

Five-Year Institutional Development Plan for Khangchendzonga State University

This Five-Year Institutional Development Plan (IDP) of Khangchendzonga State University Sikkim is structured to guide the university through key phases of growth, from the transition from a temporary campus to a permanent one, and the expansion of its academic offerings to close to 30 multidisciplinary programs. The plan is aligned with the University Grants Commission (UGC) guidelines, ensuring quality, transparency, and inclusivity in all aspects of governance, infrastructure, academic development, and student support.

Year 1: Consolidation at the Temporary campus:

Academics:

- Seek approval for sanction of full time faculty from Government for existing courses.
- **Curriculum Re design in line with NEP 2020.**
- **Explore new programs which can be launched in the temporary campus.**

Temporary Campus Optimization:

- **Improve existing facilities at the temporary campus to meet immediate academic and administrative needs.**

Administration:

- Appointment of fulltime Registrar, Controller of Examinations, Finance Officer.
- support Staff: Seek transfer/fresh appointment of support staff from the State Government.

Year 2: Transition and Foundation Building

1. Campus Transition and Infrastructure Development

- **Preparation for Permanent Campus:** Start infrastructural development for the new campus. Begin work on buildings, classrooms, research centers, faculty offices, hostels, and recreational facilities.
- **Sustainability Planning:** Ensure the new campus is environmentally sustainable (e.g., green building initiatives, solar energy, water management).

2. Academic and Faculty Development

- **Curriculum Design for Multidisciplinary Programs:**

Begin curriculum design for the multidisciplinary programs that will be launched in two years. Focus on adopting NEP, flexibility, industry relevance, and interdisciplinary approaches.

- **Faculty Development:**

Offer training in pedagogy, research methods, and interdisciplinary teaching. Encourage faculty to participate in UGC-sponsored training programs.

- **Research Initiatives:**

Establish small research groups to work on identified research themes relevant to India's development goals. Develop a framework for applying for UGC research funding.

3. Governance and Leadership

- **Strengthening Governance Framework:**

Form academic and administrative committees in preparation for the move to the permanent campus. Align the leadership structure with UGC's guidelines for autonomy and governance.

- **Leadership Training:**

Provide leadership training for key academic and administrative leaders to ensure effective governance post-transition.

4. Student and Community Engagement

- **Student Welfare and Support:**

Strengthen existing student support systems such as counselling, career guidance, and extracurricular activities.

- **Community Outreach:**

Initiate community service projects in alignment with the university's mission to contribute to social development. Focus on local engagement in areas like health, literacy, and environment.

- **Hostels:**

Engage with Government for speedy additional land acquisition for building hostels in the new campus.

5. Affiliation of Government Colleges:

Initiate the process for affiliation of Government colleges of Sikkim

Year 3: Expansion and Program Launch Preparations

1. Permanent Campus Completion

- **Infrastructure Completion:**

Complete all major infrastructure work at the new campus. Ensure that classrooms, labs, libraries, and hostels are ready for the next academic year.

- **Technological Integration:**

Set up IT infrastructure, including smart classrooms, digital libraries, and high-speed internet. Invest in software tools for administrative work (ERP systems).

2. Curriculum Launch and Multidisciplinary Programs

- **Program Finalization:**

Finalize the syllabi for the new multidisciplinary programs in consultation with industry experts, academia, and stakeholders.

- **Faculty Recruitment:**

Begin recruitment post Government approval for new departments and faculty required for the multidisciplinary programs. Also recruit non teaching staff post seeking Government sanction. Follow UGC guidelines for recruitment and tenure.

3. Research and Innovation

- **Research Infrastructure:**

Set up dedicated research centers for the new programs, focusing on interdisciplinary and applied research.

- **Collaborations:**

Initiate collaborations with national and international universities, research institutes, and industries.

- **Research Grants:**

Launch internal research grant schemes and encourage faculty to apply for UGC-funded research projects.

4. Student and Campus Life

- **Student Facilities:**

Ensure that sports facilities, and health centers are fully operational.

- **Student Induction Program:**

Develop and implement an orientation program for new students, focusing on academic expectations, facilities, and university culture.

- **Increased Scholarships and Financial Aid:**

Provide scholarships for underprivileged students and offer financial assistance programs.

