Institutional Development Plan(IDP)

2024

PERIYAR UNIVERSITY

**State University - NAAC A++ Grade
- NIRF Rank 56 - State Public University Rank 25**

SALEM, TAMILNADU – 636 011

INSTITUTIONAL DEVELOPMENT PLAN
Periyar University, Salem

The Government of Tamil Nadu established Periyar University in Salem on **17th September 1997** as per the provisions of the Periyar University Act, 1997. The University is named after the Great Social Reformer **E.V. Ramasamy**, affectionately called as "Thanthai Periyar". The University aims at developing knowledge in various fields to realize the maxim inscribed in the logo **"Arival Vilayum Ulagu" (Wisdom Maketh the World)**. "Holistic development of the students" is the primary objective of the University. It is an affiliating type university covering four districts viz., Salem, Namakkal, Dharmapuri and Krishnagiri. To achieve the Vision, Mission and Strategic Goals of the University this Institutional Development Plan has been drafted in line with University Grants Commission Guidelines.

RECOGNITION

The University obtained 12(B) and 2(f) status from the University Grants Commission, New Delhi and it was accredited by the NAAC with **A++ Grade in 2021**. The University secured 56th rank among Indian Universities and 25th Rank among state public universities by **MoE NIRF 2024**. Periyar University is the only state run university in Tamil Nadu that secured Four Star rating for its activities Under Institution's innovation council consecutively for the two years (2022 & 2023)

VICE-CHANCELLOR MESSAGE
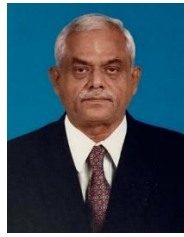
Prof. Dr. R. Jagannathan
Vice Chancellor

At Periyar University, we have always strived for excellence in education, research, and community service. As we continue on our journey to build a strong and sustainable institution, it is essential that we focus on a holistic approach to growth. This Institutional Development Plan (IDP) is a reflection of our collective vision for the future—one that nurtures academic brilliance, fosters innovation, and ensures that we remain deeply connected to the society around us.

Our university, with its rich history and cultural significance, has always prioritized the well-being and development of the communities in Tamil Nadu and beyond. Through this plan, we aim to enhance our infrastructure, improve teaching methodologies, strengthen our research capabilities, and make our services more accessible to the public.

The IDP has been crafted keeping in mind the challenges we face and the opportunities before us. It is a roadmap that will guide us toward achieving global recognition while staying true to our roots. The focus will be on fostering collaboration, improving quality, and creating an environment where both students and faculty can thrive.

We are committed to ensuring that our efforts have a lasting impact. This plan reflects our shared goals and the collective responsibility we have as a university to contribute to the growth and prosperity of the people and communities we serve. With the support of all our stakeholders—faculty, students, staff, alumni, and industry partners—I am confident that we will be able to achieve these aspirations.

Let us all come together to make Periyar University a beacon of knowledge, innovation, and community service.

With best wishes,
Prof. Dr.R.Jagannathan
Vice-Chancellor
Periyar University

IDP Draft COMMITTEE

பெரியார் பல்கலைக்கழகம்
PERIYAR UNIVERSITY
NAAC A++ Grade - State University – NIRF Rank 59, NIRF Innovation Band 11-50
Salem – 636011, Tamil Nadu, India

REGISTRAR (FAC)　　　　　　　　　　　　　　　　DATE :02.05.2024

To
Members
Institutional Development Plans Draft Committee
Periyar University, Salem

Sir,

Sub:　Periyar University, Salem , Institutional Development Plans Draft Committee –
　　　Constitution- Intimation – Reg.

　　　I am by direction informing you that a core committee has been constituted to
draft Institutional Development Plans of Periyar University as per the guidelines of
University Grants Commission, New Delhi. The following faculty members are assigned
to draft the plans in the respective categories as mentioned below.

Sl.No	Role / Component	Name
1	Chairman	Prof. Dr. R. Jagannathan, Vice-Chancellor
Members		
2	Governance Enablers	Dr.P.Viswanathamurthi, Registrar (i/c)
3	Financial Enablers and Funding Models	Dr.K.PrabhakarRajkumar, Professor, Commerce
4	Academic Enablers	Dr.K.Jayaraman, Professor & Head - Economics
5	Research, Intellectual Property Enablers	Dr.A.Muthusamy, Prof. and Head, Mathematics
6	Human Resource Management Enablers	Dr.G.Yoganandan, Professor, Management
7	Networking and CollaborationsEnablers	Dr. R. Venkatachalapathy, Prof & Head - Geology
8	Physical Enablers	Dr.V.Raj, Prof. and Head, Chemistry
9	Digital Enablers	Dr. C. Chandrasekar, Prof. and Head, Computer Science
10	Member Secretary	Dr.R.SubramaniyaBharathy, Professor, Management

　　　A meeting is scheduled for the core committee members under the chairmanship
of Hon'ble Vice-Chancellor on 03.05.2024 (Friday) by 10.30 am at Syndicate Hall to
discuss the actions to be taken in this regard. The soft copy of the UGC Guidelines for
Institutional Development Plans for Higher Education Institutions is sent to your mail
for your kind perusal.

