



WE'VE GOT PLANS.

THE AU STRATEGY FOR
A GREAT TOMORROW. 2023-28



STRATEGIC PLAN 2023-28

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Executive Summary

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 spread over 100 acres of land began its journey with three Schools, namely, Engineering, Pharmacy, and Business Management and 11 departments. Later, School of Agricultural Sciences was started during the academic year 2021-22. The University at present conducts 14 undergraduate, 13 postgraduate and 9 doctoral programmes. There are around 10,000 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 institution was NAAC accredited with 'A' grade. The University earned reputation for itself and figured in NIRF and other rankings. The University ranked 140 in Engineering category, 58 in the category of Pharmacy, in the range of 101-150 in the University category, and in the range of 151-200 in the overall category.

The University is initiated by a group of eminent educationists represented by Gayathri Education & Cultural Trust (GECT) led by Dr Rajeshwar Reddy Palla, a well-known public representative and a Doctorate in Physics. GECT, which came into being in the year 1990 has established a host of institutions and later integrated them into AGI (Anurag Group of Institutions) offering education in Engineering, Pharmacy and Business Management.

Anurag University, with an intention to make a mark in higher education, has resolved to draft its vision and mission statement keeping in view the contemporary global trends and with a view to enable the university to sustain itself in the highly competitive environment. Towards this end, number of meetings and brainstorming sessions have been held under the chairmanship of Prof U. B. Desai, Chancellor of Anurag University, for the purpose of formulating the strategic plan of the university during the last two years involving all the stakeholders. Extensive discussions were held with deans, directors, and heads of the department, management and faculty members on the contents of the strategic plan.

The strategic plan is the culmination of the efforts made by many deans, directors, heads of the departments, faculty members, alumni, students, employees and others. It contains the vision, mission, core values, goals, and the strategic plan along with action points for a period of five years i.e., from 2023 to 2028. I place on record the contributions of one and all in formulating this document, and sincerely hope that it would be helpful to all the university authorities, faculty members and students to make the university sustain its relevance in this 21st century by committing to implement the strategic plan envisaged in this document.

- Vice-Chancellor

1. Preamble

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.

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

2. Vision, Mission, and Core Values

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.

3. Goals

Anurag University plans to expand itself into multiple dimensions in near future in terms of schools, departments, programmes and campuses. AU would like to make a 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 of 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 alumni, 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 100 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

- Establishment of Schools of Medical Sciences in the academic year 2023-24
- Commencement of academic programs under School of Liberal Arts and School of Sciences in the academic year 2023-24
- Establishment of School of Law in the academic year 2023-24

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

Target

- 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 classroom experience, stay in the hostels, providing first-class amenities, recreation facilities, flexible curriculum, interdisciplinary projects, project-based learning, experiential learning, ecosystem 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 builtup 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 establish state-of-art centre with facilities for recording the lectures and dissemination
- 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

Targets

- Establishment of the center by 2023-24
- Offering certificate courses on teacher education 2023-24
- Offering academic programmes in pedagogy 2025-26

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

Target

- Implementation of NEP 2020 as per the recommendations of the committee by 2023-24

5. The Path Ahead

Strategic plan 2023-28 sets out goals and specific targets to be achieved in every sphere of activity of the University-academic programmes, schools, research, human resources, placement, international and alumni relations, innovation, infrastructure, outreach, NEP 2020.

The targets have been set after extensive consultations with the stakeholders. AU resolves itself to allocate adequate resources to implement the plan envisaged in this document.

The set goals and targets will be reviewed every six months in order ascertain the progress of the implementation of the plan. The implementation progress will be presented annually to BOM and GB as part of the annual report.

References:

- [1] Minutes of the meeting of Chancellor's meet, Anurag University from 2000-2020
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