

**MINUTES OF THE EIGHT MEETING OF THE GOVERNING BODY HELD ON
30th NOVEMBER, 2022**

The following members were present:

S. No.	Name	Designation
1	Prof UB Desai, Chancellor, AU	Chairperson
2	Dr. S. Ramachandram, Vice-Chancellor	Member
3	Dr. P Rajeshwar Reddy, Chairman, GECT	Member
4	Smt. S Neelima, Managing Trustee, GECT	Member
5	Dr. S Sameen Fatima, Registrar, AU	Member Secretary

Based on the consent received from the members, Governing Body adopted the following resolutions:

Item 1: Confirmation of the minutes of the 7th meeting of the Governing Body

Resolution 1: Resolved to ratify the minutes of the 7th meeting of the Governing Body (*Annexure 1*).

Item 2: Action taken on the decisions of the 6th & 7th meetings of the Governing Body

Resolution 2: The Governing Body noted the action taken on the decisions of the 6th & 7th meetings.

Item 3: Ratification of the appointments of Professors / Associate Professors/ Assistant Professors from 1st August, 2022 to 31st October, 2022

Resolution 3: Resolved to ratify the appointments of Professors / Associate Professors/ Assistant Professors from 1st August, 2022 to 31st October, 2022 (*Annexure 2*).

Item 4: Ratification of the appointments of non-teaching staff made from 1st August, 2022 to 31st October, 2022

Resolution 4: Resolved to ratify the appointment of the following non-teaching staff made from 1st August, 2022 to 31st October, 2022 (*Annexure 3*).

Item 5: Approval of Human Resources Policy Manual

Resolution 5: The Body approved the Human Resources Policy Manual of Anurag University (Annexure 4) and resolved that a Committee be set up to explore the possibility of extending the PF & Gratuity to teachers in terms of financial implications and submit its recommendations to the Board, by January, 2023. It was also suggested that the offer letters to the selected candidates mention the salary offered, including all the perquisites & benefits. Further, it was suggested that the organisation structure of Anurag University be made more detailed with staff following a single line of reporting.

Item 6: Any other item

Resolution 6: The Body considered the draft Strategic Plan 2023-28 and approved the same in-principle, along with a few changes.

The meeting ended with a vote of thanks by the Registrar.



Prof UB Desai, Chancellor, AU



Dr. S. Ramachandram, Vice-Chancellor, AU

Smt Karuna Vakati, Secretary, Govt. of
Telangana



Dr P Rajeshwar Reddy, Chairman, GECT

Smt Kameshwari Jandhyala, Director, ERU
Consultants, Lucknow



Mrs S Neelima, Managing Trustee, GECT



Dr S Sameen Fatima, Registrar, AU

ANNEXURE – 1

MINUTES OF THE SEVENTH MEETING OF THE GOVERNING BODY BY CIRCULATION ON 30th SEPTEMBER, 2022

The agenda was circulated to the following members:

S. No.	Name	Designation
1	Prof UB Desai, Chancellor, AU	Chairperson
2	Dr. S. Ramachandram, Vice-Chancellor	Member
3	Smt. Karuna Vakati, Secretary, Govt. of Telangana	Member
4	Smt. Kameshwari Jandhyala, Director, ERU Consultants, Lucknow	Member
5	Dr. P Rajeshwar Reddy, Chairman, GECT	Member
6	Smt. S Neelima, Managing Trustee, GECT	Member
7	Dr. S Sameen Fatima, Registrar, AU	Member Secretary

Based on the consent received from the members, Governing Body adopted the following resolutions:

Item 1: Confirmation of the minutes of the 6th meeting of the Governing Body

Resolution 1: Resolved to ratify the minutes of the 6th meeting of the Governing Body (Annexure 1).

Item 2: Approval of the minutes of the 10th & 11th meetings of the Board of Management (BoM)

Resolution 2: Resolved to approve the minutes of the 10th & 11th meetings of the Board of Management (BoM).

Item 3: Action taken on the decisions of the 6th meeting of the Governing Body

Resolution 3: The Governing Body noted the action taken on the decisions of the 6th meeting.

Item 4: Ratification of the appointment of the teaching staff (Professors / Assistant Professors), made from 1st June, 2022 to 31st July, 2022

Resolution 4: Resolved to ratify the appointment of the following teaching staff (Professors / Assistant Professors), made from 1st June, 2022 to 31st July, 2022:

S. No	Name	Department	Designation	Date of Joining
1	Dr D V Ramana Reddy	Agriculture	Professor	20.06.2022
2	Mr T Shyam Prasad	CSE	Assistant Professor	01.06.2022
3	Mrs B Dhanalaxmi	CSE	Assistant Professor	01.06.2022
4	Mr D Sathyanarayanan	CSE	Assistant Professor	01.06.2022
5	Dr K Bhasker Reddy	CSE	Assistant Professor	20.06.2022

6	Mrs B Lakshmi Prasanna	CSE	Assistant Professor	07.06.2022
7	Mr N Raghu	CSE	Assistant Professor	08.06.2022
8	Mr G Victor Daniel	CSE	Assistant Professor	18.06.2022
9	Mr P Bheemaiyah	MBA	Assistant Professor	20.06.2022
10	Ms A Udaya Bhargavi	Agriculture	Assistant Professor	16.06.2022
11	Mrs P Silpa	CSE	Assistant Professor	04.07.2022
12	Mrs D Archana	IT	Assistant Professor	01.07.2022
13	Dr S Balakondareddy	Chemistry	Assistant Professor	25.07.2022
14	Mr G Kishore Kumar	English	Assistant Professor	07.07.2022
15	Dr Jyotsna Krishnan	English	Assistant Professor	18.07.2022
16	Ms Swatipriya	English	Assistant Professor	20.07.2022
17	Mr V Naga Raju	Mathematics	Assistant Professor	18.07.2022

Item 5: Ratification of the appointments of non-teaching staff made from 1st June, 2022 to 31st July, 2022

Resolution 5: Resolved to ratify the appointment of the following non-teaching staff made from 1st June, 2022 to 31st July, 2022:

S. No	Name	Department	Designation	Date of Joining
1	Mrs B Hemalatha	AI	Lab Programmer	02.06.2022
2	Mr J Kiran Kumar	Transport	Driver	08.06.2022
3	Mr B Srikanth	Transport	Driver	06.06.2022
4	Mr P Praveen Kumar Reddy	H&S	Lab Programmer	16.06.2022
5	Mrs P Sujana	Hostel	Warden	01.06.2022
6	Mr A Kranthi Kumar	Administration	Attender	23.06.2022
7	Mrs A Sangeetha	Administration	Admissions Counselor	18.07.2022
8	Mr V Sharath Chandra	Administration	Office Assistant	18.07.2022
9	Mrs U Bhuvaneshwari	Administration	Admissions Counselor	18.07.2022
10	Mr K Jagan Nayak	Chemical Engineering	Attender	01.07.2022
11	Mr Ashok Kumar Yadav	CSE	Attender	06.07.2022
12	Mr K Swamy	Transport	Driver	08.07.2022
13	Mr Ch Venkat Narsimha Chary	Exam Branch	Office Assistant	06.07.2022

Item 6: Approval of Rules & Regulations for Admission of Students on Transfer from Other Universities

Resolution 6: Resolved to approve the Rules & Regulations for Admission of Students on Transfer from Other Universities.

Item 7: Approval of Purchase Procedure

Resolution 7: Resolved to approve Purchase Procedure of Anurag University.

Item 8: Approval of Sports Scholarships

Resolution 8: Resolved to approve Sports Scholarships of Anurag University.

Item 9: Approval of Financial Assistance for Quality Publications

Resolution 9: Resolved to approve Financial Assistance for Quality Publications.

Item 10: Approval of MoUs signed between Anurag University & the industry

Resolution 9: Resolved to approve 24 MoUs signed between Anurag University & the industry till date.

ANNEXURE – 2

Appointment of Teaching Staff (Professors / Associate Professors /Assistant Professors)

[1st August, 2022 to 31st October, 2022]

S. No	Name	Department	Designation	Date of Joining
1.	Mrs Rama Mrudula	CSE	Asst. Professor	01.08.2022
2.	Dr B Srikanth Goud	EEE	Asst. Professor	01.08.2022
3.	Mr Kakelli Ravi Kumar	Mechanical	Asst. Professor	01.08.2022
4.	Dr Godumala Mallesham	Chemistry	Asst. Professor	01.08.2022
5.	Mr Sathish Marakonda	Maths	Asst. Professor	01.08.2022
6.	Dr Marri Pradeep Kumar	Chemistry	Asst. Professor	04.08.2022
7.	Dr Gaddam Renuka	ECE	Asst. Professor	08.08.2022
8.	Dr K Ramanjaneyulu	Civil Engineering	Professor	10.08.2022
9.	Mr D Sarath Sen Reddy	Maths	Asst. Professor	10.08.2022
10.	Dr Shelja	ECE	Asst. Professor	17.08.2022
11.	Mrs.D.Shanti Priya	CSE	Asst. Professor	22.08.2022
12.	Mrs.Meenakshi Simha	CSE	Asst. Professor	22.08.2022
13.	Dr.Rajesh Kumar Samala	EEE	Asst. Professor	22.08.2022
14.	Mr.Sandip Rout	Maths	Asst. Professor	26.08.2022
15.	Dr. Jeshma Kovvuri	Chemistry	Asst. Professor	29.08.2022
16.	Dr.Aurobinda Bag	EEE	Asst. Professor	29.08.2022
17.	Mrs.G. Vasantha	EEE	Asst. Professor	01.09.2022
18.	Mr.B. Sharath Kumar	EEE	Asst. Professor	01.09.2022
19.	Mrs.Farheen Sultana	ECE	Asst. Professor	01.09.2022
20.	Dr.Vijaya Bhaskar	Maths	Asst. Professor	01.09.2022
21.	Mr.G Manendhar	Maths	Asst. Professor	01.09.2022
22.	Dr. S. Lakshmi	MBA	Asso. Professor	01.09.2022
23.	Mrs. Sushmitha Priyanka	MBA	Asst. Professor	01.09.2022
24.	Dr. PVS Siva Prasad	CSE	Asso. Professor	02.09.2022
25.	Mr.Ch.Naveen Kumar	CSE	Asst. Professor	02.09.2022
26.	Mrs. Syeda Jabeen	Pharmacy	Asst. Professor	02.09.2022
27.	Mrs.Neetha T	AI	Asst. Professor	05.09.2022
28.	Dr. P. Lokeshwara Reddy	ECE	Asst. Professor	05.09.2022
29.	Mr.V. Gurumurthy	ECE	Asst. Professor	05.09.2022
30.	Ms.Satepuri Tejaswi	CSE	Asst. Professor	05.09.2022
31.	Dr. T. Yugandhar	Maths	Asso. Professor	08.09.2022
32.	Mrs.Shilpa Shesham	AI	Asst. Professor	12.09.2022
33.	Mr.K. Kiran Kumar	Civil Engineering	Asst. Professor	12.09.2022
34.	Mr.Gangula Kamalaker	EEE	Asst. Professor	12.09.2022
35.	Mr.G. Srikar	EEE	Asst. Professor	12.09.2022
36.	Mr.P. Manohar	EEE	Asst. Professor	12.09.2022
37.	Mr.N. Venkata Sai	MBA	Asst. Professor	12.09.2022
38.	Dr. Pradeep Kumar	Chemistry	Asst. Professor	15.09.2022
39.	Dr. R. Kishore	Chemistry	Asst. Professor	15.09.2022
40.	Mrs.A. Divya	CSE	Asst. Professor	16.09.2022