Thank you

02/05/24
REGISTRAR

ABOUT THE UNIVERSITY

The Government of Tamil Nadu established Periyar University in Salem on **17th September 1997** as per the provisions of the Periyar University Act, 1997. The University is named after the Great Social Reformer **E.V. Ramasamy**, affectionately called as "Thanthai Periyar". The University aims at developing knowledge in various fields to realize the maxim inscribed in the logo **"Arival Vilayum Ulagu" (Wisdom Maketh the World)**. "Holistic development of the students" is the primary objective of the University. The University is strategically located (11.43N x 78.04E) on the Salem-Bangalore highway, 10 kms from Salem city, in a picturesque landscape having a sprawling campus area of 93.5 acres. The University covers the area comprising four districts namely Salem, Namakkal, Dharmapuri, and Krishnagiri.

The University obtained 12(B) and 2(f) status from the University Grants Commission, New Delhi and it was accredited by the NAAC with **A++ Grade in 2021**. The University secured 56th rank among Indian Universities and 25th Rank among state public universities by **MoE NIRF 2024**. Periyar University is the only state run university in Tamil Nadu that secured Four Star rating for its activities Under Institution's innovation council consecutively for the two years (2022 & 2023).

Periyar University imparts higher education through four ways viz., its departments, its affiliated colleges, Centre for Distance and Online Education and through Directorate of University-Industry Collaboration. The University has 27 departments which offers 02 UG 35 PG and 27 PhD programmes in the main campus and 08 PG and 08 PhD programmes at Centre for Post Graduate and Research Studies, Dharmapuri. There are totally 118 affiliated colleges, out of which 22 are Government Colleges, Four are Government-aided colleges and remaining are self-financing private colleges. These affiliated colleges offer UG, PG and Ph.D programmes in Arts and Science. Centre for Distance and online education offers UG and PG programmes. Under the Directorate of University - Industry Collaboration, the industries are affiliated to offer PG, UG, Diploma and Certificate Programmes and Courses. At present, 4 departments have SAP, sanctioned by the UGC and 7 departments have FIST programme sanctioned by DST. Textiles and Apparel Design, and Food Science and Nutrition Departments run their B.Voc Programme supported by UGC.

The Choice Based Credit System (CBCS) was introduced for various programmes offered by the University from 2008-09 onwards. The curriculum has been revised every three years to address the ever-changing local, regional, national and international needs of the stakeholders after getting their inputs. The students are also nurtured in innovation and a better equipped entrepreneurial ecosystem in its incubation facilities. Periyar University provides the Students Learning Support Services such as Library with automated Library Management System, 99 research-specific Laboratories, HPC and other computing facilities maintaining 2:1 student:computer ratio, CIMF, Animal House, Bio-diversity and Medicinal Plant Garden, Vermicomposting facility and Women's Studies Centre. The University also offers avenues for physical education, sports and games.

The university extends its service to society through National Service Scheme, Youth Red Cross, and Red Ribbon Club. Every department adopt one village for its outreach activities including the implementation of central and state government schemes. As part of Green initiative, the University has good green coverage, rooftop solar panels (300 kw), LED solar street lights, solar water heaters, battery car and oxygen library. The University is moving towards achieving greater heights by providing a congenial learning ambience coupled with good governance, strong financial capabilities, robust research and entrepreneurial ecosystem thus immensely contributing to the society and nation building.

VISION

Periyar University aims towards excellence in teaching, research, outreach, imparting new-age skills and preserving cultural identity for future generation.

MISSION

- To offer need based, society driven, industrially relevant academic programmes with a view to make future ready citizens
- To provide a vibrant learning environment, fostering innovation and creativity inspired by cutting edge research
- To aspire as a national leader in developing educated contributors, career ready learners and global citizens
- To make a significant, consistent and sustainable contribution towards social, cultural and economic life
- To adopt Hassle free, distributed, committed and transparent governance

INSTITUTIONAL DEVELOPMENT PLAN
# SWOC - CURRENT STATUS AND GOALS & STRATEGIES

A) GOVERNANCE ENABLER

Good governance is integral to establishing core values, organizational culture, and the holistic growth of Periyar University. The governance framework is designed to be transparent, inclusive, and adaptable, aiming to manage academic, administrative, research, and outreach activities effectively. Periyar University will leverage its autonomy, stakeholder involvement, and digital transformation to enhance governance at every level, aligned with the university's short, medium, and long-term goals.

Governance System Structure

Governance Hierarchy:

Periyar University ensures inclusive governance by incorporating diverse stakeholders across all major decision-making bodies:

- **Chancellor → Pro-Chancellor → Vice Chancellor → Members of Syndicate, Senate, Standing Committees, and Planning Board**
- Key stakeholders, including distinguished alumni, industry professionals, and public representatives, are part of governing bodies to ensure broader representation and alignment with societal needs.
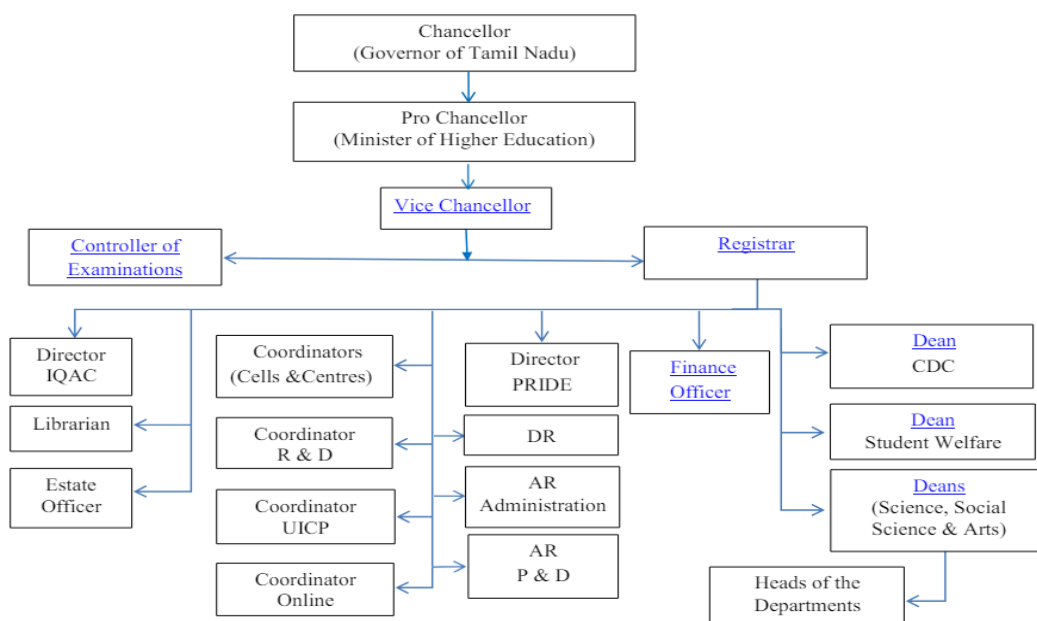
SWOC - Current Status

