



INSTITUTIONAL DEVELOPMENT PLAN

2023-2028

**Institute of Advanced Research (IAR University),
Gyan Marg, Near GIFT City Bridge,
Gandhinagar - 382426, Gujarat, India**

INDEX

1. Introduction
2. Vision and Mission
3. Institutional Profile
4. Review of the Present System (SWOC Analysis)
5. Objectives and Goals to be Achieved through IDP
6. Governance Enablers
7. Financial Enablers and Funding Models (Resource Generation)
8. Academic Enablers
9. Research and Intellectual Property Enablers
10. Human Resources Enablers
11. Supportive-Facilitative Enablers
12. Networking and Collaborations Enablers
13. Physical Enablers
14. Digital Enablers
15. Identification of Major Strategic Goals for Development
16. Action Plans and their Implementation Perspective

INTRODUCTION



The Institute of Advanced Research (IAR) is an innovation driven university, which offers professionally focused undergraduate, postgraduate and PhD programs. IAR had its foundation stone laid by Shri Narendra Modi, who was then serving as the Chief Minister of Gujarat, in 2003. Subsequently in 2006, the Institute's formal inauguration was presided over by Dr. A.P.J. Abdul Kalam, the esteemed President of India at that time, marking the establishment of IAR as a Research Institute with the support of eminent national leaders. The University is financially supported by the Puri Foundation for Education in India, established by Professor Nathu Ram Puri, who is a leading industrialist in the UK with manufacturing and other businesses world-wide. The University is a not-for-profit institution and its sole purpose is to promote world class education, research and innovation for young people nationally and internationally. The campus is situated in a picturesque location, adjacent to GIFT City, and on the banks of Sabarmati River in Gandhinagar, Gujarat. The University is well respected for its high quality of research with the research being funded by national research funding agencies, as well as leading industries, and the outputs are published in top international journals. On research credentials, IAR ranks within top five among more than 100 universities in Gujarat. Our students undertake research from undergraduate level itself, as also participate in start-up projects. We take pride in the fact that our students leave us as confident and enterprising graduates and they are most sought after by top universities in India and abroad, as well as by the leading employers. IAR was awarded the university status in October 2011 under the Gujarat Private Universities Amendment Act, 2011. IAR University currently has approximately 3179 students in UG/PG Degree and PhD programs. The University aspires to be the leading university in the private higher education sector nationally, with strong international presence and with a focus on unique academic quality.

VISION AND MISSION



Vision:

To be a unique academic leader in developing brilliant scholars and scientists, outstanding professionals and responsible citizens.

Mission:

To ensure outstanding professionally focused education with a research based pedagogy and co-curricular programs that enable IAR students to be most sought after by Employers and Universities in India and abroad.



INSTITUTIONAL PROFILE

Name of the University	Institute of Advanced Research
Date of establishment of the Institution	2011
Name of the Head of the Institution	Brig. P. C. Vyas
Designation	Pro VC and Director
Address of the University	Institute of Advanced Research (IAR University), Gyan Marg, Near GIFT City Bridge, Gandhinagar - 382426, Gujarat, India
State/UT	Gujarat
City	Gandhinagar
Pin	382426
Registered Email	vc@iar.ac.in , director@iar.ac.in
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Alternate Faculty Contact Details	dean.academic@iar.ac.in
Phone No	079 6180 4300
Alternate Phone No	72777 70758
Mobile No	+91 63549 06334
Email	registrar@iar.ac.in
Website	https://iar.ac.in/

Institutional Basic Information

Particulars	Details	
Number of Departments	3	
Numbers of Programs	Ph.D. : 09 PG : 09 UG : 10	
	2024-25	2023-24
Number of Students	2018	1243
Full Teaching Faculty	78	73
Full time teachers with Ph.D.	59	60
Number of Research Projects	8	11
Total Numbers of Research Papers (Scopus)	512	
Non-Teaching Staff	Male : 40 Female : 14 Total : 54	
Hostels	Boys : 01 Girls : 02	
Research Utilities	Sophisticated Instruments, Central Research facility, access to e-resources.	
Utilities	Library, Health Centre, Seminar Halls, Day Care Centre, WI-FI Campus, Canteen, Auditorium, Gardens, etc.	
Sports Facilities	Cricket Ground, Gymnasium, Football, Volleyball, Badminton Ground etc.	

REVIEW OF THE PRESENT SYSTEM (SWOC Analysis)

Strength (S)

- Founding Vision & Governance – Established under the patronage of the Puri Foundation for Education in India, ensuring strong governance, long-term sustainability, and a philanthropic vision.
- Strategic Location – Situated in Gandhinagar, the capital of Gujarat, near Gujarat International Finance Tec-City (GIFT City), providing proximity and connectivity to industries, academia, and government organizations.
- Research Orientation – The University emphasizes research-led teaching through active doctoral programs, sponsored research projects, and innovation initiatives supported by funding from national agencies such as SERB/ANRF, DST, DBT, ICMR, GUJCOST, AICTE, and other government organizations, along with financial support from industry-sponsored projects, consultancy assignments, and collaborative research initiatives.
- In the Gujarat State Institutional Ranking Framework (GSIRF) for 2024, IAR achieved 4-star rating. University was notably ranked among the top 5 universities in Research within Gujarat.
- Modern Infrastructure – Well-equipped academic blocks, laboratories, hostels, library, ICT facilities, and incubation space to support high-quality teaching and research.
- Diverse Academic Portfolio – Programs across science, engineering, management, and allied disciplines, catering to a wide student base.
- Student Development Focus – Active placement cell, entrepreneurship and startup initiatives, incubation center, and extracurricular activities supporting holistic student growth.
- Human Capital – A fine blend of experienced faculty and young talent.
- Collaborations – A large number of functional MoUs with reputed organizations and institutions, enabling industry-academia interface and knowledge exchange.
- University Industry Interface – Strong connections through alumni and placement activities promoting employability.

Weaknesses (W)

- Accreditation Status – Institutional processes and quality benchmarks are being strengthened in preparation for NAAC accreditation under the Binary Framework.
- International recognition and outreach.
- Industry Engagement – Industry-sponsored projects and consultancy assignments need further boost.
- The University is strengthening its participation and performance in national ranking frameworks such as NIRF and other relevant ranking systems.
- Faculty Retention & Development – Continuous faculty development, research incentives, and strategies to attract and retain top talent are required.

Opportunities (O)

- Research Expansion – Scope for establishing advanced laboratories, securing larger research grants, and enhancing project-based research.
- Internationalization – Newly established international relations cell provides opportunities for collaborations, student/faculty exchange, and global partnerships.
- Policy Leverage – Implementation of NEP-2020 offers flexibility in curriculum, interdisciplinary programs, and innovation in pedagogy.
- Academic Diversification – Creation of new faculties and minor programs across disciplines to produce versatile and competent graduates.
- Enhanced Research Quality – An increasing number of high-quality publications opens doors for more funded projects and global recognition.
- Community Engagement – Opportunities to strengthen outreach, extension, and social responsibility initiatives to improve institutional visibility and societal impact.

Challenges (C)

- Student Enrollment & Retention – Increasing competition among universities may impact admissions; requires differentiation through unique academic, research, and innovation offerings.
- Accreditation Pressure – Long pending reopening of NAAC application process.
- Infrastructure Upgradation – Sustained investment is essential to maintain, modernize, and expand physical and digital infrastructure in line with institutional growth.
- Policy & Regulatory Dynamics – Compliance and adaptation aspects.

OBJECTIVES AND GOALS TO BE ACHIEVED BY IDP (2023-28)

- To achieve student strength of 6000 and proportionate increase in faculty and staff.
- Achieve NAAC accreditation and institutional quality benchmarking
- Strengthen research output, innovation, and IP generation
- Implement NEP 2020 reforms (MEME, ABC, multidisciplinary education)
- Enhance student employability, entrepreneurship, and global exposure
- Develop faculty excellence, leadership, and research capacity
- Ensure digital transformation, sustainability, and inclusive growth

GOVERNANCE ENABLERS

Sr. No.	Types of Infrastructure	Details of its usage	Present Status
1	GB/ BOM/ AC	Full functional	<ul style="list-style-type: none"> Governing Bodies in Place as per the Gujarat Private University Act. Regular Meetings with Governing Bodies. Regular Meetings with Academic Council.
		Fully/ Majorly staffed	
		Defined roles and responsibilities and accountability	
2	Quality Assurance	Well defined Processes	<ul style="list-style-type: none"> As per guidelines issued by the State Government and UGC, the University has developed and implemented robust processes and mechanisms to capture various aspects of governance, academic quality, and administrative performance.
		Processes to capture various aspects of governance	
		Clearly defined deliverables and outcomes	
3	Financial autonomy	Striving for self-sustainability	<ul style="list-style-type: none"> In accordance with the Gujarat Private Universities Act, 2011, the Institute of Advanced Research (IAR) University is vested with financial autonomy in managing its funds and resources, within the framework of the Act and the University's Statutes, Ordinances, and Regulations, and in conformity with the norms, guidelines, and directives issued by the State Government and the University Grants Commission (UGC) from time to time. The University has established well-defined financial management processes to ensure transparency, accountability, and efficient utilization of funds.
		Generating external revenue sources	
4	Leadership	Effective leadership	<ul style="list-style-type: none"> As per the provisions of the Gujarat Private Universities Act, 2011, the Institute of Advanced Research (IAR) University has a well-defined leadership and governance framework that ensures strategic direction, academic excellence, and participative decision-making.
		Strategic management	
		Laying down objectives and targets	
5	Vision, Mission and Roadmap for the HEI	Prepare Vision and mission document.	<ul style="list-style-type: none"> The Institute of Advanced Research (IAR) University has a clearly defined Vision and Mission that focus on achieving excellence in education, research, and innovation
		Evolve Shared Vision through detailed discussions with stakeholders.	
		Short, medium and long-term (2, 5, and 10 years) Plan document	
		To reliable consultants of repute and or insource capability as needed.	
		Templates designed and given to HODs/ Section In-charges for Roadmap preparation.	