41.	Dr. G. Shwetha	Physics	Asst. Professor	19.09.2022
42.	Dr. G. Thirupathi	Physics	Asst. Professor	19.09.2022
43.	Mr.E. Radha Krishnaiah	CSE	Asst. Professor	20.09.2022
44.	Mr.K. Lakshmi Kanth	AI	Asst. Professor	21.09.2022
45.	Mr.MD Sarfaraj	English	Asst. Professor	21.09.2022
46.	Dr. V.V.S.S.S.Balaram	CSE	Professor	23.09.2022
47.	Mr.B.Rajender	Maths	Asst. Professor	23.09.2022
48.	Dr. R. Sucharan Reddy	English	Asso. Professor	26.09.2022
49.	Dr. Punnam Chandar	MATHS	Asst. Professor	26.09.2022
50.	Mrs.K. Rashmi	CSE	Asst. Professor	26.09.2022
51.	Mrs.P. Aparna	CSE	Asst. Professor	10.10.2022
52.	Mr.M. Raju	Chemistry	Asst. Professor	10.10.2022
53.	Dr. N. Kiran Kumar	EEE	Asso. Professor	10.10.2022
54.	Dr. N.N.V.Surendra	EEE	Asso. Professor	10.10.2022
55.	Mr.B.P.Maddilety	Mechanical	Asst. Professor	10.10.2022
56.	Dr. Sachindra Shankar	Mechanical	Asst. Professor	10.10.2022
57.	Mr.K. Velmurugan	English	Asst. Professor	10.10.2022
58.	Mr.N. Bhaskar Reddy	Maths	Asst. Professor	10.10.2022
59.	Mr.G. Sai Krishna	IT	Asst. Professor	11.10.2022
60.	Dr. Sadguna Nuli	Civil Engineering	Asso. Professor	14.10.2022
61.	Mrs.Rufus Ruth	English	Asst. Professor	17.10.2022
62.	Mr.T. Srikanth	CSE	Asst. Professor	26.10.2022
63.	<i>Mr B Yellaiah</i>	<i>EEE</i>	<i>Teaching Assistant</i>	<i>10.08.2022</i>
64.	<i>Mrs G Alekya</i>	<i>Physics</i>	<i>Teaching Assistant</i>	<i>10.08.2022</i>

Appointment of Non-Teaching Staff**[1st August, 2022 to 31st October, 2022]**

S. No	Name	Department	Designation	Date of Joining
1	Mr Srinivasulu Mallepaka	ECE	Lab Assistant	01.08.2022
2	Mrs T Sunanda Priyadarshini	ECE	Lab Assistant	01.08.2022
3	Mr M Amareswar	CSE	Programmer	01.08.2022
4	Mr R Dhamodhar Reddy	Admin	Electrician Head	01.08.2022
5	Mr K Devender	Transport	Driver	01.08.2022
6	Mr M Sainath	Admin	Admin Counsellor	01.08.2022
7	Mr.N Yettaiah	Admin	Watchman	01.08.2022
8	Mr.G. Srinath Reddy	Admin	Social Media Manager	02.08.2022
9	Mr.Mohd. Aejazuddin	CSE	Office Assistant	27.08.2022
10	Mr.T. Sridhar	Admin	Gardener	27.08.2022
11	Mrs.Ch. Padma	Scavenger	Scavenger	29.08.2022
12	Mrs.M. Sharadha	Scavenger	Scavenger	29.08.2022
13	Mrs.G. Hemalatha	Scavenger	Scavenger	29.08.2022
14	Mr.Sainath Reddy	Library	Library Attender	01.09.2022
15	Ms.S. Soujanya	CSE	Lab Programmer	06.09.2022
16	Mr.Dinesh Gadhe	Mechanical	Lab Assistant	14.09.2022
17	Mr.G.S.D.V.Prasad Sharma	CSE	Lab Programmer	15.09.2022
18	Mr.K. Prashanth	Mechanical	Lab Assistant	19.09.2022
19	Mrs.K. Laxmi Sree	Mechanical	Office Assistant	19.09.2022
20	Mr.Y. John	Electric	Electrician	26.09.2022
21	Mr.N. Rama Shiva	HT	Audio & Video	26.09.2022
22	Mr.R. Mallesh	Watchman	Watchman	30.09.2022
23	Mr.E. Ramulu	Driver	Bus Driver	10.10.2022
24	Mrs.A. Vanitha	Sweeper	Girls Hostel Sweeper	10.10.2022
25	Mrs.N. Kirthana	Sweeper	Girls Hostel Sweeper	10.10.2022
26	Mrs.A. Saidamma	Sweeper	Girls Hostel Sweeper	10.10.2022
27	Mr.B. Kireeti	Phy. Education	Football Trainer	10.10.2022
28	Mrs.T. Sowjanya	Attender	Attender (D.Block)	13.10.2022
29	Mr.A. Ravinder Reddy	Admin	Supervisor	13.10.2022
30	Mr.K. Anil Kumar	Pharmacy	Lab Assistant	13.10.2022
31	Mrs.Ch. Saritha	Sweeper	Girls Hostel Sweeper	13.10.2022
32	Mr.K. Prabhakar	T&P Division	Training Manager	14.10.2022
33	Mr.Srinivas R	AI	Lab Programmer	17.10.2022
34	Ms.Athi Mounika	Chemistry	Lab Assistant	19.10.2022
35	Mr.Sukka Suresh	ECE	Teaching Assistant	20.10.2022
36	Ms.K. Venkata Vijaya Durga	ECE	Lab Assistant	20.10.2022
37	Mr.T. Tirumalesh	IT	Lab Programmer	26.10.2022

ANURAG UNIVERSITY

HUMAN RESOURCES POLICY MANUAL



(Established under the Act No. 13 of 2020 as per the Telangana State Private Universities Act, 2018. Sponsored by Gayathri Educational & Cultural Trust.)

**Venkatapur (v), Ghatkesar (M), Medchal-Malkajgiri (Dist.)
Telangana – 500 088**

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1. ABOUT THE UNIVERSITY

1.1 BACKGROUND

The Gayathri Educational and Cultural Trust (GECT) founded by ‘Guru’ Sri Sivananda Murthy Garu in 1982 with the objective of imparting quality education.

During 1990’s the Trust established Lalitha Degree College at Nampally, Hyderabad with Undergraduate Courses – B.A., B.Sc., and B.Com. Ever since, the GECT has established colleges offering Engineering, Pharmacy, Education, Management and Computer Applications programs.

The Anurag Group of Institutions (AGI) is one of the first few integrated campuses of South India established in 2002, offering programs in Engineering & Technology, Pharmacy and Business Management.

Anurag Group of Institution transformed into Anurag University, established as per the Telangana State Private Universities (Establishment and Regulation) Act 2018 (Telangana Act No.11 of 2018), under Brownfield category.

1.2 VISION

To be a leading University that provides transformative education and research to create leaders and innovators of tomorrow and to expand frontiers of knowledge for the betterment of society.

1.3 MISSION

To prepare students to think creatively, broadly, critically and create an ecosystem for innovation and entrepreneurship from which the leaders and innovators of tomorrow emerge.

To create an interdisciplinary ambience to understand and solve real-world problems thereby contributing to the growth of the nation and humanity.

To build relationship with industry, research organizations and academia to strengthen the ecosystem.

1.4 QUALITY POLICY

Anurag University is keen on promoting the Research and Development activities. The University has established various Research Centers with the support of best-in-class and Research Infrastructure which are being operated by subject matter experts.

1.5 OBJECTIVES

To provide an excellence in fundamental research as well as the development of innovative technologies for the future.

Anurag University is committed to the pursuit of excellence in research and aims to achieve international recognition through inter-departmental and inter-institutional collaborative research programs across the spectrum of Agriculture, Sciences, Management, Social Sciences, Pharmacy, Engineering, Technology, Medical Sciences and Law.

To develop human resource of excellence suitable for global requirements.

To build a rich intellectual and research potential embedded with interdisciplinary knowledge, human values and professional ethics among the students, scholars.

To generate industry-institute synergy for shaping technical education to meet the requirement of industry.

To provide a quality research training experience for its students.

To encourage young faculty of the University towards research by providing seed funding and other monetary benefits.

2. PRELIMINARY

2.1 PRELIMINARY

These rules are called “Anurag University Human Resources Policy Manual” come into effect from the date of approval by the Governing Body.

The faculty shall adhere to the rules/regulations/responsibilities at all times. The rules, regulations & responsibilities are only indicative and not exhaustive. Non- adherence or non-compliance to the rules, regulations and responsibilities will be treated as dereliction of duties and suitable disciplinary action will be initiated against such employees/faculty members. These service rules will supersede all other earlier service rules framed.

This may be called the “Anurag University Human Resources Policy Manual”, Hyderabad.

2.2 APPLICABILITY

- a. The Board of Management of the Anurag University shall have the authority to modify, amend, add and delete any of these rules.
- b. A copy of this Employee Service Manual will be made available to all employees on appointment. The employees will be notified of revisions as policies or procedures change.
- c. The rules shall come into force on such a date as the Board of Management may, by a resolution, decide
- d. The rules contained in this manual shall be applicable to all employees of the University.
- e. In the case of persons appointed on honoraria, or on a part time basis, or on contract, the applicability of this manual shall be subject to such special terms and conditions as may be decided by the Board of Management from time to time.
- f. These rules shall not apply to employees who are appointed on contract basis and or from any other organization excluded from the purview of this manual.
- g. However, the code of conduct shall apply to all without exception.