Strength

- Autonomy by Act
- Well-established organizational structure
- Societal inclusiveness
- Participative management
- Quality assurance

Weakness

- Tenure constraint for top-level posts
- Stakeholder inclusion

Opportunity

- Technology-driven governance

Challenges

- Difficulty in integration of technology into governance
- Variation in style of functioning with every leadership change
- Implementation of paperless office

Goals and Strategies

Short Term (5 Years)

1. Framing guidelines for transparent, efficient administration and implementation
2. Implementing e-governance for accountable administration
3. Hierarchy of administration should be outlined by following standard norms.
4. Ensuring efficient resource management towards net-zero budgeting.
5. Updating the University statute and submit it for the ascent of the Chancellor.

- **Medium Term (10 Years)**
    1. A university scrutiny board (USB) will be established for ensuring open, transparent, accountable and efficient administration.

2. Risk assessment and Predictive Analytics have to be done for planned administration and admission process.

3. Integrating AI for monitoring, assessment, and decision-making in administrative performance.

- **Long Term (15 Years)**

    1. Ensuring ethical practices, culturally coherent values and beliefs in compliance with established procedures.

    2. Adoption of generative AI-based governance mechanism in administrative process to create an agile and responsive governance system.

Conclusion

The Institutional Development Plan for Governance at Periyar University outlines a phased approach with specific actions to achieve excellence in administration, academics, and research. These strategies are structured to build a sustainable and flexible governance model that aligns with Periyar University's vision of becoming a center for academic and research excellence, driven by technology and innovation, inclusive governance, and societal impact.

B. ACHIEVING QUALITY

Achieving and sustaining quality is a cornerstone for the development and recognition of Periyar University. With its strong foundation of accreditation and rankings, the University aims to address gaps in global visibility, skill alignment, and employee engagement while fostering adherence to quality standards. The quality initiatives of IDP align with the Vision of the University for Global Recognition and Sustainable Growth.

SWOC - Current Status

Strength

- NAAC A++, NIRF 56
- 4-star rating for IIC activities
- Well-defined quality policies and assurance mechanism

Weakness

- No global ranking
- Quality skill gap

- Perception of the University

Opportunity

- Focusing towards global standards
- Capacity building programs for bridging skill gap
- Fostering employee engagement

Challenges

- Fulfilling every metric for global ranking
- Enforcing adherence to quality standards

Goals and Strategies

Short Term (5 Years)

1. Initiation of implementing **Immersive technology** to enhance the quality of the Teaching-Learning process.

2. Enhancing **Research Quality** through Publications (in indexed journals Scopus / Web of Science), Patents and Copyrights.

3. University faculty should be provided with full financial assistance for the presentation of the research papers in the International conferences organized at foreign countries. The presented papers should be published in the conference proceedings indexed by Scopus / Web of Science.

4. Framing **University Curriculum** in aligning with **National Skill Development Corporation**

5. Conduct **Capacity Building Programs** for faculty and staff to align with global best practices.

6. Organize regular **Quality Awareness Workshops** for all employees to foster a culture of quality.

7. Establish an **Employee Engagement Committee** to encourage active participation in quality initiatives.

8. Develop an **Employee Recognition Program** for contributions to quality enhancement.

9. Strengthen the **Internal Quality Assurance Cell (IQAC)** with enhanced monitoring and evaluation mechanisms.

10. Introduce **Quality Dashboards** for tracking performance metrics and policy implementation.

11. Identify key metrics required for inclusion in QS and THE rankings and align strategies accordingly.

12. Establish **benchmarking exercises** with globally ranked institutions.

Medium Term (10 Years)

1. Attain Global rankings in **QS (Top 1000)** and **THE (Top 1000)** by improving metrics such as research impact, citations, and International collaborations.

2. Strengthen collaboration with International Universities for research, faculty and student exchange programs.

3. Implement an AI based **Automated Quality Monitoring and Assurance System** to ensure adherence to standards across all departments and administrative sections.

4. Provide funding for research projects addressing global challenges.

5. Equipping the research laboratories with sophisticated equipment.

6. Set up a **University Skill Development Center (USDC)** to bridge contemporary and new age skill gaps among students and staff.

Long Term (15 Years)

1. Achieve **QS World Ranking within the Top 500** and **THE Ranking within Top 500** through sustained improvement in teaching, research, and outreach metrics.

