. Ravinder Nath, Vice Chancellor,
Central University of Kashmir - | External Expert |
| 3. Dr. Subi Chaturvedi, SVP& Chief Corporate Affairs
& Public Policy Officer, InMobi - | External Expert |
| 4. Registrar - | Member |
| 5. Controller of Examinations - | Member |
| 6. Prof. Farheen Siddiqui, SEST - | Member |
| 7. Prof. Ajay Kumar Singh, SHSS - | Member |
| 8. Dr. Sarfaraz Ahsan, Deputy Registrar - | Convener |

The Committee perused the draft of the IDP in its meetings and finalized a draft for consideration and approval of the Academic Council/Executive Council.

About Jamia Hamdard

The history of Jamia Hamdard begins with the establishment of a small Unani clinic in the year 1906 by Hakeem Hafiz Abdul Majeed, one of the well-known practitioners of Unani System of Medicine of his time. Hakeem Hafiz Abdul Majeed had a vision of making the practice of Unani Medicine into a scientific discipline so that Unani medicine could be dispensed in a more efficacious manner to patients. He gave the name "Hamdard" to his venture which means "sympathy for all and sharing of pain". His illustrious son, Hakeem Abdul Hameed, carried forward the philosophy and objectives of Hamdard in independent India. His legacy lives on through institutions that inspire generations and serve humanity with compassion.

Jamia Hamdard was inaugurated by Late Shri Rajiv Gandhi on August 01, 1989. Contribution of Hakeem Abdul Hameed to promote the cause of education, health and social service was acknowledged by the Government of India in 1965 when he was awarded Padma Shri for his valuable contribution and for his personal qualities of sacrifice, devotion and commitment to the cause of education. He was also awarded the Padma Bhushan in 1991. The services rendered by Hakeem Abdul Hameed to the cause of education of Muslims have been acknowledged not only in India but in other countries too.

Jamia Hamdard was formed as a Society on 26th April 1989 under the Societies Registration Act, 1860 after the receipt of the letter of intent (LoI) for declaring Jamia Hamdard as deemed to be University, issued by the Ministry of Education (erstwhile Ministry of Human Resources Development), Department of Education vide F.No.9-18/85-U.3 dated 20th March 1989 on the recommendations of the UGC Inspection Committee.

The letter of intent issued by the Ministry of HRD was subject to the condition that the proposed Jamia Hamdard society will be an amalgamation of the following six institutions by merging with the proposed new society namely Jamia Hamdard after dissolution of their respective societies:

- i. The Institute of History of Medicine and Medical Research
- ii. Indian Institute of Islamic Studies
- iii. Hamdard Tibbi College
- iv. Hamdard College of Pharmacy
- v. Majeedia Hospital and
- vi. The School of Nursing

On 10th May 1989, the Government of India, Ministry of Education (erstwhile Ministry of HRD) declared Jamia Hamdard as deemed to be University under Section 3 of the University Grants Commission Act 1956 after settling and approving the first Memorandum of Association and Rules of the Jamia Hamdard.

Jamia Hamdard was the first higher education institution (HEI) in the national capital region (NCR) which was accredited by the NAAC accreditation in 2003, thus testifying the quality consciousness of the then leadership of the institution. It has been ranked in 'A' grade in the first three cycles and in recognition of its academic excellence and related achievements, Jamia Hamdard has been accredited with an 'A+' Grade by the National Accreditation and Assessment Council (NAAC) in its 4th cycle with CGPA 3.41. Its accreditation status is matched by the ranking in the National Institutional Ranking Framework (NIRF). It has the distinction of being ranked No. 1 in 'Pharmacy' category for four consecutive cycles (NIRF2019-2022) and again in 2024. Not only NIRF, for last many years Jamia Hamdard has also been ranked by the international rankings such as QS and THE. In the Report of the Committee for Review of Existing Institutions Deemed to be Universities (2009) constituted by the Ministry of Human Resource Development (now - Ministry of Education) placed Jamia Hamdard in Table I listing 38 Deemed Universities out of 129 justifying their continuation as "deemed universities".

The ranking and accreditation is a result of sustained efforts of the leadership in the area of faculty and student quality. The University offers contemporary and innovative programmes of studies from diploma to doctoral levels with an academic flexibility. There is also a thriving post-doctoral researcher community. Jamia Hamdard is open to all for career and professional development. The research profile (publications and citations) is impressive and it has paid dividends with award of DST-PURSE and STUTI Schemes primarily based on quality of publications, citations and h-index. The University provides an inimitable milieu for the holistic development of the students and upholds all the functional integrities of an institution of excellence. The accreditation and rankings and laudable transformation in its overall performance are endorsements for quality of education imparted by the University.

Foundation Pillars of Jamia Hamdard

INDUSTRY LINKED PROGRAMS

- Future-oriented industry-based programs and practices
- Curriculum development with the help of industry experts
- Frequent industry visits and long-term internships
- Emphasis on live industrial problems and case studies
- Regular lectures and mentoring by industry practitioners
- Adequate amalgamation of liberal arts and soft skills

CONTEMPORARY PEDAGOGY

- Experiential learning through learning by doing
- The problem, project, and case-based learning
- Extensive use of technology for teaching, learning, and assessment
- Industry visits, live projects, and internships
- Peer learning and mentor-mentee support for enhanced learning
- Extensive use of digital learning (MOOCs, SWAYAM, NPTEL, ICT, etc.)

RESEARCH EXCELLENCE

- Adequate Masters and Ph.D. programs
- Industry-based research in emerging domains
- Research publications in journals of repute
- Funded projects and consultancy
- Conferences, workshops, seminars, symposiums, colloquium, etc.
- Innovation and capability building

COLLABORATIONS AND PARTNERSHIPS

- Collaboration with national/international universities for student exchange and study abroad programs
- Joint research and resource sharing with partners
- Partnerships with industries for project consultancies
- Professional society chapters for events and activities
- Sharing and adoption of best practices

CAREER SUPPORT

- Emphasis on soft skills and personality development
- Career guidance and mentoring
- Capability development for competitive exams and placements
- Innovation, startup, and entrepreneurship support
- Providing opportunities for career development

Institutional Profile

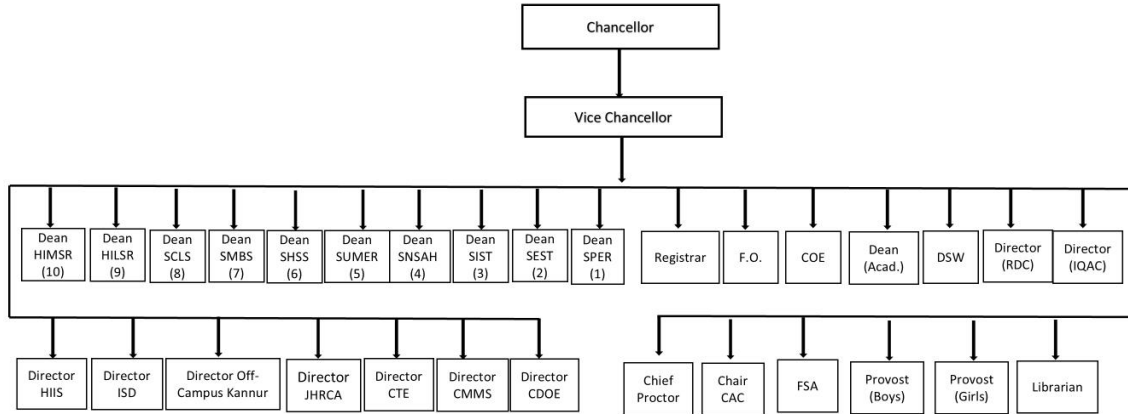
Name of the Institution	JAMIA HAMDARD (Deemed to be University), Govt-aided Category
Website	https://www.jamiahamdard.ac.in/
Name of the Head of the Institution	Professor (Dr) M. Afshar Alam
Designation	Vice Chancellor
Phone no.	011-26059688
E-mail address	vc@jamiahamdard.ac.in
Registrar	Col. Tahir Mustafa
City/Town	New Delhi
State/UT	Delhi
Pin Code	110062
Type of Institution	Co-education
Location	Urban
Date of Establishment of IQAC	07/12/2011
Important E-mail Addresses	
Registrar	registrar@jamiahamdard.ac.in
Finance Officer	fo@jamiahamdard.ac.in
Controller of Examinations	coe@jamiahamdard.ac.in
Dean (Academics)	dean_academics@jamiahamdard.ac.in
Director IQAC	iqac@jamiahamdard.ac.in
Director, R & D Cell	director.rdc@jamiahamdard.ac.in
Dean Students Welfare	dsw@jamiahamdard.ac.in

Director, CDOE	director.cdoe@jamiahamdard.ac.in
University Librarian	librarian@jamiahamdard.ac.in
Ombudsperson of the Student Grievance Redressal Committees (SGRC)	ombudsp@jamiahamdard.ac.in
Internal Complaint Committee (ICC)	icc@jamiahamdard.ac.in
Training & Placement Officer	vinodtejwani@jamiahamdard.ac.in
Proctor	proctor@jamiahamdard.ac.in
Provost	provostboyshostel@jamiahamdard.ac.in (boys) provostgirlshostel@jamiahamdard.ac.in (girls)

GOVERNANCE FRAMEWORK



Organizational Chart / Organogram of Jamia Hamdard (Deemed to be University)



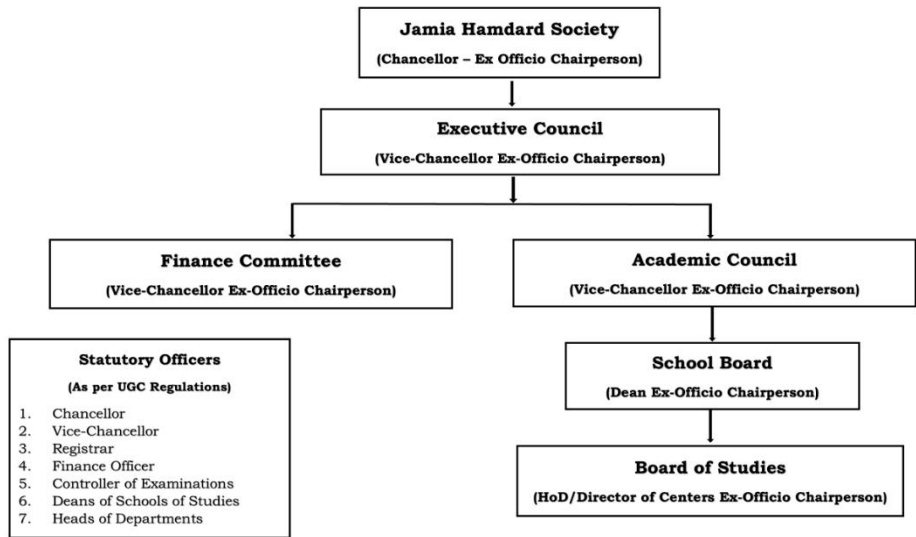
Abbreviation:-
 SPER = School of Pharmaceutical Education & Research
 SEST = School of Engineering Sciences & Technology
 SIST = School of Interdisciplinary Sciences and Technology
 SNSAH = School of Nursing Sciences and Allied Health
 SUMER = School of Unani Medical Education and Research
 SHSS = School of Humanities & Social Sciences
 SMBS = School of Management and Business Studies
 SCLS = School of Chemical & Life Sciences
 HILSR = Hamdard Institute of Legal Studies and Research
 HIMSR = Hamdard Institute of Medical Sciences & Research

CDOE = Centre for Distance and Online Education
 CMMS = Centre for Media and Mass Communication Studies
 CTE = Centre for Training and Empowerment
 JHRCA = Jamia Hamdard Residential Coaching Academy
 ISD = Institute for Skills Development
 HIIS = Hamdard Institute of International Studies

F.O. = Finance Officer
 COE = Controller of Examinations
 DSW = Dean Students Welfare
 RDC = Research & Development Cell
 IQAC = Internal Quality Assurance Cell
 CAC = Central Admission Committee
 FSA = Foreign Students Advisor



Statutory/Authority Bodies of Jamia Hamdard (Deemed to be University) As per UGC Regulations (Deemed to be Universities) 2023



STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional Strength

Infrastructure: Jamia Hamdard (Main campus) is located in the prime South Delhi area having a sprawling green campus of about 91 acres. It has ten Schools including Medical Schools, one each for modern medicine and Unani medicine. The campus at Kannur has adequate infrastructure for academic activities.

Teaching and Research: Jamia Hamdard offers a wide range of study programmes at all levels – diploma to doctorate. Majority of programmes is of professional or technical nature. Teacher quality is ensured by a rigorous process of recruitment and promotion. Teachers are encouraged to obtain research and consultancy projects. Research is supplemented by an enabling research ecosystem, R&D Cell, intramural and extramural research funding. Other key features are - DSIR recognition, DST-PURSE and STUTI grants, AYUSH Ministry-Centre for Excellence, DST-FIST and UGC- SAP and MoU with reputed research institutions and industry.

Accreditation Rankings, and Regulatory Framework: Jamia Hamdard is accredited by NAAC in four cycles. The institution has figured major rankings such as NIRF, QS and THE. In NIRF under Pharmacy category it has consistently ranked 1st in last four cycles – 2019 to 2024. In other categories in NIRF-2024 rankings are as follows – Medical – 37; Management – 78; University – 40; Overall – 62 and Engineering-201-300 band.

Student Diversity and Gender Equity: There is a rich diversity of students in terms of regional and community. This diversity is augmented by a large number of foreign students. Almost 50% students are girls.

Rich Campus Life: Jamia Hamdard works for a holistic development of students. They are motivated to participate in social outreach programmes. The sports facilities are state-of-the-art. Various students' clubs cater to diverse interests of students - Yoga Club, Mental Health Club, Literary Club, Sports Club, Music Club, Film and Drama Club, Eco Club and Mountaineering Club. Professional student chapters of IEEE and ISTE, Girlsup Club, EPOCH Society and Rotract Jamia Hamdard enrich profile of students.

Green Initiatives: Jamia Hamdard has adopted various green initiatives - rainwater harvesting, solar energy harvesting, recycling of plastic waste and other biodegradable waste through composting, and recycling of waste water.

Institutional Weakness

In view of the fact that mandate of Jamia Hamdard is to cater to minority community students who are economically disadvantaged there is a limit to which fee may be increased. The regular funding by the government have decreased in both quantum and frequency. This has affected the financial health of the institution. Jamia Hamdard has also not been able to secure major funding from non-

governmental sources including industry. Although in recent past alumni community has shown keen interest in the university affairs, financial contribution from alumni is still meagre. Due to introduction of skill-oriented curriculum, it has been observed that there is a need to hire skilled and technical staff. In addition, a systematic approach is needed to upscale skills of existing staff to meet the challenges in the area of skill and technical proficiency. There are many job-oriented programmes in Jamia Hamdard. However, the culture of startups and entrepreneurship has not flourished well. Recently, Jamia Hamdard has established a Centre of Innovation, Incubation & Entrepreneurship (CIIE) to promote entrepreneurship among faculty and students. It is hoped that this initiative will mitigate the stated weakness.

Institutional Opportunity

Locational advantage: Location in the NCR gives us opportunity to connect to the central and state governments and corporate sector. Exchange programs with national and international universities and research organizations can be undertaken, as we have national as well international accessibility in Delhi. Jamia Hamdard has formulated a policy for the recruitment of foreign faculty. In view of locational advantage it is expected to attract foreign faculty to the campus.

Interdisciplinary studies: There is a vast scope of inter-disciplinary and multi-disciplinary teaching and research in Jamia Hamdard, as there is a unique blend of academic programmes and research in modern medicine and traditional medicine (Unani system) offering an opportunity of integrative platform. Besides, Schools offer novel programmes in disciplines of Food Technology, Molecular Medicine, Virology, Toxicology, International Studies, Governance, and Federal Studies demonstrating a diverse spectrum of opportunities available to students and faculty.

Research Ecosystem: Well-developed sophisticated instrumentation facilities can be used for providing hands-on skill training and development. The research laboratory and instrumental facility can be used for the fund generation through service to the industry. There are ample opportunities for translational research, collaborative industry-academia research. In this line, the University has created a Centre for Innovation, Incubation and Entrepreneurship (CIIE), which will provide value-added and skill based short term courses that will increase the employability of students.

Sectorial Opportunities: More sectorial specializations in line with market requirements can be started, since Jamia Hamdard has excellent infrastructure and has maintained standards in teaching and research as evident from the placement records, high quality research grants, publications, citations and patents. The Centre for Training and Development provides opportunity for professional development of students.

Outreach activities: The spirit of service (Hamdard) is the core strength of Jamia Hamdard. Since its inception it has taken up social causes seriously. Our founder, Hakeem Abdul Hameed has left a legacy of social service. Five villages have been adopted under *Unnat Bharat Abhiyan* and efforts are on to add more. Various outreach activities such health camps, vaccination drive, tree plantation and free legal aid camps provide an opportunity of inclusiveness with various stakeholders.

Institutional Challenge

One of the challenges in a university system is to keep pace with ever changing technology and technological mediums to reach out to students. Jamia Hamdard is no exception to this hurdle. The digital space and digital platforms have become an important conduit for attracting students. Our University is trying to keep pace with this digital revolution. Jamia Hamdard, by virtue of its location in Delhi has huge demand ratio in admissions. With the 1st ranking in NIRF in the Pharmacy category for the last four years, NMC-recognized Medical School with 33rd ranking in NIRF-2022 and 100th ranking in Management in NIRF-2022 aspiring students and their parents are seeking admission in Jamia Hamdard from all corners of India and also from abroad. In order to meet the surging demand for admission, Jamia Hamdard finds itself in a position of deficiency of space for further expansion of academic and residential (hostel) infrastructure. Sustaining ranking is also a challenge, as the number of participating institutions in the ranking framework is increasing every year. The other challenge being faced is the inadequacy of funds for more infrastructural development and better maintenance. The decline in enrolment in post-COVID pandemic time poses a stiff financial challenge which may compromise the quality of teaching, learning and research infrastructure and its maintenance. Non-availability of appropriate skilled and technical human resources is also a challenge for research-oriented institutions like Jamia Hamdard.

QUALITY STATEMENT

Jamia Hamdard is committed to strive for achieving and sustaining high quality standard in higher education leading to excellence and innovations in selected fields of knowledge and undertaking high quality research for the advancement of knowledge and its dissemination through various research programs undertaken in-house or in collaboration with premier national and international institutes.

VISION

To provide international quality higher education and undertake cutting-edge research in the fields of social, natural science and technology and particularly promote study of modern and traditional medicine systems, especially Unani-tibb, encompassing a holistic and integrative approach to healthcare and to meet societal education needs of underprivileged Indian communities.

MISSION

- a. To promote and advance the cause of higher education through modern methods of teaching and advanced research in such branches of knowledge as Jamia Hamdard may continue to develop core-competence for and as may be in consonance with the emerging needs of India in general and underprivileged communities in particular.
- b. To co-operate, collaborate and associate with national and international organizations and institutions in any part of the world having mission wholly or partly similar to those of Jamia Hamdard and as per the provision of the UGC regulations in place from time to time.
- c. To provide avenues for higher education leading to excellence and innovations in such branches of knowledge as may be deemed fit primarily at under-graduate, post-graduate and doctoral levels, fully conforming to the concept and idea of Jamia Hamdard.

CORE VALUES

The core values of Institute are Integrity, Excellence, Accountability, Transparency and Empathy.

- a) **Integrity:** Research and teaching is carried out in a conducive environment of academic freedom and honesty. Jamia Hamdard adheres to the standards of ethics in all its activities.
- b) **Excellence:** Jamia Hamdard is committed to excellence in all areas of its activities.
- c) **Accountability:** Jamia Hamdard is deemed university as per the act of UGC and has been recipient of partial Government funds and recognizes that it is ac-countable to the government and society.

d) **Transparency:** Jamia Hamdard functions according to defined rules and regulations as per UGC Regulations and government rules.