3. AUTHORITIES AND BODIES OF THE UNIVERSITY

3.1 SPONSORING BODY

- a. Chairman
- b. Managing Trustee (Ex-officio) – Chief Executive Officer
- c. Three Trustees

3.2 GOVERNING BODY

- a. Chancellor (ex-officio) - Chairman
- b. Vice-Chancellor (ex-officio)
- c. Special Chief Secretary/Principal Secretary/Secretary to Government in-charge of Higher Education Department -Government Nominee (ex-officio)
- d. Members to be nominated by the Sponsoring Body who shall be eminent people of standing in the fields of education/research/industry/management/finance/science & technology/public administration/ medical sciences /law
- e. The Registrar (ex-officio) - Member Secretary, with no voting right

3.3 BOARD OF MANAGEMENT

- a. Vice-Chancellor (ex-officio) - Chairman
- b. Up to one-fourth members of the Board of Management, to be nominated by the Sponsoring Body
- c. Persons from amongst the Heads of Departments of the University, to be nominated by the Sponsoring Body
- d. Eminent persons from the field of Engineering, Education, Management, Finance and Law, Science and Technology, Medicine, Architecture, Design and Public Administration or such other subjects, who are not the members of the Governing Body, to be nominated by the Sponsoring Body
- e. The Registrar (ex-officio) - Member Secretary, with no voting right

3.4 ACADEMIC COUNCIL

- a. Vice-Chancellor (ex-officio) - Chairman
- b. All the Deans (ex-officio)
- c. All the Heads of the Departments (ex-officio)
- d. All the Chairman Board of Studies (ex-officio)
- e. Four members to be nominated by the Governing Body who shall be eminent persons from the fields of Education / Research / Industry / Management / Finance / Science & Technology / Public Administration

- f. Student members will be nominated to the Academic Council, the number, category and period shall be specified by the Board of Management. The student members will not have voting right
- g. Two faculty members to be nominated by the Sponsoring Body for a period of two years as may be specified.
- h. Chairman has authority to nominate not more than two special invitee(s) from the faculty members, other than nominated by the Sponsoring Body
- i. Registrar (ex-officio) - Member Secretary

3.5 FINANCE COMMITTEE

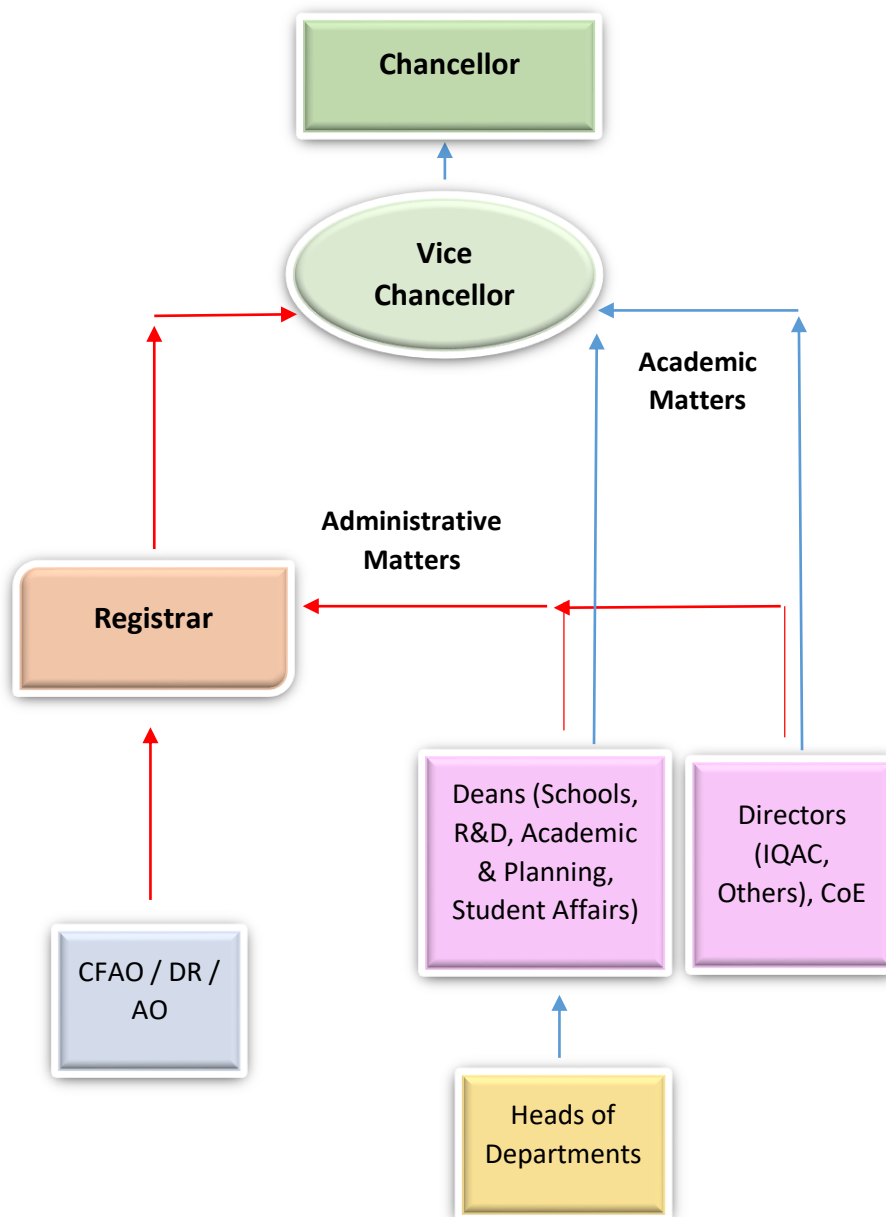
- a. Vice-Chancellor – Chairperson
- b. Registrar – Member
- c. Two members nominated by the Trust and
- d. Chief Finance and Accounts Officer- Member Secretary (with no voting right).

Note: Functions and powers of the Authorities and Boards as specified in the Statutes

4. OFFICERS & ORGANIZATION STRUCTURE OF THE UNIVERSITY

- a. Chancellor
- b. Vice-Chancellor
- c. Registrar
- d. Chief Finance and Accounts Officer
- e. Dean / Director
- f. Head of the Department
- g. Controller of Examinations; and
- h. Such other persons in the service of the University as may be prescribed from time to time.

Organization Structure of Anurag University



5. FUNCTIONS OF THE TEACHERS

5.1 TEACHING

- a. The primary responsibility of a teacher of the University is to teach and prepare the students for the challenges in professional career and life
- b. Management of attendance and review the performance of students
- c. Upgrade skills, tools, industrial application knowledge, etc. to disseminate to students
- d. Guiding student projects and evaluation
- e. Facilitate organising technical events at the institution
- f. Active participation in co-curricular and extracurricular activities
- g. Counsel students for academic, personal and overall development.

5.2 EVALUATION/ ASSESSMENT

- a. Participate in University examination process including question paper setting, invigilation, supervision, evaluation, scrutiny, moderation and any other as may be assigned.
- b. Preparing/reviewing question papers and monitoring assessment

5.3 RESEARCH AND DEVELOPMENT

- a. Produce Research Publications
- b. Conduct Research in frontier areas of Knowledge and supervising UG/PG students and Research Scholars
- c. Conduct sponsored research/Industrial consultancy and others projects
- d. Upgrading qualification, experience and professional activities

5.4 COURSEWARE, CURRICULUM DESIGN AND DEVELOPMENT

- a. Development and or review of new course(s) and courseware
- b. Create and update or review of new experiments and assignments
- c. Update existing course(s) or review of updated course(s)

5.5 UNIVERSITY / DEPARTMENT ACTIVITIES

- a. Assist in BoS/NBA/NAAC /University/ School/ Departmental/ Centre/ Cell activities
- b. Manage Course files - preparation, updates on regular basis
- c. Develop of Laboratory activities
- d. Undertake evaluation – invigilation / proctoring, test management

- e. Participate in Academic Committees, Student Welfare Committees, Discipline Committee, Anti Ragging Committee, and other committees
- f. Perform any other academic activity as per the instructions from the Head of the Dept./ Vice-Chancellor
- g. Abide by the rules and regulation of the University issued from time to time

5.6 PERFORMANCE APPRAISAL OF TEACHERS AND OTHER ACADEMIC STAFF

The overall assessment of each teacher shall be compiled by the Dean of the School concerned and a copy of the assessment shall be submitted to the Registrar after intimating it to the concerned teacher

6. CLASSIFICATION OF EMPLOYEES

6.1 TEACHING STAFF: The Teaching Staff comprises of the following categories:

- Professor
- Associate Professor
- Assistant Professor

6.2 NON-TEACHING STAFF: The non-teaching staff comprises of the following categories:

- | | |
|---|--|
| a) Administrative staff | Administrative Officer/ Deputy Registrar/ Assistant Registrar, Accounts/ Audit Officer, Personnel Assistants, Hostel Warden |
| b) Ministerial service | Office Manager/Superintendent, Senior Assistant, Junior Assistant, Computer Operator, Receptionist/Telephone Operator |
| c) Support Service (Technical) | Workshop supervisors, System/Network Administrator, Computer Programmer, Laboratory Assistants, Mechanic, Electrician, Wireman, Plumber, Construction and maintenance Engineer |
| d) Support Service (Non-technical) | Driver, Peon, Attender, Ayah, Sweepers, Security guard/ Watchman, Cook |

6.3 CADRE STRENGTH

The cadre strength of teaching and non-teaching staff shall be decided by the Board of Management and Governing Body of the University from time to time.

6.4 QUALIFICATIONS AND EXPERIENCE

6.4.1 TEACHING STAFF

The University shall adopt the designations, minimum qualification and experience prescribed by the UGC/AICTE/NMC/NCTE/PCI/ICAR etc. for recruitment/promotion for its teaching faculty/academic posts.

The Board of Management shall from time to time, prescribe the minimum qualifications and experience in respect of such positions for which these are not clearly specified, keeping in view of the recommendations of the UGC/AICTE etc. for similar positions, if any.

6.4.2 NON-TEACHING STAFF

The Governing Body/Board of Management shall, from time to time, prescribe the minimum qualifications and experience requirements of such positions.

6.5 AGE OF RETIREMENT

The academic staff shall retire on attaining the age of **sixty five years (65)** and staff other than academic services is **sixty (60) years**. However, the extension of services of the staff is as per the UGC/ AICTE / State Government norms.