Conclusion

The Institutional Development Plan achieves quality at Periyar University through transforming the University into a Global leader in education, research, skill development and societal impact by implementing well defined quality strategies.

C. FINANCIAL ENABLER

A robust financial system is essential for the sustainable growth and development of the University. This IDP for financial Governance focuses on leveraging multiple income sources, addressing financial difficulties, and creating strategies for resource optimisation.

SWOC - Current Status

Strength

- Zero deficit budget
- Multiple sources of income
- Transparent Financial System
- Investment Portfolios

- Stakeholders engagement in selected domains

Weakness

- Insufficient block grant
- Poor technology transfer and consultancy services
- Lack of external funds from foreign sources

Opportunity

- Effective consultancy with nearby Industries
- Commercialization of technology
- Effective utilization of technical resources for revenue generation
- Tapping CSR and Alumni contribution
- Multiple avenues for foreign funds

Challenges

- Fixing quality ranking/scores by funding agencies for sanctioning grants
- Attracting foreign funds

Goals and Strategies

Short Term (5 Years):

1. The tuition fee, examination fee, and program development fee shall be revised annually in alignment with the prevailing price index or inflation rates.
2. Caution Deposits, Institution affiliation fee, Programme affiliation fee and other fee includes, Registration, Qualification approval and Research Guide recognition have to be revised every year.
3. Offer multidisciplinary self-supporting programs to generate funds from diverse groups.
4. Online certificate courses to increase student enrollments and program revenue
5. Strengthen consultancy services by establishing **Faculty Consultancy Groups** to provide solutions to industries and Government bodies.
6. Develop a **CSR outreach unit** to connect with industries for contributions to University academic programs and infrastructure development.

7. A dedicated **Directorate for Alumni Relations** shall be established at Periyar University to strengthen engagement, foster lifelong connections, and leverage alumni contributions (scholarships / infrastructure / research) for the university's growth and development.

8. Optimal utilization of existing technical resources for training programs, certifications, and skill-building courses to increase the alternative income by providing incentives.

9. Implement energy-saving measures and renewable energy systems to reduce utility costs.

10. Develop awareness programs, support systems, and capacity-building workshops to train and assist faculty in securing foreign grants, incorporating incentive mechanisms to encourage achievement.

11. Introducing Unique Mass online certificate courses on selected domains for sustainable revenue generation.

Medium Term (10 Years):

1. Launch initiatives to attract **foreign funding** by identifying international research collaborations and grant opportunities.

2. Offer high-quality multidisciplinary programs and online certifications to enhance student enrollment, improve program revenue, and uphold academic excellence.

3. Promote **shared services** between departments to optimize the use of infrastructure and equipment.

Long Term (15 Years):

1. Strengthening **University Corpus Fund** for long-term financial sustainability for reduced dependency on government grants.

2. Attract international students and faculty by creating globally recognized programs, to increase revenue.

Conclusion   The IDP for the financial enabler ensures that Periyar University strengthens its financial stability by leveraging its strengths, addressing gaps, and exploring diverse revenue opportunities. This comprehensive plan is aimed at achieving long-term financial sustainability while fostering academic, research, and societal growth.

D. ACADEMIC EXCELLENCE

Periyar University strives to achieve academic excellence through updated, research & industry-relevant curricula and innovative teaching methods. The university has a strong foundation in offering outcome-based and industry-oriented courses but faces challenges such as low student competency, limited internationalization, and policy barriers. This IDP outlines strategies to overcome these challenges, ensuring the development of globally competent graduates.

SWOC - Current Status

Strength

- Updated outcome-based curriculum
- Innovative, industry-oriented and skill-based courses
- Offering courses under University-Industry Collaboration
- Flexibility in introducing new programs/courses

Weakness

- Lack of out-of-box Teaching
- Lack of unique learning materials
- Policy hindrance to offer revenue-fetching technical courses
- Interdisciplinary academic programmes

Opportunity

- Skill-specific innovative programs with 80% practical
- Blended learning method
- Andragogical & Heutagogical methods of teaching-learning
- Curriculum with multi-skilling components and multidisciplinary
- Immersive Learning
- Introduction of innovative programmes in line with industry requirements

Challenges

- Enrolment of students from other states
- Internationalization of Academic Programs
- Nurturing industry-ready graduates

Goals and Strategies

Short Term (5 Years)

1. Design the curriculum by including **multi-skilling components** and **80% practical content** for skill-based programs as per the NSDC framework.

2. Introduce **blended learning methodologies** combining traditional and digital approaches.

3. Enhancing Teaching-Learning process through immersive technology wherever it is possible.

4. Develop and implement **learning materials** and **e-learning platforms** on par with the National and International quality standards to enhance the learning experience and engagement.

5. Establish **Industry-Academia Skill Hubs** to offer placement oriented academic programmes, Training, Internship and Research in order to leverage placement opportunities.

6. Leveraging Industry linkages to foster the innovation, prototype development and Product commercialization.

7. Collaborate with industries for **co-developed courses** (such as SWAYAM Plus Courses) under University-Industry partnerships.

8. Promote the internationalization of faculty by facilitating opportunities for online and offline global collaborations, joint research, exchange programs, and participation in international academic initiatives to enhance cross-cultural competence and global expertise.

Medium Term (10 Years)

1. Incorporate **Andragogy and Heutagogy** techniques to foster self-directed, experimental and experiential learning.

2. Establish **virtual labs** (AR/VR/MR/ER) for practical training accessible to students worldwide.

3. Build state-of-the-art **teaching and learning facilities**, including smart classrooms and innovation labs.

4. Expand **e-learning platforms** for blended and flexible learning options.

5. Introduce globally relevant **dual-degree and twinning programs** in collaboration with National and International Universities.