Current Accreditation Details (As on 01/10/2025)

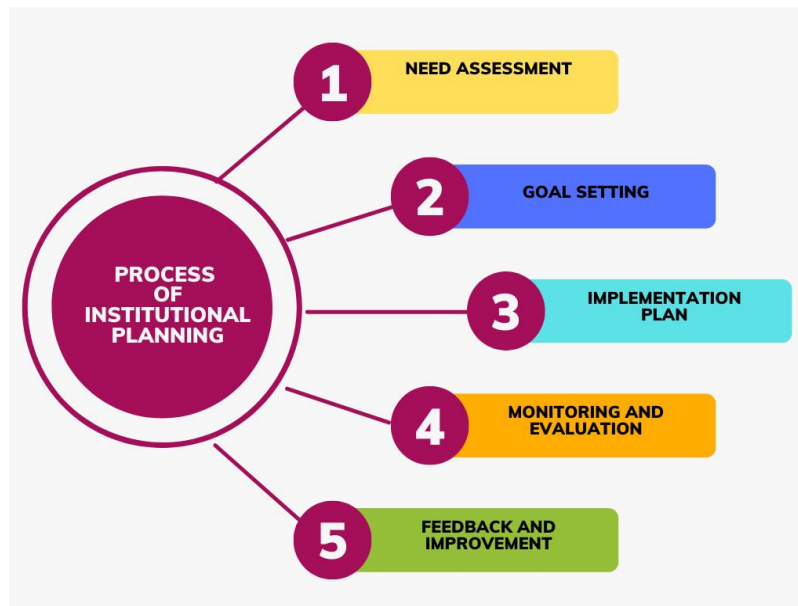
Cycle	Grade	CGPA	Year of accreditation	Validity from	Validity to
Cycle 4	A+	3.41	2023	15/12/2023	14/12/2028
Cycle 3	A	3.15	2017	12/09/2017	11/09/2022
Cycle 2	A	3.08	2011	08/01/2011	07/01/2016
Cycle 1	A	85.6	2003	21/03/2003	20/03/2008

Current Ranking Status- NIRF (As on 01/10/2025)

Category	2025	2024	2023	2022	2021	2020
Pharmacy	1	1	2	1	1	1
Medical	40	37	29	33	25	22
Management	87	78	96	100	-	-
University	47	40	49	33	41	21
Overall	74	62	78	74	64	37

PROCESS OF INSTITUTIONAL PLANNING

An institutional planning is a programme of development and improvement prepared by any educational institution on the basis of its needs and available resources. It is based on the principle of optimum utilization of the resources available. Every institution has to plan its growth and development, keeping in view the resources for a period of 1-5 years in the beginning and long range plans after sound footing for up to 10 years and in some cases 20 to 30 years. These plans would constitute the institutional development plan strategies.

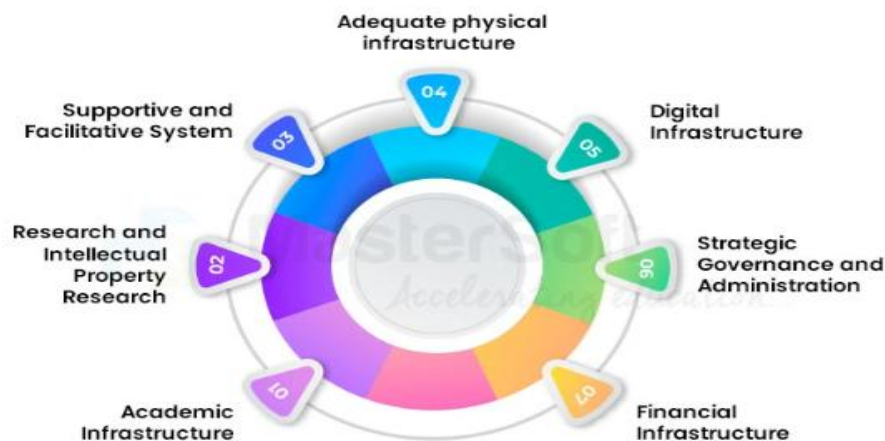


OBJECTIVES AND GOALS TO BE ACHIEVED BY THE IDP

Jamia Hamdard is pursuing its effort to develop into a highly impactfull university. University has adopted the following objectives to achieve within the time period of coming 10 years. The objectives are:

- a. To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, Sustainable Development Goals (SDG) and institute's educational and research activities and social objectives.
- b. To assess institutional developmental needs through wide consultative processes.
- c. To identify capacity (human, material and financial) and organizational gaps, based on the goals and priorities.
- d. To develop Annual Activity/Capacity Building Plans to build capacity and remove gaps.
- e. To establish a transparent system for holistic, inclusive growth and development of the University through the application of all relevant tools, technologies and opportunities (especially Digital Technologies) for ensuring optimal utilization for overall balanced growth.
- f. To establish ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship through the integration of skilling into Higher Education.
- g. Develop an operative framework to promote the Internationalization of education.

Institutional Development Plan Framework And Its Major Components



As per the UGC Guidelines, Enabler parameters have been defined to articulate a logical flow that emerges from the University's strategic choices and manifests into the Enablers of Governance, Financial, Academic, Research & Intellectual Property, Networking and Collaboration, Human Resources, Supportive and Facilitative, Physical and Digital to achieve the goals. The subsequent sections provide the measures for meeting these enabler parameters.

1. GOVERNANCE ENABLERS

Jamia Hamdard, a Deemed to be University established under Section 3 of the UGC Act 1956, conducts its activities as per its Memorandum of Association (MoA) which has been devised as per the UGC (Institutions Deemed to be Universities) Regulations 2019. For governance at various levels of organizational components there is transparent and participatory approach. Schools, Departments and Centre of studies and research have been provided autonomy to conduct their business.

All the statutory bodies of Jamia Hamdard – Board of Management (BoM), Planning & Monitoring Board (PMB), Academic Council (AC), Finance Committee (FC), Internal Quality Assurance Cell (IQAC), and Research & Development Cell (RDC) are guided by the esteemed members drawn from Jamia Hamdard or outside from research and academic spheres. At the School and Department levels there are School Board and Board of Studies (BoS). In all the bodies there is good representation from industry. Affairs of doctoral research scholars are looked after by the Student Research Advisory Committee (SRAC).

Goals of the Institution for Effective Governance

The University envisions the following goals:

Short-term Goals

- The University is committed to advancing complete digitization of all administrative departments, building on the progress already initiated to streamline operations and enhance efficiency.

Mid-term Goals

- Regular monitoring of the IDP initiatives through periodical reviews ensuring alignment with stakeholder needs and timely adjustments based on progress and feedback.
- Internationalization (Student, faculty, collaborations)

Long-term Goals

- The institution shall assess overall impact of the IDP on institutional growth, ensuring sustained alignment with strategic goals, and meeting regulatory standards.
- Nationally and internationally renowned academicians and representatives from regulatory bodies shall be involved in the Advisory capacity at various levels.

1.1 Quality Assurance

Short-term Goals

- The University shall establish a mechanism for training mid-ranked administrative officer, particularly in the areas of leadership, quality assurance, technology, digitalization, and communication. The trained mid-

ranked officers shall be entrusted with the responsibility of training junior and entry-level officers.

- The University shall collaborate with national and international Centres of Eminence, to offer refresher and orientation training for officials and officers of the University.
- Regular conduct of Academic and Administrative Audit, Transparency Audit, Social Audit, Green Audit, Energy Audit.
- All the Departments of the University shall have a designated Sub-committee to facilitate the IQAC of the University.
- Effective implementation of NEP2020 in UG and PG programs.

Mid-term Goals

- The University shall focus on inter-disciplinary and multi-disciplinary courses along with single- discipline UG and PG course.
- The University shall further strengthen the quality of publications compulsory for all Ph.D. programs.

Long-term Goals

- Formulating a mechanism to strengthen the governance structure in all Academic and Administrative facets.
- Complete automation of administrative processes through constant addition of new modules for quality purposes.
- International accreditation.

1.2 Financial Sources and Management

Short-term Goals

- The University shall approach relevant bodies/ organizations/ individuals/ foundations/ entities to establish sponsored Chairs that align with the University's Act, Statutes and Ordinances.
- The University shall partner with industries for sponsored research, innovation, and consulting projects and provide students with practical experience.
- Endowment fund of the University shall be further strengthened.

Mid-term Goals

- Cost-Effective Sustainability Measures such as Green Campus Initiative, which includes solar power, water conservation, and waste recycling projects leading to cost-saving shall be encouraged.
- The University shall design Executive education and Executive programmes for professionals to attract mid-career learners.
- Long-term Goals
- The University shall devise various mechanisms to enhance enrolment of international students.

1.3 IT/Web-based Management Information System (MIS)

Short-term Goals

- There shall be a centralized portal to collect Feedback from all stakeholders (Students, Faculty, Non-Teaching Staff, Alumni, and Parents) and analyse it using appropriate software.
- Enhanced campus security through digitalize security system.

Mid-term Goals

- Smart Cards shall be issued to all University employees and students to access different services, such as Health Centres, IT Services and the Library.
- The University shall conduct periodic workshops on cyber-security awareness.

Long-term Goals

- Supplementing classroom teaching with technology assistance in virtual space.

1.4 Risk Management Analysis

Short-term Goals

- The University shall carry out comprehensive risk assessment, analysis, and management throughout the campus.
- The University shall conduct workshops on green awareness to mitigate environmental risks.
- The University shall conduct periodic workshops on waste-management and e-waste management.

Mid-term Goals

- Policy formulation for risk assessment.

Long-term Goals

- The University shall reduce its environmental footprint by becoming single-use Plastic-free campus.

2. FINANCIAL ENABLERS AND FUNDING MODEL

Jamia Hamdard is a substantially aided institute. It receives Government Grants from Delhi Govt. and UGC. It also receive funds from funding agencies such as CSIR, DBT, DST, AICTE, ICMR, ICSSR, ICPR, Hamdard National Foundation (HNF) and Non-governmental bodies for extension and development activities. Apart from these two sources of Govt. grants, the resource mobilization is mainly through Fee from students, Interest on Investments, Interest on corpus Contribution from Charitable Societies, Contributions from Association of Alumni, Overhead charges from projects, Share of consultancy charges Sponsorship and Registration fee Tender fee , Sale of student's application forms for admissions, Sale of job application forms etc.

Jamia Hamdard maintains a transparent and accountable financial management system. Finance Section regulates financial process, preparing budget, mobilizing resources, monitoring expenditures, maintaining accounts, internal and external audit. Jamia Hamdard is able to implement various quality enhancement activities with its ability to mobilize resources from different sources for new programs, research, extension, infrastructure, staff and student's welfare.

The University proposes a comprehensive framework for achieving long-term financial flow and resource management.

2.1. Financial Policies

Short-term Goals

- Formulate policies to support various academic initiatives, cutting-edge research endeavors, commensurate development of the physical infrastructure to adequately support the academic activities of the University.
- Expansion of academic activities shall require more space in the form of class rooms and similar such facilities. It shall require development of physical infrastructure where finance shall play a key role.
- Set up a dedicated Alumni Relation Office to strengthen the alumni network and motivate them to donate for students' scholarships and infrastructural development.

Mid-term Goals

- Enhance capital investment for supporting its ongoing infrastructure demands.
- Organize fund raising campaign in the major cities of India and abroad through alumni network to strengthen Endowment Fund.
- University shall formulate policies to promote start-ups in emerging fields of Science and Technology, Unani medicine and healthcare aimed at attracting external funding.
- Regular workshops will be conducted to raise awareness of existing government funding schemes.

- To generate external funds, the University shall focus on strengthening foreign collaborations in research activities.
 - Formulate policies to develop future strategic partnerships with industries.
 - Establish a dedicated office for Patents, IPR and technology licensing for faster processing and monetization of Patents.

Long-term Goals

- Services to ensure resource mobilization.
- Encourage high net worth alumni and philanthropists to create named Chairs, research fellowships and scholarship programs.
- University shall focus on creating new ways of fund raising through consultancy.
- Maintenance and Audit of the assets shall be done on a regular basis. Auditing mechanism is to be aligned with budgeting.
- Stock management exercise shall be aligned with budget planning to reduce wastage and environmental impact from acquisition of new assets.
- Incorporate the social responsibility factor in the financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets.
- Ramping up Alumni Funds, Endowment Funds, CSR, ICMR funding etc.

2.2. Close Liaison with Government Ministries/ Agencies and others for Funding and Access to External Grants and Funding

Short-term Goals

- University shall collate a common repository for International and National funding agencies
- Conduct regular mentoring programme to guide the proposer of the project funded by various funding agencies.

Mid-term Goals

- Initiate the process of building a network with empanelled private companies and industry associations for joint and collaborative research projects.

Long-term Goals

- Target large-scale research grant from various government ministries and other agencies for the development of infrastructure with latest cutting edge technology.

2.3. Financial/ Investment Committee

- An Investment Committee shall be set up to look after and evaluate all the financial plans.

3. ACADEMIC ENABLERS

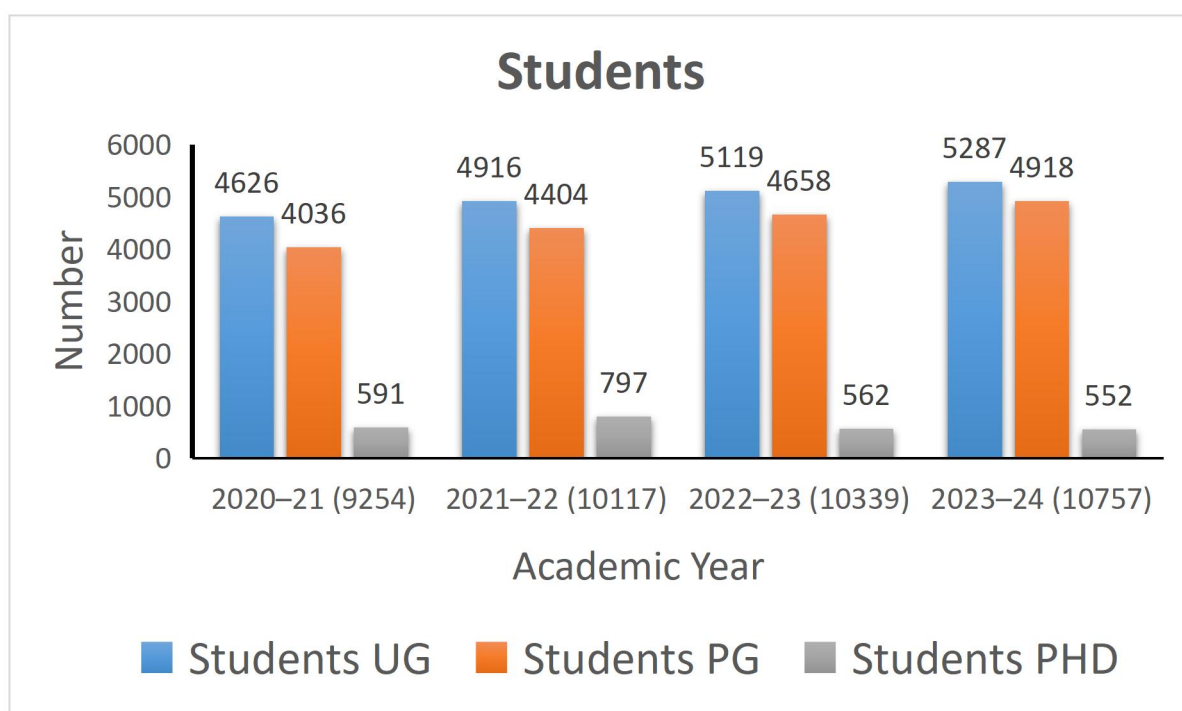
Programs offered by Jamia Hamdard emphasize inclusiveness and holistic development of the students paying special attention to Professional Ethics, Gender, Human Values, Environment and Sustainability in accordance with the rules of regulatory bodies. Integration of such courses gives a conducive environment for all-around development of the students and inculcates values of justice and a sense of responsibility among them.

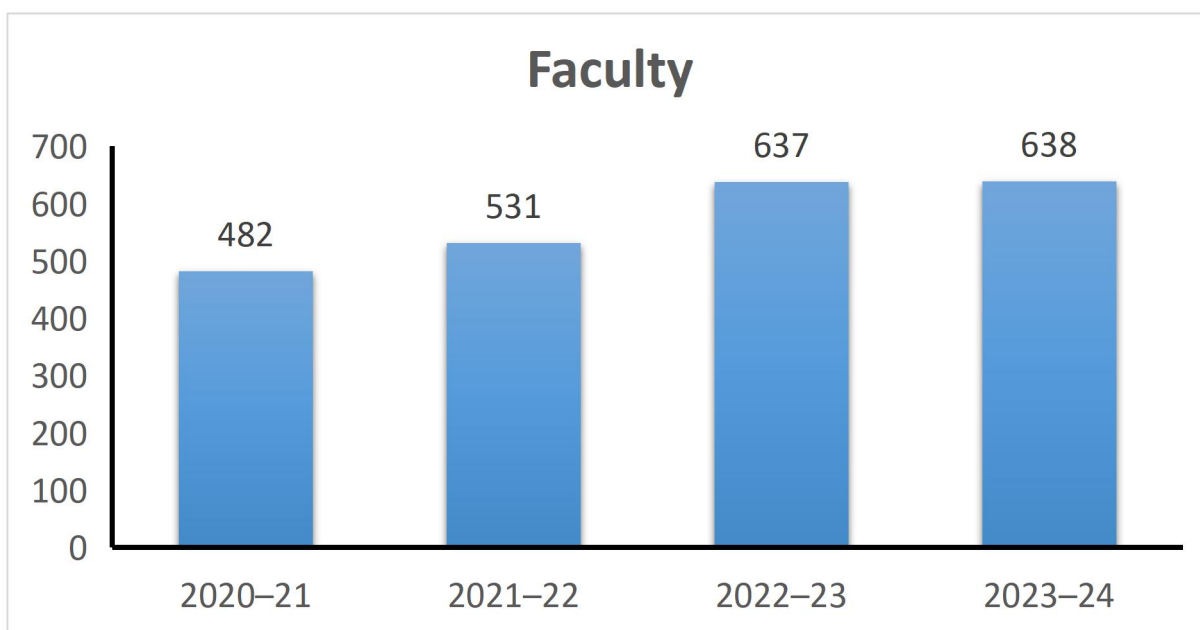
Jamia Hamdard has designed the holistic curriculum that focuses on upholding the rich traditional values and at the same time incorporating the recent advances in technology. Jamia Hamdard has implemented The National Education Policy-2020 notified by the Government of India in phased manner with comprehensive strategic plan.

Jamia Hamdard lays a major focus on using student-centred teaching approaches to improve learning and prepare students to solve societal and global concerns. The whole process of Teaching-Learning involves the need, interest, and capabilities of the student based on the feedback obtained along with Teacher observation.

3.1. Courses Catering to Professional/Future Requirements

With the implementation of the NEP 2020, the University aims to promote holistic development by emphasizing skill enhancement, value addition, and overall capacity building through the creation of new courses. These initiatives underscore the University's commitment in making the students as professional achievers and informed citizens through active participation in a complex world.





Short-term Goals

- The University's primary aim is to extend the NEP 2020 framework to its post-graduate programs, including Ph.D. courses, by developing a comprehensive curricular framework.
- Committees responsible for creating Skill Enhancement Courses and Value Addition Courses shall identify essential courses designed to cultivate life and soft skills in collaboration with industry and societal experts.
- Departments shall develop a flowchart outlining the academic pathways for each program, along with potential employment opportunities, enabling students to make informed choices when selecting courses.
- The effectiveness of the mentor-mentee system shall be evaluated through student satisfaction surveys and feedback.
- The University is committed to actively create new MOOCs (Massive Open Online Courses) that focus on enhancing student employability and skill development in high demand sectors.

Mid-term Goals

- Conduct regular reviews and evaluations of all academic programs to ensure continuous improvement and alignment with industry standards. Seek accreditation from relevant national and international bodies to enhance the credibility of programs.
- Develop and introduce interdisciplinary programs that combine multiple fields of study, enabling students to gain diverse skill sets and perspectives that are increasingly valued in the job market.