6.6 METHOD OF SELECTION

To fill the posts shall be selected by one of the following methods as approved by the Governing Body/Board of Management:

- Direct recruitment by open advertisement.
- Promotions from amongst the existing staff
- Invitation.

6.7 NATURE OF APPOINTMENTS

- a. **Ad-hoc Appointment or Temporary appointment:** These appointments are made to meet the exigencies of work as procedure for regular appointment may take time.
- b. **Regular appointment:** These appointments are made by regular selection and recommendation by the competent committees.
- c. **Contract appointment:** Teachers of repute or expertise can be appointed on contract basis for a particular period either for teaching/establishment of Laboratories/ administration/and setting up standards or any other specific work.

6.8 SELECTION PROCEDURE

- a. **Teaching staff:** The appointment of teachers and such other academic posts shall be made by the recommendations of the Selection Committee fulfilling the rules and regulations as laid down from time to time by the UGC/AICTE and other concerned statutory bodies.
- b. **Non-teaching staff:** The constitution of the selection committee for the selection of non-teaching staff and such other services of the University shall be as laid down in the statutes. Based on the recommendation of the selection committee and with the approval of the Governing Body/Board Management orders shall be issued to the selected candidates.

6.9 SELECTION COMMITTEE

- a. **Appointment and promotions of teaching staff:** The Selection Committee shall be constituted for selecting suitable Teachers as specified in the statutes.
- b. **Appointing of non-teaching staff:** The Selection Committee shall be constituted for selecting suitable non-teaching staff as specified in the statutes.
- c. Selection by promotion from the lower category shall be on the basis of proven merit and ability. Seniority shall be considered only when merit and abilities are equal.
- d. The Selection Committee interviews the candidates and makes its recommendations in order of merit. The Selection Committee may reject all the candidates if they are found not suitable.

- e. Selection Committee may adopt suitable procedure of selection of candidates and it is final. It is prerogative of the appointing authority either to appoint or reject the selected candidates.

6.10 SCALES OF PAY

- a. The UGC /AICTE scales of pay as applicable from time to time shall be adopted for the teaching staff.
- b. The staff other than academic service is paid consolidated salary at the time of joining till regularization of service on the basis of individual performance. Salary fixation is dependent upon post, qualifications, experience as well as employee service at Anurag University. It is fixed as per the discretion of the Management.
- c. Scales of pay and allowances and other financial benefits for various categories of staff shall be as decided by the Governing Body. Generally ad-hoc appointments and contract appointments are on consolidated pay. However, ad-hoc appointment of teaching staff can be on scale of pay depending on the need.

6.11 APPOINTING AUTHORITY

- a. All appointments are made as per the rules and regulations of Anurag University based on the recommendations of various committees. The recommendations of appointments are submitted to Governing Body/Board of Management for information and approval before issuing of orders. In case of any contingency, appointments can be ratified post-facto by the competent authority.
- b. No selected candidates shall have right or claim for the appointment merely on the basis that he/she has been selected.

6.12 PROBATION

- a. The minimum period of probation of a teacher shall be initially one (1) year from the date of appointment.
- b. The minimum period of probation in the categories of Administrative Service, Ministerial Service, Subordinate Service (Technical) and Subordinate Service (Non-Technical) staff shall be initially for a period of two (2) years from the date of appointment.
- c. The period of probation may be further extended at the sole discretion of the University, on the basis of the performance of the employee.

6.13 SENIORITY (REGULARIZATION)

Inter-se seniority of employees appointed to each grade shall be determined with reference to the date of joining and by the order in which their names are included in the selection merit list for the grade irrespective of their dates of appointment.

Seniority of an employee in a post shall be determined by the date of commencement of probation in that post. If more people are selected for appointment in the same panel the order of merit as recommended by the concerned selection committee in the said panel will be the order of seniority among them.

6.14 RESIGNATION AND RELIEF/NOTICE PERIOD

Resignation and relief/notice period: The following procedure shall be adopted for employees to resign from the post they are holding.

Teaching Staff who completed Probation	Three (3) months notice or Three (3) months salary to be paid by the employee, in lieu of such notice
Non-Teaching Staff who completed Probation	Two (2) months notice or Two (2) months salary to be paid by the employee, in lieu of such notice
Teaching Staff on ad-hoc basis or contract basis or on probation	One (1) month notice or One (1) month salary to be paid by the employee, in lieu of such notice
Non-Teaching Staff on ad-hoc basis or contract basis	One (1) month notice or 1 month salary to be paid by the employee, in lieu of such notice

In case applications for seeking other employment/higher education are submitted through the proper channel to the management they may prescribe suitable conditions for relieving the employee as and when the employee is selected so that there shall not be any inconvenience to the academic program in the college. Normally, all resignations or request for relief shall be effective at the end of each semester or before the commencement of the academic year, so that the academic work is not affected and students are not inconvenienced.

TERMINATION: In case it becomes necessary to terminate the services of an employee for any reasons other than indiscipline the following procedure is adopted:

Teaching Staff who completed Probation	Three (3) months notice or Three (3) months salary to be paid by the University, in lieu of such notice
Non-Teaching Staff who completed Probation	One (1) month notice or one (1) month salary to be paid by the University, in lieu of such notice
Teaching Staff on contract basis or on probation	No advance notice
Others on probation	Two (2) months notice or Two (2) months salary to be paid by the University, in lieu of such notice

6.15 TRANSFERS: Non-Teaching Staff recruited for the University can be transferred across the Schools/Departments.

7. STAFF WELFARE ACTIVITIES

7.1 MEDICAL COVERAGE

All the interested and eligible staff/faculty members of Anurag University are extended the benefit of Group Medical Insurance. The coverage is to a maximum extent of rupees Three lakh/staff. This facilitates the staff to avail cashless facility in all the recognized hospitals in twin cities of Hyderabad for hospitalization cases. The benefit of Medical Insurance has been extended to the entire family (Staff, spouse & two children up to the age of 21 years).

7.2 EMPLOYEES PROVIDENT FUND

The eligible members of the staff are enrolled under EPF Scheme and the contribution as fixed by the Government of India is deducted from their salary. This amount together with the management contribution will be deposited in the bank account of the Government department concerned within the stipulated time.

7.3 GRATUITY

The eligible members of the staff are given Gratuity as per government norms.

7.4 EMPLOYEES STATE INSURANCE

The eligible members of the staff are enrolled under ESI Scheme and the contribution as fixed by the Government of India is deducted from their salary.

7.5 TRANSPORT FACILITY

Transportation facility from all the corners of the city are provided to the staff members at nominal charges.

7.6 CRECHE / DAY CARE CENTRE FOR CHILDREN OF EMPLOYEES

Anurag University has a day care centre with caretakers for the wards of employees. Interested employees can avail the facility on all the working days.

7.7 BEST TEACHER / BEST EMPLOYEE AWARD

The institution recognizes and motivates the staff/ faculty members by presenting the best male faculty, best female faculty and best non-teaching staff awards with an award money of Rs. 10,000 or as decided from time to time.

7.8 SUPPORT TO CHILDREN OF STAFF

Children of staff who joins Anurag University under the non-convenor category is offered 50 per cent waiver in Tuition Fees.

8. CODE OF CONDUCT

8.1 CODE OF CONDUCT

Every employee shall be governed by these rules and is liable for consequences in the event of any breach of rules by him/her.

Every University employee shall at all times maintain absolute integrity and devotion to duty and shall do nothing against the dignity and prestige of the University particularly in his/her relationships with the students. The Vice-Chancellor shall decide on cases of infringement of this rule.

An employee shall be required to observe the scheduled hours of working during which he/she must be present at the place of his/her work. No employee shall be absent from duty without prior permission. Whenever leaving station, an employee shall inform the Competent Authority in writing through the respective HOD or the Dean, School Concerned directly if he happens to be a HOD, the address at which he/she would be available during the period of his/her absence from the head-quarters and provide his / her contact and mobile number.

8.2 TAKING PART IN POLITICS

No University employee shall, while being on duty, take active part in politics which include holding elected office or otherwise in any political party standing for election to the State Legislature or the Parliament or take part in any other election on a party ticket.

8.3 CONNECTION WITH THE PRESS

No University employee shall except with or during the continuance of the previous sanction of the Vice-Chancellor, own wholly or in part or conduct or participate in the editing or management of any newspaper or other periodical publication, other than academic journals.

8.4 PRIVATE TRADE OR BUSINESS

No University employee shall engage directly or indirectly in any trade or business

8.5 EMPLOYMENT OR WORK NOT CONCERNED WITH THE UNIVERSITY

No University employee shall undertake any employment or accept any remunerative or honorary work not connected with the University.

8.6 TUITION

No University teacher shall engage himself/herself in coaching privately any student for any remuneration.

8.6 INSOLVENCY AND HABITUAL INDEBTEDNESS

A University employee shall avoid habitual indebtedness or insolvency. A University employee who becomes the subject of a legal proceeding for insolvency shall forthwith report the full facts to the Vice-Chancellor.

An employee against whom Criminal Proceedings are initiated in a court of law shall immediately inform the Registrar of the University, through proper channel, regarding the details thereof.

Whenever an employee wishes to put forth any claim or seeks redressal of any grievance he/she must forward his/her case in writing through proper channel to the competent authority and shall not forward any such advance copies of his/her application to any higher authorities unless the competent authority has rejected his claim or refused redressal of the grievance or has delayed the matter beyond a reasonable time of two (2) months.

An employee who commits any offence or dereliction of duty or does an act detrimental to the interests of the college / institution is subject to an enquiry and punishment by the competent authority. However, any employee aggrieved with the decision of the competent authority may appeal against such punishment or decision within 15 days of the receipt of the orders of the decision to the appellate authority as indicated therein and the decision of the appellate authority thereon is final and binding on the employee.

8.7 TAKING PART IN STRIKES OR SIMILAR ACTIVITIES

No University employee shall take part in any act or movement such as strike, incitement thereto or similar activity in connection with any matter pertaining to his service or to any other matter, which tends to bring the University to disrepute.