6. Attain recognition for **International quality standards** in academic delivery.

Long Term (15 Years)

1. Establishing Institutes to cater the needs of different streams of education.

2. Position Periyar University as a leading education provider in **International academic programs** with significant enrollment from Global students.

3. Develop a strategic roadmap to address gaps in research output, faculty credentials, international collaborations, and citation impact, aligning with the criteria of QS and THE subject rankings to achieve global recognition for academic excellence.

Conclusion

The Institutional Development Plan for Academic Excellence at Periyar University envisions a transformation toward a globally recognized, industry-aligned institution. By leveraging its strengths and addressing weaknesses, the university aims to nurture competent graduates ready to contribute to society and excel in their careers, ensuring sustained growth and excellence in education.

E. RESEARCH EXCELLENCE

Periyar University aspires to establish itself as a leader in research and innovation by fostering a vibrant research culture, promoting interdisciplinary collaboration, and addressing Region-specific, National and Global challenges. Despite significant achievements such as a high Scopus *h*-index, world-renowned faculty, and a supportive ecosystem for startups, challenges like low IPR generation and lack of institutional collaborations remain. This IDP outlines a roadmap to address these challenges, aligned with the University's vision for impactful, socially relevant, and sustainable research.

SWOC - Current Status

Strength

- In-house Research seed money
- Faculty among world's top 2% cited scientists
- Substantial number of research fellowships
- Strong multi-disciplinary research culture with significant number of R&D Projects
- Secured good score for Research activities in NAAC Accreditation

Weakness

- Less number of IPRs
- Insufficient of collaboration with renowned research institutions both national and international level

Opportunity

- Key thrust areas of learning and research to meet SDGs
- Problem-solving research with regional specific issues
- Multi/cross-disciplinary research
- Institutional policies for innovation & entrepreneurship promotion
- Collaborative research projects with National and International institutions and industries

Challenges

- Action research having impact on society, industry and policy-making
- Supporting and managing research ecosystem
- Entrepreneurial culture and Mindset among students
- Commercialization of research outcomes

Goals and Strategies

Short Term (5 Years)

1. Establish **Key Thrust Areas** aligned with UN Sustainable Development Goals (SDGs) focusing on agriculture, mining, health, and regional socio-economic issues.
2. Provide targeted **capacity-building programs** for faculty and researchers to enhance their research capabilities.
3. Strengthen the **Internal Research Monitoring Committee** to assess progress and provide guidance.
4. Strengthen partnerships with **National and International research institutions** to promote collaborative research projects.
5. Launch **Action Research Projects** focused on solving societal and industry-specific problems in the region.
6. Promote **community-based research** addressing agriculture, Textile, Silver Jewelry, Mining, and Public health issues.

Medium Term (10 Years)

1. Establish a **Center for Multidisciplinary Research** with sophisticated equipment such as NMR, Quantum Computing etc… to promote collaborative projects across disciplines.

2. Facilitate **joint publications and projects** with industry and international partners.

3. Expand the **Startup Incubation Center** to support more entrepreneurial ventures.

4. Launch a **University Innovation and Entrepreneurship Hub** for student-led startups.

5. Increase the annual publications in Scopus/WoS-indexed journals to 1,000.

6. Aim for **100 IPR filings and commercialized patents** within this period.

Long Term (15 Years)

1. Formulate a comprehensive strategic plan focusing on key metrics such as research output, citation impact, international collaborations, faculty qualifications, academic reputation, employer reputation, and student-to-faculty ratio, ensuring alignment with QS and THE subject ranking criteria to elevate Periyar University's global standing in academic disciplines..

2. Position the university as a leading regional research hub by focusing on key metrics such as research output on SDG-related topics, collaboration with local and international stakeholders, faculty expertise, research funding, community engagement, and policy impact, to address Sustainable Development Goals (SDGs) and contribute to regional and global solutions.

3. Develop and implement technology transfer models that foster collaboration between the university, regional industries, and the public, focusing on innovation, commercialization of research, knowledge exchange, and the creation of industry-relevant solutions to drive economic and social development.

Conclusion

The Institutional Development Plan for Research Excellence aims to position Periyar University as a leader in research and innovation by addressing regional and global challenges. By leveraging its strengths, addressing gaps, and fostering a sustainable research ecosystem, the university will contribute significantly to societal, industrial, and academic advancements.

F. NETWORKING AND COLLABORATION

Networking and collaboration are essential for fostering innovation, improving academic standards, and ensuring employability. Periyar University has established a foundation for collaboration through its exclusive Directorate for University-Industry Collaboration, associations with professional bodies, and collaborative publications. However, challenges such as limited international linkages, underutilized alumni networks, and poor implementation of the Professor of Practice hinder its potential. This IDP provides a strategic roadmap to strengthen networking and collaboration for sustainable growth and global recognition.