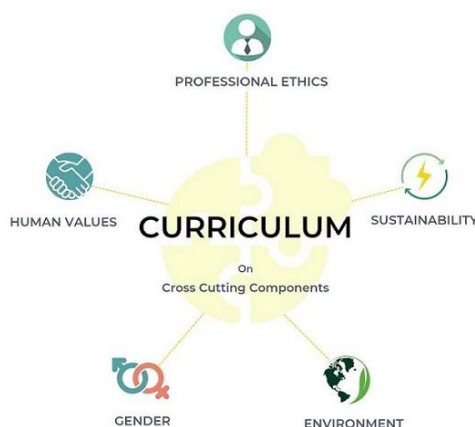
- Establish partnerships with a broader range of industries and organizations to facilitate internships, placement opportunities, and collaborative research projects, ensuring that students gain practical experience and exposure to real-world challenges.
- Implement ongoing professional development programs for faculty members, focusing on innovative teaching methodologies, curriculum development, and research initiatives that align with emerging trends and technologies.
- Develop comprehensive student support services, including career counselling, mental health resources, and academic advising, to assist students in navigating their educational journeys and achieving their career goals.

Long-term Goals

- Transform the University into a leading research and innovation hub by establishing research centres that focus on key societal challenges and fostering collaboration among faculty, students, and industry partners.
- Embed sustainability and social responsibility into the curriculum and institutional practices, encouraging students and faculty to engage in initiatives that address environmental and social issues.
- Fully integrate digital technologies into teaching, learning, and administrative processes, creating a smart campus environment that enhances the overall educational experience and operational efficiency.

3.2. Curriculum Aligned with Industry Requirements

NEP 2020 presents multiple opportunities to strengthen the link between academia and industry, bridging existing gaps. The curriculum integrates research, innovation, and extension activities, fostering critical and innovative thinking among students. The University is committed to using the insights gained from industry collaborations to reshape the curriculum and introduce new opportunities for students and faculty alike.



Short-term Goals

- Collaborate with industry experts to identify gaps in the current curriculum and make timely updates to address immediate market needs.
- Create relevant skill course modules to provide students with the digital skills necessary for the modern workplace.
- Organize workshops, guest lectures, and seminars led by industry professionals to offer students practical insights into current market trends and expectations.

Mid-term Goals

- Conduct a comprehensive review of all programs across departments, ensuring the curriculum remains relevant to long-term industry needs by incorporating emerging fields like AI, data analytics, and sustainability.
- Introduce interdisciplinary courses that combine technical skills with industry knowledge, allowing students to explore cross-cutting areas such as business and technology or health and data sciences.
- Strengthen partnerships with companies to provide more internships, real-world projects, and industry-based research opportunities embedded in the curriculum.
- Implement continuous professional development programs for faculty to ensure that they stay updated with industry trends and integrate this knowledge into their teaching.

Long-term Goals

- Establish Centres of Excellence dedicated to research and innovation in key industries, fostering collaboration among academia, industry, and government on projects that drive and shape the future of various sectors.
- Implement a system of continuous curriculum revision, conducted in consultation with industry experts, to ensure that programs remain dynamic, responsive to technological advancements, and aligned with shifting market conditions.

3.3. Curriculum Embedded with Employability Skill

Jamia Hamdard has integrated employability skills into its curriculum through a variety of initiatives aimed at enhancing the practical application of knowledge.

Short-term Goals

- Expand interdisciplinary courses that merge multiple fields of study to sharpen critical thinking and adaptability, addressing immediate industry demands.
- Strengthen collaborations with industries for guest lectures, short-term projects, and workshops that offer students real-world insights into evolving job markets.
- Introduce skill-based workshops focused on practical applications in areas like data analytics, coding, entrepreneurship, and digital marketing to boost employability.
- Encourage faculty to implement innovative teaching methods such as case-based, project-based learning, and simulations to foster real-world problem-solving abilities.

Mid-term Goals

- Establish formal partnerships with businesses to provide more structured internships and apprenticeships as well as hands-on industry experience.
- Introduce new courses in emerging fields such as AI, machine learning, sustainability, and data science, preparing students for future technological advancements and industry shifts.

Long-term Goals

- Make employability skills a core component of all academic programs, with continuous revisions to ensure alignment with changing global and local job market demands.
- Establish a dedicated centre for fostering collaboration between industry and academia, focusing on research, skill development, and innovation that directly impacts curriculum design and student employability.
- Partner with international universities and industries to align curriculum standards globally, providing students with skills that are recognized and valued worldwide.

3.4. Curriculum Embedded with Skill Enhancement Courses (SECs)

Jamia Hamdard has actively integrated SECs into its curriculum under the UGCF 2022, in alignment with NEP 2020. These courses are designed to provide students with practical skills that enhance their employability and adaptability in a rapidly changing job market.

Short-term Goals

- Introduce new SECs in emerging fields like AI, data science, digital marketing, and entrepreneurship to address immediate industry needs.

- Build stronger partnerships with industry to keep SECs updated with the latest trends and ensure students acquire skills that are in demand.
- Provide students with short-term certification programs and workshops that complement their SECs, helping them strengthen their professional profiles.
- Promote the use of appropriate platforms within SECs to provide students with critical digital literacy and workplace skills.
- Each department shall identify specific skills required for their students and offer skill courses aligned with the National Council for Vocational Education and Training (NCVET) and the National Skills Qualification Framework (NSQF). The number of courses shall be designed to encourage a multidisciplinary approach.

Mid-term Goals

- Conduct a detailed review of all SECs to ensure they remain relevant to both local and global industry trends, striking a balance between soft and technical skills.
- Integrate mandatory internships or industry-based projects within SECs, allowing students to gain practical experience for academic credit.
- Develop SECs that combine technical skills with industry-specific knowledge, such as blending data analysis with business management or health sciences with technology.
- Offer continuous professional development programs for faculty to ensure they stay current with industry standards and can effectively teach emerging skills.
- Departments shall collaborate with industry-leading institutions to certify skill enhancement courses, allowing students to earn industry-recognized certifications alongside academic credits.

Long-term Goals

- Establish centres dedicated to enhancing employability through skill development, research, and industry collaboration, ensuring SECs evolve with emerging technologies.
- Partner with international institutions and industries to offer SECs that are globally recognized, preparing students for both local and international job markets.
- Create opportunities for alumni to engage in SECs for upskilling and re-skilling, ensuring that University graduates remain competitive in their fields throughout their careers.

3.5. Curriculum Embedded with Emerging Technologies to be integrated with Future of Work

Jamia Hamdard has started embedding emerging technologies into its curriculum in response to the evolving demands of the workforce. With the

implementation of the Undergraduate Curriculum Framework (UGCF) 2022, the University is actively incorporating areas like Artificial Intelligence (AI), data analytics, block chain, cybersecurity, and digital marketing into its programs. Courses focused on these technologies are taught in the University, which were developed in collaboration with industry experts to ensure students are equipped with skills relevant to the future of work. The University is encouraging students to study such courses that align with global industry trends. The goal is to prepare students not only for the current job market but also for future roles shaped by technological advancements.

Short-term Goals

- Introduce more courses focused on AI, block chain, data science, machine learning, and cybersecurity to address immediate workforce needs.
- Strengthen the curriculum to ensure students acquire cutting-edge skills in emerging technologies.
- Establish partnerships with leading tech companies and start-ups to deliver guest lectures, seminars, and practical workshops focused on real-world applications of emerging technologies.
- Offer certification programs in emerging technologies to fast-track students' employability and prepare them for immediate workforce demands.

Mid-term Goals

- Develop interdisciplinary programs that combine emerging technologies with fields like business, healthcare, and environmental science to create well-rounded professionals capable of addressing complex, cross-industry challenges.
- Conduct periodic reviews to ensure the curriculum remains aligned with technological advancements, integrating fields like robotics, quantum computing, and sustainability.
- Implement mandatory internships or industry-led projects focused on emerging technologies, allowing students to gain practical experience and solve real-world problems.
- Partner with international institutions and companies for student exchange programs, joint research initiatives, and cross-border collaborations in emerging technology fields.

Long-term Goals

- Plan and design twinning programs and dual degrees with foreign universities and top national institutions in technology-related disciplines to equip students with global exposure and skills.

- Create dedicated Centres of Excellence focused on cutting-edge research and development in AI, machine learning, quantum computing, and renewable energy. These centres shall promote collaboration between academia, industry, and government.

3.6 Faculty/ Teaching Staff

Short-term Goals

- Each department shall actively engage in creating detailed lesson plans, assessment modules, and reading lists for new courses, with these plans made available on institutional websites for student access.
- Each faculty member shall organize or participate in at least one FDP in a five-year span, promoting discipline-specific expertise.
- Foster inter-institutional faculty visits under existing MoUs for collaborative curriculum development, research projects, and knowledge exchange. Institutions shall hold weekly guest lectures by faculty from allied departments to encourage a multidisciplinary educational approach.
- Organize FDPs and workshops on the integration of technologies like AI, data analytics, and digital teaching tools, enhancing classroom engagement.
- Encourage faculty to undertake training in platforms such as MOOCs to integrate them into their teaching practices, supporting NEP 2020 goals.

Mid-term Goals

- Strengthen partnerships with industry to ensure faculty are well-versed in current trends and can bring real-world applications into the classroom.
- Encourage faculty to take part in industry-led projects, internships, and consultancy work, helping bridge the gap between academic knowledge and professional practice.
- Establish global partnerships for faculty exchange programs, collaborative research, and participation in international conferences and seminars.

Long-term Goals

- Position University as a global leader in higher education by nurturing world-class faculty expertise, encouraging international research collaborations, and promoting active participation in global academic networks.
- Establish a system for lifelong learning where faculty regularly undergo advanced training, certification, and upskilling programs to

stay updated on global trends and advancements in education and technology.

- Foster long-term partnerships with government and private sector organizations for research funding, consultancy services, and the practical application of research findings.

3.7 Continuous Faculty Development



Short-term Goals

- The University plans to leverage its connections with industry by involving experts from various disciplines in FDPs and workshops organized by various centres like CIT. This shall allow faculty to learn industry-relevant skills, modern technologies, and emerging trends to ensure their teaching aligns with workforce demands.

Mid-term Goals

- Develop specialized FDPs tailored for different faculties and departments based on the latest developments in their respective fields, ensuring that each department receives focused training relevant to their discipline.

Long-term Goals

- The University envisions positioning itself as a leader in faculty development by collaborating with international institutions and accrediting bodies, ensuring that its faculty development programs meet global standards.
- The University shall offer global teaching certifications, encouraging faculty members to participate in international exchanges and advanced leadership training.

3.8 Non-Teaching Staff

The non-teaching staff at the Jamia Hamdard are vital to its functioning, playing a crucial role in administration, support services, and overall institutional operations. The University is committed to enhancing their skills and professional development to ensure the smooth operation of academic and administrative activities.

Short-term Goals

- The University shall conduct periodic training programs for administrative staff. These programs shall focus on updating staff with the latest government bylaws, institutional regulations, and University procedures.
- Organize workshops to familiarize staff with new or updated government policies, ensuring that the University's administrative practices comply with legal and regulatory changes.

Mid-term Goals

- Implement training modules that focus on enhancing soft skills, human resource management, and conflict resolution, particularly for staff who interact with students and the public, improving the overall University experience.

Long-term Goals

- Develop career progression pathways for non-teaching staff, including leadership development programs for those in middle and senior administrative roles. This shall create opportunities for professional growth and help retain talented staff within the University.

3.9 Comprehensive Learning Resources for Students

The University has a well-established library system with access to physical and digital resources, including journals and e-books.

Short-term Goals

- The University shall reach out to collaborate with established organization to ensure efficient production and distribution of books for undergraduate and post-graduate courses.
- Each department shall establish a content development committee to create learning material, including question banks, lecture notes, and multidisciplinary study guides. Faculty teams within departments shall begin compiling comprehensive study materials aligned with the current curriculum.
- Improve access to digital resources and learning materials through the University's digital portals like Google Classroom or University Management Systems (UMS).

Mid-term Goals

- The University shall come up with its own curriculum-based study material for national circulation and adoption, especially on new subjects. The faculty members shall create reading lists for each course (at least at the PG level), which shall be updated annually, with exceptions for necessary classics, contemporary works, or fundamental readings. Collaboration with the University Grants Commission (UGC) and other central universities can also be pursued.
- Ensure that reading lists for all courses, especially at the postgraduate level, are updated annually to include recent developments and publications. Faculty members shall work with department committees to revise and enhance the reading lists every academic year while maintaining key classical texts.
- Create a centralized digital repository of question banks, compendiums, and previous years' exam papers accessible to all students. Departments shall collaborate to digitize and upload these resources to a University-wide portal.

Long-term Goals

- The University shall establish a peer review system for rationalizing its study material once every three years, which shall involve national and international subject experts. Each department shall identify a list of experts in their respective sub-disciplines and domains.
- Work with the UGC and other academic bodies to align curricula and study materials, ensuring that University produced books and resources can be adopted nationwide.
- Transition towards digital publishing of textbooks and study materials, offering open-access content for all students, not just those enrolled in the University.

3.10 Value Added Skills Enhancement Courses

Value-added skills enhancement courses at the University are offered through certain courses and departments that aim to provide students with interdisciplinary skills beyond their core curriculum.



Short-term Goals

- Each department shall introduce at least one skills enhancement course per year. These course(s) shall focus on industry-relevant skills, such as communication, data analysis, digital literacy, and entrepreneurship. Departments can collaborate with industry experts to design these courses, ensuring relevance and applicability.
- Collaborate with platforms like Swayam, MOOCs to offer free/affordable online courses that students can take to develop additional skills.
- Launch short-term certificate programs that focus on specific skill sets such as public speaking, leadership, or advanced Excel, which are essential for workplace readiness. These programs can be offered during semester breaks or as electives.
- Offer workshops and seminars that focus on soft skills development like team-work, time management, and critical thinking. These workshops shall be made available to students of all departments to ensure comprehensive skills enhancement.

Mid-term Goals

- Develop interdisciplinary value-added courses that allow students from different departments to collaborate on projects, encouraging knowledge exchange and the development of multi-disciplinary skills. For example, courses that combine technology and humanities or management and science could be introduced.
- Introduce a system where value-added papers are reviewed annually and updated to recreate emerging trends in the job market and industry requirements. Departments shall engage with industry professionals, alumni, and subject matter experts to ensure that the courses are aligned with current needs.

Long-term Goals

- The University shall channelize its MoUs and collaborations with industry and societal institutions of importance for initiating skill enhancement and value-added courses which shall be taught by skill equipped faculty as well as industry/society experts.

3.11 Pedagogical Teaching Methods to be employed

Short-term Goals

- Introduce a blended learning model where online learning materials are combined with in-person instruction. Faculty shall be encouraged to create video lectures, online quizzes, and reading material for

students to access through LMS platforms like Google Classroom or Moodle. These can complement face-to-face classes, allowing students to review material at their own pace.

- Promote the use of active learning techniques such as group discussions, case studies, and problem-solving activities during class sessions. Faculty shall include more in-class assignments that encourage students to apply what they've learned, rather than passively absorb information.

Mid-term Goals

- The departments/schools shall organize workshops and training programmes to upgrade the faculty pedagogical skills.
- University can incorporate Problem-Based Learning (PBL) across more departments, where students learn by working on real-world problems that require them to research, collaborate, and apply concepts to find solutions. This method can enhance critical thinking, creativity, and collaborative skills.

Long-term Goals

- Implement a full-fledged Outcome-Based Education (OBE) system where each course is designed with clear learning outcomes. Faculty shall align their teaching methods and assessments to ensure that students achieve these outcomes by the end of the course. Regular review of these outcomes shall help ensure that teaching methods remain effective.
- Establish comprehensive faculty development programs to train teachers in modern pedagogical methods, including digital learning tools, problem-based learning, and flipped classrooms. Continuous professional development shall help faculty stay updated with the latest teaching strategies and technologies.

3.12 Other Activities as Part of Learning

Short-term Goals

- Encourage departments to integrate co-curricular activities into their academic programs. Faculty shall plan activities such as debates, workshops, guest lectures, and field trips related to course content, allowing students to connect theoretical knowledge with practical applications.
- Incorporation of one physical activity in a student's daily routine to reduce stress and sedentary lifestyle. Also, to alleviate the risk of rising lifestyle diseases amongst youth, there shall be goal-based reward for maintaining basic lifestyle achieving milestones.

- Introduce community service projects that encourage students to apply their skills in real-world settings. Departments shall collaborate with local organizations for students to participate in volunteering activities, which can enhance their understanding of societal issues while developing a sense of social responsibility

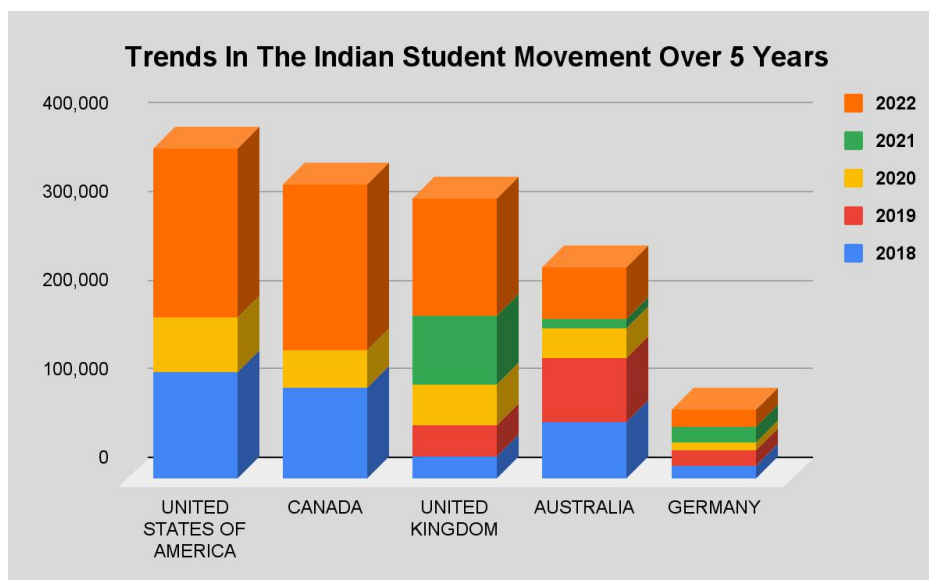
Mid-term Goals

- Organize University wide competitions and cultural festivals that celebrate student talent in various fields, including academic competitions, art shows, and sports events. These events shall be aligned with learning objectives and provide opportunities for students to showcase their skills and creativity.
- Encourage students to engage in research projects outside of their regular coursework. Departments shall provide mentorship and support for students interested in pursuing research, enhancing their analytical skills and fostering a culture of inquiry.

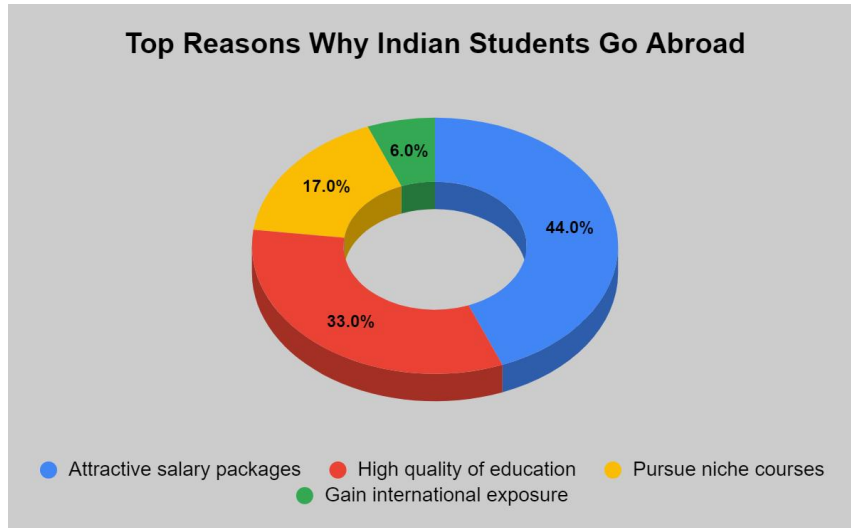
Long-term Goals

- Develop an alumni mentorship program that connects current students with alumni who can share insights from their experiences and provide guidance on career paths. Regular alumni events and talks can enhance networking opportunities and expose students to diverse career trajectories.