9. DISCIPLINE AND APPEAL POLICY

9.1 WORKING HOURS

S. No.	Designation	In time	In time with grace time	Late mark valid up to	Out time
1	Teaching	9:00 AM	9:05 AM	9:15 AM	4:05 PM
2	Librarian	9:00 AM	9:05 AM	9:15 AM	4:05 PM
3	Technical	9:00 AM	9:05 AM	9:15 AM	4:05 PM
4	Non-teaching	9:00 AM	9:05 AM	9:15 AM	4:05 PM
5	Attenders/Peon/Gardeners	8:30 AM	8:35 AM	8:45 AM	5:00 PM
6	House keeping	8:00 AM	8:05 AM	8:15 AM	5:00 PM
7	Drivers*	9:00 AM	9:05 AM	9:15 AM	4:05 PM
Lunch Time: 12:45 Noon to 1:15 PM					

9.2 REPORTING

The staff of the Anurag University is expected to report on time everyday as per their scheduled timings. Fifteen (15) minutes delay is permissible. Late reporting more than three times will be considered as one day. All the staff should record their attendance by signing in the attendance register as well as in biometric system every day.

9.3 I-CARD AND DRESS CODE

All the staff of the University is expected to wear Identity Card everyday during the working hours. Formal dress code should be practiced on all working days.

9.4 LEAVING THE CAMPUS BEFORE TIME

Leaving the workplace and office campus before the time is strictly not permissible. It is allowed only to those employees who have taken prior permission of their reporting authority in case of any emergency.

9.5 APPEAL

All employees are liable for disciplinary action for disobedience misconduct and dereliction/negligence of duty. However, such disciplinary action shall be taken after establishing the grounds on which the disciplinary action is initiated and after a fair opportunity has been provided to the employee to defend himself.

Disciplinary action may be taken by imposing one or more of the following types of punishments and the following are the competent authorities to impose and appellate authorities for each type.

Nature of Punishment	Competent Authority to impose	Appellate Authority
Censure	Vice-Chancellor	Governing Body
With-holding of increment or promotion or effecting reduction in rank	Vice-Chancellor	Governing Body
Recovery from his / her salary whole or part of any pecuniary loss caused to the college due to negligence of duty or breach or orders	Vice-Chancellor	Governing Body
Removal or dismissal from service	Vice-Chancellor	Governing Body

NOTE:

- a. To discharge the services of an employee in the following circumstances does not amount to removal or dismissal from service within the meaning of the above rule.
 - A person engaged under contract within the terms of contract.
 - A person appointed on ad-hoc basis.
- b. Any employee either teaching or non-teaching may be kept under suspension from service when disciplinary proceedings against such employee is contemplated or pending for a period of six months and the same may be extended for a further period if Board of Management feels it necessary;
- c. An employee may also be kept under suspension where a case against him in respect of any criminal offence is under investigation, enquiry or trial.
- d. An employee shall be deemed to have been placed under suspension with effect from the date of his detention in Police Custody if he/she has been kept in the custody of Police for a period exceeding 48 hours pending of any registered Criminal complaint.
- e. An employee may be paid subsistence allowance during the period of suspension. The decision and the amount of allowance shall be as decided by the Board of Management.
- f. If the competent authority feels it necessary to constitute an enquiry committee as a part of the procedure to establish the grounds on which disciplinary action is to be taken, the committee shall consist of three members which may include the Dean/Director of the School and two other members appointed by the Board of Management /Governing Body.
- g. Before any of the penalties specified above is imposed against an employee of the University, it is necessary to give him a reasonable opportunity to show cause against the disciplinary action which is proposed to be taken against him by intimating to the employee concerned the grounds on which it is proposed to impose the penalty and by directing him to show cause why it should not be imposed. The employee shall be required within a reasonable time to put in a statement in writing, of his/ her defense and to state whether he/she desires an enquiry or only to be heard

in person. If he/she desires an enquiry and if the authority concerned so directs an enquiry shall be held. If no enquiry is sought to be held and if he/she had desired to be heard in person; a personal hearing shall be given to him/her. The proceedings shall contain sufficient recorded evidence and a statement of the findings and the grounds thereof.

- h. The above said enquiry requirements shall not apply where the employee concerned has absconded or where it is for other reasons impracticable to communicate with him or punished under Indian Penal Code or punished for any other offence under any other Act or Acts.
- i. All or any of the above provisions may in exceptional cases for special and sufficient reasons be waived where there is a difficulty in observing those requirements.

10. LEAVE POLICY

10.1 GENERAL POLICY

- a. These rules apply to all employees of Anurag University
- b. They are deemed to have come into effect from the date of joining the institution
- c. Leave account of each employee is maintained separately by the Office of HR
- d. Unauthorized absence from duty not only results in cut in the emoluments for the period but also as misbehavior inviting disciplinary action.
- e. An employee on leave cannot take up any service or accept any other employment or remuneration.
- f. Application for leave on medical ground shall be accompanied by a Medical Certificate by a Registered Medical Practitioner.
- g. Any employee on leave or on vacation can be called back to duty in case of exigencies.
- h. All leaves can be availed only after due sanction by the sanctioning authority. Only in respect of casual leave applied due to sudden illness or such other emergency it can be availed before sanction. As far as possible it is obligatory to the employee to inform the sanctioning authority about his availment of casual leave.
- i. Notwithstanding the above, the management may consider special leaves as per individual case and exigencies.

10.2 CATEGORIES OF LEAVES

10.2.1 CASUAL LEAVE (CL)

- a. Employees appointed on regular/ ad-hoc/ consolidated pay/ contract basis are eligible to avail twelve (12) days of casual leave in a calendar year or proportionate to the service put in by the employees during the year i.e. one (1) CL per month. If more than one (1) casual leave is availed in a month, the pay will be deducted for extra leaves taken.
- b. Casual leaves that are not availed by an employee during the calendar year, cannot be carried over to the next calendar year.
- c. Half day casual leave may also be granted for absence of half or less than half working day.
- d. Casual leave may be combined with holidays including Sundays in which case holidays and Sundays falling within the period of casual leave shall not be counted as casual leaves.
- e. An employee shall not be entitled to casual leave more than four (4) days at a time excluding Sundays and holidays subject to availability of accumulated casual leaves to the credit of employee for that year.

10.2.2 EARNED LEAVE – VACATIONAL STAFF

- a. Employees declared as vocational staff are eligible five (05) days of earned leave in a calendar year after one completed year of service in addition to vacation.
- b. Accumulation of earned leave is limited to a maximum of one twenty (120) days in the entire period of service
- c. Earned leave may be granted on full pay and allowances during the leave, if availed

10.2.3 EARNED LEAVE – NON-VACATIONAL STAFF

- a. Employees declared as non-vacational staff are eligible ten (10) days of earned leave in a calendar year each completed year of service.
- b. Accumulation of earned leave is limited to a maximum of one twenty (120) days in the entire period of service
- c. Earned leave may be granted on full pay and allowances during the leave, if availed
- d. Employees declared as non-vacational staff are not eligible to avail vacation

10.2.4 HALF PAY LEAVE

- a. Half pay leave granted on the basis of medical certificate from a registered medical practitioner for a period of ten (10) days for each completed year of service to a regular employee. The leave shall be granted on half basic pay and allowances.
- b. Accumulation of half pay leave is limited to a maximum of one twenty (120) days in the entire period of service.

10.2.5 MATERNITY LEAVE

- a. Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- b. Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

10.2.6 PATERNITY LEAVE

- a. Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

10.2.7 EXTRAORDINARY LEAVE

- a. Extraordinary leave shall be granted on private affairs or economic affairs not exceeding thirty (30) days at a time to a regular employee.
- b. Extraordinary leave shall be granted once for every two years of service without pay and allowances.

10.2.8 STUDY LEAVE

- a. Study leave shall be granted to only regular employee after completion of probation period, to pursue higher studies or research in the interest of the institution.
- b. A teacher availing study leave shall undertake that he/she shall serve the University for a continuous period of three (3) years, post the study leave.
- c. On return from study leave the teacher shall produce a copy of completion certificate/course/research document/academic papers etc.
- d. Study leave shall be granted by the Board of Management/Governing Body on the recommendations of the concerned Dean of the School/Head of the Department concerned.
- e. Study leave shall not be granted for more than three years.
- f. Study leave shall be granted without pay and allowances during the leave period.

10.2.9 MARRIAGE LEAVE

- a. Marriage leave shall be granted five (5) days to all employees of the University
- b. Marriage leave application should be accompanied with wedding card
- c. Marriage leave shall be granted on full pay and allowances during the leave

10.2.10 SPECIAL LEAVE

- a. Special leave shall be granted to a teacher not more than ten days (10) in an academic year to attend meeting/conference/seminar/to present paper or any other scientific activity. The leave may be granted only two (02) times in a calendar year. Special leave shall not accumulate, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays and vacation.
- b. Sanctioning of special leave does not bear any financial commitment to the University.
- c. Application for granting on-duty leave (for assignments to be done outside the University like evaluation or for discharging official duty for the State / Central government) will be excluded from the Special Leave and dealt with separately. Any excess special leave over & more 10 days in an academic year will be considered on a case-to-case basis.

10.2.11 LEAVE SANCTIONING AUTHORITY

S.No	Kinds of leave	Category of employees	Authority to sanction
1	Casual leave	Registrar	Vice-Chancellor
		Controller of Exams./Deans/Directors/ Deputy Reg./Finance Officer	Vice-Chancellor
		Head of the Departments	Dean, School concerned
		Teaching staff	Head, Dept. concerned
		All categories of Non-teaching staff	Administrative Heads
2	Earned leave/ Half pay leave	CoE/ Deans/ Director/ Deputy Reg./ Finance Officer	Registrar
		Head of the Departments	Dean, School concerned
		Teaching staff	Head, Dept. concerned
		All categories of Non-teaching staff	Administrative Heads
3	Maternity / Paternity leave	All employees (Teaching and Non-teaching)	Registrar/ Vice-Chancellor
4	Extraordinary/ Marriage leave	All employees (Teaching and Non-teaching)	Registrar/ Vice-Chancellor
5	Study leave	All employees	Vice-Chancellor/ Board of Management
6	Special leave	Teaching staff only	Registrar/ Vice-Chancellor

11. TRAVEL POLICY

- a. These rules will be called T.A. Rules and shall apply to employees of the University.
- b. An employee, when called upon to travel on work of the University or when otherwise permitted will be entitled to draw traveling expenses in accordance with the schedule of allowance in force from time to time.
- c. An employee can undertake a tour on University work only on specific written permission of Registrar/Vice-Chancellor.
- d. Journey should always be undertaken by the cheapest and the shortest route, unless otherwise sanctioned.
- e. Return or concessional tickets, when cheaper than two single journey fares should be purchased whenever available, if the conditions of the tour permit.
- f. Employees are eligible for re-imbusement of actual travel expenditure subject to the limitations as prescribed by the University. If the employee travels by a class other than the minimum available in train, they have to invariably mention the ticket no., date etc., in TA bill form.
- g. All the employees of the institution shall be governed by the TA rules of the University, in vogue from time to time. However in exceptional circumstances, the Management may on its discretion, pay a higher allowance to them than prescribed and reimburse the actual expenditure incurred, subject to production of the relevant vouchers/ bills.
- h. All TA bills must be submitted on the prescribed form as early as possible and not later than seven (7) days after completion of the tour, but before undertaking another journey. Otherwise advance, if any granted against T.A. will be adjusted from the salary next payable.