SWOC - Current Status

Strength

- Exclusive Directorate for University-Industry Collaboration
- Collaborative publications
- Ranking and rating of the institution
- Strong association with professional bodies
- Better academic institutional linkages

Weakness

- Poor implementation of Professor of Practice
- Lack of institutional and industrial collaboration at International level
- Less alumni engagement and collaboration

Opportunity

- Institutional and industrial linkages at International level
- Strengthening alumni network
- Placement-linked academic programs

- Apprenticeship-embedded programs
- National and international twinning programmes

Challenges

- MoUs with renowned corporates
- Undermining the importance of industry by faculty and students
- Introducing academic programmes and research activities in association with renowned industries

Goals and Strategies

Short Term (5 Years)

- Launch a **Comprehensive Alumni Engagement Program**, including annual alumni meets, mentorship opportunities, and alumni chapters globally.
- Create an **Alumni Portal** for networking, mentorship, and funding opportunities.
- Develop **active Memorandums of Understanding (MoUs)** with top National and International academic Institutions and also with Centres of Excellence.
- Strengthen linkages with **local industries** to offer placement-linked and apprenticeship-embedded academic programs.
- Establish an **Industry Advisory Board** to align academic programs with industry needs.
- Enhance the **Professor of Practice** initiative by recruiting industry experts for teaching and mentoring roles.
- Conduct **Academic / Industry / Alumni -University Conclaves** to improve perception and build trust with corporates/Academicians / Alumni by instituting awards such as Periyar Business Excellence Award, Periyar Academic Excellence Award, Periyar Alumni Achievers Award. A separate recurring budget provision can be allotted for effective implementation of the above.

Medium Term (10 Years)

- o Develop **Global Academic Twinning Programs** with reputed international universities for student and faculty exchange.
- o Establish collaborative research centers with **renowned global corporations and academic institutions**.
- o Partner with industries to embed **apprenticeship modules** in undergraduate and postgraduate curricula.
- o To become member of National and G**lobal Academic / Industry Consortiums** for networking, resource sharing, research funding and collaborative projects.
- o Offer **joint degree programs through online** with National and Global universities to leverage the concerned university expertise for the benefit of learners' community which also enhance the Global job opportunities.

Long Term (15 Years)

- o Establish an exclusive **Directorate for Global Networking and Collaboration** to manage international projects, research, and partnerships.
- o Create an **Industry-Innovation Park** on campus to foster startup incubation and joint research initiatives and also to facilitate commercialization of research outcomes through industry partnerships.

Conclusion

The Institutional Development Plan for Networking and Collaboration seeks to position Periyar University as a leader in academic and industrial partnerships. The University aims to create a sustainable ecosystem for academic research, innovation, skill development, and societal impact by leveraging its existing strengths, addressing weaknesses, and seizing opportunities for Global collaboration.

G. HUMAN RESOURCES

Human resources form the backbone of institutional development, and their competencies and commitment significantly influence the quality of education, research, and administration. Periyar University is committed to fostering a motivated, skilled, and industry-aware workforce, along with a learning ecosystem for students. This IDP addresses current gaps in faculty industry exposure, employee engagement, and skill development while proposing strategies for creating a dynamic, performance-oriented, and collaborative work culture.

SWOC - Current Status

Strength

- Diverse, experienced faculty with research
- Sufficient and trained administrative assistance
- Periodical skilling of faculty and non-teaching staff
- Inclusiveness in recruitment
- Time-bound promotions
- Student mentor-mentee system
- Financial support for needy students in additional developments

Weakness

- Lack of industry exposure among faculty
- Learning attitude of student community
- Gap in leaning achievements

Opportunity

- Gaining industry exposure/experience
- Motivating employees towards institutional values
- Performance-oriented reward system
- Learning ecosystem for students

Challenges

- Cognitive transformation among employees
- Attitude for multidisciplinary and interdisciplinary academic activities

Goals and Strategies

Short Term (5 Years)

- o Introduce **Industry Immersion Programs** for faculty to gain hands-on industry exposure.
- o Implement **Mandatory Annual Training Programs** for Teaching and administrative staff in collaboration with government and professional bodies.
- o Establish an **Employee Development and Engagement Committee** to plan initiatives fostering institutional values.
- o Launch a **Performance-Oriented Reward System** to recognize contributions to institutional growth in various parameters of different ranking framework.
- o Strengthen the **Mentor-Mentee System** by increasing faculty involvement and allocating specific goals for student development.
- o Introduce **Life Skills and Cognitive Transformation Programs** for students to enhance their attitude towards learning.
- o Develop a **Competency-Based Recruitment Framework** in addition to UGC's regulations to attract multidisciplinary and skilled professionals.

Medium Term (10 Year)

- o Establish a **Directorate of Human Resource Enhancement (DHRE)** within the University for Continuous Skill Development.
- o Create a **Values and Vision Program** to instill a sense of ownership and commitment among employees.
- o Launch initiatives to promote **collaborative research and cross-departmental projects** to foster teamwork among University faculty.
- o Introduce **Hybrid Learning Modules** integrating Pedagogy, Andragogy and Heutagogy techniques to cater the needs of diverse learners.

Long Term (15 Year)

- o Develop partnerships for **International Faculty and Staff Exchange Programs** to enhance global exposure through team teaching.

o Establish a **Leadership Academy** for training future academic and administrative leaders to effectively carryout roles and responsibilities.

Conclusion

This IDP for Human Resources at Periyar University envisions a motivated, skilled, and globally aligned workforce that fosters a thriving learning environment for students. The university will achieve sustainable growth, enhance global visibility, and uphold its mission of excellence in education and research by bridging gaps in skill, engagement, and commitment.

H . PHYSICAL INFRASTRUCTURE

Periyar University boasts significant infrastructure to support teaching, research, administration, and co-curricular activities, including advanced instrumentation facilities, testing and validation units, and a green campus. However, addressing gaps in accommodation, sports infrastructure, and modern amenities is crucial for enhancing functionality, inclusivity, and global competitiveness. This IDP provides a strategic roadmap for upgrading and diversifying physical infrastructure to align with the university's vision for excellence and sustainability.