3.13 International Exposure to the Students

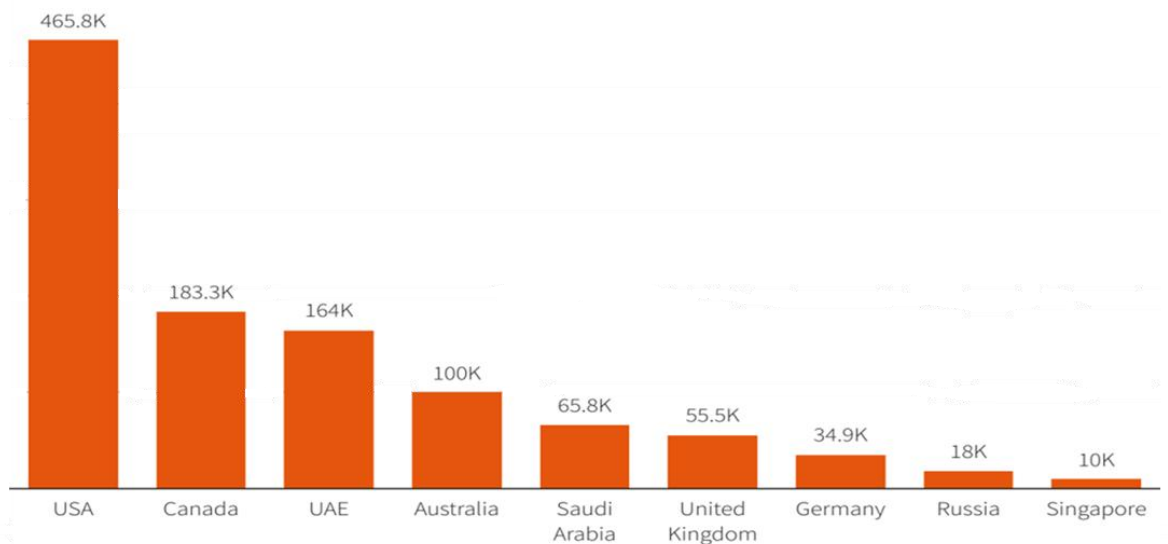


Top Reasons Why Indian Students Go Abroad



Top study destinations for Indian students

Indian students studying in foreign countries in early 2022



Source: Parliament of India

Short-term Goals

- Enhance existing student exchange programs by establishing partnerships with a broader range of international universities. Departments shall identify institutions that offer complementary programs to facilitate student mobility and cross-cultural experiences.
- Develop short-term study abroad options, such as summer schools or winter internships, that allow students to experience international education without committing to a full semester or year. These programs shall focus on specific skills or topics relevant to students' fields.

Mid-term Goals

- The University shall establish a mechanism to promote an exchange programme for selecting students to undergo training and academic tutoring from international institutions with whom the University holds MoUs.
- Promote exchange of ideas through Joint Ph.D. degree programmes in collaboration with international institutions and universities by establishing specific MoUs.
- Facilitate internships with international organizations or multinational companies, providing students with hands-on experience in diverse work environments. Departments shall work to establish connections with organizations willing to host students.

Long-term Goals

- The University shall introduce joint degree/dual degree programmes in collaboration with other Universities.
- The University shall systematize the mobility of students and credit transfer through Twinning Programmes.

3.14 Innovation and Entrepreneurship

Short-term Goals

- Expand awareness programs across the University and partner institutions to attract more students and young entrepreneurs.
- Establish mentorship opportunities by connecting start-ups with experienced industry professionals.
- Host regular pitch events and innovation challenges to encourage idea generation and early-stage development.

Mid- term Goals

- Create a dedicated seed fund and resources for start-ups transitioning from the incubation stage to market entry.
- Build strategic partnerships with industry leaders, investors, and government bodies to provide additional support to incubated start-ups.

Long-term Goals

- Set up a robust alumni network of successful start-ups that can give back through mentoring and funding future cohorts.
- Expand the scope of incubation to a broader range of sectors, including social entrepreneurship, green technologies, and digital transformation.

4. RESEARCH, INTELLECTUAL PROPERTY, AND SUPPORTIVE ENABLERS

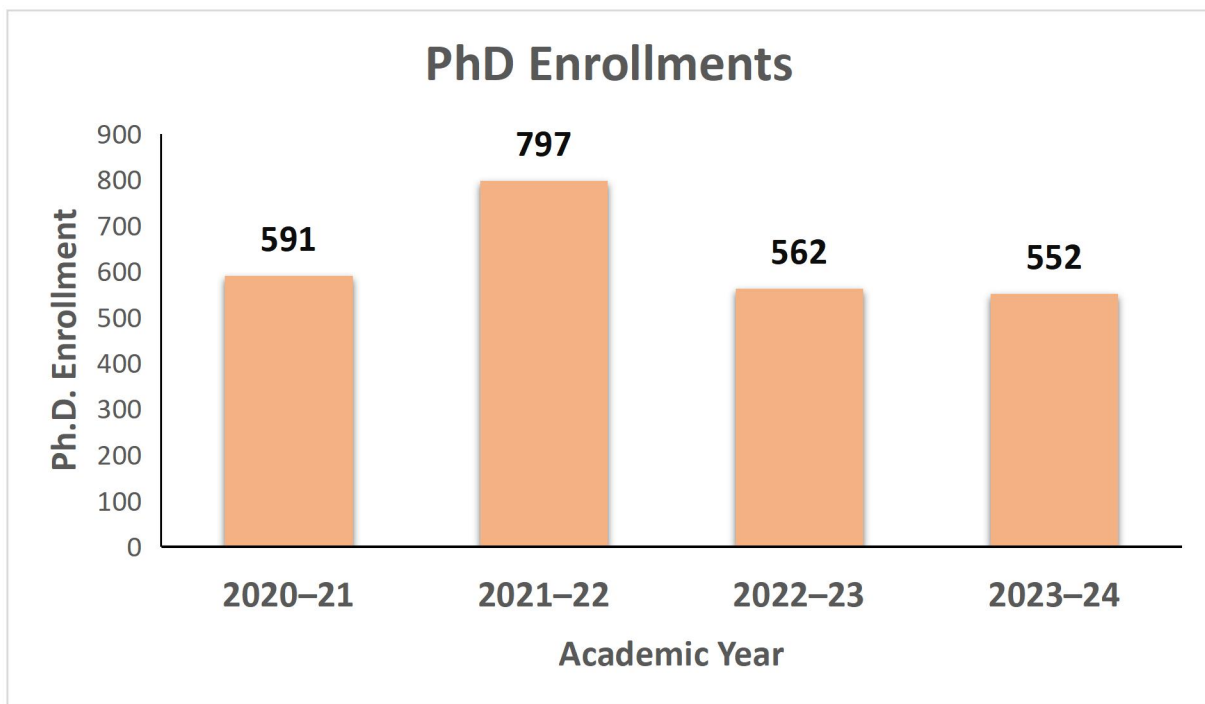
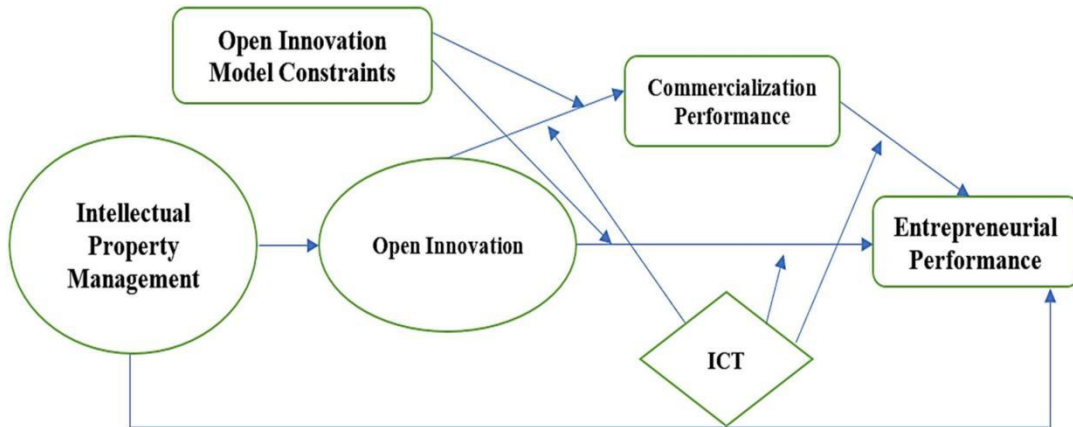
Jamia Hamdard has created an operational research ecosystem to support and promote interdisciplinary and multidisciplinary research work through various research facilities. The research ecosystem is monitored through Director of Research and Development Cell. To maintain research ethics in the University, various research committee, look after ethical issues namely JH-Institutional Review Board, Institutional Animal Ethics Committee, Institutional Biosafety Committee and Institutional and School level Academic Integrity panels etc. The laboratories have been upgraded which has further improved competencies among faculty and research students. The departments have upgraded equipment in the laboratories to facilitate research of high standards using grants like DST PURSE, DST FIST, UGC SAP, AYUSH CoE and other funded research projects.

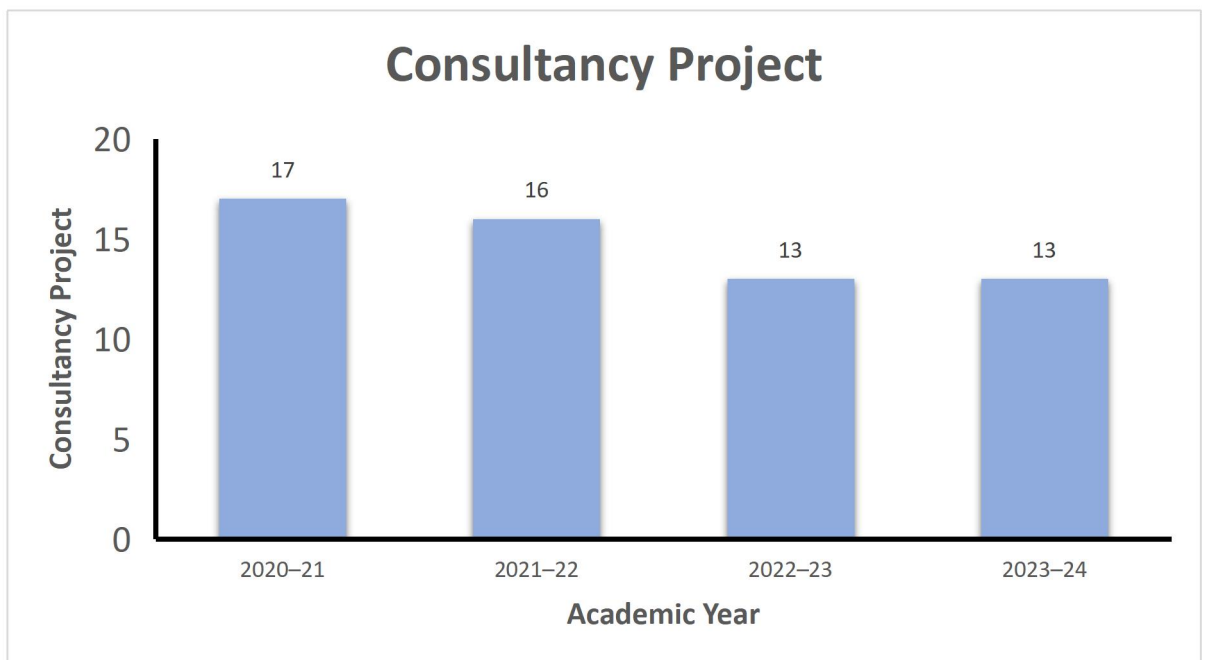
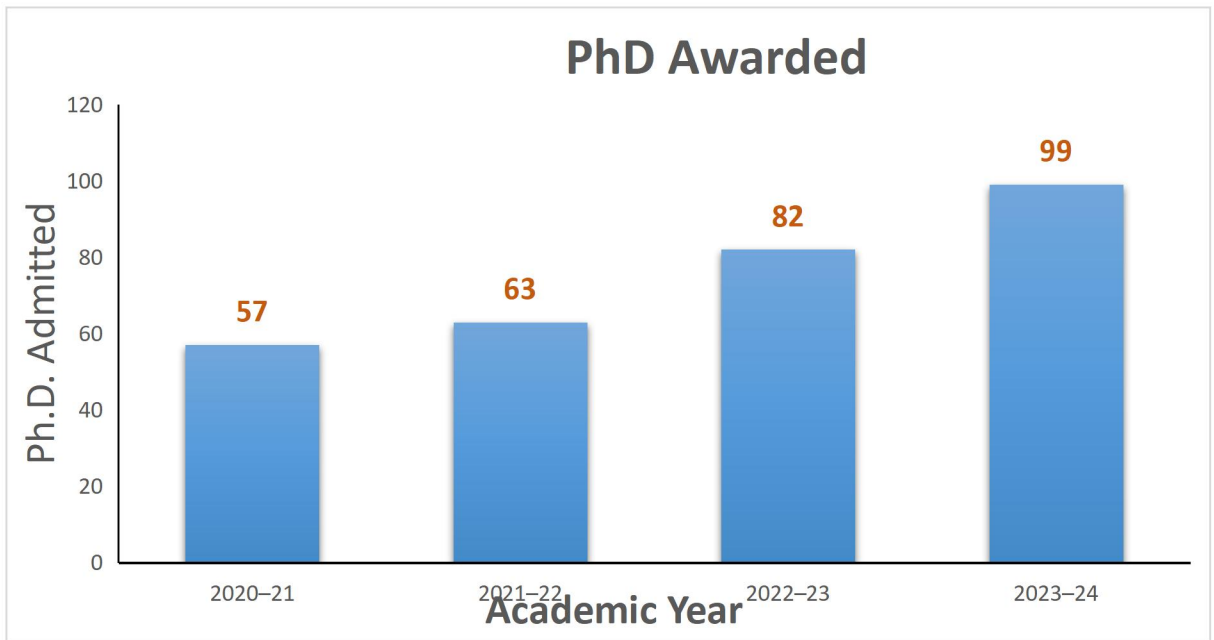
The Centre for Innovation, Incubation and Entrepreneurship (CIIE), Jamia Hamdard, has been created to grow the inner skills of the youth and the academician around the Universities and utilize them to the best of its capabilities to meet the vision of *Atmanirbhar Bharat* and Make in India Model, and the undergraduates are targeted at early stage to conduct research.

The research ecosystem has promoted human resource development and capacity generation for basic and translational research. The University conducts a series of summer schools, orientation programs, workshops, seminars, invited talks, training programs of national and international levels through funding from DST-STUTI and other agencies, and own resources for teachers and researchers to build capabilities and enhance research skills. The state of art equipment namely transmission electron microscope, carbon-hydrogen & nitrogen analyzer, high-resolution microscope, HPLC, GC-MS, LC-MS and NMR instruments were purchased to conduct high quality research. Recently, the Ministry of AYUSH, Government of India, has identified Jamia Hamdard as a Centre of Excellence in Unani Medicine.

To encourage innovation and its protection Jamia Hamdard has an Intellectual Property Management Cell, which facilitates the patent filing process of the stakeholders. MoUs with other leading institutions have encouraged them to share research facilities and expertise for mutual benefits and growth.

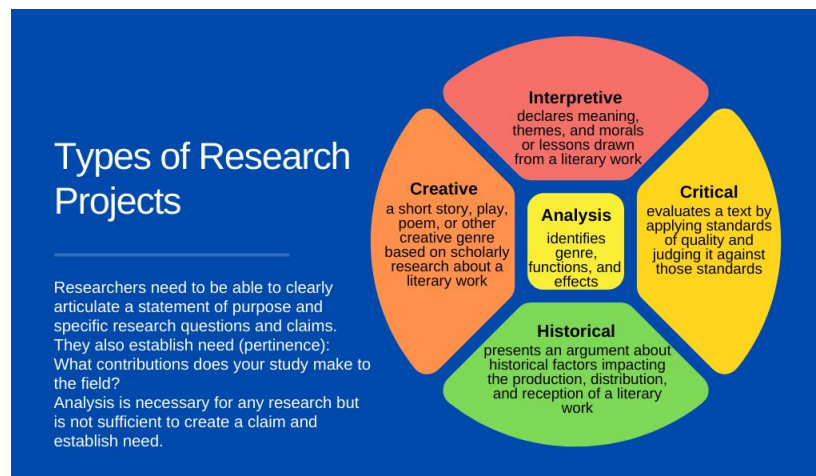
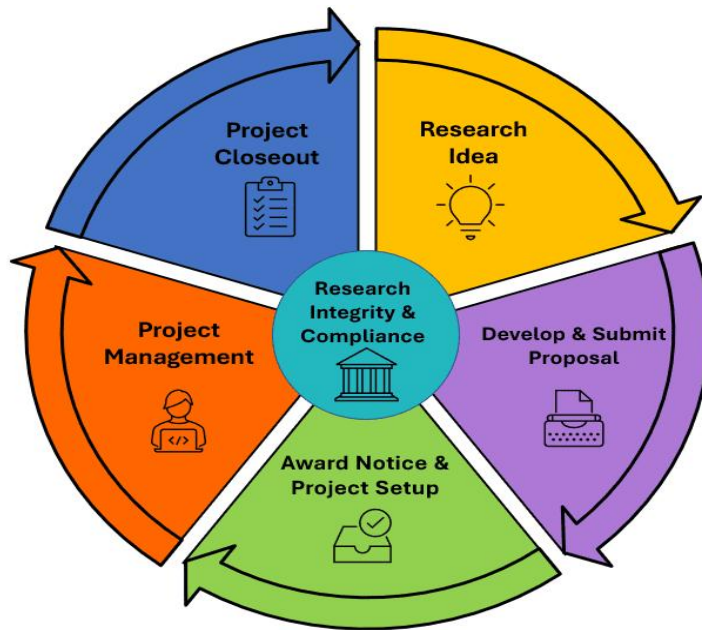
Jamia Hamdard through its legacy of cutting-edge research and innovation has made a significant impact in addressing the challenges faced by the society at large. The University, through its Research and Development Cell, encourages researchers to engage in collaborative initiatives in diverse fields. With a multi-disciplinary approach to research, the University fosters an environment of generating ground-breaking ideas which yield valuable intellectual property.





4.1. Quality Research Programmes to be introduced

The University shall look into the development of several innovative and quality research initiatives in all programs, driven by global trends, societal needs, and advances in technology. These programs shall align with the University's goal to remain a leader in education, research, and collaboration. Here are some potential research programs the University might focus upon in the coming years.



Short-term Goals

- Upgrade and expand research infrastructure at the undergraduate level, ensuring access to basic research tools, laboratories, and facilities to promote early-stage research engagement.
- With increasing global focus on climate change, student projects at both undergraduate and postgraduate levels may focus on climate resilience, sustainable agriculture, and water resource management.
- Embedding interdisciplinary projects shall empower students to translate theoretical knowledge into real-world challenges, enhancing problem-solving and critical thinking.
- Strengthen the mentorship programs where senior researchers and faculty provide guidance to students on research topic selection and methodology, fostering early-stage involvement in research activities.

Mid-term Goals

- Strengthen research infrastructure within departments by modernizing labs, acquiring advanced equipment, and providing dedicated research spaces for faculty and students to support ongoing and interdisciplinary projects.
- Research on solar, wind, and alternative energy sources, with a focus on energy efficient technologies shall be a critical area for postgraduate and Ph.D. exploration. Incorporating live projects and case studies into courses shall give students hands-on experience in research methodologies, fostering a research mind-set early on.
- Promote interdisciplinary research by strengthening collaborations between departments and external institutions, while ensuring the continuous upgrading and maintenance of infrastructure and resources to support innovation in areas addressing national and societal challenges.

Long-term Goals

- Establish a comprehensive, state-of-the-art research ecosystem across all academic levels, from undergraduate to departmental, positioning the University as a hub of innovation and research excellence both nationally and internationally.
- Establish centre of excellence in research and innovation, producing high-impact scholarly work and patented technologies, while maintaining and enhancing infrastructure to support sustained academic and industrial advancements.
- Research on traditional medicines, healthcare management, environmental sustainability, smart city infrastructure, waste management, and urban biodiversity shall be undertaken which shall be essential to address the challenges of India's rapid urbanization.
- Implementation of a Research-Based Curriculum

4.2 Undertaking Quality Research Projects:

The University has outlined the following major research themes for the coming years:

- Traditional medicines
- Healthcare management
- Environmental sustainability
- Smart city infrastructure
- Waste management & e-waste management
- Urban biodiversity

- Quantum Technologies, Artificial Intelligence & Machine Learning
- Climate Change, Sustainable Practices and Development
- Entrepreneurship and Technology Incubators
- Social Justice and Community Engagement
- Global Trade and Supply Chain Management
- Informatics, Communications and Media
- Contemporary Law and Justice System
- Peace and Conflict Resolution
- Health and Medical Sciences
- Scientific and Technological Interface with Humanities and Social Science

4.2. Targeted and Collaborative Research

Short-term Goals

- Identify key areas for targeted research by analysing current trends and institutional strengths and collaborative with different departments to undertake such projects.
- Conduct workshops or brainstorming sessions with faculty to identify emerging fields in various disciplines. Analyse trends in research funding and industry needs to pinpoint high-potential areas.