6	Close monitoring by IT/ Web-based based Management Information System	Parameters for performance to be finalized by appropriate Committee. Source of feedback, Also UGC, and AICTE guidelines to be kept in mind.	<ul style="list-style-type: none"> Guidelines of UGC and AICTE are regularly followed. A good academic system is in place.
		Academic system should be implemented on priority.	
7	Risk Management Analysis	At least yearly meeting with insurance company representatives to discuss scenarios for mitigating risks (legal, safety, financial, natural disaster preparedness, environmental, hazards, etc).	<ul style="list-style-type: none"> The Institute of Advanced Research (IAR) University has a robust Risk Management Framework in place, ensuring proactive identification, assessment, and mitigation of potential risks to maintain institutional stability and sustainability
8	External Advisory Boards	Establish an external advisory board consisting of prominent industrialists, academics, and governmental officers to advise on the running and make-up of the School.	<ul style="list-style-type: none"> Various University bodies, with adequate membership of external experts, for decision making is in place such as GB, BOM, AC, etc.
		Board to meet at least once per semester in conjunction with a student presentation or other function	
9	Student Feedback	Evolve Regular 360 Degree feedback for all faculty and consistently monitor and act upon the observations.	<ul style="list-style-type: none"> 360-degree feedback mechanism is in place. Class room feedback in place.
		Methodology to be proposed by Faculty members through HODs.	
		Feedback to be taken on a regular basis and faculty members to be motivated to improve their delivery	

FINANCIAL ENABLERS AND FUNDING MODELS (RESOURCE GENERATION)

Sr. No.	Types of Financial Infrastructure	Details of financial infrastructure	Present Status
1	BoG/Senate/ Syndicate	The policies shall outline the roles and responsibilities of various University/ institution officers and organizations in managing the University's financial assets.	Financial powers are assigned to various University officials such as the Director, Executive Registrar (Finance), Registrar, Deans, and Head of Schools.
2	Action Plan and Budgets	Finalize Action Plan based on the proposed IDO.	Budget proposed under three major heads, i.e., Income, Revenue Expenditure, and Capital Expenditure.
		Define budget line items (Income: fees, grants if any, research projects, endowments, sponsorship funds, donations, etc., Expenses: salaries, utilities, maintenance, etc.).	A well - defined budget is prepared every year as per the details of different sources of income and components of expenses.
		Budget granularity to be monthly for the first year, quarterly for the next 4 years.	The budget is proposed annually and reviewed periodically.
		Indicate clear responsibility, milestones, and timelines for each activity	The budget is proposed annually and reviewed periodically.
		Finalize 1-year and 5-year budget forecast.	The action plan for 5 years is prepared, ending in FY 2028-29.
		Detail out of one-year capital budget, Recurring budget.	The capital expenditure is undertaken by The Puri Foundation for Education in India.
		Allocate funds and put these in a separate account.	Two separate accounts for grants and fees are managed in the University.
		Utilize funds and track spending against milestone per budget.	Adequate utilization and monitoring ensured.
		Revisions to the budget are to be approved only after a meeting and discussion with the budget committee.	The budget is approved by the Board of Management and the Board of Governance.
		Planning of recurring and non-recurring expenditures for each department.	Regular University Management Meeting (UMC).
		Consumables, etc.	
		Separate budget for non-recurring and recurring expenditures.	Budget proposed under three major heads, i.e., Income, Revenue Expenditure, and Capital Expenditure.
HODs to prepare details for departments.	Regular departmental budget asks and allocations.		

3	Main sources of revenue to be developed	Tuition and other fees from the students.	Fees as per the laid down guidelines.
		Government grants and subsidies.	Grants through research projects and other grants DBT, DST, GUJCOST, SERB etc.
		Consultancy fees and overheads earned on the sponsored research and development projects from the Government and private/corporate sector.	Overheads on grants through research projects and other grants DBT, DST, GUJCOST, SERB etc.
		Endowments, philanthropic contributions, and other income like CSR, royalties on intellectual property (IP)/patents etc.	The Puri Foundation for Education in India provides capital expenditure support as part of its philanthropic contributions. The total investment made to date is INR 150 Cr.
4	Close liaison with GOI/ ministers/ agencies and others for funding and access to external grants and funding	More than 20 ministries of the Government of India offer projects/ research projects for HEIs.	Grants more than INR 20 Cr from such sources.
		Performa for financial assistance is to be procured from the concerned Ministries.	
		Widening the responsibilities for getting grants from all appropriate source.	
		Standard proforma /template for new R &D/ Modernization proposals for funding by the government of India/other external agencies.	Received development funds over INR 150 Cr. from the sponsoring body, The Puri Foundation of Education in India.
		Templates to be designed and prescribed in consultations with respective heads and deployment of SOPs.	The central instrumentation laboratory was established by the Puri Foundation of Education in India.
5	IRG scheme in each department	Commercial Utilization of Present Status facilities: Collection of information indicating the strength of each department and the lab equipment/instruments available for use by external agencies.	Through the central instrumentation laboratory and land on rent for canteen/ Bank/ P.O.
		Consultancy by each Department: The strength of each department may be circulated and advertised in newspapers.	Through consultancy and CIL.
		Funding from external funding agencies.	DBT, DST, GUJCOST, SERB, GSBTM, ICMR, SSIP, KCG, etc.

6	Financial/ Investment Committee	A financial/investment committee is responsible for making decisions regarding the investment and reinvestment of funds, purchasing and selling securities belonging to the endowment or other long-term University assets, as well as prescribing and approving investment policies for University investment agents.	The financial investments are made as per the Guidelines of the Sponsoring Body, i.e. The Puri Foundation of Education in India.
7	Staff providing financial services	Finance team need some specific roles and incumbents like a chief financial officer, treasurer, assistant treasurer as dedicated resources; and/ or access to capability like chief investment officer, accountants, clerks, Data Entry Clerks, CA, etc.	Executive Registrar (Finance)/CFO, Sr. Accounts Officer and Accounts Officer, are available in the accounts department of the university.

ACADEMIC ENABLERS

Sr. No.	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage	Present Status
1	Courses catering to professional/ future requirements	<p>The institutions need to provide for a varied choice of relevant programs.</p> <p>Courses to allow for in-depth learning of students as per their interest allowing for future growth.</p> <p>Multidisciplinary and relevancy of programs.</p>	<p>Students have access to a wide range of programmes that are relevant to current and future societal, industrial, and research needs.</p> <p>Courses are structured to let students pursue subjects they are genuinely interested in, allowing them to develop specialized expertise and prepare for career growth or higher studies.</p> <p>The curriculum encourages learning across multiple disciplines (not just within one field) while ensuring that the content stays practical, updated, and aligned with real-world applications.</p> <p>The university follows Choice Based Credit System (CBCS).</p>
2	Curriculum updated as per industry requirements	<p>The curriculum should be updates regularly to cater to the dynamic requirement of the changing employment landscape.</p> <p>Programs to suit the industry requirements both in short term and for future readiness.</p> <p>Industry-linked/ internship/ apprenticeship embedded programs.</p> <p>Modularization of curriculum to enable Multiple Entry-Multiple Exit options.</p>	<p>Periodic workshops are organised to review curricula, with active involvement of industry experts and alumni representatives.</p> <p>Industry professionals are consistently engaged as members of the Board of Studies (BoS) and in syllabus revision workshops.</p> <p>Industry internships are integrated into nearly all professional programmes.</p> <p>Multiple exit options are available across all non-engineering programmes.</p> <p>Education is delivered through an outcome-based approach.</p> <p>The university offers several industry-collaborated programs, wherein industry experts are engaged in academic delivery.</p> <p>Industrial visits are the key component of the curriculum.</p>
3	Curriculum embedded with Employability Skill	<p>The curriculum needs to focus on inculcating basic skills important for increasing the employment avenues and readiness.</p>	<p>The University's curricula are largely oriented towards skill-based education, and the institution consistently maintains an excellent placement record.</p>
4	Curriculum embedded with Skill Enhancement Courses	<p>HEIs in the education & skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI, Blockchain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital skills wherever required</p>	<p>Digital skills and automation are embedded in various programs.</p> <p>Subscription to Google Workspace is available for faculty and students. IBM collaborated on a program on AI and DS, which is also offered.</p>

5	<p>Curriculum embedded with emerging technologies to be integrated with future of work</p>	<p>Future skills would need to be developed in the emerging technology areas keeping in view the important foundational technologies fundamentally changing the nature of work. Some of these technologies are Artificial Intelligence and machine learning; Robotic Process Automation/hyper-automation; Data Analytics; IoT/ IIoT; Blockchain; Cyber Security; Cloud Computing; Social & Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality(AR/VR/ XR); Digital content development: simulators, digital twins, Metaverses. Etc.</p>	<p>The curriculum is regularly updated to remain aligned with emerging technologies, such as the integration of multimedia with animation and fine arts. State-of-the-art laboratories have been established with support from government agencies and industries. An Institute Innovation Council has been constituted to provide students with a platform to showcase their talent and develop solutions to industry-identified challenges. Specific programs on emerging technologies such as AI & cyber security, digital forensics, Fintech, Quantum Technology, etc., are also being run.</p>
6	<p>Center for Curricular & Life Skills Development (CCLSD)</p>	<p>Full strength as per sanctioned post.</p>	<p>The university regularly runs courses and conducts sessions on life skill development.</p>
7	<p>Faculty/ Teaching Staff</p>	<p>Qualified, Experienced, and committed faculty is an asset of the organization. Regular up-gradation of knowledge Focused on research activities and motivated students to involve in research to create new knowledge or to do innovations. SMEs from the industry may be engaged as teaching staff/trainers/ instructors. Be role models for students by providing appropriate guidance. Create new projects (aligned to COE), develop expertise and present it in peer conferences and create a platform for continuous improvement.</p>	<p>The faculties are employed as per the guidelines of the regulatory bodies like UGC, AICTE, etc. The University regularly conducts conferences and FDPs to upgrade the knowledge of faculty. The faculty is provided with a seed grant to initiate their research work at the university. Industry experts are engaged in teaching in Academic delivery. Faculty are encouraged, guided, and motivated to inspire the students. Each student is assigned a faculty mentor. Student Start-up and Innovation Policy (SSIP) projects are being mentored by the faculty.</p>