SWOC - Current Status

Strength

- Well established physical infrastructure with PwD inclusiveness
- Advanced instrumentation and HPC facilities
- Testing and validation facilities
- Incubation Facilities
- Green Campus including Miyawaki forest
- World Athletic Federation certified Synthetic track

Weakness

- Lack of state-of-the-art facilities for innovative prototype development
- No separate hostel for male research scholars
- Lack of accommodation facilities during sports activities

Opportunity

- Establishment of Research and Techno Park
- Establishment of NABL Accredited Laboratories

- Strengthening of CIMF with the support of industry
- E-content development ecosystem
- Modernization of auditorium
- 100% Smart Classrooms

Challenges

- CSR fund
- Space for expansion.
- Fixing boundary limit of Periyar University

Goals and Strategies

Short Term (5 Years)

o   Conversion of existing building into **bio-buildings** for Net-Zero emission.

o   Build a **Dedicated Hostel for Men Research Scholars** with modern amenities.

o   Construct a **Viewers' Gallery** along with accommodation facilities in the University sports complex to facilitate conducting sports tournaments at National and International levels.

o   An International standard **Swimming Pool** with associated facilities can be constructed in the Sports Complex.

o   Establish an **E-Content Development Ecosystem** for digital learning initiatives.

o   Modernize the University auditorium with advanced audio-visual equipment, acoustic systems and seating facilities.

o   Expand **Solar Power Installations** to achieve energy self-sufficiency at possible level.

o   Develop more **Rainwater Harvesting Systems** to enhance sustainable water supply.

o   Develop a **Zero-Waste Management System** for solid and liquid waste.

Medium Term (10 Years)

o   Set up a **Research and Techno Park** for multidisciplinary innovation and incubation.

o   A **State-of-Art Science park** with working models to be established to facilitate the learning of various scientific concepts and theories by diverse student groups.

o   Establish **NABL Accredited Laboratories** to attract consultancy projects, enhance research credibility and generate revenue.

o   Strengthen the **Central Instrumentation and Maintenance Facility (CIMF)** for advanced research and consultancy for revenue generation. The CIMF also can cater the needs of the University more effectively.

o   All classrooms in the university will be converted into smart class rooms

o   Develop an **Intelligence-Immersive Learning Complex** equipped with AI enabled AR / VR / MR/ ER technology.

o   Upgrade facilities for persons with disabilities to include **smart assistive devices** and accessible pathways.

o   A well-furnished staff quarters may be constructed for all faculty and ministerial staff members of Periyar University to provide conducive work environment.

o   An International standard schooling facility can be facilitated in the campus for the wards of Periyar University.

Long Term (15 Years)

o   Establish a **Global Research and Innovation Hub** in collaboration with international universities.

o   Build an **Integrated Sports Complex** to host national and international events.

o   Create an **Open Amphitheater** for cultural and community engagement programs.

o   Construct a **Community Training and Development Center** to benefit local communities.

Conclusion:

The Institutional Development Plan for Physical Infrastructure at Periyar University aims to create an inclusive, sustainable, and innovative campus environment. By addressing existing gaps and leveraging strengths, the university will be equipped to meet future academic, research, and societal needs, furthering its mission of excellence and growth.

I . DIGITAL TRANSFORMATION

Periyar University has embraced digitalization across several domains, including library automation, financial and academic management, and remote learning systems. However, gaps in digital evaluation systems, underutilization of existing resources, and limited digitalization of learning content hinder the university's potential. This IDP outlines strategic initiatives to enhance digital infrastructure, foster effective use of digital tools, and position the university as a leader in digital education and administration.

SWOC - Current Status

Strength

- Library with e-resources access
- WiFi-enabled campus
- Automation in various systems
- Learning Management System
- Lecture Capturing System

Weakness

- Poor digitalization of learning resources
- AI Based Learning Management System
- Lack of automation in few sectors

Opportunity

- Creation of innovative prototype repositories
- Effective utilization of digital resources
- Live capturing of classroom lectures

Challenges

- Digital transformation
- Implementation of ERP solutions

Goals and Strategies

Short Term (5 Years)

- Conduct advanced **Digital Literacy Workshops** for faculty, staff, and students to improve awareness and competency in using digital tools in their respective domain.

- Develop a **Digital Resource Utilization Policy** to encourage active engagement with e-resources and learning platforms.

- Introduce **Digital Evaluation Systems** to ensure **accuracy and reliability** in examination process and speedy publication of results.

- Enhance the University Learning Management System (ULMS) with AI-powered adaptive learning features and **neuroscience** learning assessment as integrated component.

- **Neuroscience** learning assessment enables classroom Teaching-Learning Process.

- Expand the **Lecture Capturing System (LCS)** to enable live streaming and podcasting of lectures.

- Create a repository of **Innovative Prototypes** and digital learning content to support blended learning.

- Train faculty in designing and delivering courses using blended learning methods.

- Implement **E-Governance Practices** for admission, examination, and financial management to minimize paper use.

Medium Term (10 Years)

- Deploy an **Enterprise Resource Planning (ERP) Solution** to integrate all administrative and academic operations.

- Establish a **Centralized Digital Repository** for storing and sharing policy documents, research data, and learning materials.

- Set up a **Center for Digital Pedagogy and Innovation** to promote research and training in digital teaching methods.