Year 4: Transition to Full Operation at Permanent Campus

1. Program Launch

- **Launch of Multidisciplinary Programs:**

Start the new programs at the permanent campus. Ensure that the new programs have adopted NEP 2020 and are integrated with existing disciplines and promote collaboration.

- **Interdisciplinary Research Focus:**

Emphasise interdisciplinary research projects that cut across various departments and align with national priorities.

- **Faculty Engagement:**

Increase faculty involvement in designing new interdisciplinary programs and ensuring they align with global educational standards.

- Initiate work on establishment of centres of excellence on areas like indigenous knowledge system, climate change sustainable development.

2. Academic and Research Excellence

- **Quality Assurance Systems:**

Implement internal quality control systems for academic programs, research output, and faculty development.

- **UGC Compliance:**

Ensure that all academic programs meet UGC norms and that of accreditation bodies like NAAC.

3. Faculty Development and Retention

- **Faculty Training:**

Continue faculty development programs, especially in interdisciplinary teaching and research methods. Encourage faculty to pursue UGC-sponsored fellowships and research projects.

- **Promotion Policies:**

Develop clear and transparent faculty promotion policies in line with UGC regulations, ensuring merit-based advancement and professional growth.

4. Student Support and Career Development;

- **Career Placement and Industry Tie-ups:**

Enhance the placement cell by forming stronger industry collaborations for internships and full-time positions.

- **International Exposure:**

Initiate student exchange programs with international universities to enhance global exposure and research opportunities.

Year 5 : Strengthening and Expanding Programs

1. Program Expansion

- **Addition of New Specializations:**

Add new specializations to the multidisciplinary programs based on student demand and emerging global trends. Evaluate the success of the existing programs and make adjustments accordingly.

- **Faculty Engagement:**

Increase faculty involvement in designing new interdisciplinary programs and ensuring they align with global educational standards.

2. Research and Innovation

- **Advanced Research Facilities:**

Develop advanced research facilities for cutting-edge research in areas such as technology, sustainability, health, and social sciences.

- **UGC-Sponsored Research Projects:**

Actively pursue UGC research grants and encourage faculty participation in national and international collaborative projects.

- **Establish Centers of Excellence**

3. Campus and Student Engagement

- **Cultural and Extracurricular Activities:**

Enhance cultural, sports, and recreational facilities. Promote student-led initiatives and provide support for inter-university competitions.

- **Community Engagement:**

Expand community outreach programs, ensuring they are linked to the university's academic and research activities.

- **Hostel accommodation**

Hostel accommodation to be made ready for the students to move in.

Year 5 plus: Consolidation and Institutional Recognition

1. Accreditation and National Recognition

- **Apply for NAAC Accreditation:**

Submit an application for NAAC accreditation after the completion of 5 years of operation, showcasing academic excellence and infrastructure.

- **Apply for NIRF Ranking:**

Ensure that all departments and programs are in alignment with NIRF ranking criteria and submit an application for national recognition.

2. Academic and Research Excellence

- **Publication and Patents:**

Encourage faculty and students to publish in high-impact journals and secure patents for innovations.

- **UGC Research Funding:**

Secure major research grants and government funding for advanced research projects and student fellowships.

3. Sustainability and Future Planning

- **Sustainability Projects:**

Implement large-scale sustainability projects like solar energy, water conservation, and waste recycling on campus.

- **Strategic Planning for Future Growth:**

Begin the next phase of strategic planning to ensure continued growth, including plans for increasing faculty strength, research capacity, and industry partnerships.

4. Alumni Network and Industry Connections

- **Alumni Engagement:**

Strengthen the alumni network by creating opportunities for them to engage in mentoring students, offering internships, and supporting research.

- **Industry Collaboration:**

Formalize partnerships with industries for collaborative research, curriculum development, and placement programs.

Concluding Remarks

This 5-year IDP outlines the phased approach to building the university's academic, research, and infrastructural capabilities. By the end of Year 5, the university will have established itself as a University of excellence, offering a wide range of multidisciplinary programs, fostering a research-driven academic environment, and having a robust infrastructure in place. The university will also be well-positioned for national and international recognition through UGC-compliant programs and research initiatives.