8	Center for Faculty Development (CFD)	<p>Exchange/internship programs with industry to cross-pollinate skills</p> <p>Facilities to learn from the best in the world, with appropriate tools for research as well as tools for imparting new age education such as videography, games, AI, robotics, metaverse, AR/VR as a means to deliver content</p> <p>Appropriate non-teaching staff to support the organization.</p>	<p>FDPs, industry training/visits and awareness sessions are regularly conducted.</p> <p>Specific domain training to meet curriculum requirements was also carried out.</p> <p>New age education tools have been made available.</p> <p>Adequate non-teaching staff is available to support the organization.</p>
9	Non-teaching staff	<p>Must have requisite qualification, experience for the relevant post</p> <p>Systematic planning in teaching and learning process is required which includes session wise teaching plan and following such teaching plan.</p>	<p>The supporting lab/workshop staff are qualified and support the faculty by assisting them in the conduct of labs and workshop classes.</p> <p>Systematic planning in teaching is a regular practice in the University.</p>
10	Session wise teaching plan	<p>Relevant and updates course material and books.</p>	<p>A regular practice in the University</p>
11	Learning material like Study books	<p>To provide equal amount of essential information to all the students in a class</p> <p>Essential to provide study books prepared as per the syllabus of the subject.</p> <p>Question bank- to have a resource pool of all possible questions prepared as per the examination pattern.</p>	<p>The University provides a well-equipped book bank facility enriched with updated reference materials aligned to the curriculum.</p> <p>Both online and print journals are accessible to support research scholars.</p> <p>The central library offers a wide collection of periodicals and magazines.</p> <p>Previous years' examination question papers are available for student reference.</p> <p>The central library also houses resources and books for various competitive examinations</p>

12	Question bank	<p>Such question bank eliminates the chance of asking questions out of the syllabus.</p> <p>Question bank should be such that it enables evaluating the holistic learning of a student</p> <p>Relevant assignment of varying types and nature to be conducted</p>	<p>Previous years' examination question papers are made available in the library for academic reference.</p> <p>Assignments are incorporated into the curriculum and are evaluated as part of the students' sessional marks.</p>
13	Assignments	<p>This could include term papers, practicals, or assigning students with task of preparing answers for question banks.</p> <p>The students are encouraged to work more by answering all question- bank questions in the form of assignments.</p> <p>Periodic assignment submission with due date</p> <p>Internal assessment for these assignments for doing work time bound manner.</p> <p>Timely and relevant assessments.</p>	A regular practice in the University
14	Assessments	<p>All kinds of assessment strategies to be used.</p> <p>Mode of assessment could be online, offline or blended.</p> <p>Opportunities like on demand assessments, make-up assessments etc to be given</p> <p>The syllabus must not be restricted to core and elective subjects.</p>	<p>A formal assessment procedure is implemented.</p> <p>The mode of assessment is in Blended mode.</p> <p>Open elective and audit courses are included in the syllabus</p>
15	Value added skills enhancement Papers	<p>Provision of modules on general skills for enhancing the employability of the students by improving their professional knowledge.</p> <p>Can be introduced as skill development-based value-added papers should be offered as separate papers and taught by industry or professional people in the field.</p> <p>The teaching-learning pedagogy should contain substantial amount of experimental learning part related to their specialization through either real environment or virtual environment</p>	<p>The curriculum is integrated with the modules, providing professional knowledge related to the subject.</p> <p>Value-added skills enhancement papers and employability enhancement courses are integrated into the curriculum.</p> <p>Experiential learning is facilitated through industrial visits, industrial training, and access to state-of-the-art laboratories and workshops.</p>

16	Pedagogy	<p>The pedagogy should be an appropriate mix of traditional and modern methods</p> <p>Usage of technology must be encouraged</p> <p>Enhanced usage of blended mode of learning</p> <p>Teaching learning material for PWDs to be made available</p> <p>Must be learner-centric</p> <p>Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum</p>	<p>All classrooms are equipped with LCD projectors or smart boards to enhance the teaching-learning process.</p> <p>The University hosts cultural and sports clubs supported by dedicated staff, equipment, and facilities such as table tennis tables, kabaddi mats, a music room, and playgrounds.</p> <p>Eleven student clubs are actively functioning.</p>
17	Other activities as part of learning	<p>Integration of these activities as core</p> <p>Proper assessment and weightage of marks to be assigned</p> <p>Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability</p> <p>Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility in them.</p> <p>These activities support all- round development of students and enhance their competency and confidence in facing any challenges.</p> <p>To support students who are from financially weaker background</p>	<p>The University has a dedicated NSS and NCC wing.</p> <p>The social outreach club does excursions to spread awareness.</p> <p>Scholarship facility is available through the State Government, and a tuition fee waiver through ACPC.</p>
18	Earn while learn facility & flexibility	<p>Earn while learn model has dual objective: it gives working skills for a student with responsibility and it also supports the financial needs of a student so that he need not depend on his parents for his pocket money.</p> <p>The course design needs to be varied, multi-disciplinary in nature</p>	<p>In-house stipend for Research scholars for carrying out their research assignments.</p> <p>Facility is available for the research scholars through the assignment of teaching load while pursuing the Ph.D.</p> <p>Students engaged with university marketing and admission support are being paid.</p>

19	Flexibility and Multi-disciplinarily	<p>Universities can design and implement UG/PG programs to suit the requirements of students at various levels</p> <p>Additional certificate programs across the field may be offered.</p> <p>Universities can also offer certificate programs by having MoU with industries, reputed international organisations, etc.</p> <p>The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide.</p>	<p>Contemporary UG/PG programs have been designed, and NEP 2020 has been implemented to meet all such requirements.</p> <p>Students are encouraged to enrol in various courses offered under the NPTEL/SWAYAM scheme and link it to their APAAR IDs.</p> <p>Certificate program in collaboration with LSSSDC and Amneal Pharmaceuticals.</p> <p>Internship programmes with industry are already in place for final-year students of professional courses.</p> <p>The University has MOUs with different reputed organisations and industries like VANI IVF, Umiya Foundation, etc.</p> <p>Projects are an integral part of the curriculum, designed to foster independent learning and problem-solving skills.</p>
20	Opportunities to develop & utilize Research & innovative thinking skills	<p>Students should be encouraged to work either individually or in a team.</p> <p>Enhancing the innovative ability of students and increasing their competency and confidence.</p> <p>Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.</p> <p>Organizing Hackathons and other similar competitions</p>	<p>Multiple clubs are available for team-based learning.</p> <p>The University has been regularly organizing Hackathons/Ideation competitions and other similar competitions.</p> <p>The University also organizes conferences, expert lectures, and interdisciplinary workshops regularly.</p> <p>The university has an Institute Innovation Council to promote innovation.</p> <p>Students are encouraged to apply for a startup grant through the SSIP cell at the university.</p>
21	International Exposure	<p>International Collaboration</p> <p>Foreign Faculty (visiting)</p> <p>International Scholarships</p> <p>International Conferences</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>

RESEARCH AND INTELLECTUAL PROPERTY ENABLER

Sr. No.	Types of intellectual property infrastructure	Details of intellectual property infrastructure & its generation	Present Status
1)	Quality Research	Increased intake of students in research-based curriculum undertaking quality research projects establish a portfolio approach to research projects and quality research facilities and research lab.	The university is offering Undergraduate and Postgraduate programs with research-based pedagogy. The no. of PhD scholars is continuously increasing. (Presently 75 Doctoral Students). The university has state-of-the-art research facilities. 35 IP generated so far. IAR is having research projects supported by state and national funding agencies. (GSBTM, KCG, ICMR, ANRF, etc.)
2)	Research- oriented experienced faculty members	Self-sustainable model	The university has created a research mindset among students and faculty. Faculties, while their appointment processes were interviewed about their research capability, along with their teaching role. After the appointment at IAR, IAR supports early-career faculty in terms of IAR seed grant to generate preliminary results and be ready with their research proposals for submission to state and national funding agencies for financial support. Faculties from the School of Biotechnology & Bioengineering received the research funding from GUJCOST, SERB/ANRF, ICMR, Lady Tata and other national-level funding agencies. Faculty from School of Computing and Technology / SHS secure research funding from non-governmental sources (i.e Trushna Exim, Surat). Faculties at the School of Business & Management have submitted their research proposal to the Knowledge Consortium (KCG) Gujarat for financial support.
		Undertake basic and applied research.	Each school at IAR has defined key areas of research. Faculties at 3 schools at IAR are working in the areas of basic and applied research.