Mid-term Goals

- Establish the University as a leader in targeted and collaborative research by creating a framework that promotes sustained partnerships, facilitates resource sharing, and showcases impactful research outcomes both nationally and internationally.
- Encourage interdisciplinary collaboration by forming teams that include faculty from different departments. Facilitate partnerships with industry and other research institutions for joint research projects.

Long-term Goals

- Ensure ongoing funding and resources for research initiatives through grants, partnerships, and endowments. Establish a long-term plan for the growth and evolution of the identified research fields.

4.3. Research-Oriented Experienced Faculty Members

Short-term Goals

- Implement a process to identify faculty with strong research inclinations using performance metrics like publications, grant

applications, and ongoing projects. Engaging adjunct/expert faculty in research to enrich research environment.

- Faculty members shall engage in both basic and applied research to enhance theoretical knowledge while providing practical solutions to real-world problems.
- Establish a mentorship program pairing junior research-focused faculty with experienced researchers to enhance their skills and ideas.

Mid-term Goals

- Implement targeted training programs to enhance faculty research skills in areas such as grant writing, data analysis, and project management.
- Encourage collaboration among research-oriented faculty, both within the institution and externally, to promote joint research projects and resource sharing.

Long-term Goals

- Foster an academic environment where research is integral to the University's identity and mission, inspiring faculty members to engage in impactful research.
- Support research-inclined faculty in becoming thought leaders in their fields, enabling them to gain global recognition through groundbreaking contributions to academia and industry.

4.4 A Self-Sustaining Research Model

Short-term Goals

- Establish a dividend-based incentive scheme to promote a research-oriented environment for faculty engaged in research projects.
- Identify research projects with potential to generate revenue and attract external funding.

Mid-term Goals

- Actively seek additional research funding from government and private agencies while establishing partnerships for joint research ventures.
- Create programs for research groups focused on applied sciences that address industry challenges, fostering long-term partnerships.
- Encourage faculty to file patents and create spin-offs from research outcomes to commercialize innovations, enhancing the institution's financial stability.

Long-term Goals

- Utilize generated revenue to establish endowments for ongoing research funding, ensuring the University's long-term financial sustainability.
- Foster strong, lasting relationships with industries that support and benefit from the University's research outcomes.

4.5 Student Involvement in Research

Short-term Goals

- Develop undergraduate and postgraduate courses that incorporate research-based learning, encouraging students to undertake small-scale research projects under faculty supervision.
- Organize workshops on innovation, patenting, and intellectual property rights (IPR) to educate students on the importance of protecting their ideas.
- Encourage student participation in conferences by assigning them to specific sessions, engaging with presenters, and writing summaries of their experiences. This assignment can contribute to their internal assessments.

Mid-term Goals

- Establish research partnerships with industry stakeholders, allowing students to tackle real-world challenges under industry mentorship, which may lead to patentable inventions.
- Offer funding and institutional backing to students seeking to publish their research in journals or present at conferences.

Long-term Goals

- Create student-led research labs or innovation centres that foster interdisciplinary projects with commercialization potential.
- Develop opportunities for students to engage in international research programs and conferences, broadening their global perspectives and enhancing their innovations.
- Introduce formal procedures for students to patent and commercialize their innovations, enriching the University's intellectual property portfolio and providing financial rewards for student inventors.
- Provide extra credits for students attending conferences or presenting their research, with established criteria for earning these credits through such activities.

4.6 More Ph.D. & Post-Doctoral Research Scholars

Short-term Goals

- Maximize the intake of Ph.D. scholars and post-doctoral scholars based on the available infrastructure, faculty, and funding sources.
- The University shall provide scholarships for Ph.D. scholars to expand its research base and retain talented students who might otherwise join other prestigious institutions.

Mid-term Goals

- Invest in expanding laboratory space, library resources, and other facilities to accommodate a higher number of research scholars.
- Recruit new faculty dedicated to research supervision, ensuring that the University has adequate faculty for the growing number of Ph.D. scholars.

Long-term Goals

- Develop full-fledged, funded post-doctoral research programs that attract international scholars and create new opportunities for collaboration and innovation.
- Establish partnerships with global universities to co-supervise Ph.D. and post-doctoral scholars, enhancing the University's international profile.

4.7 Faculty Encouragement for Book Publications, Research Publications and Patents

Short-term Goals

- The University shall enhance the existing Institutional Publication Fund by increasing resource allocation for publication fees and ensuring that all researchers have access to this support, thereby fostering a culture of scholarly publishing.
- Create small funding pools to support promising research that can lead to publications or patents. These grants shall prioritize feasibility and immediate impact.
- Organize awareness programs on Intellectual Property Rights (IPR), publishing ethics, and patent filing processes for undergraduate and postgraduate students, research scholars, and faculty.
- Initiate University-level IPR clubs where students and faculty can collaborate on intellectual projects and research ideas.

Mid-term Goals

- Establish interdisciplinary research centres that focus on cutting-edge research, fostering collaboration between departments for impactful research outcomes that can lead to patents or book publications.

- Create an Institutional Repository (digital platform) where all the research output (theses, dissertations, publications, patents) of the University is stored and accessible.
- Provide enhanced financial support for research, specially directing resources to award those who successfully secure patents.

Long-term Goals

- Establish centres of excellence in key research areas that can drive long- term innovation, producing high-quality publications, patents, and books on ground-breaking subjects.
- Pursue long-term partnerships with international research organizations and universities for joint research publications, books, and patents. This can enhance the University's global standing and increase its intellectual property.
- Create an IPR endowment fund that continually generates resources to support research, publication costs, and patenting efforts at the University.
- Apply for sustained research funding through government programs and private sector contributions, ensuring the long-term viability of the institution's IPR initiatives.
- In the long run, the University can consider establishing its own academic publishing house or peer-reviewed journals to support the publication of student and faculty research.

4.8 Industry and Institutional Collaboration & Consultation

Short-term Goals

- Strengthen collaborations with industries that can invest in student-led innovations, facilitating faster IP creation and commercialization of inventions.
- Strengthen the Placement Cell to facilitate ongoing partnerships with industries, ensuring a steady pipeline of qualified graduates while adapting educational programs to meet the evolving demands of the job market.
- Establish Memorandums of Understanding (MoUs) with industry partners, outlining clear objectives for joint research initiatives. This shall enable effective collaboration and foster the creation of intellectual property (IP) through shared expertise.
- Host industry-led workshops, seminars, and technical sessions to equip faculty and students with knowledge of the latest industrial research trends and technologies. This shall bridge the gap between academic research and practical application.

Mid-term Goals

- Strengthen partnerships with industries to secure funding for joint research in fields like biotechnology, AI, and applied sciences. These initiatives shall increase the likelihood of generating patentable innovations.
- Implement structured internship and job placement programs in collaboration with industry partners, providing students with practical experience and enhancing their employability while gathering feedback from employers to refine educational offerings.
- Create industry-supported research centres on campus, fostering collaboration between University faculty, students, and industry experts on real-time projects. These centres shall drive intellectual property (IP) creation and enable shared patent ownership.

Long-term Goals

- Create a comprehensive career development framework that includes continuous training, mentorship programs, and alumni networks to support graduates in their career paths, while fostering long-term collaborations with industries to ensure alignment between academic programs and workforce needs.
- Create consortia that include multiple industry partners, government agencies, and academic institutions. These consortia shall focus on high-impact research projects aimed at developing and commercializing breakthrough, patentable technologies.
- Position University as a global research leader by forging partnerships with multinational companies, gaining access to cutting-edge facilities and driving international patentable innovations.

4.9 Jamia Hamdard Incubation Centre

Incubation Centre plays a growing role in fostering innovation and entrepreneurship, though its development is still in its nascent stages compared to some other leading universities.

Short-term Goals

- Initiate structured pre-incubation programs to support students interested in entrepreneurship. These programs shall offer workshops, entrepreneurship boot camps, and access to mentors who guide students through idea validation, market research, and business planning.
- Conduct University-wide awareness campaigns to inform students of the available resources, incubation support, and the benefits of starting their own business post-graduation.

- Develop a pool of industry experts and successful entrepreneurs who can mentor students through the process of turning ideas into start-ups. Mentorship shall be available to students from all faculties.

Mid-term Goals

- Establish additional incubation centres. Each centre can specialize in certain areas (e.g., biotechnology, social entrepreneurship, IT start-ups among others) depending on the strengths of the faculty and resources available at each college.

Long-term Goals

- Position the University as a leader in university incubation by creating a highly developed incubation network with centres of excellence, specialized labs, and access to national and global markets. The University could become a key player in India's start-up ecosystem, attracting entrepreneurs, investors, and industry partners.

4.10 University Publications & Citation Service

Short-term Goals

- Train all faculty members and students on the use of citation databases like Google Scholar, Scopus, and Web of Science, including setting up profiles and managing citations.
- Encourage all departments and faculty to consistently upload research papers and projects to the institutional repository, such as the Samarth Portal. Specific metrics can be established to categorize and evaluate departments based on their contribution and engagement with the repository.

Mid-term Goals

- Improve the repository's accessibility and functionality by integrating it with global databases like Google Scholar and Open Access platforms. Implement an internal tracking system for citation metrics to monitor and improve the University's academic ranking.
- Increase the availability of research grants and expand initiatives like the Vice-Chancellor's Internship Scheme to include more research-driven projects.

Long-term Goals

- Position the University's repository among the top institutional repositories globally, with enhanced digital access and international partnerships.
- Foster an environment of innovation and interdisciplinary research with consistent funding and recognition, positioning the University as a leader in global academic research.

4.11 Fostering Innovation through a University-Wide Research Fair: A Pathway to Global Collaboration

The University regularly organizes national and international workshops, conferences, and seminars on emerging research areas, providing students and researchers with the opportunity to present their work, collaborate with peers, and learn about the latest trends in their field. Some of the student organizations and societies also organize innovation challenges, debates, and research symposiums, which offer a platform for students to explore innovative ideas in a collaborative environment.

Short-term Goals

- Annual Doctoral and Research Fair shall act as a platform for departments to exhibit ongoing research and completed projects. Organizing such events would provide exposure to the research output of students and faculty.

Mid-term Goals

- The University shall collaborate with other Central Universities to hold an Inter-University research fair once every few years. This would create an excellent opportunity for knowledge sharing between institutions and showcase India's research advancements.

Long-term Goals

- The University shall aim to elevate this fair to a biennial global event, inviting participants from the top universities globally, particularly those with existing MoUs and strategic partnerships. This would position the University as a global hub for research exchange and innovation.

5. HUMAN RESOURCE AND SUPPORTIVE ENABLERS

Programs offered by Jamia Hamdard emphasize inclusiveness and holistic development of the students paying special attention to Professional Ethics, Gender, Human Values, Environment and Sustainability in accordance with the rules of regulatory bodies. Integration of such courses gives a conducive environment for all-round development of the students and inculcates values of justice and a sense of responsibility among them. Jamia Hamdard focuses on imparting equitable education to learners from different socio-economical- cultural background with varying learning abilities.

Jamia Hamdard lays a major focus on using student-centred teaching approaches to improve learning and prepare students to solve societal and global concerns. The whole process of Teaching-Learning involves the need, interest, and capabilities of the student based on the feedback obtained along with Teacher observation.

The University has adopted a Mentor-Mentee system where the role of mentors is to identify the strengths, weakness of the slow learners and helps in the improvement of academic performance.

5.1. Student and Learner Empowerment: Holistic Admission, Inclusivity, and Comprehensive Support System

Short-term Goals

- Strengthen the existing admission portal to provide clear and real-time updates on application status, selection criteria, and seat availability.
- To improve diversity and inclusivity efforts through Samarth e-Gov portal.
- Conduct targeted outreach programs to underrepresented regions, communities, and economically weaker sections, promoting awareness about University's admission policies and scholarships.
- The University shall augment various scholarship and endowment programs to support economically disadvantaged and marginalized students.

Mid-term Goals

- Create partnerships with schools and educational organizations to identify talented students from diverse backgrounds, offering them preparatory guidance for admission process.

- Create specific scholarships or support systems aimed at promoting diversity by providing additional incentives to applicants from under-represented backgrounds.

Long-term Goals

- Implement data analytic tools to assess students' holistic profiles, identifying potential candidates who excel in both academics and extracurricular activities, while also promoting diversity.
- Expand admissions to include a greater number of international students from diverse cultural backgrounds, enriching the global experience for students.

5.2. Research Scholars Induction and Development

Short-term Goals

- Establish a streamlined Statement of Purpose (SOP) collection and analysis system to gather insights into research scholars' skills, goals and aspirations.
- Implement SOP to incoming doctoral students, ensuring alignment between their research interests and the opportunities available.

Mid-term Goals

- Expand the SOP collection process to include all research programs and departments, facilitating a comprehensive understanding of scholars' aspirations.
- Utilize the data to design personalized academic and extracurricular pathways, providing tailored opportunities that align with students' research and career goals.

Long-term Goals

- Analyse long-term SOP trends to inform the creation of new academic programmes, specialized tracks, and partnerships with industry that align with scholars' evolving aspirations.

5.3 Faculty Recruitment and Responsibilities

Short-term Goals

- Automation of application screening to ensure quick and unbiased shortlisting based on required competencies and qualifications.
- Provide clear communication to applicants at every stage of the recruitment process with real-time updates.

- Strengthening the structured rotation system, where faculty members periodically switch roles in committees and societies, allowing for equitable distribution of responsibilities.

Mid-term Goals

- Develop personalized features that provide tailored advice to candidates based on their qualifications and application progress.

Long-term Goals

- Create a holistic recruitment-to-retirement talent management system that can help employees and employer at large.
- Position the University as a globally competitive employer by adopting global best practices in recruitment and engaging top talent from international academic and research communities.
- Encourage faculty members to take on roles that align with their professional growth and leadership development goals.

5.4 Faculty Empowerment and Professional Development

Short-term Goals

- Organize workshops and training programs to enhance teaching methodologies, research capabilities, and digital proficiency.
- Encourage faculty to attend professional development programs and provide necessary support for the same.

Mid-term Goals

- Promote faculty exchange programs in collaboration with national and international universities, facilitating knowledge sharing and global exposure.
- Promote cross-departmental collaboration by encouraging faculty to participate in inter-disciplinary/multi-disciplinary projects and research initiatives.

Long-term Goals

- Integrating leadership training and advanced certifications into career advancement frameworks.
- Position the University as a hub for global academic excellence, for faculty development through interactions with international academicians.

5.5 Recruitment and Career Advancement for Non-Teaching Staff

Short-term Goals

- Clearly define job roles and competencies for non-teaching positions to recruit candidates with the right skills and qualifications.
- Initiate efforts to promote diversity in recruitment by reaching out to underrepresented sections and ensuring inclusive hiring practices.
- Regularly organizing training programs on digital tools and software to enhance the administrative efficiency.

Mid-term Goals

- Partnering with technical institutions, training centres, and other organizations to boost competencies of non-teaching staff.
- Facilitating workshops that promote collaboration between departments to ensure smoother communication and efficient problem-solving.

Long-term Goals

- Position the University as an employer of choice by enhancing its recruitment brand through campus engagement, showcasing professional development opportunities, and highlighting benefits for non-teaching staff.
- Promoting leadership and management programmes to empower non-teaching staff for supervisory or administrative roles.

5.6 Holistic Wellness and Engagement Framework

Short-term Goals

- Launch a digital wellness platform for addressing issues related to work-life balance, mental health and stress management.
- Organize workshops to create awareness on stress management, mental health, and emotional quotient.
- Promoting gender sensitization and awareness through mandate bodies such as Gender Sensitization Committees.

Mid-term Goals

- Expand the scope of wellness workshops to include team-building activities and promote cross-departmental collaboration.

Long-term Goals

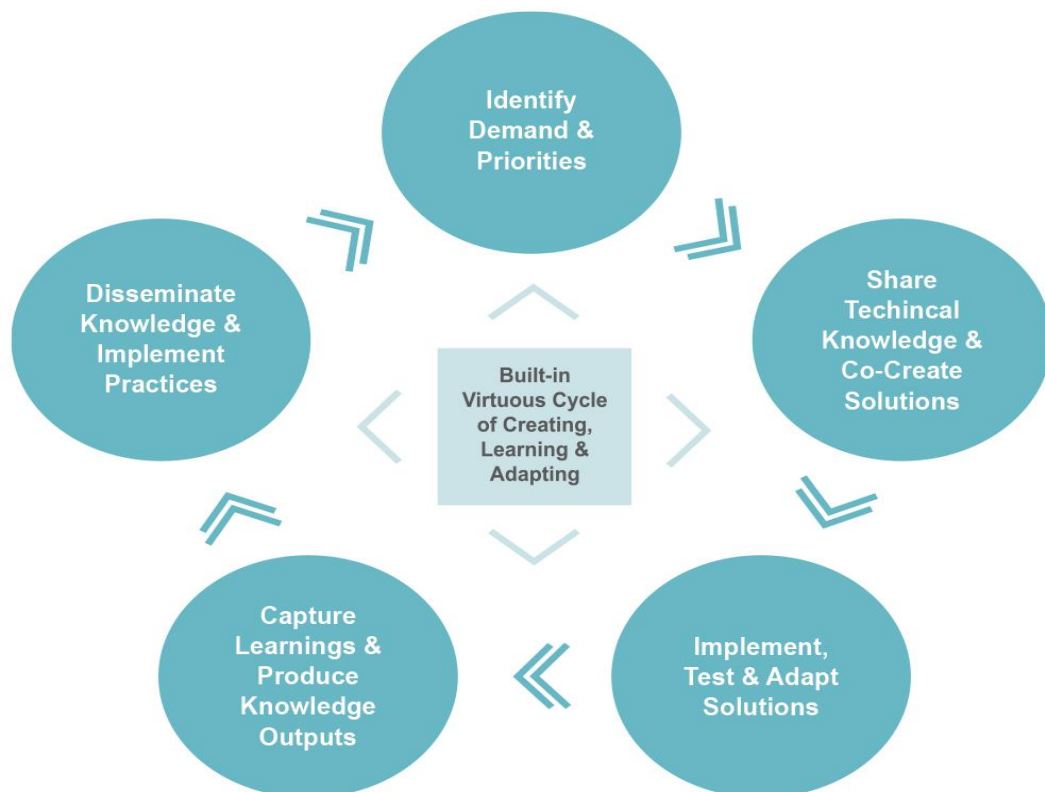
- Form pilot peer support groups for faculty and non-teaching staff to facilitate informal discussions on workplace challenges and mental health.
- Effective implementation of grievance redressal system

6. NETWORKING AND COLLABORATION ENABLERS

The Collaborative Learning approach is a systematic, iterative, and adaptive cycle of peer-based learning. It begins with the identification and formation of a learning community, wherein peers collectively identify shared challenges and jointly define a learning agenda.

At Jamia Hamdard, this approach is operationalized through a structured process of technical framing that brings together relevant evidence and country-level experiences, drawing on global best practices as well as the tacit knowledge of community members. Guided by this framing, the learning community engages in a structured process of experience-sharing, accompaniment, collaborative problem-solving, and the co-creation of innovative solutions and new knowledge.

Technical enablers support the community by systematically capturing and synthesizing the learning outcomes into practical, accessible formats, enabling their dissemination as global public goods for wider adoption and use.



6.1 Strategic Collaboration with Stakeholders

Short-term Goals

- Regular update of comprehensive alumni database to facilitate streamlined communication, enabling effective networking, collaboration, and support for various initiatives and events.
- Integrate practical skills with theoretical education by collaborating with industry experts.
- Conduct workshops offering live project opportunities.
- Build strong partnerships with NGOs and social service organisations to engage in impactful rural outreach and fieldwork, contributing to societal development at the grassroots level.

