

Short-term plan

Sr. No.	Criteria	Task		Action Plan
		2019-2020	2020-2021	
1	Governance	Recruitment of teaching staff		<ul style="list-style-type: none"> Online Application invitation Scrutiny of applications
2	Governance		Recruitment of Non-teaching staff	<ul style="list-style-type: none"> Online Application invitation Scrutiny of applications
	Governance	Recruitment of Teaching and Non-Teaching staff		<ul style="list-style-type: none"> Creation of HR department for regular recruitment of staff Recruitment activities for a post falling vacant to start 2 years before superannuation of the staff member.
3	Governance	Digitized Exam paper evaluation		<ul style="list-style-type: none"> Digitization of Exam paper evaluation process Real-time result monitoring
4	Governance	Revamping of Annual Report Maintenance System (ARMS)		<ul style="list-style-type: none"> Information about JIF, citations of publications Information about research projects, collaborations Information about patents, visits abroad

Short-term plan

Sr. No.	Criteria	Task		Action Plan
		2019-2020	2020-2021	
5	Academics	Introduction of courses in Renewable Energy, Environmental studies and Climate Change, Leadership and Governance, Textile Product Design, Policy Research, Community Sciences, Instrumentation, Biomedical Engineering and similar emerging and focus areas (list is representative)		<ul style="list-style-type: none"> • Interdisciplinary, transdisciplinary areas and industry • Designed in consultation with peers, alumni, corporate and industrial houses and the society. • Submission of proposals to Government of Gujarat • Twinning programmes with exposure and opportunity at international level • Credit transfer and portability. • Services of Research Associates, Kothari Fellows, Emeritus Professors, Faculty Recharge Programme Fellows in teaching and research in these courses • Online courses, flip classrooms, virtual labs, project based learning, case study based learning.
6	Academics	Centre for social activities such as drama, vocal, cultural, food festival, fine arts etc.		<ul style="list-style-type: none"> • In association with different cultural and other organizations.
7	Academics	Student diversity		<ul style="list-style-type: none"> • Admission reforms to improve student diversity by bringing more outside state and international students. • Tie-up with ICCR to form a single window state of Gujarat to have more international students. • Three institute choice system for admission to professional programmes

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		2019-2020	2020-2021	
8	Research	Creation of Central Instrumentation facility		<ul style="list-style-type: none"> Deans of Faculty of Science and faculty of Technology and Engineering together to prepare proposal for central Instrumentation facility. Procure funding from GoG for infrastructure development of the centre. Research equipment procured from central projects (PURSE, FIST, DRS etc) to be kept in the Centre.
9	Research	Website for the Journal of the Maharaja Sayajirao University of Baroda.	Induction of New Editorial board members	<ul style="list-style-type: none"> Website generation and maintenance to be outsourced. Eminent Researchers from India and abroad to be inducted as Editorial board members of the journal
10	Research	Research articles for the Journal of the Maharaja Sayajirao University of Baroda		<ul style="list-style-type: none"> Research articles solicited from eminent researchers from India and abroad.
11	Research	Research repository		<ul style="list-style-type: none"> Research data management repository like arxiv at university level. Managed by Smt. Hansa Mehta Library Funded by Government of Guajrat
12	Research	Post-Doctoral and Ph.D programme at Institute of Interdisciplinary studies		<ul style="list-style-type: none"> Invitation of applications for post-doctoral work and Ph.D. programme at Institute of Interdisciplinary studies. Stipend/Salary to be met from projects as well will be procured from Governmental agencies (N-PDF, CSIR-RA etc)

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13	Extension	Student run Activities like Prerna, Paramarsh, Footprints, Free legal Aid Camps, First Aid Training Programme, Thalassemia test, Awareness Programmes, other extension Programmes, NSS and NCC activities and such kind of extension activities		<ul style="list-style-type: none"> Conducted in conjunction with NSS, NCC, NGOs and other like-minded organization, Governmental agencies and industrial partners
14	Infrastructure	Construction of Multi-purpose sports complex		<ul style="list-style-type: none"> Completed with funds from GoG
15	Infrastructure		Construction of Gymnasium	<ul style="list-style-type: none"> Work in Progress with funding from Own Corpus and GoG