		Enable the development of disruptive and affordable technologies.	IAR is in the process of developing an Incubation Building dedicated to strengthening the Research at IAR, incubating in-house and external startups and working towards addressing the societal issues. The proposed building will play a key role in developing affordable technologies.
3)	API-based faculty compensation	Encourage participation in research and innovation among academics, staff, and students, strengthening the University's framework for intellectual property.	IAR recognizes the best research & innovation by faculty and groups and awards them as "Best Research & Innovation" on the occasion of its Foundation Day each year.
		The creation and implementation of a faculty compensation scheme based on Academic Performance Indicator (API) scores encourage faculty participation in research and publication activities.	IAR is in the process of establishing a mechanism to reward faculty for publication in Scopus/Web of Science publications.
		API-based compensation creates healthy competition among the faculty members for accelerated IP contribution.	Performance-linked faculty incentive mechanisms, including API-based models, are being progressively developed.
4)	Targeted research and collaborative research	The institution finds some new fields in several disciplines and helps the competent faculty members in such fields to do research, publish papers, and file patents.	IAR has identified key areas of research and to strengthen the Research & Innovation activities, IAR promotes its faculties for collaborative research with faculties/researchers from other reputed organizations. IAR encourages early career faculty to start their research by providing seed money support. IAR has several collaborative research projects with well reputed Institutions.
5)	More Ph.D. & post-doctoral research scholars	The University must admit more research scholars within its capacity of support. The institution should exercise its autonomy to appoint more research professors, who may eventually retire from active employment, only for the purpose of supervising research scholars.	IAR is a research-intensive University and continuously improving the number of research scholars. Currently, 75 students are enrolled in the doctoral program across the 4 schools at IAR University.

6)	More Faculty members with Ph.D.	<p>The University ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty.</p>	<p>IAR preferably appoints faculty with a PhD degree and with research experience. In some cases, due to urgent need/lack of PhD applications, non-PhD faculties have been hired, but they have been advised to enroll under the PhD program at IAR. Currently, 59 faculties are holding Ph.D. Degree. 11 faculties are pursuing their PhD from IAR and from other organizations.</p>
		<p>The Ph.D. degree holders are ready to mentor the research scholars for Ph.D. programmes in addition to acting as teaching faculty.</p>	<p>Each school at IAR is running a PhD program in different areas. Faculties joining IAR, soon after the completion of the probation period, are asked to submit their application to the URIC committee for recognition as a recognized PhD supervisor. After getting approved as a recognized guide faculties are eligible to enroll PhD scholars as per the UGC-PhD regulation 2022. All schools of the University are running Ph.D. programs wherein Ph.D. faculty members are supervising the candidates.</p>
7)	Faculty encouragement for Book Publications, Research Publications and Patent	<p>The University should have a policy to promote IPR contributors, who are none other than UG & PG Students, Research scholars, and Faculty members, in order to increase the intellectual property rights (IPR) of the institution.</p>	<p>IAR has created a vibrant Research & Innovation ecosystem, and there are various policies & procedure in place related to research at IAR i.e. Research & Innovation promotion policy, Research ethics and misconduct policy, IAR-Seed grant policy, IAR-PhD studentship policy, SSIP policy etc. IAR encourages its faculty and students to conduct quality research and publish in peer-reviewed Scopus /Web of Science/UGC-indexed journals. IAR also has a dedicated Research Advisory Council (RAC), Research & Development Cell (RDC), University Research & Innovation (URIC)/Research Program Policy development Committee (RPPDC), IPR, IIC, SSIP cell to strengthen the research & innovation at IAR. The IPR cell at IAR is looking for applications and financial support for patent filing by IAR faculty & students. Best Thesis Award Best Research Paper Award</p>

8)	More conferences (At least two conferences per year per institution)	<p>Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers. These conferences offer an opportunity for goal-setting and networking with other academics.</p>	<p>Each school at IAR is actively engaged in organizing conferences, training programs, FDPs, idea hackathons, entrepreneurship workshops/talks, etc. throughout the year.</p>
9)	Student Involvement in Research	<p>The most valuable resource in the University system is its students, who, when properly supervised, can create innovations by creating patented inventions. Similarly, through systematic research, they can also come out with scholarly publishable results.</p>	<p>The UG & PG students at IAR have a dissertation in their curriculum where they get an opportunity to work on a research project under a faculty supervisor or outside the IAR in research laboratories at other organizations or in industry. A few UG/PG students also published a research paper in a peer-reviewed journal.</p>
10)	Industry and institutional Collaboration & Consultation	<p>Supports collaboration-based research so that the University can create IPR along with industry personnel. This also gives the opportunity to use industry research facilities by University personnel.</p>	<p>As mentioned, IAR has signed MoUs (Memorandum of Understanding) with several research organizations/Universities for collaborative academic and research activities.</p>
		<p>Industries' contribution to the research activities to do the research on live projects and quantify the output.</p>	<p>IAR is promoting collaborative research with industry. There are employees from Intas Pharmaceuticals, Ahmedabad, pursuing Part-time PhD at IAR.</p>
11)	University Incubation centers	<p>University business incubators assist students who want to establish their own start-ups after graduation.</p>	<p>The university has a thriving incubation and innovation ecosystem. IAR has established a dedicated SSIP & IIC cell. So far, 48+ student Start-ups funded by the SSIP cell at IAR. IAR has a MoU with Gujarat Knowledge Society (GKS) and Atal Incubation Centre, GTU Innovation & Start-up Center (AIC-GISC Foundation), Ahmedabad, for Startup activities.</p>
12)	University Publication through its press	<p>Online and digital publications are prevailing and recognized as one of the most significant initiatives of top colleges.</p>	<p>IAR publishes its magazine "IARian Times (bi-annual), Annual report, and Annual research publication report.</p>

13)	University publications & Citation service	Universities have been offering citation services to their academic members, stakeholders, and the general public as a convenience to researchers that will aid researchers in improving the citation of their articles.	The university has a mechanism to collect the research achievements from faculty periodically. The research achievements collected from each school are presented in the University Management Committee (UMC) meeting and used for the yearly Annual Research & Innovation Report. The citation of each faculty is also collected every year, and based on the citation and publications, faculties are encouraged and motivated.
14)	Target patent claim for UG & PG projects in Professional subject areas	Setting goals for undergraduate and graduate students in terms of internships and regular mentoring and supervising them as they prepare and submit patent applications for their inventions enhances the outcome.	UG/PG students in their internship /dissertation work under the close supervision of faculty. Few UG/PG students successfully published research papers / book chapter as an outcome of the project work. Students are part of the IP generated from IAR.
15)	Faculty Ranking (Annual) system	Faculty members generate a winning spirit and constantly strive for excellence when their annual API rankings are announced and they are graded according to different levels.	IAR has a mechanism to ask for Academic/Research & Admin achievements by a faculty at the time of yearly appraisal (during the months June/July of each year).
16)	Chief Technology Officer (CTO) Research Monetisation	A centralised office to operationalize and monitor research activities as planned. Technology transfer office (TTO) with experienced professionals to manage IP protection, licensing, and technology transfer activities. Training programs to educate researchers and staff about research monetization and IP protection and technology transfer, including Clear processes and guidelines for licensing royalty structures and licensing fees Internal & External funding mechanisms in place. The mode of assessment could be online, offline or blended. The syllabus must not be restricted to core and elective subjects.	Currently, Dean R& I is a central point to monitor research activities at IAR As mentioned above, IAR has a dedicated IPR cell with qualified, experienced members (External & Internal) for dealing with IP-related research. IAR has signed an agreement with Gujarat Council of Science & Technology (GUJCOST) for the establishment of the IPR Center at IAR. IAR regularly organizes IP-related activities/Talks to sensitize the research staff about IP protection. IAR has developed its IPR policy.

17)	Value-added skills enhancement Papers	<p>Provision of modules on general skills for enhancing the employability of the students by improving their professional knowledge. can be introduced as skill development-based value- added papers that should be offered as separate papers and taught by industry or professional people in the field. The teaching-learning pedagogy should contain a substantial amount of experimental learning part related to their specialization through either real environment or virtual environment.</p>	<p>IAR offers several value-added skill enhancement short-term courses (Yoga, Computer science, IPR, Entrepreneurship, etc.)</p>
18)	Other activities as part of learning	<p>Proper assessment and weightage of marks to be assigned.</p> <p>Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability.</p> <p>Activities in teams or groups related to social work and social contribution also mould good character and team working skills of the students and incorporates collective responsibility in them.</p> <p>These activities support all- round development of students and enhance their competency and confidence in facing any challenges.</p> <p>To support students who are from financially weaker background.</p>	<p>IAR does the following activities:</p> <p>Mentoring session talks for faculty and PhD scholars</p> <p>Invited talks by eminent scientists across the country.</p> <p>Faculty development Program</p> <p>Health & Safety related program in collaboration with the Red Cross Society</p> <p>Organization of an in-house hackathon and participation in an external hackathon</p> <p>Various activities engaging society people by NCC and NSS.</p> <p>Conferences and Workshops</p> <p>Teachers Training Program</p> <p>Placement-related talks</p> <p>Drafting CV</p> <p>Various Sports activities</p> <p>Annual Research & Innovation Conclave (ARIC)</p> <p>IIC/SSIP Activities</p> <p>Various fellowship opportunities for UG/PG & PhD students are available from IAR and by the Government for economically weaker class students.</p> <p>NEP awareness programs.</p>
19)	Earn while learning facility & flexibility	<p>Earn while learn model has dual objectives: it gives working skills to a student with responsibility and it also supports the financial needs of a student so that he need not depend on his parents for his pocket money.</p>	<p>IAR encourages students to contribute to admission-related activities in the Admission cell and financially support them.</p> <p>PhD students were also engaged in teaching (at least 1-2 credits) and benefited financially from IAR.</p> <p>Some students of IAR get an opportunity to work on an industry internship wherein they get a monthly stipend.</p>

<p>20)</p>	<p>The course design needs to be varied, multi- disciplinary</p>	<p>Universities can design and implement UG/PG programs to suit the requirements of students at various levels.</p> <p>Additional certificate programs across the field may be offered.</p> <p>Universities can also offer certificate programs by having MoU with industries, reputed international organisations, etc.</p> <p>The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide.</p>	<ul style="list-style-type: none"> • UG/PG programs are designed to suit contemporary requirements. • Certificate and skill development programs are also conducted. • Several industry-collaboration programs are offered across disciplines. • A research project is a part of a dissertation project of students. Where students get trained about how to draft the research projects and defend them for successful implementation.
<p>21)</p>	<p>Opportunities to develop & utilize Research & innovative thinking skills</p>	<p>students should be encouraged to work either individually or in a team.</p> <p>Enhancing the innovative ability of students and increasing their competency and confidence.</p> <p>Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.</p> <p>Organising Hackathons and other similar competitions.</p> <p>Overseas Exchange programs.</p>	<ul style="list-style-type: none"> • Individual and group projects form part of the curriculum regularly. • IAR established the Institution Innovation Council (IIC) and the SSIP cell at IAR. • These cells are actively engaged in organizing various Research & Innovation related activities throughout the year. • IAR teams have been participating and earning accolades at national-level hackathons. • Opportunities for exchange programs are made available.