12. SUPPORT FOR HIGHER EDUCATION

Ph.D. PROGRAMME

- a. Faculty must have been appointed as regular faculty.
- b. Should have four years of continuous service in the current institution.
- c. Faculty and Institution has to execute a bond on a Rs.100 Non-judicial Stamp Paper on agreed terms.
- d. A limited support in terms of fees charged for coursework and use of research facilities at the research place where he/she has enrolled for qualification up gradation, expenses towards thesis writing and publication of related research papers, consumables, if faculty is registered for qualification up-gradation on full-time or part-time basis on case-to-case basis and/or finance department, on submission of bill of expenses in original.

13. SUPPORT FOR FACULTY DEVELOPMENT PROGRAMMES, WORKSHOPS, SEMINARS, CONFERENCES AND TRAINING PROGRAMMES

13.1 PROMOTION OF RESEARCH ACTIVITIES

Faculty are encouraged to participate in various research activities and conferences, workshops and FDPs. Expenditure incurred by the faculty members is reimbursed as per the norms of the University.

13.2 ELIGIBILITY

- a. Faculty must have been appointed as regular faculty.
- b. Should have at least one year of continuous service in the current institution.
- c. Faculty should have submitted Training Need Analysis (TNA) for the current academic year.
- d. Faculty has to submit a proposal to the Registrar through Proper Channel consisting justification for attending the programme, benefits to the individual, name of the organizing Institute/Organization, department, venue, date, time, duration, programme agenda and a tentative Travel Plan. He/She has to submit financial estimate also, consisting registration fee, proceedings publication fee, travel mode, travel cost, DA, lodging.
- e. The application should reach to authority through proper channel after verification of need of attending the programme and recent TNA submitted.
- f. The faculty may proceed to finance department for drawing advance amount towards registration fee and travel cost only.
- g. After attending the event, the faculty has to submit a report on programme attended, copy of attendance certificate or participation certificate or any other achievement certificate, original registration fee receipt, TA/DA form with all original receipts.
- h. After submitting all the documents and only after settlement of advance amount, other expenses are reimbursed. The entire process is to completed within (15) days after attending the programme.
- i. Faculty attending conferences etc., he/she has to submit copy of paper published in conference proceedings
- j. Faculty is permitted to avail registration fee and local travel expenses as per applicable norms and rules when faculty attends a programme in-station but at an Institution other than the parent Institution.
- k. Faculty has to submit original boarding passes, if he/she avails air travel facility.
- l. TA/DA shall be paid as per Government of Telangana.
- m. Board of Management approval should be taken for International Travel

13.3 FINANCIAL ASSISTANCE

- a. Registration Fee to the extent of Rs. 10,000/-
- b. Train fare to the extent of to and fro II Class AC for Professors and III Class AC for Associate Professors and Assistant Professors. However, travel undertaken for research projects will be as per the terms of the funding agency.

13.4 CONSULTANCY PROJECTS

Faculty undertaking research / consultancy project will retain 80 per cent of the Consultancy fee and share the balance 20 per cent to the Department / University in lieu of using facilities provided and taking time off from work.

Strategic Plan

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Preamble

2.1 About Anurag University

Anurag University (AU) has created the Strategic Plan through a detailed consultation process with stakeholders during 2020-22. Since its inception, the brainstorming sessions were conducted under the leadership of Prof U. B. Desai, Chancellor of Anurag University. Extensive discussions were held with deans, directors, and heads of the department, management and faculty members on the contents of the document.

As a first step, Vision, Mission and Core Values were drafted and placed on the website to seek the opinion of other stakeholders including students. Later they were presented to the Board of Management and later to the Governing Body for discussion and approval. After due deliberations and modifications the final Vision, Mission and Core values of AU were frozen and were disseminated to all the stakeholders placing them on the website and displaying at prominent places in the campus.

Later, deliberations took place on various educational reforms and developmental issues and outcome of these deliberations have been captured into Minutes of the Chancellor's meeting. Some of the reforms have already been implemented during the last two years. National Education Policy-2020 was also discussed extensively to align the reforms with the new education policy.

2.2 About this document

The document captures the long term goals and the strategic plan for achieving them during the next five years i.e. 2023-2028.

3. Vision, Mission, Core Values and Goals

Vision

- To be a leading university that provides transformative education to create leaders, innovators, and to expand frontiers of knowledge for the betterment of society.

Mission

- To provide an education that transforms students through rigorous coursework and by providing an understanding of the needs of society and industry.
- To prepare students to think creatively, broadly, critically and create an ecosystem for innovation and entrepreneurship from which the leaders and innovators of tomorrow emerge.
- To create an ambience to understand and solve real-world problems thereby contributing to the growth of nation and humanity.
- To build relationship with academia, research organizations and industry to strengthen the ecosystem.

Core values

Integrity, Diversity, Excellence, Learning for Life, Empathy, and Inclusion

- **Integrity:** The University will adhere to the ethics and morals in all its activities and they shall be carried out with honesty and transparency
- **Diversity:** We recognize and celebrate the similarities and differences in our students, staff, communities, services, programs, and ideas. We value diversity because it promotes learning, enriches our relationships, and enhances our ability to solve problems and make decisions.
- **Excellence:** The University is committed to excellence in all spheres of its activities, and through internal and external reviews, will work towards continuous improvement. The University will recognise exceptional efforts through awards and honours.
- **Learning for Life:** We focus on learning skills of the students and prepare them for lifelong learning to gain knowledge, skills and competencies to adapt to the rapidly changing world.
- **Empathy:** An awareness of the conditions of the disadvantaged sections of our society and contributions towards solution of their problems will form an integral part of the research and education programmes of the University.
- **Inclusiveness** We adopt an inclusive approach to make education affordable and accessible to all the sections of the society, while giving highest importance to the merit.

We also adopt an inclusive approach to include the qualified members from all sections of the society as the faculty and staff members of the University.

- **Environment friendly:** University is committed to environment protection. We sensitise our stakeholders and reach out and help the communities in maintaining and sustaining the environment.

Goals:

Anurag University (AU), a private university located in Hyderabad, Telangana came into being with issuance of the Telangana State Private Universities Act No.11 of 2018, dated. May 20, 2020, under Brownfield Category by transforming erstwhile Anurag Group of Institutions (AGI) into a University.

Anurag University is spread over 60 acres land has begun its journey with three Schools, namely, Engineering, Pharmacy, and Business Management and having 11 departments. Later School of Agriculture Sciences was started during academic year 2021-22. The University at present conducts 14 undergraduate, 13 Postgraduate and 9 Doctoral programmes. There are around 10000 students pursuing their studies in the campus with an intake of 1930 students at UG level, 400 at PG level, and 100 scholars pursuing their doctoral studies.

All the programmes were NBA accredited and the Institutions were NAAC accredited with 'A' Grade. The University earned reputation for itself and figured in NIRF and other rankings. The University ranked 146 in Engineering category, 58 in the category of Pharmacy, in the range of 101-150 in University category, and 151-200 in overall category. Further, the track record of the University is demonstrated by over 90% placements every year for the last decade.

The University with its strong team of 400 faculty members is engaged in giving quality education. Further, Anurag University has plans to expand itself into multiple dimensions in near future in terms of schools, departments, programmes and campuses. AU would like to make mark in higher education by focusing on quality of education and creating an environment that would encourage innovation and contribute to the expansion of frontiers knowledge.

After due deliberations the following goals have been set to be achieved during the period 2023-28.

- Expansion of academics in terms of schools, programmes, students and faculty
- Enhance the engagement with industry and society
- Create innovation ecosystem by establishing an incubation centre
- Focus on modern teaching-learning process and adoption of technology
- Enhance student experience
- Attract international students and faculty

- Create world-class academic, innovation infrastructure
- Encouraging industry and socially relevant research
- Bringing reforms into education in line with NEP 2020

4. Strategic Plan

4.1 Schools and Academic Programmes

Anurag University made an impressive beginning with three schools, namely, School of Engineering, School of Management and School of Pharmacy. Later, School of Agricultural Sciences was started during the academic year 2021-22 spanning in an area of 60 acres. At present, about 10,000 students are pursuing various programs in the University.

The School of Medicine is coming up with an academic block with 20000 sft built-up area and a well-equipped 500 bedded hospital with state-of-the-art medical infrastructure for offering MBBS, PG in various specializations and super specialities. An application is made to National Medical Commission (NMC) seeking the permission to start the Medical School from 2022-23.

Further expansion will take place in the next five years in terms of schools and academic programs. New schools in the domains of medicine, law, liberal arts, and sciences will be set up along with the new academic programmes in the next five years. Emphasis will be given to job-oriented programme. The academic programmes will be outcome-based with well-defined objectives and outcomes.

Offering Job-oriented certification courses

Job-oriented programs will certainly help candidates to have a definite career path and one can find a job before or after completing the course. This can be done in Computer Science and IT disciplines. The following are few of the job-oriented certifications:

- Full-stack web development
- Data science
- Digital marketing
- Mean-stack web development
- Certificate, Diploma Courses in Foreign languages

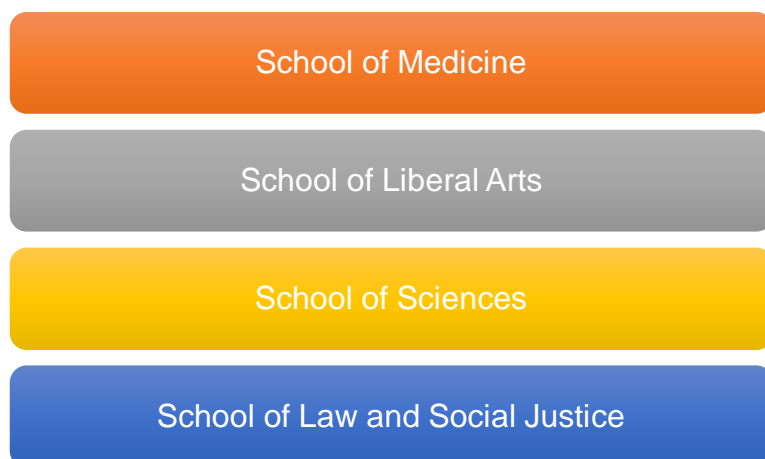
The university shall provide holistic education and adopt experiential, project based, and student-centric learning. The university shall inculcate self-learning, and life-long learning through effective teaching-learning processes.