Medium-Term Plan

Sr. No.	Criteria	Task			Action Plan
		2019-2020	2020-2021	2021-2022	
1	Governance	Mentoring faculty members			<ul style="list-style-type: none"> Mentoring of newly appointed faculty members by experienced faculty members in teaching and research
2	Governance	Research Administrative Positions			<ul style="list-style-type: none"> Departmental Administrative positions to support researchers and teachers in managing projects and research related activities. Budget – from research projects
3	Governance	Central Purchase Cell			<ul style="list-style-type: none"> Central purchase cell at university so that a researcher would raise her/his demand and provide specifications, the cell will follow up with the remaining process till procurement of the equipment.
4	Governance	Paper-less administration			<ul style="list-style-type: none"> Online pay-slip, leave application, project management, student life-cycle management, exam process.
5	Academics	Skill Development Centre, Tinkering Centre, Incubation Cell and Start-up Centre			<ul style="list-style-type: none"> Teacher mentors and other academic and industrial experts. In collaboration with governmental and industrial partners from India and abroad. Procure funding from Governmental and non-Governmental agencies.

Medium-Term Plan

Sr. No.	Criteria	Task			Action Plan
		2019-2020	2020-2021	2021-2022	
6	Academics	Centre for Flag Ship programs			<ul style="list-style-type: none"> Swatch Bharat, Unnat Bharat, Apprentice ships program, Skill India, Digital India etc. Funding from GoG and Central Government
7	Academics	Studio for recording facilities and video conferencing			<ul style="list-style-type: none"> Creation of MOOC courses, e-content and online courses. To be developed at the Computer Centre
8	Academics	Student Internship			<ul style="list-style-type: none"> Centre for student Internship after graduation/Post Graduation Funding from MSU and GoG for stipend of the students
9	Academics	MOOCs and SWAYAM courses			<ul style="list-style-type: none"> Weighted credits to MOOCs and SWAYAM courses after processing through BoS and Faculty board.
10	Academics	Credit Transfer			<ul style="list-style-type: none"> Transfer of weighted credits for courses completed in other Universities/Institutes in India and abroad (after processing through BoS and Faculty board)
11	Academics	Online examinations			<ul style="list-style-type: none"> Online internal Examinations for fast declaration exam results.
12	Academics	New teaching-learning approaches			<ul style="list-style-type: none"> Online courses (MMOCs, SWAYAM), flip classrooms, virtual labs (IIT Bombay), project based learning, case study based learning, learning using smart-phones and skill development methodology.

Medium-Term Plan

Sr. No.	Criteria	Task			Action Plan
		2019-2020	2020-2021	2021-2022	
13	Academic	Twinning Programmes			<ul style="list-style-type: none"> MoUs and strategic alliance (Already part of the Erasmus project) with reputed educational and Research institutions supporting credit transfer and portability.
14	Research	Interdisciplinary Research			<ul style="list-style-type: none"> Construction of state of the art interdisciplinary research labs at the Institute of Interdisciplinary Research using the research funding generated through sponsored and consultancy research projects, training courses.
15	Research	Interdisciplinary Courses on Life and Health Sciences at Institute of Interdisciplinary Studies			<ul style="list-style-type: none"> Services of Research Associates, Kothari Fellows, Emeritus Professors, Faculty Recharge Programme Fellows in teaching and research in these courses. Funding to be generated from Interdisciplinary projects and other sources. Students will be provided hands on training in the latest development in various related fields.
16	Infrastructure	Construction of Faculty of Pharmacy and IQAC Secretariat			<ul style="list-style-type: none"> Faculty of Pharmacy (RS. 17 Crores) IQAC Secretariat (Rs. 5 Crores)