HUMAN RESOURCE ENABLERS

Feature	Expected facilities/mechanism	Present Status
Staff Empowerment Enablers:	<p>Competency-Based Recruitment: Adopt a competency based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.</p>	<p>Recruitment processes are being held as per the UGC norms and University policy.</p>
	<p>Professional Development and Growth: Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention.</p>	<p>Professional growth of IAR employees is ensured through vibrant and harmonious organization culture, performance-based appraisal & compensation, and Career Advancement Scheme (CAS) of the university. Adequate opportunity is afforded for training and development of both teaching and non-teaching staff. Faculty & staff development accomplished through FDPs, MDPs, conferences, and higher studies.</p>
	<p>Inclusive Induction Protocols: Ensure a seamless integration of new staff with comprehensive induction protocols, fostering a sense of belonging and commitment to the HEI's mission.</p>	<p>Induction programs for newly joined employees are organised by the University. Seamless onboarding and sound HR policies help to achieve inclusive induction protocols.</p>
Faculty and Researcher Enablers:	<p>Transparent Recruitment and Appointment: Implement transparent procedures for faculty recruitment and appointments that prioritize excellence and diversity in educational backgrounds, research expertise, and pedagogical skills.</p>	<p>Recruitment process being held as per the UGC norms and University policy. Merit-Based Selection and Transparent Procedure ensured.</p>
	<p>Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.</p>	<p>Faculty development programs are organized on various academic, research methodology, IPR, and pedagogical skills. Other training and development measures include expert sessions, workshops, seminars, seed grants support, research mentoring etc.</p>
	<p>Tenure and Promotion Mechanisms: Create equitable tenure and promotion mechanisms that recognize diverse achievements in research, teaching, service, and community engagement, motivating faculty to pursue long-term careers within the institution.</p>	<p>Promotions are facilitated through university policy in line with UGC regulations (CAS and performance appraisals).</p>

Cross-Functional Enablers:	<p>Recognition and Reward Systems: Introduce comprehensive recognition systems that celebrate a wide array of achievements, such as research innovation, exceptional mentorship, community service, and transformative leadership.</p>	<ul style="list-style-type: none"> • A reward system is in place to recognize employees for extraordinary achievements through the 'Best Employee' recognition in various category like (Academic, research, Administration, etc). Various community service events through NCC and NSS are also organized.
	<p>Resilience and Well-Being Programs: Incorporate resilience-building initiatives and mental health support services to foster an environment of well-being for all members of the HEI community.</p>	<ul style="list-style-type: none"> • IAR includes on-campus counselling, mental health awareness campaigns, and stress management workshops. These initiatives, along with recreational activities, event celebration, and a grievance redressal system, are designed to foster a supportive and safe environment for all members of the community.
	<p>Leadership and Collaborative Opportunities: Develop leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects.</p>	<ul style="list-style-type: none"> • FDPs, which also include some leadership development initiatives, are periodically organized. Sufficient opportunity is given to encourage innovation and change management. The faculty of the University is also handling interdisciplinary projects for industries.
Strategic Funding and Emotional Support Enablers:	<p>Innovative Funding Strategies: Cultivate funding strategies and incubation grants that empower early career researchers and attract pioneering projects, enhancing the institution's research profile.</p>	<ul style="list-style-type: none"> • Seed funding is available for early-career researchers from the University as per the IAR-Seed Grants policy.
	<p>Emotional Intelligence and Support Networks: Embed emotional intelligence training and establish support networks to aid students, staff, and faculty in managing the demands of academia with resilience.</p>	<ul style="list-style-type: none"> • A counsellor is available on campus for students, staff, and faculty. The institution also has a Grievance Redressal Committee and organizes seminars and workshops.

SUPPORTIVE-FACILITATIVE ENABLERS

Sr. No.	Types of emotional strength enablers	Details	Present Status
1.	Accessibility/ Proximity:	Leaders being readily available and approachable as a collective leadership style where leaders make themselves available for support, creating a pull-based (by choice) interaction rather than a push-based (forced) one.	<ul style="list-style-type: none"> All the officers and higher authorities (Pro-VC/Director, Registrar, Dean (Academic & Research), Executive Registrar, CoE, HR, Head of Schools) of the university are accessible to all stakeholders. They work across academic, administrative, research, and public service areas.
2.	Rich Communication:	Real-time, interactive communication. Messages are not only conveyed clearly but also understood as intended. Importance of immediate and interactive communication, promoting collaboration among engaged individuals.	<ul style="list-style-type: none"> The university has a central ERP for all stockholders and students, both have individual logins and a separate platform for usage of the ERP. Each type of communication is carried out with each other or students using ERP. The ERP has all types' mechanisms for communication, audio, video, text, and real-time interaction with each stockholder of the university. Also, communication through Notice Boards, E-Mails, University websites, and customised social media etc.
3.	Role Model:	Developing leaders who share a vision for the University's planned growth who motivate and set targets for others, serving as examples for the entire community.	<ul style="list-style-type: none"> The university has been getting eminent academicians as Pro VC & Director serving as role model. The University is actively engaged in enhancing teaching and research through advanced curriculum, overall development of students, faculty development, and fostering innovation and entrepreneurship to serve societal needs.
4.	Institutional Values (Core Values):	The belief system foundation of the institution to guide the behaviour and decisions of all stakeholders.	<ul style="list-style-type: none"> Education in the university is based on four pillars of Ethics, Empathy, Endurance, and excellence. The University is committed to quality, value-based, and industry-oriented education.
5.	Vision:	A well-articulated and ambitious vision to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	<ul style="list-style-type: none"> To be a unique academic leader in developing brilliant scholars and scientists, Outstanding Professionals, and responsible citizens.
6.	Trust among stakeholders and Outsiders:	Building trust among all stakeholders, based on their commitment and contributions to the institution. Fosters a sense of unity and responsibility toward Institutional development.	<ul style="list-style-type: none"> The university has existing collaborations with different academic bodies and industrial partners to continue support from prospective employers/ Superiors. Here, each stakeholder has been assigned a particular portfolio for academic performance/improvement. Each stakeholder plays a vital role in the university for the sense of unity and responsibility toward Institutional development, as well as a supportive alumni association.

7.	Institutional Tradition Rituals:	Upholding the traditions established by the institution as emotional bonds among stakeholders and enhances commitment to the institution.	<ul style="list-style-type: none"> The University boasts of a vibrant academic, research, and co-curricular calendar. University celebrates various occasions like 'Gandhi Jayanti', 'Engineer's Day', 'Yoga Day', 'Independence Day', 'Republic Day', 'Navratri', and 'Ganesh Chaturthi', and also other traditional days' celebrations round the year.
8.	Alternative strategy & Support Network:	Prepared with backup plans to ensure the delivery of commitments, including facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.	<ul style="list-style-type: none"> The university strictly adheres to the annual academic calendar. All measures are in place to ensure systematic and timely functioning with respect to all university activities.
9.	Goal setting for every student:	Encouraging students to set and work towards their goals by creating awareness about opportunities.	<ul style="list-style-type: none"> Career counselling cell available for various activities and seminars for competitive exams facilitates goal setting, also students are encouraged by NSS, NCC, and industrial visits. As well as University also arranges seminars with industry experts for placement and internship. The university has assigned mentos to each student. Career guidance service also made available through professional agencies.
10.	Safety & Security:	Safe and secure campus environment. Such that it contributes to the well-being of all stakeholders.	<ul style="list-style-type: none"> Safe and secure campus with an adequate number of security guards. Fire extinguishers in each block and passageway, adequate availability of first aid, Biohazardous waste, Institutional biosafety committee, CCTV Surveillance, access control with student ID cards, RFID in the library, and parking stickers for vehicles, etc. The university has also designed an anti-ragging committee. Other measures include regular disaster management training, in campus medical facilities, tie-ups with hospitals and enhancing subject awareness.
11.	Search for proximity:	Students often seek a sense of belonging during their initial year. The institution needs to facilitate connections by encouraging friendships, providing local cuisine, and celebrating local culture.	<ul style="list-style-type: none"> Conducting regular local cultural events as well as conducting induction & orientation programs for the students to interact with each other. Also, the university arranges debates, potlucks, and community-focused activities for the students and faculty.
12.	Legacy of the system:	Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully.	<ul style="list-style-type: none"> The University has 13 various clubs for celebrating a large number of traditional cultures, technological, Social Outreach, Literary & Debate, Art and media-related events and festivals, and also Foundation Day and Research Conclave.