Action Points

- Addition of schools in Medicine, Law, Liberal arts, Sciences making AU into a truly multi-disciplinary University
- Creation of Job-oriented Programmes
- Adoption of Flexible Curriculum

- Making teaching-learning process Experiential, Project Based, Student Centric and holistic
- To inculcate self-learning, life-long learning
- Increasing student strength to 15,000 by 2028.

Targets



4.2 Research

University has given impetus to research by starting PhD Programme in the academic year 2020-21. Further, seed money is provided to the young faculty members to encourage them to undertake research projects leading to major projects. In addition, two centres of excellences were established during 2021-22 in the areas of Cyber Security and Digital Manufacturing.

University aims at engaging in research in thrust areas, solving real-world problems through an extensive network of partnerships and collaborations. Focus will be given to converting research into innovation and entrepreneurship thus advancing frontiers of knowledge.

Action Points

- Collaborating and partnering with industry, research organization and communities to ensure our research meets local and global needs.
- To establish 10 new Centres of Excellences in thrust areas
- To promote industry-relevant research
- To increase Ph.D. intake
- To continue the seed money to young faculty to pursue research in thrust areas
- To promote quality research publication by incentivising
- To nurture research leading to incubation, innovation having social impact

- Aiming at getting major projects from the funding agencies like DST, DBT, ICAR, etc.

Targets

- No of Centers of Excellence to be established: 10 by 2028
- PhD Admissions to be increased to 500 by 2028
- Funding from agencies like DST, DBT, ICAR and others: Rs. 10 Cr by 2028
- Quality Publications in Web of Science by incentivising: 500 by 2028
- No of Seed Funding projects: 20 by 2028
- Industry Projects / Consultancy works: Rs. 10 Cr by 2028

4.3 Human Resources

AU recognises human resources as the most important among the assets needed to realise its aspirations. This importance is particularly accentuated in the present context of rapid growth. Thus human resource management is a vital institutional function. Falling within the domain of this function are the activities of need-identification, recruitment, training and development, personnel administration and evaluation of performance. The human capital of AU consists of its students, research scholars, faculty and staff.

In the last two years, student strength has increased to 10000, necessitating the recruitment of the staff, particularly faculty members. The human resource strategy of this plan is aimed at increasing the strength of the human resources while giving it focus and improving its quality. In order to improve the productivity of the faculty, staff and students, AU will continue to focus on quality and process improvements by conforming to NBA and NACC accreditation norms, paperless office via the University Management System (UMS)), which provides Institute-wide e-services. AU also aims at strengthening welfare measures for the staff to make their wellbeing. AU has brought out Human Resource Policy that clearly defines the promotion paths, performance appraisal and welfare measures. AU aims at making the campus clean and green to make campus life safe and enjoyable.

4.3.1 Faculty

AU seeks to become the most favoured destination for potential faculty members. While most of them are likely to be of Indian origin, efforts will be made for attracting the foreigners with suitable qualifications to bring the diversity to the academic environment. AU will appropriately recognise different types of experience, be it in academics, industry or research. AU has started recruiting Professors of Practice with industry experience. The proportion of women in the faculty is about 35 percent at present and growing, and the gender gap will be actively sought to be bridged.

Seed money is introduced to enabling the young faculty members an early, solid start to their research activities. In addition incentives are extended to the faculty members for the quality research publications.

Action Points

- Sustain and improve the performance of the University by recruiting, rewarding and developing high-quality staff.
- To recruit the top-class faculty and gradually increasing the faculty strength to 750 (1:20 SFR) by 2028
- Promote equality, diversity and inclusion in recruitment, operations and management.
- Develop a high-performance work culture through effective performance management for individuals, teams and the organisation
- To provide 5-step path for promotion as per UGC/AICTE norms
- To incentivise the performance of faculty members and reward them
- To provide EPF and Gratuity to the faculty and staff on par with industry
- To enhance Group Health Insurance policy.

Targets

- To recruit the top-class faculty and gradually increasing the faculty strength to 750 (1:20 SFR) by 2028
- To increase the women faculty to bring the gender parity

4.3.2 Staff

AU recognises that a robust system of recruitment, training and development necessary for the technical and office staff. AU seeks to provide staff members opportunities to obtain higher educational qualifications to pursue their aspirations. Institute to develop a system in which motivated persons are recognised and their progress is facilitated. Staff members will be provided with appropriate challenges throughout their careers. The key determinant of a member's reward will be meritorious performance.

Action Points

- To provide EPF and Gratuity to the faculty and staff on par with industry
- To subsidise the tuition fee of the children of staff who take admission AU
- To provide promotion path
- To enhance Group Health Insurance policy.

Targets

- To evolve a clear career growth by means of robust policy of recruitment and promotions

4.3.3 Students

AU aims at enhancing the student experience in terms of class room experience, stay in the hostels, providing first-class amenities, recreation facilities, flexible curriculum, interdisciplinary projects, project based learning, experiential learning, eco system for innovation and entrepreneurship, co-curricular, extra-curricular activities, etc.

AU aims at promoting each student's holistic development in both academic and non-academic spheres. AU aims to increase the total strength of students to 15000 in the next five years. Emphasis will be given to all-round development of students. Multitude of opportunities will be created in terms of co-curricular and extra-curricular activities. More students clubs will be created. NCC/NSS/Sports/Yoga will form part of the curriculum which carry credits. Student interactions with administration will be simplified and automated, where possible. Students will be included in processes for planning of campus development, including green campus initiatives.

Action Points

- To offer value addition courses for overall personality development
- To provide student amenities to enrich the campus experience
- To connect the students with industry
- To enable the students innovate, incubate and become entrepreneurs
- To create student clubs and recreation centers

Targets

- The following play courts will be created during 2023-24:
2 Basket ball, 2 Volley ball, 1 Lawn Tennis, 2 Kabaddi, 1 Handball
- 1 Gymnasium and 1 Athletic Track will be created
- Indoor stadium will be enhanced
- Incubation Centre AUTBI will be created
- Hostel capacity will be increased to 10000

4.4 Infrastructure

AU aims at to strengthen laboratories in terms of the capacity and equipment. The required Laboratory equipment, IT infrastructure, Software, and other consumables will be procured as and when the need arises with the due approval of the Board of Management.

AU aims at increasing the hostel capacity to accommodate at least 10000 students by 2028.

As part of its plans of making the campus residential, AU aims at providing residential campus facility for 25% of the faculty and non-teaching staff by 2028.

AU also plans to establish a Data Centre to host the High Performance Computing facility to cater to the needs of digitalization of the campus and research. To cater to the needs of digitalization, AU seeks to improve the Internet access by increasing the bandwidth at least 10 Gbps. Priority will be given to keep the campus clean and green along with conservation of energy.

As it is planned to expand the academics in terms of schools and programmes, the requirement for built-up area is increased. An exclusive building to house Departments of Computer Science and AI with a built-up area of 2.0 lakh sft will be created during 2023-24. Further, hostel capacity will be enhanced to accommodate 10000 students by 2028.

Action Points

- Creation of academic block for Departments of Computer Science and AI
- Expansion hostel to accommodate 10000s students
- To conduct Green audit at least once in a year
- To conduct Energy audit at least once in a year
- Enhance Water Harvesting, Waste Management activities
- Increase Internet bandwidth to 10 Gbps

Targets

- Creation of Academic block for Departments of CSE and AI with a built-up area of 2.0 lakh sft
- Expansion hostel to accommodate 10000s students
- Increase Internet bandwidth to 10 Gbps
- Creation of AUTBI with in a space of 10000 sft
- Creation of canteen in a space of 6000 sft
- Creation of auditorium with a capacity of 5000.

4.5 Placement

Training is the core of the employability scheme. The Training and Placement Division (TPD) is responsible to liaise with industry partners in order to get timely inputs on human resource requirements.

AU's TPD is ranked among the best in South India and has an impressive placement record (about 80%) in reputed organizations. The role of the Training & Placements division is to provide adequate training to enable students to be industry ready and offer placement assistance by inviting several industrial partners of repute.

TPD plans, deploys and rolls-out training programs which include, technical skills, soft skills, domain skills, Campus Recruitment training, etc., from the 4th semester of B. Tech and 2nd semester of M. Tech / MBA programs. The training programs also emphasize on practicing values, ethics, and learning corporate culture.

TPD continuously gives feedback to the departments to enable the departments to integrate the curriculum with required courses.

AU envisages to enhance the placement in terms of both quality and quantity by increasing the average salary and number of students placed.

Action Points

- Work closely with Industry, Private and Public (T-Hub, CII) Partnerships.
- Strengthening TNS (Training Need Analysis) - Skilling each student based on their skill gap.
- Analytics must be incorporated from time to time to know the skill gap using assessment tools to improve the career counselling and guidance.
- Automation of student data or placement process - managing the student data such as CVs, Skill certifications, offers, etc.
- To strengthen front office activity by keeping career counsellors.

Targets

- Increasing the placement record to 95 % by 2028
- Increasing the average salary to 10.0 lakhs by 2028

4.6 Industry-Institute Collaboration

Industry-Institute-Interaction Cell (IIIC) is the primary interface for interaction with industries. Since its inception AU is proactive in engaging industry and has signed MoUs with leading industries in and around Hyderabad. Majority of AU students undertake internships from these industries.

AU aims to extend its engagement with industry to undertake research and consultancy projects from the industry. The Industry engagements have benefitted the University in many ways and it is planned to increase the scale and scope of interactions. AU will aim to create an ecosystem for deeper collaboration with industry in several modes, including consultancy, sponsored

research projects, technology transfer and continuing education. We will build collaborations in education through well-structured student internships (up to six months) as well as appointment of industry professionals as Adjunct Faculty. Further, AU envisages to engage the industry by offering online comprehensive academic programmes with a robust system of certification, to up-skill them.