- Develop a **Massive Open Online Courses (MOOCs) Platform** to extend the university's reach.

- Upgrade the campus network to **5G Connectivity** for faster and reliable internet access.

- Expand access to digital tools and platforms for all the faculty, staff, students and researchers.

2.

Long Term (15 Years)

- ○ Develop a **Virtual University Platform** to cater to global learners.
- ○ Implement **Green IT Practices** to reduce the environmental impact of digital infrastructure.
- ○ Transition to a fully **Paperless Campus** across all operations.
- ○ Establish a **Digital Innovation Hub** for startups and entrepreneurs focusing on edtech solutions.
- ○ Implement **Campus Automation Systems** for security, facility management, and academic processes.

Conclusion

The IDP for Digital Transformation at Periyar University aims to bridge current gaps while leveraging advanced technologies to enhance academic, research, and administrative efficiency. By prioritizing awareness, competency, and innovation, this plan ensures that digitalization becomes a cornerstone of the university's growth and global competitiveness.

J. OUTREACH AND COMMUNITY ENGAGEMENT

Periyar University has a strong foundation in outreach activities, with departments adopting villages for community service, and established units such as NSS, YRC, and RRC for social impact. However, challenges related to fund allocation, limited community reach, and coordination with service departments besides university service units need to be addressed to maximize the university's contribution to societal development. This IDP aims to enhance the scope and impact of outreach activities within the university jurisdiction, ensuring greater collaboration, sustainable funding, and deeper engagement with communities.

SWOC - Current Status

Strength

- • Adoption of villages by departments
- • Implementation of centralized schemes
- • NSS, YRC, RRC, Innovation Technology Transfer Centre and established units

Weakness

- Insufficient fund allocation
- Limited reach to society
- Lack of industry collaborative outreach programmes

Opportunity

- Augmenting of community services
- Collaboration with service organizations
- Enhanced collaboration with state departments
- Establishment of outreach club in Periyar University

Challenges

- Creating an impact among society
- Fund raising

Goals and Strategies

Short Term (5 Years)

- **Increase allocation of funds** for outreach activities by diversifying sources of funding, including partnerships with NGOs, corporate sponsors, and government schemes.
- Develop a **Grant Application System** to access additional funding for community services, including CSR funds.
- **Revamp community service programs** by expanding their scope, incorporating local issues such as health, sanitation, education, and skill development.
- **Collaborate with local service organizations** (e.g., Rotary, Lions Clubs) to broaden the reach and impact of outreach programs.
- Establish a **University-specific outreach club** to facilitate coordination of community service activities across departments and engage students in service learning.
- Mandating **Bi-Annual University Community Engagement Awareness Campaign** to improve stakeholders' perception of community service activities and encourage more student participation.
- Organize **Community Reach Days** where students and faculty interact with local communities to understand their challenges and provide solutions.

Medium Term (10 Years)

- Develop **sustainable development projects** (e.g., rural healthcare, education, water conservation) that provide long-term benefits to local communities.
- Integrate **service learning modules** in academic programs to encourage students to work on community-based projects as part of their coursework.
- Establish **partnerships with government and private sector organizations** to implement large-scale community welfare projects.
- Launch an **Annual Community Outreach Conference** to bring together stakeholders from various sectors (academia, industry, Government, NGOs) to share insights and best practices.
- Introduce **training programs** for students and staff on conducting community assessments, social impact analysis, and project management for outreach initiatives.
- Create an **Outreach Fellowship Program** to attract dedicated students and staff members to lead community development projects.

Long Term (15 Years)

- Develop **international collaborations** with universities and community organizations for cross-border community development programs.
- Develop a **Center for Community Engagement** that acts as a central hub for all outreach and service-related activities, offering resources, training, and strategic direction for long-term sustainability.
- Establish a **Community Impact Assessment Framework** to evaluate the effectiveness and long-term outcomes of outreach initiatives.
- Reward and recognize significant contributions to community service through an **Annual Outreach Excellence Award**.

Conclusion:

This Institutional Development Plan for outreach at Periyar University focuses on building a robust, sustainable, and impactful community engagement model. By improving funding, strengthening collaborations, expanding the scope of service programs, and fostering a culture of social responsibility, Periyar University can enhance its contributions to local and global communities, benefiting both students and society at large.

CONCLUSION

In conclusion, the Institutional Development Plan (IDP) for Periyar University serves as a strategic framework aimed at fostering academic excellence, enhancing research capabilities, improving infrastructure, and strengthening institutional governance. The university is well-positioned to leverage its strengths, such as its highly qualified faculty, strong industry connections, and established reputation for research, to address the challenges and seize the opportunities outlined in this plan.

The key to Periyar University's continued growth lies in harnessing the full potential of its resources, improving accountability mechanisms, and fostering a vibrant research and innovation culture. By addressing the identified weaknesses and challenges with a focused, collaborative approach, the university can enhance its global standing, attract international collaborations, and ensure that its graduates are industry-ready and capable of contributing meaningfully to society.

The implementation of this plan will require sustained effort, commitment from all stakeholders, and a forward-thinking approach to adapt to the evolving educational landscape. With the active participation of faculty, students, staff, and the broader community, Periyar University can build a future that aligns with its vision of being a leading institution in India, contributing to the nation's development and societal well-being.

We are confident that the initiatives outlined in this IDP will empower Periyar University to fulfill its mission, meet national and international standards, and continue to be a center of learning, innovation, and social impact.

Together, let us strive for excellence and ensure that Periyar University becomes a beacon of knowledge and a catalyst for positive change in the world.