13.	Respect & perception:	Ensuring that every individual stakeholder has a positive perception of the institution and holds it in high regard as their alma mater.	<ul style="list-style-type: none"> • The University is known for its positive approach and has a great reputation in the state. The alumni are placed in the big corporations in higher positions, and many are entrepreneurs, as well as abroad for higher studies. • The University and stakeholders are also engaged with the corporate sector, other institutions, and industries for placement and updating the trends. • For the students, create a supportive environment, promote student success stories, and invest in campus infrastructure. As well as For Alumni, by means of the alumni association, cultivate lifelong relationships, create opportunities for involvement: Leverage alumni success stories, and for faculty and staff, act on feedback, Invest in professional development, show appreciation and recognition
14.	Openness in terms of information:	The institution should maintain transparency in its operations, including admission, teaching, examinations, research, and financial matters.	<ul style="list-style-type: none"> • The University has a transparent system in every aspect, such as examination, recruitment/ Admission, teaching schedules, and research by the institution's ERP. All necessary information is shared to maintain transparency by ERP, Mail, and the Internal Calling system. Also, All Audit Reports Are Displayed on the university website.
15.	The Ability of the institution to deliver on promises:	Addressing and rectifying any failures promptly, and building a good reputation. Using the autonomy of the University to resolve issues effectively.	<ul style="list-style-type: none"> • The University has different types of committees, mentoring, and an ERP for the resolution of any problems of the students and at the internal level, as the system is autonomous.
16.	Accountability measures:	Systems to determine, evaluate the accountability of all stakeholders and their consequences.	<ul style="list-style-type: none"> • The Duties/accountability of the employee are as per the norms of the state government and the regulations of the UGC, and stakeholders' accountability is measured by the feedback and Appraisal verified by the head of the department. As well as the Best research award, the Best teacher and Best employee award, etc.
17.	Mental Health:	Ensuring students' mental health, providing appropriate infrastructure and support.	<ul style="list-style-type: none"> • IAR has been appointing trained counsellors for mental health, psychological issues, and several activities involving the promotion of mental well-being, such as Yoga, Counselling, and Meditation. etc. Also, the mentor-mentee system is there to resolve the student's complaints.

NETWORKING AND COLLABORATIONS ENABLERS

Sr. No.	Enabler	Purpose	Present Status
1	Strategic Collaborations	Integrated Partnerships: Forge partnerships across industry, academia, and communities through MoU to encourage diverse collaboration for research, curriculum design, and community engagement initiatives.	<ul style="list-style-type: none"> The University has entered into 36 Memoranda of Understanding (MoUs) with reputed academic institutions, research organizations, industries, and corporate partners at national and international levels. These collaborations include associations with, IBM India Pvt. Ltd., University of Wollongong, Australia, Avila University, USA, LIWA University Abu Dhabi, Gujarat Biotechnology Research Centre, TATA Steel Ltd., Gujarat Knowledge Society, Life Sciences Sector Skill Development Council (LSSSDC), Indian Red Cross Society, and several other universities, start-ups, and innovation centres. The MoUs facilitate academic exchange, joint research, skill development, internships, industry training, innovation, and community outreach initiatives, thereby strengthening the University's commitment to fostering knowledge, research excellence, and industry academia linkages.
		Alumni Networks: Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.	<ul style="list-style-type: none"> IAR Alumni Association engages graduates worldwide to support mentoring, research collaboration, and occasional funding for scholarships and infrastructure
		Industry Integration: Collaborate with industry for curriculum development, internships, apprenticeships, and joint projects that align with dynamic industry needs	<ul style="list-style-type: none"> Industry experts help design industry-relevant curricula, and students engage in internships, corporate mentorship, live projects, and experiential training. Some of our UG & PG programs are run in collaboration with industry, wherein experts from industry serve as faculty in the program.
2	Academic and Research Excellence	Cross-Institutional Synergy: Pursue academic collaborations for co-research, shared curricula, and inter mobility of students, enabling dual degree programs and joint use of facilities.	<ul style="list-style-type: none"> IAR has active faculty collaborations with renowned institutions through research partnerships and collaborative projects.
		Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects.	The university maintains numerous MoUs such as Gujarat Biotechnology Research Centre (GBRC), Gujarat Council on Science and Technology (GUJCOST), sponsored IPR Cell and faculty engage in cross-institutional collaborations. These include sharing resources and participating in co-authored, impactful research.
3	Practical Exposure and Experience	Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of shared workshops, and live project opportunities.	Industry consultations, shared workshops, and real-world project opportunities to combine theoretical learning with practical skill development is provided. Our skill development program in collaboration with AMNEAL Pharmaceuticals has been hugely saucerful while providing effective practical training and ensuring good placements.
		Earn While Learn Initiatives: Establish programs that allow students to engage in live projects and hybrid learning models to gain professional experience while studying	<ul style="list-style-type: none"> During project-based training, students are rewarded and encouraged to work on real projects with research and industry partners. Our skill development programs and internships offered provide students opportunity to earn while learning.

4	Community Engagement and Service	<p>Social Integration: Collaborate with NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development.</p>	<ul style="list-style-type: none"> The university has adopted several villages for community services and awareness programs through NSS activities and collaborations with various NGOs and the Indian Red Cross Society, Gujarat. Students and faculty actively participate in rural outreach, health awareness, and community development initiatives. Notable programs include disaster management, basic life skill programs and fire safety training, blood donation drives, thalassemia testing, and first-aid training.
		<p>Civic Partnerships: Engage with local bodies and communities to foster sustainable development and implement field-based educational programs.</p>	<ul style="list-style-type: none"> The University has a collaboration with Indian Red Cross Society, nearby Village Panchayats for various community service, health and educational programs.
5	Professional Development and Employment	<p>Placement Networks: Build networks with various industry sectors for internships and job placements, leveraging placement cells for networking and employment opportunities.</p>	<ul style="list-style-type: none"> Most students secure campus placements each year and the university's Placement Cell actively builds and maintains industry connections, facilitates internships, and organizes recruitment drives to enhance student employability.
		<p>Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices.</p>	<ul style="list-style-type: none"> Faculty members undertake consultancy projects in collaboration with industries and research organizations, strengthening applied research and industry linkages. These engagements help align academic expertise with real-world challenges and keep faculty updated on current industry practices
6	Quality and Credibility	<p>Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence.</p>	<ul style="list-style-type: none"> IAR University is officially recognized and approved by the University Grants Commission (UGC), AICTE. IAR holds SIRO (Scientific & Industrial Research Organization), DSIR (Department of Scientific and Industrial Research), and GSIRF accreditation, highlighting its research capabilities.
		<p>Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes.</p>	<ul style="list-style-type: none"> The university has an Internal Quality Assurance Cell (IQAC) that regularly reviews academic programs, teaching methodologies, and institutional processes to ensure continuous improvement. Quality audits are conducted in line with UGC guidelines, and feedback from stakeholders is incorporated to enhance learning outcomes and maintain high academic standards.
7	Innovation and Entrepreneurship	<p>Start-up Ecosystem: Establish incubation centres, funding avenues, and ideation networks to support start up initiatives and foster a vibrant entrepreneurial ecosystem</p>	<ul style="list-style-type: none"> The university supports student-led start-ups through SSIP, which provides them mentorship, workspace, and access to networks.
		<p>Digital Infrastructure: Provide a strong digital backbone to support start up activities, including access to digital resources and networks.</p>	<ul style="list-style-type: none"> The university has a dedicated IT and Digital Media Team for managing and maintaining digital infrastructure. This includes robust ERP, high-speed internet connectivity, online collaboration platforms, and access to digital resources, ensuring smooth operation of start-up activities and academic programs. IAR is a digital campus on Google Cloud.

PHYSICAL ENABLERS

Sr No.	Types of Physical digital	Details of physical infrastructure & its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL	Present Status
1	Smart Campus	<ul style="list-style-type: none"> A Smart Campus creates the best balance of cost, comfort, risk and resilience. When a campus is "smart," it detects and fixes small problems before they grow into big ones or cause distractions for students, staff, and visitors. It creates a performance infrastructure where building systems "talk to each other" in order to coordinate common outcomes, such as lighting, security, and environmental controls. It focuses on the uptime of facilities, performance of campus buildings on demand, greenhouse gas reduction targets, protection and mitigation against variable energy prices, and adopting new technologies. 	<p>The IAR Smart campus is equipped with the following:</p> <ol style="list-style-type: none"> IAR campus is digitally hosted on Google Cloud, with Google Workspace licenses for all students and faculty members. Smart Infrastructure (For eg. automated lighting, heating, cooling systems, and real-time monitoring of water & electricity). Enhanced Learning Experience (For e.g., Online and hybrid learning management systems, Digital access to students to teaching and learning resources) Data-Driven Decision Making. (For Eg. Use of analytics to track student performance, attendance, and engagement.) Connectivity and Accessibility (For Eg. Campus-wide high-speed Wi-Fi and 5G networks. ERP with dedicated Mobile apps for accessing services like library resources, timetables, and campus events) Safety and Security (For Eg. Smart CCTV surveillance systems, Fire Alarms, and real-time alerts)
2	Green/ Sustainable building	<ul style="list-style-type: none"> Constructing green buildings on University campuses involves using resources as efficiently as possible during the structural process and for future use of the building. (Basic requirements) It is based on the principle of open environment by using optimum models of water & energy consumption. Internally, the campus uses green energy, harvested water, renewable and recycled resources to produce and provide air, water, food, light, and electricity in a sustainable way. Central Air Conditioned High Tech Buildings With modern clean-green environmental concept. (Aspirational requirements) 	<p>The IAR campus is certified by Gujarat Energy Research & Management Institute (GERMI) and GREEN Mentors through Green Audit. Sustainable buildings are equipped with following:</p> <ol style="list-style-type: none"> Energy Efficiency (For Eg. Use of renewable energy sources like solar panels, High-efficiency HVAC systems, LED lighting, smart energy management systems and Insulation and building designs that reduce energy loss) Water Conservation (For Eg. Rainwater harvesting systems, Low-flow fixtures like faucets, toilets, showerheads and Rain and storm water channels integrated with the building's footprint) Site Selection and Design: (For Eg. Locations that minimize environmental disruption and promote biodiversity, walls to improve insulation and reduce urban heat island effects, designs that maximize natural ventilation and daylight, Integrated Land Use & Zoning - Separate academic, residential, recreational, and service areas to minimize vehicular movement, and green buffer zones between noisy and quiet areas)