Mid-term Goals

- Strategic partnerships between the University and various stakeholders across industries, academic institutions, and community organizations.
- Pursue strategic academic collaborations that promote collaborative research, shared curricula, and the seamless mobility of students between institutions.
- Establish research consortia that facilitate access to shared databases, libraries, and collaborative research efforts. These consortia shall encourage co-authored publications, foster interdisciplinary research, and accelerate the development of innovative solutions.
- Develop robust networks across various industry sectors to facilitate internships and job placements.
- Encourage faculty-led consultancy initiatives to strengthen industry-institute relationships.

Long-term Goals

- Impactful collaborations in research, target based funding, and meaningful engagements with the corporate sector, social sector and cultural entities while continuing to further expand the alumni base.

6.2 Academic and Research Excellence

Short-term Goals

- Envision activities wherein students and alumni can work on collaborative projects.
- Involvement of alumni as mentors for consultancy projects.
- On-boarding of alumni as experts for evaluating research-oriented programs.
- Endeavour for MoUs to host collaborative research events and projects with industry.

Mid-term Goals

- Foster service-learning projects by partnering with alumni on community service projects, where students and alumni collaborate to address local issues, enhancing civic engagement.
- Encourage faculty for Faculty-Student Collaborative Grants which can fund student participation in conferences as part of multi-disciplinary activities.

Long-term Goals

- Establish incentive programs that provide additional funding for students who earmark outstanding research.
- Set up a Centre for Excellence that serves as a hub for multidisciplinary research.

6.3 Social Engagements and Services

Short-term Goals

- Strengthen social engagement at the undergraduate level and further embed it at the postgraduate level.
- Encourage and involve students as volunteers and interns in community and social welfare programs. Senior citizens and local community members shall also be involved for effective coordination.
- Organize training programs for students in collaboration with NGOs and governmental organizations to promote social engagement.
- Implement capacity-building programs to equip teachers with the skills to initiate ground-level projects.

Mid-term Goals

- Integrate social outreach into research relevant to the field.
- Intensify internships and collaborations through Corporate Social Responsibility (CSR) initiatives.
- Intensify community engagement initiatives aligned with the Sustainable Development Goals (SDGs) to provide inclusive and equitable quality education and life-long learning opportunities.

Long-term Goals

- Register for national government schemes that provide grants for educational development, community projects, and sustainable initiatives

6.4 Industry-Academia Collaboration

Short-term Goals

Establish Industry Relations Office (IRO):

- Set up a dedicated office or unit within University to handle all academic-industry collaborations.
- Appoint experienced professionals from both academic and industry backgrounds to foster partnerships.

Memorandum of Understanding (MoUs):

- Initiate MoUs with micro, small and medium enterprises, particularly in sectors where the University has strong academic programs.

Industry-Oriented Curriculum Enhancement:

- The University shall give augmented priority towards industry specific modules within the existing curricular structure.
- Increase involvement of industry experts in academics and research.

Internship & Apprenticeship Programs:

- Formalize internship and apprenticeship pipelines by building partnerships with companies that provide hands-on experience for students.

Industry-Funded Research:

- Promote small-scale, industry-funded research projects focusing on emerging technologies and applied research.
- Establish industry-sponsored scholarships for students and young researchers, motivating them toward solving practical industry challenges.

Student-Led Industry Incubators:

- Explore the possibilities of mutually beneficial student-led innovation incubators with respect to those knowledge domains which have prominent industry interface, in a graded manner.
- Additionally, organize “Industry Problem Day” where companies bring real, ongoing challenges to the classroom. Students are encouraged to brainstorm solutions with rewards like internships, scholarships, or even equity in start-up ideas.

Mid-term Goals

Joint Research Centres & Innovation Hubs.

- Strengthen joint research and development centres in collaboration with major industries, focusing on priority sectors like AI, Biotechnology, Renewable Energy, and social innovation.

Long-Term Consultancy Projects:

- Engage faculty members in long-term consultancy projects with industries to develop customized solutions for industrial problems.

- Partner with industries on government-funded projects like 'Make in India', 'Skill India', and others focused on innovation and skill development.

Executive Education & Corporate Training:

- Launch executive education programs targeted toward working professionals, allowing them to upskill in areas of technological advancements, business management, and more.

Increase Industry-Endowed Chairs & Professorships:

- Encourage industries to fund specialized academic Chairs and Visiting Professorships in niche areas, facilitating knowledge transfer between industry experts and academic researchers.

Industry Support for Student Start-ups:

- The University shall take steps towards creating industry support that focuses exclusively on student and faculty start-ups. Support shall be in the form of dedicated funds through seed capital.

Living Labs for Social Innovation:

- The University shall seek partnership with the government to establish Living Labs where industry and academia collaborate to develop solutions for social challenges and deploy them in real-world rural or under served urban environments.

Long-term Goals

Global Industry Collaboration:

- The University shall plan to establish global academic-industry alliances, particularly with multinational corporations and international universities, expanding research, technology transfer, and employment opportunities world-wide.

Bio-Innovation Ecosystems:

- The University shall take steps towards the development of bio-innovation eco-systems where life sciences research meets bio-manufacturing, agriculture, and healthcare. These ecosystems shall blend research on biological products (new vaccines, engineered crops etc.) with industrial partners who produce them.

Quantum Computing Labs with Industry Leaders:

- The University shall seek partnerships with global leaders in quantum computing to establish Quantum Research Hubs at the University.

Global Social Innovation Impact Fund:

- The University shall take steps to launch a Global Social Innovation Impact Fund backed by industries that want to invest in projects with a high potential for positive social change, particularly in developing countries.
- Through this fund, the University's faculty and students can develop scalable solutions for pressing issues like clean water, renewable energy, or affordable healthcare.

7. PHYSICAL INFRASTRUCTURE ENABLER

7.1. Role of Physical Enabler

Physical facilitator within a university are essential for fostering an environment conducive to academic achievement, research advancement, innovation, and the overall well-being of students. They establish the necessary infrastructure and resources that facilitate effective learning, teaching, and administrative functions.

Short-term Goals

- State of Art infrastructural facilities for academic excellence.
- Research Infrastructure and Knowledge Repository are the backbone for a university.
- Starting of University Press, Journal, Magazine and Strengthening of Digital Repository are equally important.
- Policy formulation and implementation for zero emission and sustainable environment friendly practices on priority basis. To set a good example and also to create a workable mechanism for this target the following steps are needed:
- Centralized air conditioning/cooling and solar energy systems need to be created and installed in all the buildings.
- To mitigate the harmful effects of emissions from fossil fuel powered vehicles, the University may permit electric/hybrid/cleaner fuel vehicles for parking within the campus.
- The University shall opt electric/hybrid/cleaner fuel vehicles for official use.

Mid-term Goals

- A dedicated centre will be established to promote cultural interactions through events involving foreign students.
- Establishment of State-of-the Art Super Computer and Media Centre for futuristic approaches and connecting it with national and international media houses are the need of the hour. To compete with the AI world, this is the immediate requirement.
- A green, sustainable campus requires energy efficiency, renewable energy, sustainable transportation, water conservation and harvesting, waste management, green building standards, and sustainable landscaping. It also includes sustainable food services, procurement, educational programs, governance, biodiversity conservation, and technology integration. The University shall plan to expand its current sewage treatment plant (STP) and develop mechanisms for wastewater reuse, with engineers reassessing the water waste and STP capacity to implement a zero-waste policy.

- The Examination Branch shall digitize old records and adopt a fully automated system for grading, scheduling, timely result declaration, and transparent revaluation.
- Implementation of the plan on Smart Campus shall be completed for integrating digital tools, such as smart classrooms, automated systems, and IoT devices, which enhance campus efficiency and the overall educational experience. The University shall make efforts to achieve the goals of Seamless High-speed Internet and Wi-Fi Connectivity, Smart Classrooms with Digital Attendance, University Management System (UMS) managing attendance, assignments, and communication, smart Library, E-governance, Paperless Work, Cashless Transactions, and Health Technologies, AI and Technology Integration, Sustainable Development and Smart Transportation.
- Evaluating the needs for more hostels than the existing ones shall be done. Earmarking of specific funds for maintenance of existing hostels and development of new ones are needed on priority basis. The University shall endeavour in creating hostel facilities in other campuses.
- The University will encourage to develop international-standard sports infrastructure for hosting national and international competitions.

Long-term Goals

Appropriate Infrastructure for Futuristic Approaches

- State-of-the-Art Research Innovation and Assessment Centre for Sustainable Development that can act as a think tank for the government.
- Central Instrumentation Facility and provision for super-computing facility.
- Artificial Intelligence Driven Teaching-Learning and Administrative Infrastructure
- Low-Cost Devices for students and educators, ensuring equitable access to the AI-powered learning systems.

7.2. Library as a Learning Resource

Short term Goals

- Jamia Hamdard shall expand digital resources along with digitalization of tangible knowledge resources.

Mid-term Goals

- Creation of 24 x 7 study spaces, integration of advanced technology for research, and establishment of a user feedback system shall be implemented.

Long-term Goals

Futuristic Library System for Digital and AI Age

- AI-powered search functionalities, Tailored recommendations, AI-supported research initiatives
- Virtual tours of libraries, AR for immersive learning experiences, Virtual spaces for collaboration
- Automated systems for book retrieval, Self-service kiosks and chatbot assistance, Automated processes for inventory management and sorting
- Intelligent study environments, Real-time resource availability tracking, Services based on user location
- Complete digitization of library collections, Open access to knowledge repositories, Blockchain for managing digital rights
- Customizable digital platforms, Support for multiple languages, Integration with mobile and wearable devices

7.3 IT Infrastructure

Short-term Goals

- Network and connectivity, Hi Speed Internet, Wi-fi Coverage, LAN Infrastructure and VPN for remote access, e-learning content development tools, Academic Record Block Chain, IT-help Desk. Infrastructure for e-office, Improvement of university portal, Paperless work and cashless transactions.
- Smart classrooms with smart dais and digital attendance systems, Computer work Stations, Server and Storage devices, Video Conferencing Rooms, Learning Management System and Student Information System, CCTV coverage and Biometric Installation, Data Encryption, Strengthening of e-mail and SMS services, Smart library and user-friendly mobile application, Integration of health and wellness technologies.

Mid-term Goals

- Design an adaptable IT framework that can evolve with the University's needs over the next 10-15 years. Ensure that data centres, cloud systems, and network infrastructure remain capable of accommodating future technological advancements and increased demand. Air quality and emission control systems, Smart transportation solutions.
- Embrace a cloud-centric strategy for storage, software, and services to boost flexibility, cost-effectiveness, and scalability. Establish a robust

hybrid cloud system that leverages both on- premises and cloud resources for mission-critical applications.

- Create technology-enhanced smart classrooms with interactive displays, video conferencing, and collaboration tools to support hybrid and virtual learning. Invest in AR/VR labs to provide immersive educational experiences, Learning management platform.

Long-term Goals

- Create sustainable budget plans to continuously upgrade IT systems while exploring emerging technologies such as quantum computing, 5G, and blockchain for knowledge certification. Collaborate with industry and tech leaders to secure funding, drive research, and ensure the long-term growth of IT infrastructure.
- Develop a comprehensive digital platform that seamlessly integrates all University services, including admissions, course registration, libraries, housing, and alumni functions. Offer mobile apps and portals for easy access to resources and administrative tasks.

7.4 Maintenance of Campus Infrastructure

Short-term Goals

- Routine maintenance for heritage blocks and other buildings, all amenities, roads, gardens, Electric and electronic devices etc.

Mid-term Goals

- Effective Implementation of Maintenance Policy

Long-term Goals

- The following systems which are to be created in long term shall need long term maintenance plan:
 - a. Long-Term Investment in Emerging Technologies
 - b. Integrated Learning Management Systems (LMS)
 - c. Digital Transformation and AI Integration
 - d. Virtual and Augmented Reality (VR/AR)
 - e. Smart Space and IoT Integration
 - f. Digitization and Global Access
 - g. Sustainability and Green Technology
 - h. Security and Privacy Enhancements
 - i. Subscription and Streaming Services

8. DIGITAL AND AI ENABLERS

Jamia Hamdard has a pool of highly qualified teachers and technical staff members as per UGC/AICTE norms. School of engineering Science and Technology(SEST) not only offers Under Graduate (UG) and Post Graduate (PG) Programmes in Computer Science & Engineering / Computer Application / IT / Bioinformatics / ECE / Information Security & Cyber Forensics, but is also engaged in high quality research activities leading to Ph.D. degree in different thrust areas of computer science and engineering and intra disciplinary areas viz. Big Data, Soft Computing, Neural Network, Artificial Intelligence, Fuzzy Logic, Software Engineering, Data Mining, Information Security, Cyber Laws, Cyber Forensics, Computer Architecture, Graph Theory, Computer Networks, Distributed System, Discrete Structure, Robotics, Cognitive Radios, Mobile Computing, DBMS, Algorithms, IoT, Cloud Computing, ICT in Sustainable Development, etc. to list a few. SEST has made a lot of contributions towards these areas in the form of publications in journals/conference-proceedings/books/sponsored research and collaboration with industrial research.

Short-term Goals

- Provisioning an AI-driven chatbot to provide assistance for various online services.
- Cyber-security policy enforcement to protect all the stakeholders.
- Implementation of Cyber Crisis Management Plan (CCMP).
- Identifying gaps and unifying public information on a central web portal/ website.

Mid-term Goals

- The University shall strengthen the existing recording and broadcast facilities to record dialogues and lectures.
- An integrated and centrally controlled digital identity system for physical access to libraries, labs, and other designated spaces for effective resource utilisation.
- Constant dissemination of cyber security awareness information through workshops and meetings for all the stakeholders.

Long-term Goals

- Identification of a suitable technology provider to cope with the growing and diverse technology requirements of the University.
- An autonomous platform to analyse and predict student enrolment, progression through AI/ML generated patterns, and integrate with national platforms like Digi-locker for seamless document verification and fraud detection.

**TABULAR REPRESENTATION OF IDP GOALS, STRATEGIES,
IMPLANTATION AND PRESENT STATUS**

1. GOVERNANCE ENABLERS

	Types of governance enablers	Strategies & implementation	Present status
1.1	The Society, Executive Council, Academic Council, Finance Committee and Other Statutory Bodies	<ul style="list-style-type: none"> • Fully Functional EC as per University Act • Defined roles and responsibilities and accountability – as per Act • Involvement of alumni as major stakeholder – Involved in Decision making through membership in various University Bodies 	Executive Council in place as per the Act of the University. Regular meeting of Executive Council with minutes available on university website. Alumni are member of various bodies of the University and are involved in decision making of the University.
1.2	Internal Quality Assurance Cell (IQAC)	<ul style="list-style-type: none"> • The IQAC is constituted as per NAAC/UGC guidelines. • It has been performing the tasks based on the NAAC manual. • Regular meetings of IQAC committee are convened and minutes and action taken report are uploaded on the university web site. 	Designing and implementing Annual Plans for institution-level activities for quality enhancement, Arrange for feedback response from students for quality-related institutional processes, Development and application of quality benchmarks/parameters for the various academic and administrative activities of the institution.
1.3	Research & Development Cell	The Research & Development Cell is constituted as per UGC guidelines.	R & D Cell is guided by the Research Advisory Committee. The R & D Cell is headed by the Director and adequate infrastructure has been provided to the Cell.
1.4	Internal Complaint Committee	As per UGC directives.	

1.5	Equal Opportunity Cell	Constituted as per UGC guidelines	All activities and details are available at official website of JH
1.6	Financial Autonomy	<ul style="list-style-type: none"> • Striving for self-sustainability • Generating external revenue sources • Creation of Chair for Research in specific areas 	<ul style="list-style-type: none"> • University is regularly exploring the avenues for fund generation and is working towards the vision of making University self-sustainable. However, self-sustainability remains a challenge.
1.7	Leadership	<ul style="list-style-type: none"> • Effective leadership – Leadership role assigned as per University Act • Strategic management • Laying down objectives and targets 	<ul style="list-style-type: none"> • Vice Chancellor, Registrar, CoE, FO and other officers are selected through proper process. • All Deans of the School and Heads of Department are nominated on rotational basis as per the UGC Regulation/university act
1.8	Vision, Mission and Roadmap	<ul style="list-style-type: none"> • Prepare Vision and mission document. • Evolve Shared Vision through detailed discussions with stakeholders. • Templates designed and given to HODs/ Section In-charges for Roadmap preparation. 	<ul style="list-style-type: none"> • The Vision and Mission statements, which were developed through extensive deliberations among various stake-holders are in place. • Strategic Plan/Vision document in place.
1.9	Close monitoring by IT/ Web-based Management Information System	<ul style="list-style-type: none"> • Parameters for performance to be finalized by the appropriate Committee. • A centralized portal to collect feedback from all stakeholders. 	<ul style="list-style-type: none"> • Guidelines of UGC and other regulatory bodies are regularly followed. • A good academic system is in place. • IT-based Management Information system is available.

		<ul style="list-style-type: none"> • Academic system should be implemented on priority. 	
2.0	Student Feedback	<ul style="list-style-type: none"> • Evolve Regular 360-degree feedback for all faculties and consistently monitor and act upon the observations. • Methodology to be proposed by Faculty members through HODs. • Feedback to be taken on a regular basis and faculty members to be motivated to improve their delivery 	<ul style="list-style-type: none"> • 360-degree feedback mechanism is in place, details available with IQAC. • Class room feedback in place

**2. FINANCIAL ENABLERS AND FUNDING MODELS
(RESOURCE GENERATION)**

	Types of financial enablers	Strategies & implementation	Present status
2.1	Executive Council	The policies shall outline the roles and responsibilities of various University/ institution officers and organizations in managing the University's financial assets	Financial powers assigned to various University officials such as Vice Chancellor, registrar, CoE, chairpersons, deans, etc. University has a well-documented account code.
2.2	Action Plan and Budgets	<p>Finalize Action Plan based on the proposed IDO.</p> <p>Define budget line items (Income: fees, grants if any, research projects, endowments, sponsorship funds, donations, etc., Expenses: salaries, utilities, maintenance, etc.). Budget granularity to be monthly for the first year, quarterly for the next 4 years.</p> <p>Indicate clear responsibility, milestones, and timelines for each activity.</p> <p style="text-align: center;">Finalize 1-year and 5-year budget forecast.</p> <p>Detail out of one-year capital budget, Recurring budget.</p> <p>Allocate funds and put these in a separate account.</p> <p>Utilize funds and track spending against milestone per budget.</p>	<p>Budget proposed under salary, construction of new block, maintenance, material, etc.</p> <p>A well - defined budget is prepared every year as per details of different sources of income and components of expenses.</p> <p>The budget proposed and received annually, receive funds quarterly/half yearly.</p> <p>Two separate accounts for grants and fees managed in the University.</p> <p>Regular financial committee meetings.</p> <p>Regular departmental budget asks and allocations.</p>

		Revisions to the budget are to be approved only after a meeting and discussion with the budget committee. Planning of recurring and non-recurring expenditures for each department. Consumables, etc. Separate budget for non-recurring and recurring expenditures. HoDs to prepare details for departments.	
2.3	Main sources of revenue to be developed	Tuition and other fees from the students.	Fee as per University guidelines.
		Government grants and subsidies.	Grants through research projects and other grants from state government, AICTE, UGC, DST, etc.
		Consultancy fees and overheads earned on the sponsored research and development projects from the Government and private/corporate sector.	Overheads on grants through research projects and other grants from state government, AICTE, UGC, DST, etc.
		Endowments, philanthropic contributions, and other income like CSR, royalties on intellectual property (IP)/patents etc.	Already in place. More efforts are required
2.4	Close liaison with GOI/ /agencies and others for funding and access to external grants and funding	More than 20 ministries of the Government of India offer projects/ research projects for HEIs.	Grants more than 20 Cr from such sources.
		Performa for financial assistance is to be procured from the concerned Ministries.	
		Widening the responsibilities for getting grants from all appropriate sources.	
		Standard proforma /template for new R &D/ Modernization proposals for funding by the government of India/other external agencies.	Central instrumentation facility established under UGC/plan grant.
2.5	IRG scheme in each department	Commercial Utilization of Present Status facilities: Collection of information indicating the strength of each department and the lab equipment/instruments available for use by external agencies.	Through central instrumentation laboratory and land on rent for canteen/ Bank/ P.O.