Action points

- Strengthen IIC in terms of Human Resources with capacity to engage the industry on continuous basis
- Enhance engagement with industry and research institutions in the region with joint workshops and conferences.
- Conduct of Student Project exhibitions to showcase knowledge and expertise and invite the industry and research organisations to witness

Targets

- Number of Project Exhibitions: one per year
- Number of visitors for open days: 2000 per year
- New industries engaged with the Institute: 10 per year
- Total number of faculty with industry engagement to: 100 per year
- Joint publications/patents with companies associated with Research Park: 20 per year
- Number of joint research projects with regional institutions: 10 per year

4.7 Internationalization

Hyderabad is known as a true representative of Indian culture, where the old mingles with the new; where change and continuity coexist, and modernity meets with tradition.

Anurag University would like leverage the advantage and attract international students by setting high standards of academic excellence and creating infrastructure that caters to these students. Recently, AU has setup a Foreign Relations Office (AUFRO) to take care of internationalization activities.

University will establish a hostel and other facilities to welcome international students. The International Relations Office will be expanded to assist the students seeking admission, students on the rolls, and for carrying out publicity of programmes in target countries. The admission process will be streamlined and made online to facilitate student applications. Further, Collaborations with reputed universities of foreign countries will be explored in order to initiate student/faculty exchange programmes and collaborative research.

Action Points

- Liaison with international universities through MOUs for student/faculty exchange programs and collaborative research.
- Developing faculty/student exchange programmes with foreign universities
- Expand UFRO office in terms of space and human resources
- Provide a greater sense of safety, security and standard of living for international students and visiting scholars.
- Engage alumni in bridging the relationship with international universities.

Targets

- Opening admissions to overseas students from the academic year 2023-24
- Aim to reach 5% of total intake by 2028
- Establishing collaboration with foreign Universities at least 5 by 2028

4.8 Education Research and Technology Centre

A centre to conduct training and research in areas of pedagogies and tools for technology-enhanced learning will be created with a built-up area of 2000 sft. The primary aim of the centre will be to continuously evolve teaching-learning methods and to offer training to the faculty members. The centre will be engaged in research in pedagogies and emerging education technologies. The human resources will be drawn from different schools and departments of AU to make it truly interdisciplinary centre. The centre will design certificate courses in pedagogy and education technology and offer them as short-term courses for the faculty of both Anurag University and other institutes.

Further, the centre will also offer courses at M.Tech and Ph.D programmes in the interdisciplinary areas of Pedagogy and Technology-enhanced education in due course.

Action Points

- To constantly evolve effective methods of teaching and pedagogy
- To design certificate courses on teacher education
- To research on the usage of technology for effective teaching
- To train the faculty in state-of-the-art and industry relevant courses as they are introduced into the curriculum
- To offer academic programmes in pedagogy and
- To establish state-of-art centre for recording the lectures and dissemination

4.9 Innovation and Incubation

a) Introduction:

To promote innovation and incubation activities an incubation centre called AUTBI (Anurag University Technology Business Incubator) will be set up during 2023-24. The aim of the AUTBI is to provide an environment that would support the start-ups by leveraging new and emerging technologies. The purpose of the Anurag's Incubation Centre will be to foster Innovation and entrepreneurship culture, create and/or improve employment opportunities, transfer of knowledge & technology, and thus to enhance the nation's economic growth. The proposed AUTBI would create a synergy and provide platform to bring together the start-up companies and other similar firms under one umbrella for better business prospects.

Based on the evaluation, the following focus areas are finalized for the proposed AUTBI. However, on need basis, the university is ready to accept any of the following areas for incubation:

- Digital Health care
- Smart and Advanced Manufacturing
- Cyber Security Systems
- Smart Agriculture

b) Governing Structure:

In order to provide ease of incubator operations and be able to adapt to dynamic market conditions, a governing structure model shall be adopted. The proposed technology incubator would be governed by a board comprising of 5-7 members with a mixture of entrepreneurial and technology experience are drawn from Industry and Academia.

- i. Chairman - Head of the institute

- ii. Patent Expert/consultant
- iii. Alumni Entrepreneurs
- iv. Experts from nearby industry association (at least one Start-up Ecosystem expert)
- v. Expert from Financial institution/investor/ angel investor/ nearby bank and
- vi. Head of nearby existing Technology business incubator

Action Points

- Create an incubation centre with 10000 sft built-up area
- Create Logistical support for start-ups
- Create section 8 company
- Create a governing structure
- Create start-up-policy
- Create a mechanism for attracting innovators and investors to collaborate

Targets

- Create an incubation centre with 10000 sft built-up area
- No. of innovators/start-ups to be admitted: 15
- No of start-ups to be graduated: 5
- No of IPs filed(Including patents, copyrights, trademarks, design patents etc.: 25
- No of events/workshops to be organised:; 65

4.10 Alumni Engagement

AU was established by transforming erstwhile Anurag Group of Institutions (AGI) into a university. About 10,000 students have graduated from AGI starting from 2006 onwards. Thus all those who graduated from AGI also form part of alumni of AU. AU has recently started its alumni association, which is yet to be registered.

AU will make efforts to enhance the engagement with all alumni. The focus will be on a two way interaction. AU is committed to lifelong involvement of all students who will continue to be part of the AU family even after they graduate. AU will provide space in the campus to enable them to have meetings. The Institute will welcome alumni visits to the AU campus and hostels and will provide opportunities for alumni to interface with students and faculty and participate in the research and educational activities at the Institute.

The Institute will build its engagement on adding value and support to the alumni in their careers and professions with specialised advanced courses.

Action Points

- Create an Alumni Centre at the Institute to support alumni visits, activities and engagement.
- Facilitate interactions between alumni and students, and alumni and faculty.
- Alumni inputs for curriculum development, alumni support for student placements and internships will be taken
- Alumni involvement in AUTBI as part of advisory committee.
- Engage alumni as adjunct faculty.
- Initiatives for supporting alumni needs for continued learning and career improvement.
- Targets
- Number of alumni visitors to Alumni Centre and the Institute: 20 per year
- Number of courses/workshops/networking events for alumni: 5 per year

4.11 Digitalization

A cloud-based university management system (UMS) is a unique digitization system that helps automation of various core functions of the university. The core functions include student registrations, student admission process, fee management system, transportation system, library management, event management, facility booking system, examination system, training and assessment platform and others on the click of a button.

It is highly essential to upgrade the existing digital infrastructure that should assist the people and processes. This would empower the University to have any information stored in the ERP system.

The University shall leverage the robust online learning and assessment platform that enables the university to explore the best possible learning opportunities for the students and faculty members. Further, an assessment system can be infused to the LMS to conduct the assessments along with the learning.

Action Points

- Review of existing UMS and LMS
- Getting feedback from the users of the existing UMS and LMS
- Identification of the gaps between the existing systems and the expectations of the users

Targets

- The release of enhanced versions of UMS and LMS during 2023-24

4.12 Social Impact/Outreach

AU engages with the outside world to effectively execute its stated mission as well as its activities. University since its inception has engaged with the society through NCC/NSS activities. In addition, AU has conducted many skill development courses for the surrounding villagers.

A cell will be set up to support proof-of-concept trials and the scaling up of such solutions. The cell will also interface with local governments and NGOs to provide technical consultancy. The Institute will initiate programmes to increase its engagement with schools in the neighbourhood, in different ways, for instance bringing students to laboratories. The Institute will also devise new schemes to engage the local community in programmes of their respective interest.

AU envisages to create a database on the demography of Telangana State to study on various aspects of the state including agriculture, economy, health, etc.

AU believes, such engagements with society helps to build perspective and awareness among faculty and students and is a source of creativity and innovation. The engagement makes research and teaching more relevant and often results in direct benefits to society.

Action Points

- Create an office for outreach with schools and local community.
- Reach out to villages to create awareness on hygiene, environment protection, energy conservation
- Conduct skill development programmes for the unemployed youth
- Targets
- Adopt 5 villages by 2028
- Create a database for Telangana State to study on various aspects of the state including agriculture, economy, health, etc.

4.13 Implementation of NEP 2020

The National Education Policy 2020 (NEP 2020), launched on 29 July 2020, outlines the vision of India's new education system. NEP 2020 focuses on five pillars: Affordability, Accessibility, Quality, Equity, and Accountability. It has been crafted to be consistent with the needs of the citizens in terms acquiring knowledge and skills on a regular basis. Thus, providing quality education and creating lifelong learning opportunities for all, leading to full and productive employment and decent work which forms the thrust of NEP 2020. The new policy replaces the previous National Policy on Education, 1986 and forms a comprehensive framework to transform both elementary and higher education in India by 2040.

National Education Policy (NEP) 2020 seeks to reform the Higher Education system by means of the extensive reforms. Salient features of NEP 2020 related to higher education are given below:

- **Multidisciplinary** and a **holistic** education across the sciences, social sciences, arts, humanities, and sports for a multidisciplinary world in order to ensure the unity and integrity of all kinds of knowledge
- **Flexibility**, so that learners have the ability to choose their learning trajectories and programmes, and thereby choose their own paths in life according to their talents and interests
- **No hard separations** between arts and sciences, between curricular and extra-curricular activities, between vocational and academic streams, etc. in order to eliminate harmful hierarchies among, and silos between different areas of learning.

- Emphasis on **conceptual** understanding rather than rote learning and learning-for-exams.
- Extensive use of technology in teaching and learning.
- **Creativity** and **critical thinking** to encourage logical decision-making and innovation
- Focus on regular formative assessment for learning rather than the summative assessment that encourages today's 'coaching culture'
- Ethics and human & Constitutional values like empathy, respect for others, cleanliness,
- Life skills such as communication, cooperation, teamwork, and resilience
- Innovation and out-of-the-box ideas through autonomy, good governance, and empowerment;
- Outstanding research as a co-requisite for outstanding education and development
- Continuous review of progress based on sustained research and regular assessment by educational experts

AU envisages to transform itself by adopting NEP 2020. In this direction, A committee with wide representation of its stakeholders will be constituted to study and recommend a road map for implementation.

Action Points

- Organising brainstorming sessions with stakeholders on NEP 2020
- Constitution of a committee to study and recommend on the implementation of NEP 2020
- Visits to higher learning institutions of repute to learn the best practices for implementation of NEP 2020 Targets
- Implementation of NEP 2020 as per the recommendations of the committee by 2023-24

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- [1] University Grants Commission, Report on SALIENT FEATURES OF NEP 2020: HIGHER EDUCATION. Retrieved from https://www.goalsw.ugc.ac.in/pdfnews/5294663_Salient-Featuresofnep-Eng-merged.pdf