			<p>4. Sustainable Materials: (For Eg. Use of AAC blocks, employed for walls to enhance insulation and reduce embodied Energy, Fly Ash in Concrete has been used as a partial replacement for cement in structural concrete to reduce CO2 emissions and utilize industrial waste, Low-VOC Paints and Adhesives has been used to maintain healthy indoor air quality and reduce chemical emissions, Natural Kota Stone Flooring: A durable, low-maintenance, and locally sourced material used in corridors and common areas)</p>
3	Infrastructure to commute	<ul style="list-style-type: none"> Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled Students and staff should have access to high-quality motorways and bicycle paths so they can commute by bicycle or battery-powered vehicles. Accessibility for PwD. 	<ul style="list-style-type: none"> Pedestrian-Friendly Pathways: Well-lit, accessible walkways with greenery to encourage walking. Bicycle Sharing Systems: Bike racks, docking stations, or app-based bike-sharing programs with e-bikes or pedal bikes. Accessibility for PwD : Lifts/Elevators and friendly pathway for physically disabled and Accessible infrastructure for people with disabilities, including ramps and lift facility. Public Transit Integration: Connections to external public transportation (e.g., buses, metro) with real-time transit information. <p>Designated drop-off/pick-up zones for IAR transport facility.</p>
4	Administrative Block (Admission & Counselling Area)	<ul style="list-style-type: none"> Having adequate space for administrative activities (such as admission and counselling activities) is essential. Faculty Cubicles in adequate numbers as per the demands (Desirable Requirements). <p>Different departments may have their own buildings</p>	<ul style="list-style-type: none"> Counselling space, administrative offices Dedicated cubicle space for faculty. Separate academic blocks for schools.
5	Library/ Digital resource centre	<ul style="list-style-type: none"> Adequate in size with reading rooms, stock areas for books & Journals with online information access facility. 	<p>Two-floor libraries with 3200 sq. ft in size.</p> <ol style="list-style-type: none"> Reading space with 100-150 seats. Digital library with 16 workstations. Institutional subscription to various e-libraries and various databases. Facility of a printer and photocopier available. Racks to store approx. 5000+ books.
6	Lecture Complex, Classrooms	<ul style="list-style-type: none"> Students should have access to Lecture complexes, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching- learning facilities 	<p>All the classrooms are equipped with Projectors and Audio-visual facility, additionally the classes also have central air conditioning facility for improved teaching and learning experience.</p> <p>Types of Classrooms:</p> <ul style="list-style-type: none"> Standard Lecture Hall- Fixed, tiered seating focused on instructor/AV presentation. Interactive/Flexible Classroom - Movable tables/chairs; supports group work. Computer Equipped Classroom- Desktops/laptops for all students
7	Tutorial Rooms	<ul style="list-style-type: none"> Video Recording Facilities 	<ul style="list-style-type: none"> All the classrooms are equipped with Projectors, audio-video, Wi-Fi, and air conditioning facilities.
8	Examination branch	<ul style="list-style-type: none"> There should be a separate examination branch with strong room large enough to accommodate confidential documents and examination papers. 	<ul style="list-style-type: none"> A separate examination branch with a strong room is available.

9	Facilities to Faculty and Staff	<ul style="list-style-type: none"> • There should be an adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, visiting faculty members, part-time faculty members, research scholars, etc. (Basic Requirements)• The Campus shall have 2-3 bedroom facilities/ quarters for the resident faculties/ staffs. (Desirable Requirements) 	Faculty chambers are available to accommodate all permanent faculty members, visiting faculty members and part- time faculty members. Limited faculty residence is available on campus.
10	Meeting Rooms	<ul style="list-style-type: none"> • Meeting rooms with enough space (as per standard norms), furniture, and electronic communication/presentation equipment 	Meeting rooms are available with state-of-the-art IT infrastructure and furniture.
11	Office Rooms	Suitable for meeting the needs of all staff members	Separate cubicles and computers are provided to all the administrative staff. Functional space and efficiency are ensured.
12	Laboratories and Research Centers	<ul style="list-style-type: none"> • Modern laboratories and advanced super specialty research centres in a wide variety of scientific and technological fields. (Basic Requirements). • Departmental Libraries with reference books & online digital information resources. (Desirable Requirements) 	<p>Laboratories are available in all the fields of sciences and technology. The list of the laboratories facility are as follows:</p> <ol style="list-style-type: none"> 1. Bioprocess Engineering Laboratory with area of 505 Sq. Ft. 2. Biochemistry Laboratory with area of 831 Sq. Ft. 3. Environmental Technology Laboratory with area of 245 Sq. Ft. 4. Plasma Physics Laboratory with area of 587 Sq. Ft. 5. Organic Chemistry Laboratory with area of 916 Sq. Ft. 6. Inorganic and Analytical Chemistry Laboratory with area of 926 Sq. Ft. 7. Molecular Biology, Genetic Engineering and Bioinformatics Laboratory with area of 1351 Sq. Ft. 8. Forensic and biomedical Laboratory with area of 660 Sq. Ft. 9. Plant Biotechnology Laboratory with area of 1352 Sq. Ft. 10. Microbiology Laboratory with area of 1517 Sq. Ft. 11. Cell Biology Laboratory with area of 926 Sq. Ft. 12. Immunology and genetics Laboratory with area of 1353 Sq. Ft. 13. Physics Laboratory with area of 607 sq. ft. Ft. 14. Electronics Laboratory with area of 607 Sq. Ft. 15. Product Design Lab Laboratory with area of 1231 sq. ft. Ft. 16. Engineering Laboratory with area of 1231 Sq. Ft. 17. Mechanical Workshop Laboratory with area of 1231 Sq. Ft. <p>Central instrumentation facility is available with area of 591 Sq. Ft. for the access to the faculties and students undertaking research.</p> <p>University central library is well stocked and caters to the requirements of all departments.</p>

13	Computer Centre/ Multimedia Studios	<ul style="list-style-type: none"> • Computer Centre having appropriate Computer: Student Ratio as per standard norms. (Basic Requirements) • Multimedia Studios for creation of digital contents with optimum sound control & recording facilities. (Aspirational requirements) 	<p>As part of the teaching learning resource 5 Computer centre/labs are available. The following are area and computers details:</p> <ol style="list-style-type: none"> 1. Computer centre/labs with 20 computer and area of 576 Sq. Ft. 2. Computer centre/labs with 60 computer and area of 1236 Sq. Ft. 3. Computer centre/labs with 30 computer and area of 960 Sq. Ft. 4. Computer centre/labs with 30 computer and area of 960 Sq. Ft. 5. Computer centre/labs with 72 computer and area of 1294 Sq. Ft. <p>The computer labs are equipped with Projector, LAN and Wi-Fi facilities.</p> <p>We are in the process of establishing the multimedia studio. This facility is part of the new academic building coming up in the campus.</p>
14	Cafeteria/ Dining Room/Mess Facility	<ul style="list-style-type: none"> • Cafeteria/ Dining room/ Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene. (Basic Requirements) 	<p>Mess /Dining facility: The dining facility is available for the hostel students, day students and staff. Wholesome and hygienic food / snacks are made available at reasonable cost. Modern equipment are used for cooking and cleaning. The canteen mess committee comprises of students representative finalizing the menu and are also involved in checking the quality of the food.</p>
15	Games & Sports facility	<ul style="list-style-type: none"> • Playground and indoor Stadium of sufficient size to accommodate variety of games. (Basic Requirements) • Gymnasium and workout centre, Swimming Pool, Stadium and High Tech Playgrounds, Modern type indoor stadium with multi-purpose arena (Aspirational requirements) 	<p>Outdoor Sports Infrastructure available:- Football Ground, Cricket ground, Volleyball and Badminton Courts (Boys & Girls). A gymnasium and a workout centre are available for the students. Indoor stadium for the university is under the planning stage of construction.</p>
16	Auditorium and conference rooms	<ul style="list-style-type: none"> • One auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution (Basic Requirements) 	<p>1) A modern auditorium and department wise seminar halls / conference rooms are available.</p>