		Consultancy by each Department: The strength of each department may be circulated and advertised in newspapers.	Through consultancy and CIL.
		Funding from external funding agencies.	AICTE/ UGC/ HSCSIT/ DST, etc.
2.6	Financial/ Investment Committee	A financial/investment committee is responsible for making decisions regarding the investment and reinvestment of funds, purchasing and selling securities belonging to the endowment or other long-term University assets, as well as prescribing and approving investment policies for University investment agents.	All the financial investments, purchase etc. are done as per state govt. rules.

3. ACADEMIC ENABLERS

	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage	Present Status
3.1	Courses catering to professional/future requirements	<p>The institutions need to provide for a varied choice of relevant programs.</p> <ul style="list-style-type: none"> • Courses to allow for in-depth learning of students as per their interest allowing for future growth. • Multidisciplinary approach and relevance of programs. 	<p>UG/PG/PhD Programs in Engineering , Pharmacy, Sciences, Law, Management, Unani Medicine, Paramedical & Allied Health, Nursing, Computer application, Multimedia & Animation , Mass Communication Literature & Languages, Humanities, Islamic Studies, Federal Studies, Food Technology, Clinical Research, Molecular Medicine, Distance Learning programs and Vocational Courses (list available on the University website)</p>
3.2	Curriculum updated as per industry requirements	<ul style="list-style-type: none"> • The curriculum should be updated regularly to cater to the dynamic requirement of the changing employment landscape. • Programs to suit the industry requirements both in short term and for future readiness. • Industry-linked/ internship/ apprenticeship embedded programs. • Modularization of curriculum to enable Multiple Entry-Multiple Exit options. 	<ul style="list-style-type: none"> • Regular workshops are conducted to revise different curricula with experts from industry and alumni representations. • Experts from Industry are regular part of the BoS and syllabus revision workshops. • Industry internship in almost all professional courses. • Multiple Exit systems in all non-engineering programs • Outcome based education

			being imparted.
3.3	Curriculum embedded with Employability Skill	The curriculum needs to focus on inculcating basic skills important for increasing the employment avenues and readiness.	Most of the University curricula support skill-based education and the University has very good placement record.
3.4	Curriculum embedded with Skill Enhancement Courses	HEIs in the education & skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI, Blockchain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital skills wherever required.	The University is running minor programmes in versatile domains for skill enhancement.
3.5	Curriculum embedded with emerging technologies to be integrated with future of work	Future skills would need to be developed in the emerging technology areas keeping in view the important foundational technologies fundamentally changing the nature of work. Some of these technologies are Artificial Intelligence and machine learning; Robotic Process Automation/hyper-automation; Data Analytics; IoT/ IIoT; Block-chain; Cyber Security; Cloud Computing; Social & Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality (AR/VR/ XR); Digital content development: simulators, digital twins, Metaverses. etc.	<ul style="list-style-type: none"> • Regular updation of the curriculum to keep it up to date with the emerging technology for example: augmentation of multimedia with animation and fine arts. • The University has many Centres of Excellence set up in collaboration of reputed industries. • Minor programmes have been initiated to teach new technology like Blockchain, Computer Vision, Electrical Vehicle etc. • The University has also constituted Institute Innovation Council to provide the opportunity to the students to showcase their talent to solve the problems identified by

			the industry.
3.6	Faculty/ Teaching Staff	<ul style="list-style-type: none"> • Qualified, Experienced, and committed faculty is an asset of the organization. • Regular up-gradation of knowledge • Focused on research activities and motivated students to involve in research to create new knowledge or to do innovations. • SMEs from the industry may be engaged as teaching staff/trainers/ instructors. • Be role models for students by providing appropriate guidance. • Create new projects, develop expertise and present it in peer conferences and create a platform for continuous improvement. 	<ul style="list-style-type: none"> • The faculty is employed as per the UGC regulations 2018 guidelines, AICTE norms etc. • The regular faculty members are provided seed money and travel grant for their academic development. • The University regularly conducts conferences and FDPs to upgrade the knowledge of faculty. • The University faculty is getting consultancy project from the industry.
3.7	Center for Faculty Development (CFD)	<ul style="list-style-type: none"> • Exchange/internship programs with industry to cross-pollinate skills. • Facilities to learn from the best in the world, with appropriate tools for research as well as tools for imparting new age education such as videography, games, AI, robotics, metaverse, AR/VR as a means to deliver content. 	<ul style="list-style-type: none"> • The University employs Professor of Practice. • The non-teaching staff is well trained and qualified and meets the UGC/ AICTE/ Govt. criterion for the employments.

		<ul style="list-style-type: none"> • Appropriate non-teaching staff to support the organization. 	
3.8	Non-teaching staff	<ul style="list-style-type: none"> • Must have requisite qualification, experience for the relevant post • Systematic planning in teaching and learning process is required which includes session wise teaching plan and following such teaching plan. 	The supporting lab/ workshop staff is well qualified and support the faculty by assisting them in the conduct of labs and workshop classes.
3.9	Learning material like Study books	<ul style="list-style-type: none"> • To provide equal amount of essential information to all the students in a class • Essential to provide study books prepared as per the syllabus of the subject. • Question bank- to have a resource pool of all possible questions prepared as per the examination pattern. 	<ul style="list-style-type: none"> • Book bank facility available in the University enriched with modern books related to syllabus. • Online and print journals are available for research scholars. • Periodicals and magazines are available in the main library. • All schools are having their own library. • Question papers of previous exams available in the library. • Books for competitive exams available in the main University library.
3.10	Question bank	<ul style="list-style-type: none"> • Such question bank eliminates the chance of asking questions 	<ul style="list-style-type: none"> • Question papers of previous exams available in the

		<p>out of the syllabus.</p> <ul style="list-style-type: none"> • Question bank should be such that it enables evaluating the holistic learning of a student • Relevant assignment of varying types and nature to be conducted 	<p>library.</p> <ul style="list-style-type: none"> • The assignments are regular part of the curriculum and contribute to the Sessional marks of the students.
3.11	Assessments	<ul style="list-style-type: none"> • All kinds of assessment strategies to be used. • Mode of assessment could be online, offline or blended. • Opportunities like on demand assessments, make-up assessments etc to be given • The syllabus must not be restricted to core and elective subjects. 	<ul style="list-style-type: none"> • Formal assessment procedure in place. • Present mode of assessment is offline. • Open elective and audit courses are the part of the syllabus as per NEP2020
3.12	Value added skills enhancement Papers	<ul style="list-style-type: none"> • Provision of modules on general skills for enhancing the employability of the students by improving their professional knowledge. • Can be introduced as skill development-based value added papers should be offered as separate papers and taught by industry or professional people in the field. • The teaching-learning pedagogy should contain substantial amount of experimental learning 	<ul style="list-style-type: none"> • Value-added courses are part of the curriculum as per NEP2020 • Experimental learning through industrial visits, industrial training and state of the art laboratories and workshops.

		part related to their specialization through either real or virtual environment	
3.13	Pedagogy	<ul style="list-style-type: none"> • The pedagogy should be an appropriate mix of traditional and modern methods • Usage of technology must be encouraged • Enhanced usage of blended mode of learning • Teaching learning material for PWDs to be made available • Must be learner-centric • Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum. 	<ul style="list-style-type: none"> • Many of the classroom are equipped with LCD projectors and smart board to support the teaching process. • Lecture capturing rooms have been established in the University to disseminate lectures in online mode. • Cultural and sports clubs are there with dedicated staff, equipment and related infrastructure facilities like indoor badminton courts, TT tables, Yoga club, gymnasium, kabbadi mats, music room and playground for outdoor sports like volleyball, cricket, football, basketball , athletics etc. • More than 20 clubs are operational under the umbrella of DSW office.
3.14	Other activities as part of learning	<ul style="list-style-type: none"> • Integration of these activities as core • Proper assessment and weightage of marks to be assigned • Develop additional skills with them by involving in inculcating cultural and traditional skills 	<ul style="list-style-type: none"> • The University has a dedicated NSS and NCC wing. • There is a red-cross club that arranges blood donation camps. • The University has adopted many villages to serve the

		<p>which enhances their design thinking ability</p> <ul style="list-style-type: none"> • Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility in them. • These activities support all- round development of students and enhance their competency and confidence in facing any challenges. • To support students who are from financially weaker background. 	<p>purpose of social awareness and welfare programmes under Unnat Bharat scheme.</p> <ul style="list-style-type: none"> • Scholarship facility is available through State Government, NGOs, Alumni associations and Corporate
3.15	Flexibility and Multi-disciplinarily Approach	<ul style="list-style-type: none"> • Universities can design and implement UG/PG programs to suit the requirements of students at various levels • Additional certificate programs across the field may be offered. • Universities can also offer certificate programs by having MoU with industries, reputed international organisations, etc. • The UG & PG curriculum must allow students to explore and work independently on their projects/research 	<ul style="list-style-type: none"> • The students are being encouraged to pursue different courses under the NPTEL scheme. • Internship programmes with industry for the final year students of professional courses is already in place. • Projects are the regular part of the curriculum to inculcate independent learning.

		under the guidance of their research guide	
3.16	Opportunities to develop & utilize Research & innovative thinking skills.	<ul style="list-style-type: none"> • Students should be encouraged to work either individually or in a team. • Enhancing the innovative ability of students and increasing their competency and confidence. • Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation. • Organizing Hackathons and other similar competitions 	<ul style="list-style-type: none"> • Multiple clubs are available for the team-based learning. • The University has been regularly Organizing Hackathons and other similar competitions. • The University also organizes conference, expert lectures, interdisciplinary workshops on regular basis. • University has an Institute Innovation Council to promote innovation.
3.17	International Exposure	<ul style="list-style-type: none"> • International Collaboration • Foreign Faculty (visiting) • International Scholarships • International Conferences 	<ul style="list-style-type: none"> • The University regularly organizes International Conferences. • The University already has MoU with reputed foreign Universities • Many Foreign faculty from reputed University has taken expert lectures for the students of the University.

4. RESEARCH, INTELLECTUAL PROPERTY, AND SUPPORTIVE ENABLERS

Sr.No	Types of intellectual property infrastructure	Details of intellectual property infrastructure & its generation	Present Status
4.1	Quality Research	Increased intake of students in research-based curriculum undertaking quality research projects, Establish a portfolio approach to research projects and quality research facilities and research lab.	University is offering Doctorate, post-graduation programs in various disciplines.
4.2	Research-oriented experienced faculty members	<ul style="list-style-type: none"> ● Self-sustaining model. ● Undertake basic and applied research. ● Enable the development of disruptive and affordable technologies. 	<ul style="list-style-type: none"> ● Faculty getting funding support in terms of seed money, tarvel grant etc. for research activities. ● Departments are doing basic to applied research with Present Status infrastructure and getting funding spurt from UGC, SERB, HSCSIT, AICTE, and DST-GoI.
4.3	Career Advancement Scheme (CAS)	They encourage participation in research and innovation among academics, staff, and students, strengthening the University's framework for intellectual property.	CAS is already in place as per UGC Regulations 2018. API-based faculty compensation scheme is not available currently. Promotion of research output through impact factor indices

			rewarded on science day every year.
4.4	Targeted research and collaborative research	The institution finds some new fields in several disciplines and helps the competent faculty members in such fields to do research, publish papers, and file patents.	The University signed various Memoranda of Understanding with many prestigious Academic and research Institutions for collaborative research.
4.5	More Ph.D. & post-doctoral research scholars	The University must admit more research scholars within its capacity of support.	The University is offering Doctorate and Post-Graduate programs in various disciplines across schools
4.6	More Faculty members with Ph.D.	The University ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty. The Ph.D. degree holders are ready to mentor the research scholars for Ph.D. programmes in addition to acting as teaching faculty.	More than 70% teaching faculty is PhD supervising the research scholars.
4.7	Faculty encouragement for Book Publications, Research Publications and Patent	The University should have a policy to promote IPR contributors, who are none other than UG & PG Students, Research scholars, and Faculty members, in order to increase the intellectual property rights (IPR) of the institution.	The University is currently having Research & Innovation policy. However it is reviewing the patent policy.

4.8	More conferences (At least two conferences per year per school)	Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers.	Jamia Hamdard has regularly been conducting the Conferences on regular basis.
4.9	Student Involvement in Research	The most valuable resource in the University system is its students, who, when properly supervised, can create innovations by creating patented inventions. Similarly, through systematic research, they can also come out with scholarly publishable results.	The PG students of the University are actively engaged in the research and they regularly publish research papers in various journals and conferences. Even UG students are doing some research work through projects in association with PG students and teachers.
4.10	Industry and institutional Collaboration Consultation &	Supports collaboration-based research so that the University can create IPR along with industry personnel. This also gives the opportunity to use industry research facilities by University personnel.	The University has signed various MoUs (Memorandum of Understanding) with many industries to support collaboration-based research.
4.11	Jamia Hamdard Incubation Centre	University business incubators assist students who want to establish their own start-ups after graduation.	Currently, the University Incubation Centre is supporting student start-ups. Numerous innovation-focused activities are also being conducted

4.12	Jamia Hamdard in-house Publication	Online and digital publications are prevailing and recognized as one of the most significant initiatives of institution.	University has taken initiatives in the direction of a digital publication
4.13	Target patent claim for UG & PG projects in Professional subject areas	Setting goals for undergraduate and graduate students in terms of internships and regularly mentoring and supervising them as they prepare and submit patent applications for their inventions enhances the outcome.	Guidelines have been formulated for funding student projects through various channels such as the Dean of Students Welfare, Incubation Center, or Department Funds.
4.14	Opportunities to develop & utilize Research & innovative thinking skills.	Enhancing the innovative ability of students and increasing their competency and confidence.	Jamia Hamdard has taken initiatives in the direction of innovativeness by constituting the Institute's Innovation Council.

5. HUMAN RESOURCE AND SUPPORTIVE ENABLERS

	Feature	Expected facilities/mechanism	Present Status
5.1	Student and Learner Enablers	Holistic Admissions Framework Merit and Equity-Based Financial Aid Academic Success Programs	As per UGC & Govt. Norms Various Scholarships available for economically weaker candidates as per Govt. Norms. Mentor-mentee programs are available. Career-counselling tasks through internal and external experts.
5.2	Staff Empowerment Enablers	Competency-Based Recruitment Professional Development and Growth Inclusive Induction Protocols	All appointments are made as per govt. and regulatory body (UGC/ AICTE) norms. Faculty development accomplished through FDPs, conferences, and higher studies. Training programs are conducted for non-teaching staff.
5.3	Faculty and Researcher Enablers	Transparent Recruitment and Appointment Continuous Professional and Pedagogical Development Tenure and Promotion Mechanisms	All appointments are made as per govt. and regulatory body (UGC/ AICTE) norms. Faculty development programs are

			<p>organized on research methodology/IPR and pedagogical skills.</p> <p>Promotions through CAS</p>
5.4	Cross-Functional Enablers	<p>Recognition and Reward Systems</p> <p>Leadership and Collaborative Opportunities</p>	<p>Reward system for employees for extraordinary achievements. The University has instituted research awards for quality publications and patents. Faculty of the University is handling interdisciplinary projects for industries.</p>
5.5	Strategic Funding and Emotional Support Enablers	<p>Innovative Funding Strategies.</p> <p>Emotional Intelligence and Support Networks</p>	<p>Seed funding available for research projects from University</p> <p>Soft Skill Training is being provided to the students.</p>
5.6	Enablers for Pedagogical innovation	<p>Pedagogical Excellence Initiatives</p>	<p>Use of IT Tools</p> <p>Lecture Capturing Facility</p> <p>Training Programs for faculty</p> <p>Curriculum</p> <p>Revision time to time</p>

4. NETWORKING AND COLLABORATION FACILITATORS

	Enabler	Purpose	Present Status
6.1	Strategic Collaboration	<p>Integrated Partnerships: Forge partnerships across industry, academia, and communities through MoU to encourage diverse collaboration for research, curriculum design, and community engagement initiatives.</p> <p>Industry Integration: Collaborate with industry for curriculum development, internships, apprenticeships, and joint projects that align with dynamic industry needs.</p>	<ul style="list-style-type: none"> • The University has more than 40 MoUs with different academic/research institutes and companies. • Industry experts are members of the Board of Studies and Academic Council. Many of alumni are industrialists and part of top management in big industries and Corporate are also the member of BoS.
6.2	Academic and Research Excellence	<p>Cross-Institutional Synergy: Pursue academic collaborations for co-research, shared curricula, and intermobility of students, enabling dual degree programs and joint use of facilities.</p> <p>Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects.</p>	<p>Inter-mobility of research students is happening in the University. Faculties are doing research collaboratively. The research and academic infrastructure is shared by collaboration partners</p>

6.3	Practical Exposure And Experience	Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of shared workshops, and live project opportunities.	University time to time organizes Hands-on Workshops for the students.
6.4	Community Engagement and Service	Social Integration: Collaborate with NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development.	The University adopted many villages for the development and skills to the workers and awareness to the villagers through the NSS under Unnat Bharat Abhiyan. The University has collaboration with different NGOs.
6.5	Professional Development and Employment	Placement Networks: Build networks with various industry sectors for internships and job placements, leveraging placement cells for networking and employment opportunities. Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices.	<ul style="list-style-type: none"> • Most of the students get campus placement every year. • Training & Placement Cell is working in this direction.
6.6	Quality and Credibility	Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the	The University is already accredited by NAAC (A+) in its 4 th cycle of accreditation. Jamia Hamdard has been continuously securing first place in

		<p>institution's brand value and ensuring a commitment to educational excellence.</p> <p>Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes.</p>	<p>Pharmacy in NIRF.</p> <p>An Internal Quality Assurance Cell (IQAC) exists in the University which looks all quality initiatives and organize quality related activities to sustain quality culture in Jamia Hamdard.</p>
6.7	Innovation and Entrepreneurship	<p>Start-up Ecosystem: Establish incubation centre, funding avenues, and ideation networks to support start-up initiatives and foster a vibrant entrepreneurial ecosystem.</p> <p>Digital Infrastructure: Provide a strong digital backbone to support start-up activities, including access to digital resources and networks.</p>	<p>University has already an incubation centre.</p> <p>Digital media cell already exists in the University which maintains the digital infrastructure.</p>

7. PHYSICAL INFRASTRUCTURE ENABLER

	Types of Physical enabler	Details of physical infrastructure & its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL	Present Status
7.1	Smart Campus	<ul style="list-style-type: none"> • A Smart Campus creates the best balance of cost, comfort, risk and resilience. • When a campus is "smart," it detects and fixes small problems before they grow into big ones or cause distractions for students, staff, and visitors. • It focuses on the uptime of facilities, performance of campus buildings on demand, greenhouse gas reduction targets, protection and mitigation against variable energy prices, and adopting new technologies 	Jamia Hamdard already has a smart and green campus.
7.2	Green/ Sustainable building	<ul style="list-style-type: none"> • Constructing green buildings on University campuses involves using resources as efficiently as possible during the structural process and for future use of the building. (Basic requirements) • It is based on the principle of open environment by using optimum 	Smoke detectors and fire prevention measures in new buildings, solar energy, use of rain water harvesting, RO water wastage usage in toilets.