Long-Term Plan

Sr. No.	Criteria	Task	Expected Outcome					Action Plan
			2019-20	2020-21	2021-22	2022-23	2023-24	
1	Governance	Ranking and Rating	NIRF/SIRF/ NAAC/ World University Rankings					<ul style="list-style-type: none"> Weak areas like research output per faculty member and citation per faculty member to be addressed. Incentivisation of research output Hand-holding by experts and agencies. Data assimilation and cleansing by expert agencies
			100-150 in NIRF university rankings, 150-200 in NIRF Overall rankings 1000+ in QS/THE ranking	90-100 in NIRF university rankings, 100-150 in NIRF Overall rankings, 1000+ in QS/THE ranking	90-100 in NIRF university rankings, 100-150 in NIRF Overall rankings, 800+ in QS/THE ranking	Achieve at least 3.26 CGPA (A+ University) in NAAC Re-Accreditation, 90-100 in NIRF university rankings, 100-150 in NIRF Overall rankings, 800+ in QS/THE ranking	80-90 in NIRF university rankings, 100-150 in NIRF Overall rankings, 800+ in QS/THE ranking	
2	Academics	Student Enrolment	Number of Enrolled students (UG+PG)					<ul style="list-style-type: none"> More students from outside state to be accommodated Industrial training and hands-on experience Best PG dissertation award
			41000	42000	43000	44000	45000	
3	Academics	Ph. D Scholars	Number of Enrolled Ph.D. Scholars					<ul style="list-style-type: none"> To have at least 500 active research supervisors by 2021 and 650 active Research supervisors by 2023. Best thesis award
			860	890	920	940	960	

Long-Term Plan

Sr. No.	Criteria	Task	Expected outcome					Action Plan
			2019-20	2020-21	2021-22	2022-23	2023-24	
4	Academics	Student Placement	Number of students Placed (UG+PG+PhD)					<ul style="list-style-type: none"> Number of industrial houses visiting the campus for placement to be at least 120 by 2022-23. By 2020 Regular University-Industry/Employer Interactions as well as Student orientation involving industries/employer Conduction of Placement fairs Career and counselling and Placement Cells in Each department of the University by 2023. Impetus on Entrepreneurship by giving academic credit by 2020. Academic credit for start-up activities by 2020.
			3200	3400	3500	3600	3700	
5	Academics	Student Progression to Higher studies	Number of Students Progressing to higher studies (UG+PG)					<ul style="list-style-type: none"> MoUs, strategic alliances, exchange programmes with top Institutes in the world (ranked below 500 in QS/THE/ARWU rankings). Academic fairs by top Universities/Institutes by 2020-2021
			4100	4200	4300	4400	4500	

Long-Term Plan

Sr. No.	Criteria	Task	Expected outcome					Action Plan
			2019-20	2020-21	2021-22	2022-23	2023-24	
6	Research	Research Publications	Research Publications indexed in Scopus or Web-of-Science (Clarivate)					<ul style="list-style-type: none"> Monetary incentives for publications based on the impact factor (Clarivate) of the journal. Financial assistance for Publication Charges Incentives for collaborative/joint publications Research ranking of faculty members Best publication award
			300	330	360	390	430	
7	Research	Patents	Number of granted and published patents					<ul style="list-style-type: none"> Monetary incentives for published and granted patents. Financial assistance for filing of patents.
			5	9	14	20	25	
8	Research	Collaborations	Research Collaborations and Linkages (National+International)					<ul style="list-style-type: none"> Incentives for research collaborations
			10	12	17	25	30	
9	Research	Research projects	Sponsored Research Projects and Consultancy Projects					<ul style="list-style-type: none"> PI will be given half of the project overhead charges to be used in research related activities (travel, accommodation, exchange visits).
			45	50	55	60	65	
10	Research	Indexing of University Journal	Indexing of the Journal of the Maharaja Sayajirao University of Baroda in Scopus and web-of-Science as well as attainment of Journal Impact Factor (JIF)					<ul style="list-style-type: none"> In consultation with SCOPUS and Clarivate

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Sr. No.	Criteria	Task	Expected outcome					Action Plan
			2019-20	2020-21	2021-22	2022-23	2023-24	
12	Infrastructure	Construction Hostel	Construction of International Students' Hostel and					• Expertise and part of financial assistance from the Alumni of the university.
13	Infrastructure	Alumni guest house	Construction of Alumni Guest House					
14	Infrastructure	Safety and beautification	Dismantling buildings which are more than 50 years old and construct multi storied high rise buildings					• Funding to be raised from own corpus and GoG