17	Hostels	<ul style="list-style-type: none"> • Student Hostels: for at least 60 % students, especially for out stationed students. (Basic Requirements)• Research Scholars Hostels with contemporary facilities (Desirable requirements) 	<p>Girls Hostel: - Girls Hostel of Total Capacity 104 students:</p> <ol style="list-style-type: none"> 1. Well- ventilated and spacious rooms. 2. Reading room with desktops, Common room with LED TV, Visitor room and Guest room. 3. Attendance System, manual attendance and daily entry record. 4. Sanitary Napkin Vending Machines and Incinerators in all the wings. 5. Hot water Geysers 6. 24x7 RO water supply for drinking and water tanks cleaned regularly. 8. Newspapers and Magazines supply 9 Wi Fi facility available in all wings. 10. Uninterrupted electricity supply with backup for examinations. 11. Fire extinguisher as per the norms of government is provided in the hostel for fire safety. 12. Soft water tank to provide soft water to the girls in the bathrooms and washrooms. <p>Boys Hostel: - Boys Hostel of Total Capacity 58 students:</p> <ol style="list-style-type: none"> 1. Well- ventilated and spacious rooms. 2. Reading room with desktops, Common room with LED TV, Visitor room and Guest room. 3. Attendance System, manual attendance and daily entry record. 5. Hot water Geysers 6. 24x7 RO water supply for drinking and water tanks cleaned regularly. 8. Newspapers and Magazines supply 9 Wi fi facility available in all wings. 10. Uninterrupted electricity supply with backup for examinations. 11. Fire extinguisher as per the norms of government is provided in the hostel for fire safety. 12. Soft water tank to provide soft water to the girls in the bathrooms and washrooms. <p>The hostel facility having capacity of 300 students is underway making the total hostel capacity in coming one year will 462.</p>
18	Parking	<ul style="list-style-type: none"> • Suitable for meeting the needs of all stakeholders. • International Student Hostels (Aspirational requirements). 	<ul style="list-style-type: none"> • Parking facility is available for all stakeholders.
19	Exhibition Hall	<ul style="list-style-type: none"> • In order to fulfill the requirements of all curricular activities (Academic/ Vocational/Skilling), there should be an adequate number of exhibition halls/ space. 	<ul style="list-style-type: none"> • Open space for exhibition 8450 sq. ft. is available to fulfil the requirements of all curricular activities (Academic/ Vocational/Skilling), there should be an adequate number of exhibition halls/ space.
20	Guest House	<ul style="list-style-type: none"> • Suitable guest house for meeting University requirement (Basic Requirements)• Star hotel type guest hostels with accommodation, food, and recreation facility (Desirable requirements) 	<ul style="list-style-type: none"> • The guest house facility for the visitors is part of the campus development plan and will be constructed in coming two years.
21	Commercial Shops/ centres	<ul style="list-style-type: none"> • Convenience Shops for students and staff to purchase essential items (Basic Requirements).• Shopping Complex/ Centres suitable for all kinds of shopping (Aspirational requirements) 	<ul style="list-style-type: none"> • Commercial- Photocopy and Stationery Shop /Outlet, milk booth –Mother dairy.
22	Health and well being	<ul style="list-style-type: none"> • Modern Dispensary / hospital that offers inpatient and outpatient services 24 hours a day, 7 days a week. (Desirable requirements). 	<ul style="list-style-type: none"> • University has a dispensary with one MBBS Doctor a qualified Nurse and a dispenser and one Assistant. Facilities for first-aid, Oxygen concentrator, Wheel Chair, an antiseptic dressing.

23	Guest Accommodation	<ul style="list-style-type: none"> • Student recreation facilities with appropriate blend of modernity and functionality (Desirable requirements) 	<ul style="list-style-type: none"> • Commercial- Photocopy and Stationery Shop /Outlet, milk booth –Mother dairyPost office, IOB bank,
24	International student centre	<ul style="list-style-type: none"> • With contemporary student amenities whenever international students are large in number (Aspirational requirements) 	<ul style="list-style-type: none"> • No Facility as on date
25	Incubation centreand Research park	With in-house industry R & D units & collaboration (Aspirational requirements)	<ul style="list-style-type: none"> • Currently, the University's SSIP cell is supporting student start-ups, with signed Memorandums of Understanding (MOUs) with the Government of Gujarat. Numerous innovation-focused activities are also being conducted with students doing start-up.
26	Botanical Park/ Garden	Natural type, with a documented collection of living plants that may be used for the purpose of scientific research, conservation, display, and education. (Aspirational requirements).	<ul style="list-style-type: none"> • Open area for the growth of seasonal plantsNursery for developing plants for plantation. The total garden area is 50000 sq. ft.
27	Vocational Education, Training and Skillinginfrastructure	<ul style="list-style-type: none"> • Adequate well equipped building space with appropriate equipment, machinery and tools, including computer labs and technology labs for learning skill/ vocational education as part of course curriculum. 	<ul style="list-style-type: none"> • Currently, the Community College of Skill Development has equipped classrooms, and a Computer Lab is being set up.

DIGITAL ENABLERS

SR. NO	Types of infrastructure digital	Details of digital infrastructure & its usage	Present Status
1	Internet usage	Connecting external world through an electronic device to the stakeholders.	<ul style="list-style-type: none"> All Labs, Classrooms, offices, and Hostels are Wi-Fi enabled.
2	Website	For providing institutional information to the public.	<ul style="list-style-type: none"> The university has a website https://www.iar.ac.in/
3	Online Messaging stakeholders' groups	For vertical and horizontal communication between Stakeholders.	<ul style="list-style-type: none"> Through the website, emails and ERP.
4	Online Blogs & sites for every course	To provide course information and day to day progress of the students who enrolled in the course to stakeholders and publics.	<ul style="list-style-type: none"> Individual web pages are available on the University website for each department/School and ERP.
5	Wi-Fi Campus	To access online ubiquitous information in the campus and classes.	<ul style="list-style-type: none"> All Labs, classrooms, offices, and the hostel are Wi-Fi enabled.
6	Online Study material	Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching learning process. The study material in the form of a PDF book to be stored in a smart phone, tablet, or laptop computer will help provide a ubiquitous reference for the covered portion of the course subjects.	<ul style="list-style-type: none"> The University has its own LMS (Learning Management System) for the dissemination of Audio/video/ E-notes/ Assignments/questions, lectures, etc. As well as Google Classrooms. A total of 3134 E-journals and 4265 E-Books are available for all three schools.

IDENTIFICATION OF MAJOR STRATEGIC GOALS FOR DEVELOPMENT

SR. NO	Strategic Goal Identified
1	NAAC Accreditation & Quality Enhancement
2	Research & Innovation Strengthening
3	Academic Excellence & NEP 2020 Compliance
4	Student Employability & Entrepreneurship
5	Faculty Excellence & Leadership Development
6	Digital Transformation & Financial Sustainability
7	Institutional Visibility & Global Engagement
8	Social Responsibility & Sustainable Development

ACTION PLANS AND THEIR IMPLEMENTATION PERSPECTIVE

- Short Term perspective (ST): Upto 2 years
- Middle Term perspective (MT): Upto 5 years
- Long Term perspective (LT): Upto 10 years

Sr. No.	Required Action	ST	MT	LT
1	Introduce minor tracks (AI, Data Science, Sustainability)	✓		
2	Implement NEP 2020 (MEME, ABC, OBE)		✓	
3	Launch interdisciplinary programs		✓	
4	Introduce dual specialization programs		✓	
5	Start apprenticeship-embedded degree programs (AEDP)	✓		
6	Introduce industry-driven value-added courses		✓	
7	Integrate emerging technologies in curriculum		✓	
8	Launch life skills and employability programs		✓	
9	Establish digital skills certification programs		✓	
10	Strengthen outcome-based education (OBE)	✓		
11	Establish state-of-the-art labs (AR/VR/XR, AI/ML, Data Analytics)		✓	
12	Recruit faculty with industry experience	✓		
13	Launch international faculty exchange programs		✓	
14	Launch industry sabbatical program		✓	
15	Establish research collaborations with global universities		✓	
16	Create industry partnership programs	✓		
17	Identify thrust research areas	✓		
18	Increase funded research projects (DST, DBT, etc.)	✓	✓	
19	Promote publication in Scopus/WoS journals	✓	✓	
20	Strengthen IPR and patent filing	✓	✓	

Sr. No.	Required Action	ST	MT	LT
21	Establish incubation centre and startup ecosystem		✓	
22	Expand SSIP and IIC activities	✓		
23	Encourage UG/PG research projects	✓		
24	Promote collaborative research (national/international)		✓	
25	Organize conferences, FDPs, workshops	✓	✓	
26	Develop consultancy and technology transfer systems		✓	✓
27	Strengthen ERP-based governance system	✓		
28	Implement data-driven decision-making		✓	
29	Strengthen IQAC and internal audit systems	✓		
30	Prepare for NAAC accreditation (Binary Framework)	✓		
31	Enhance NIRF participation and performance	✓	✓	
32	Strengthen risk management framework		✓	
33	Recruit qualified faculty (PhD & industry experience)	✓		
34	Conduct regular FDPs and training programs		✓	
35	Implement performance-based appraisal systems		✓	
36	Provide research incentives and seed grants	✓		
37	Promote faculty-industry collaboration		✓	
38	Develop leadership and succession planning		✓	✓
39	Encourage faculty exchange programs		✓	✓
40	Strengthen employee well-being and counselling	✓		
41	Strengthen mentoring system	✓	✓	
42	Enhance placement and career guidance	✓	✓	
43	Promote entrepreneurship and startup culture	✓		
44	Expand co-curricular and student clubs	✓		
45	Strengthen NSS/NCC and outreach activities		✓	
46	Provide mental health and counselling support	✓	✓	

Sr. No.	Required Action	ST	MT	LT
47	Strengthen ERP as university-wide system	✓		
48	Implement paperless E-office		✓	
49	Develop digital repository and archives		✓	
50	Introduce online assessment systems		✓	✓
51	Strengthen cybersecurity and data management	✓	✓	
52	Expand digital learning platforms (LMS, MOOCs)		✓	
53	Expand laboratories and classrooms		✓	
54	Develop Centres of Excellence		✓	
55	Upgrade Central Instrumentation Facility		✓	
56	Expand hostels and student facilities		✓	
57	Increase smart classrooms and lecture capture systems		✓	
58	Increase non-fee revenue (consultancy, CSR)			✓
59	Develop corpus fund (phased growth)			✓
60	Strengthen financial planning and budgeting		✓	
61	Implement green campus initiatives (solar, waste management)		✓	
62	Develop gym and sports facilities (gym, indoor sports hall)		✓	
63	Water conservation and rainwater harvesting	✓	✓	
64	E-waste and hazardous waste management	✓	✓	
65	Promote energy-efficient systems (LED, smart utilities)	✓	✓	
66	Eco-friendly campus development and landscaping		✓	

Sr. No.	Required Action	ST	MT	LT
67	Develop hostel infrastructure expansion		✓	
68	Promote use of bicycles / battery vehicles		✓	
69	Phase-wise infrastructure expansion aligned with projected student strength		✓	✓
70	Development of academic, residential, and support facilities based on capacity planning		✓	✓
71	Strengthening campus utilities and student support systems for increased intake		✓	





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