		<p>models of water & energy consumption.</p> <ul style="list-style-type: none"> • Internally, the campus uses green energy, harvested water, renewable and recycled resources to produce and provide air, water, food, light, and electricity in a sustainable way. • Central Air Conditioned High Tech Buildings With modern clean-green environmental concept. (Aspirational requirements) 	
7.3	Infrastructure to commute	<ul style="list-style-type: none"> • Better infrastructure along with signs on the streets and separate spaces for commuters • Accessibility for PwD. 	<p>Provision for barrier free entry for differently abled in all buildings.</p> <p>Security network of very high standard in entire campus</p>
7.4	Administrative Block (Admission & Counselling Area)	<ul style="list-style-type: none"> • Having adequate space for administrative activities (such as admission and counselling activities) is essential. • Faculty Cubicles in adequate numbers as per the demands (Desirable Requirements). 	<p>More space required for administrative activities.</p> <p>More space for seating arrangements for teaching and non-teaching staff.</p>
7.5	Library/ Digital resource centre	<p>Adequate in size with reading rooms, stock areas for books & Journals with online information access facility.</p>	<p>Reading room measuring 7200 sq. ft in size with 300 seats.</p> <p>More space for reading room is required (for</p>

			800 students) Departmental Library in each building sufficient stock area Digital library with access facility for Springer link, Taylor and Francis, IEEE access, Elsevier Science Direct. E-journal subscription available
7.6	Lecture Hall, Classrooms, Tutorial rooms, Seminar Hall	Students should have access to Lecture rooms, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching-learning facilities.	Students are having access to class rooms with comfortable seating arrangement. Smart class rooms with ICT facility are available. More class rooms are required.
7.7	Examination Section	There should be a separate examination section with strong room large enough to accommodate confidential documents and examination papers.	Separate examination section with strong room is available. More space required for examination section for direct dealing of students.
7.8	Facilities to Faculty and Staff	<ul style="list-style-type: none"> ● There should be an adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, visiting faculty members, part-time faculty members, research scholars, etc. (Basic Requirements) ● The Campus shall have quarters for the resident 	<ul style="list-style-type: none"> ● Faculty chambers are available to accommodate all permanent faculty members, visiting faculty members, part-time faculty members. ● Quarters for the resident

		faculties/ staff. (Desirable Requirements)	faculties/ staff. are available in and outside the campus. ● Bank, ATM, Post Office, Kendriya Bhandar, Health centre, space for car and bike parking in the campus
7.9	Meeting Rooms	Meeting rooms with enough space (as per standard norms), furniture, and ICT facility.	Meeting rooms are available in each School/Centre
7.10	Office Rooms	Suitable for meeting the needs of all staff members.	Office rooms are available.
7.11	Laboratories and Research Centres	<ul style="list-style-type: none"> • Modern laboratories and advanced super specialty research centres in a wide variety of scientific and technological fields. (Basic Requirements) • Departmental Libraries with reference books & online digital information resources. (Desirable Requirements) 	Laboratories are available Department libraries are available Central Instrument facility is available for staff and research scholars.
7.12	Computer Centre/ Multimedia Studios	<ul style="list-style-type: none"> • Computer Centre having appropriate Computer: Student Ratio as per standard norms. (Basic Requirements) • Multimedia Studios for creation of digital contents with optimum sound control & recording facilities. 	Computer Centre is available Multimedia Studio for creation of digital contents with optimum sound control & recording facilities is available.

		(Aspirational requirements)	
7.13	Cafeteria/ Dining Room/Mess Facility	Cafeteria/ Dining room/ Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene. (Basic Requirements)	The University has five cafeteria that offers food items, refreshments, and snacks at a nominal profit margin. The cafeteria are hygienic and spacious, and can accommodate up to 300 people at a time. Mess facility available in Boys and Girls hostels.
7.14	Games & Sports facility	<ul style="list-style-type: none"> • Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements) • Gymnasium and workout centre, Stadium and High Tech Playgrounds, Modern type indoor stadium with multi-purpose arena (Aspirational requirements) 	Games & Sports Facility: Indoor Sports Infrastructure: - Kabaddi Court, 2 Indoor Badminton Courts (Boys And Girls) Outdoor Sports Infrastructure:- Cricket, Football, Hockey Ground, Basketball Court, Volley Ball Court (Boys & Girls), Basketball Court, Yoga room.
7.15	Auditorium and conference rooms	One auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution (Basic Requirements)	1) Two Auditorium with seating capacity of more than 200 persons, fully Air conditioned with raised stage, adjustable lighting, sound system, large screen for video and computer presentations.

			<p>2) A Multipurpose Hall equipped with ICT</p> <p>3) Advanced Digital Studio for students of Media and Mass Communication</p> <p>4) Conference hall (general purpose).</p>
7.16	Hostels	<ul style="list-style-type: none"> • Student Hostels: for at least 60 % students, especially for out stationed students. (Basic Requirements) • Research Scholars Hostels with contemporary facilities (Desirable requirements) 	<p>Five girls hostels for 1000 students and two boys hostel for 300 students surrounded by beautiful lawns, provide safe and comfortable accommodation facilities.</p> <p>Hostels for Research Scholars are available</p>
7.17	Parking	<ul style="list-style-type: none"> • Suitable for meeting the needs of all stakeholders 	<p>Parking facility is available for all stake holders.</p>
7.18	Exhibition Hall	<ul style="list-style-type: none"> • In order to fulfill the requirements of all curricular activities (Academic/ Vocational/Skilling), there should be an adequate number of exhibition halls/ space. 	<p>Multipurpose Hall is available</p>
7.19	Guest House	<ul style="list-style-type: none"> • Suitable guest house for meeting University requirement (Basic Requirements) 	<p>Two Guest Houses VIP guest house and Scholars House are available for subsidized rate</p>
7.20	Commercial Shops/ centres	<ul style="list-style-type: none"> • Convenience Shops for students and staff to purchase essential items (Basic Requirements). 	<p>Commercial- Photocopy and Stationery Shop /Outlet, milk booth – Mother Dairy.</p>

		<ul style="list-style-type: none"> Shopping Complex/ Centres suitable for all kinds of shopping (Aspirational requirements) 	Bank, ATM, Post - Office available in the campus
7.21	Health and well being	Modern Dispensary / hospital that offers inpatient and outpatient services for 24 X 7 (Desirable requirements).	Available in the campus
7.22	International student centre	With contemporary student amenities whenever international students are large in number (Aspirational requirements)	No Facility as on date
7.23	Incubation centre and Research park	With in-house industry R & D units & collaboration (Aspirational requirements)	Currently, the University Incubation Centre is supporting student start-ups, with signed Memorandums of Understanding (MoUs) to provide legal support and mentoring. Numerous innovation focused activities are also being conducted.
7.24	Botanical Garden	Natural type, with a documented collection of living plants that may be used for the purpose of scientific research, conservation, display, and education. (Aspirational requirements).	Jamaia Hamdard has a well-developed Herbal Garden. Nursery for developing plants for plantation in and outside the University premises Covered shed area for potted plants Composting area Medicinal plant garden
7.25	Vocational Education, Training and Skilling infrastructure	<ul style="list-style-type: none"> Adequate well equipped building space with appropriate equipment, machinery and tools, including computer labs for learning skill vocational education as 	Not available in the campus

		part of curriculum.	
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8. DIGITAL AND AI ENABLERS

	Types of infrastructure digital	Details of digital infrastructure & its usage	Present Status
8.1	Internet usage/ Wi-Fi Campus	Connecting external world through an electronic device to the stakeholders	Whole campus is WiFi connected
8.2	Website	For providing institutional information to the public.	University has a vibrant website i.e. https://www.jamiahamdard.ac.in/
8.3	Online Messaging stakeholders' groups	For vertical and horizontal communication between Stakeholders.	Through website and emails and Whatsapp
8.4	Online Blogs & sites for all programs /Departments	To provide program/ course information and day to day progress of the students to stakeholders.	Individual web pages available on University web site for each department/centre.
8.5	Online Study material	Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching learning process.	The University has its own UMS (Digital Learning Management System) for dissemination of video lectures.
8.6	Digital Library	Developing and updating digital library and providing digital library membership	Central library is having its own E-library as well as institutional repository. E-resources can be accessed through UID issued by

		to every stakeholder of the University for ubiquitous access of books, periodicals, study materials, magazines, annual/year books of organizations, journals in digital form	University. More than 10 lakhs E-resources are available through E-library portal on 24x7 basis.
8.7	Digital Publication	The University should have its own publication for books, newsletters, magazines, journal proceedings, and printing question papers for examinations. Online digital publication as open access publication globally is the best practice.	Limited publication facility through high end copying machines. Proposal for University press under consideration.
8.8	Online Evaluation	Automated & digitized online evaluation system eliminates the wastage of time of evaluators & speeds up the evaluation process.	Not Present Status at present
8.9	Website based result announcement	Ubiquitous reachability.	Available on University web portal.
8.10	NAD marks cards Facility	A convenient and completely secure digital academic depository solution.	Facility not Available.
8.11	Online admission test	A ubiquitous facility for global admission.	Currently only offline test mode.
8.12	Educational ERP	To integrate various	University has education ERP

		departments of the University for timely exchange & access of information.	
8.13	Plagiarism software facility	A software facility available to every stakeholder to check plagiarism content in the documents.	Available to all faculty and research students.
8.14	Online digital magazine & Student publication	In online publication. Digital format through University.	In-house publication available as online University newsletter "Spreadsheet".
8.15	Online placement (Project, internship, & final)	Online ubiquitous support.	Very limited support
8.16	Video documentation of each course & each program	For open information access globally.	The University has its own UMS (University Management System) for dissemination of video lectures. Limited existence of video lectures on University social media platforms and YouTube . University has rooms with Lecture capturing facility in E-content development centre.
8.17	Video documentation on online public platforms	For open information access globally.	Limited facility at the moment. Lecture capturing facility has been started in the University. MOOCS e-content available as per UGC guidelines
8.18	Social Media based promotions	Information access & Brand building Promotions.	University is available on prominent social media platforms such as X, FB, Instagram, YouTube etc.

8.19	Use of ICT	Adopting present technologies in automating the services.	Limited support.
8.20	Studio for video online classes	Studio for digitization of sound and scene.	Facility Available in the form one state-of-the-art studio.
8.21	Video conference facility	For global information exchange in digital Format.	At present University has many dedicated Video Conferencing rooms with interactive boards.
8.22	Online open Publication system	For exchange of new knowledge generated to everybody through open access system.	Existence of University Newsletter, UMS portal, through social media etc.

Identification of Major Strategic Goals for Development

	Strategic Goal Identified
1	Connecting external world through an electronic device to the stakeholders.
2	Internationalization of the University
3	Clustering with nearby research centres and universities
4	Expansion of the Incubation Centre
5	To launch University's own publication
6	Extension of e-services to the students, staff and other stakeholders
7	Extension of sports facilities
8	Starting of the new campus
9	Extension of hostel facilities
10	Revenue generation through consultancy and corporate training
11	Extension of the Central Library
12	Cleaner and greener campus
13	Improving the ranking of the University in NIRF and NAAC
14	To implement full-fledged ERP
15	To develop smart campus
16	To develop Center for Curricular & Life Skills Development
17	To implement NEP-2020 effectively
18	To have regular exchange/ internship programs with industry and overseas universities to cross pollinate skills
19	To have more Boys Hostel with sufficient capacity
20	To establish well equipped Interdisciplinary research laboratory

Actions Required for Achieving the Major Strategic Goals

	Strategic Development Goal	Required Actions
1	To be acknowledged as a renowned university focused on multidisciplinary Teaching, Learning and Research.	Augmentation of faculties and more departments in the areas of Biosciences, Humanities, liberal arts and Indian heritage etc.
		Restructuring and regrouping of the faculties, departments, disciplines and programs to meet the requirements of emerging areas.
		Identification and launch of multidisciplinary skill-based courses.
		To update the curriculum as per NEP 2020.
	Resource planning and Action to be taken by	Dean Academic Affairs in coordination with Deans of Schools.
2	Internationalization of the University.	To enhance the enrolment of international students up to 5%.
		To initiate MoU with reputed foreign universities.
		To initiate student and faculty exchange programs with foreign universities.
		To look for more placements in MNCs.
		To run collaborative programmes with foreign universities.
		Overseas exchange programmes for faculty and students. To start Dual degree program To start Joint Degree Program To start Twinning Program To have joint publication with faculty of foreign Universities
	Resource planning and Action to be taken by.	Dean (Academics), FSA in coordination with TPO
3	Clustering with nearby research centers and universities.	Creation of a separate linkage cell for the purpose.
		Identification of possible domains for the collaboration.
	Resource planning and Action to be taken by	Director R& D Cell
4	Expansion in Incubation Centre.	Providing support for virtual incubation.
		Mentoring of learners for innovation and entrepreneurship.
		Seeking the support of big industries for prototype development and initial production.
		Incentivizing faculty for innovation,

		entrepreneurship and start-ups.
	Resource planning and Action to be taken by	Director,R& D Cell
5	To launch University's own publication.	To launch new journals in various domains.
	Resource planning and Action to be taken by	Director, R&D Cell
6	Extension of E-services to students, staff and other stakeholders.	Phase wise strengthening of the Present Status ERP system.
		Director, R&D Cell
		Creation of a digital repository for archiving the records.
	Resource planning and Action to be taken by.	Dean (Academics), CoE in coordination with I/c Computer Centre
7	Extension of sports facilities.	Creation of new sports hall for indoor games.
		Upgradation of Gym facilities for boys and girls.
	Resource planning and Action to be taken by	DSW in coordination with Registrar.
8	Extension of hostel facilities.	Extension/upgradation of boys' hostel.
		Extension/upgradation of girls' hostel.
	Resource planning and Action to be taken by	Provost in coordination with Registrar and Executive Engineer, Construction and Maintenance.
9	Revenue generation through consultancy and corporate training.	Opening of more Centre of Excellence.
		Extension of facilities in the Central Instrumentation Centre
		Periodic review of consultancy policy.
		Making corporate training a regular affair.
	Resource planning and Action to be taken by	Director R & D Cell, All Deans
10	Extension of Central Library.	Implementation of Integrated Library Management System (ILMS).
		Procurement of more books/e-books.
		Enhancing the e-resources users through awareness.
		Additional reading hall for faculty and students.
		Creation of an open library.
		To have own printing press.
	Resource planning and Action to be taken by	University Librarian.

	taken by	
11	Generating the support for E-content development.	To increase the number of lecture capturing rooms.
		To increase the utilization of the University studio.
	Resource planning and Action to be taken by	Dean Academics, All Deans in coordination with I/c Computer Centre
12	Cleaner and greener campus.	Augmentation of alternate energy sources like solar energy.
		Use of LED bulbs/power efficient equipments.
		Creation of solid waste management facilities.
		Set up of E-waste management system.
		Hazardous chemicals and radioactive waste management system.
		Extension of rain water harvesting and borewell recharge.
		Use of Bicycles/Battery powered vehicles.
		Landscaping with trees and plants.
	Resource planning and Action to be taken by	Registrar.
14	Improving the ranking of the University in NIRF and NAAC.	Improving the quality of the required parameters.
		Improving the research, Consultancy projects, Research publications, patents, placement, etc across all the Schools.
		Improving the Students support system
		Improving University Peer perception
	Resource planning and Action to be taken by	Director, IQAC.
15	To develop smart campus.	Learning with Smart Technology.
		Create a Secure VPN Infrastructure.
		Smart Lighting & Utility Systems.
		Smart Lockers.
	Resource planning and Action to be taken by	Incharge, CIT and Maintenance Department.
16	To update curriculum as per NEP-2020.	Dean Academics, All Deans
	Resource planning and Action to be taken by	Concerned Deans and HoDs/HoU.
17	To have own printing press.	Purchase of equipment.
		Recruitment of staff.

	Resource planning and Action to be taken by	Vice Chancellor and Registrar.
18	To develop Center for Curricular & Life Skills Development.	Identification of space.
		Recruitment of staff.
	Resource planning and Action to be taken by	Dean Academics
19	To eradicate space crunch.	Construction of Green Buildings.
		More Space for faculty.
		More space for administrative activities.
	Resource planning and Action to be taken by	Registrar & Maintenance Department

ACTION PLANS AND THEIR IMPLEMENTATION PERSPECTIVE

Short Term perspective: Upto 2 years
 Mid Term perspective: Upto 5 years
 Long Term perspective: Upto 10years

	Required action	Implementation Perspective		
		Short term	Mid-term	Long term
1.	Augmentation of faculties and departments in the area of Biosciences, Humanities, liberal arts etc.	✓	✓	✓
2.	Restructuring and regrouping of the faculties, departments, disciplines and programs to meet the requirements of emerging areas.	✓	✓	✓
3.	Identification and launch of multidisciplinary skill-based courses.	✓	✓	✓
4.	To update the curriculum as per NEP 2020.	✓	-	-
5.	To enhance the enrolment of international students up to 5%.	-	✓	✓
6.	MoUs with reputed foreign universities.	✓	✓	✓
7.	To initiate the student and faculty exchange programs with foreign universities.	-	✓	✓
8.	To look for more placements in MNCs.	✓	✓	✓
9.	To run collaborative programmes with foreign universities Overseas exchange programmes for faculty and students. Dual degree program Joint Degree Program Twinning Program Joint PG/Ph.D. Supervision Joint publication with faculty of foreign Universities	✓	✓	✓
10.	Identification of possible domains for the collaboration with nearby research centres and universities.	✓	✓	✓
11.	Creation of a separate linkage cell for the purpose of clustering with nearby research centres and universities.	-	✓	-

12.	Providing support for virtual incubation.	-	✓	✓
13.	Mentoring of learners for innovation and entrepreneurship.	✓	✓	✓
14.	Seeking the support of big industries for prototype development and initial production.	✓	✓	✓
15.	Incentivizing faculty for innovation, entrepreneurship and start-ups.	✓	✓	✓
16	To launch new journals in various domains.	-	✓	✓
17	Phase wise strengthening of Present Status ERP system.	✓	✓	✓
18	Creation of digital system for paperless E-office.	-	-	✓
19	Creation of digital repository for archiving the records.	-	-	✓
20	Upgradation of Gym facility for boys and girls.	-	✓	-
21	Creation of new sports hall for indoor games.	-	✓	-
22	Designing of eco-friendly sustainable campus.	✓	✓	-
23	To start the construction of the new building	-	✓	✓
24	Extension of boys' hostel.	-	✓	✓
25	Extension of girls' hostel.	-	-	✓
26	Opening of more Centre of Cxcellence.	✓	✓	✓
27	Extension of facilities in Central Instrumentation Centre.	✓	✓	✓
28	Periodic review of consultancy policy.	-	✓	✓
29	Making corporate training a regular affair.	✓	✓	✓
30	Implementation of Integrated Library Management System (ILMS).	-	✓	✓
31	Procurement of more books/e-books.	✓	✓	✓

32	Enhancing the e-resources users by awareness.	✓	✓	✓
33	Additional reading hall for faculty and students.	-	✓	✓
34	Creation of open library.	✓	✓	✓
35	To have own printing press.	-	✓	-
36	To increase the number of lecture capturing rooms.	✓	✓	-
37	To increase the utilization of the University studio.	✓	✓	✓
38	Augmentation of alternate energy sources like solar energy.	✓	✓	✓
39	Use of LED bulbs/ power efficient equipments.	✓	✓	✓
40	Creation of solid waste management facilities.	✓	✓	✓
41	Set up of E-waste management system.	✓	✓	-
42	Hazardous chemicals and radioactive waste management system	✓	✓	✓
43	Extension of rain water harvesting and bore-well recharge.	✓	✓	-
44	Waste water recycling.	✓	✓	-
45	Use of Bicycles/ Battery powered vehicles.	✓	✓	✓
46	Landscaping with trees and plants.	✓	✓	✓
47	Improving the research quality.	✓	✓	✓
48	Improving the placement across all the disciplines.	✓	✓	✓
49	To develop Center for Curricular & Life Skills Development.	✓	✓	✓
50	To eradicate space crunch.	✓	✓	✓

✓ Indicates the relevant goal category.

CONCLUDING NOTES

The Institutional Development Plan (IDP) of *Jamia Hamdard* serves as a comprehensive strategic blueprint that guides the University's growth and transformation in alignment with its core vision and mission. It reflects the University's steadfast commitment to achieving its short-, medium-, and long-term objectives in a structured and outcome-oriented manner.

The IDP systematically addresses critical operational dimensions across eight key facilitators: governance, academics, research, human resources, finance, networking and collaboration, and physical and digital infrastructure. These goals have been formulated through a pragmatic and phased approach to ensure feasibility, sustainability, and long-term impact.

Recognizing the dynamic nature of higher education, the Plan incorporates mechanisms for continuous monitoring, evaluation, and periodic revision, allowing it to remain responsive to emerging challenges and evolving opportunities. This inherent flexibility enables the University to adapt strategically while maintaining focus on excellence and innovation.

Through committed implementation, rigorous assessment, and regular updating, the IDP aims to position *Jamia Hamdard* as a distinguished leader in higher education and a role model for other institutions. It seeks to foster an empowered academic community, strengthen institutional capacities, and contribute meaningfully to societal advancement. Furthermore, the Plan envisages the institutionalization of peer-support networks with dedicated coordinators, thereby creating an enabling and collaborative academic environment.

In accordance with the guidelines issued by the University Grants Commission (UGC) and the Ministry of Education, the Institutional Development Plan (IDP) of the University is being developed. In view of the dynamic nature of the IDP and the need for periodic assessment of progress towards the achievement of its targeted goals, it is proposed that a committee be constituted to undertake regular review and monitoring of the IDP.



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