



# **VISION 2025**

## **Strategic Plan**



**The Way Forward**

# GOALS for NEXT DECADE

# #1

## INCREASE ACADEMIC EXCELLENCE AND DISTINCTIVENESS

Ganpat University will enhance its distinctive commitment to academic excellence demonstrated by the work of students who take responsibility for their learning and who are encouraged and guided by a faculty dedicated to innovative teaching and actively engaged in scholarly and creative work that advances their fields.



# GOALS for NEXT DECADE

## #2



## STRENGTHEN THE LONG-TERM FINANCIAL STABILITY OF THE UNIVERSITY

Develop and implement business plans that strengthen the long-term financial health of the University, while optimizing net revenues and ensuring transparent and strategic resource allocation.



# GOALS for NEXT DECADE

## #3

**ESTABLISH AND MAINTAIN  
ORGANIZATIONAL STRUCTURES  
AND PROCESSES THAT  
PROMOTE AND SUPPORT  
ACADEMIC EXCELLENCE.**

Put in place a robust organizational structure to increase operational efficiency, increase accuracy, promote decentralisation, instilling student centric processes, and promote a culture of excellence.





# GOALS for NEXT DECADE

## #4

### DEVELOP A STRUCTURED, MISSION-DRIVEN STUDENT DEVELOPMENT PLAN

Ensure students develop the knowledge and skills necessary to make informed career choices that reflect their distinctive skills, values and goals and lead to professional success.

Facilitate students' awareness and fulfillment of their social and civic obligations and the development of a life-long passion for service.



# GOALS for NEXT DECADE

## #5



## IMPLEMENT STRATEGIES TO BUILD NEW FACILITIES AND UPGRADE / MAINTAIN EXISTING INFRASTRUCTURE FOR THE UNIVERSITY TO BE MORE COMPETITIVE

- New Construction
- Renovation
- IT Services
- Safety & Security
- Sustainable Operations
- External Funding

# GOALS for NEXT DECADE

## #6

### STRENGTHEN THE PUBLIC ENGAGEMENT WITH THE UNIVERSITY'S EDUCATION AND RESEARCH

Structured and systematic approach to establish engagement with local, national and international communities, consonant with its stature as an academically distinguished private university with public mission.





# GOALS for NEXT DECADE

## #7

## GEOGRAPHICAL EXPANSION OF THE UNIVERSITY

Within the country and outside the country to integrate its services and achieve the objects of its establishment.



# GOALS for NEXT DECADE

## #8



## DEEPEN THE COMMITMENT TO THE MISSION AND ITS IDENTITY IN THE LIFE OF THE UNIVERSITY COMMUNITY

Engage students in a community that understands, appreciates and is committed to the shared mission and identity of the University to foster holistic intellectual, emotional and spiritual growth;

Consciously inculcate the Intellectual Tradition throughout.



# Strategic Priorities





# CULTURE

- Build a strong and clearly defined identity
- Establish Culture of Excellence
- Effective Leadership



# TEACHING & LEARNING

- Ensure continuous improvement in quality, efficiency and effectiveness in teaching and learning
- Enhance the overall experience of students through a learner centered approach where students become independent learners with the capacity to “learn how to learn”
- Expand courses to meet local, national and international needs



# RESEARCH & DEVELOPMENT

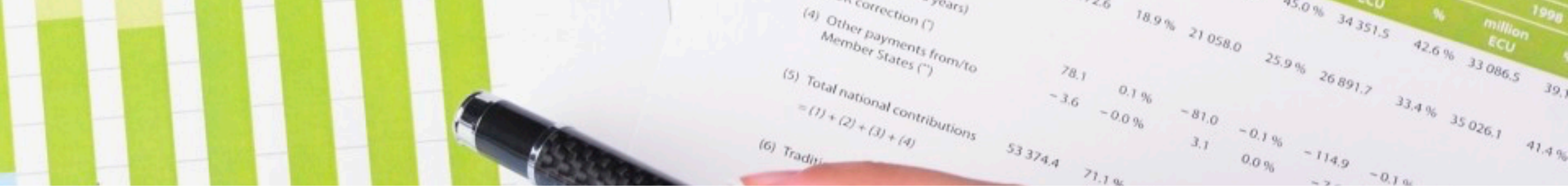
- Build research capacity
- Build reputation for quality research





# STUDENTS & CUSTOMERS

- To build the reputation of University as a responsible, service oriented, and quality Institution
- To improve University's operational effectiveness and efficiency



# FINANCIAL SECURITY & SUSTAINABILITY

- To grow revenue
- Optimize resources / Increase Productivity
- Develop a Risk Management Plan



# PLACEMENT & TRAINING

- To develop strong relationship with Recruiters and achieve quality placements for the students



Thank you.



# **GANPAT UNIVERSITY**

## **STRATEGIC PLAN**

### **OBJECTIVE**

The University shall be the Campus of Choice for the Courses it offers

## CULTURE

**Major Objective : Build a strong and clearly defined identity**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Clarify, communicate and enhance understanding of University Vision, Mission.</li> <li>2. Promote and implement strategic and operational objectives, in all areas.</li> <li>3. Create opportunities for stronger University community life involving staff and students in co-curricular activities</li> <li>4. Develop a campus community culture characterized by GNU values – Integrity, Respect, Fairness and Care</li> <li>5. Promote multi cultural and global perspective in teaching, learning and services</li> </ol>	<b>Indicators of Success</b> <ul style="list-style-type: none"> <li>● Achievement of strategic and operational plan objectives and targets at campus/area/individual level</li> <li>● Operational activities are in accordance with core values</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>- Over 70% positive feedback from staff</li> <li>- Quarterly progress report</li> <li>- At least 3 major activities per year</li> </ul>

**Major Objective : Establish Culture of Excellence**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Establish charter of excellence at all levels</li> <li>2. Ensure high proportion of quality and competent staff.</li> <li>3. Set clear collective and individual standards of excellence</li> </ol>	<b>Indicators of Success</b> <ul style="list-style-type: none"> <li>● Achievement of standards of excellence</li> <li>● Increasing number of staff qualifying as per Standards</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>- Charter of Excellence laid done by June (2018)</li> <li>- Performance of all staff is appraised annually against set standards and standards are embedded in annual individual work plan objectives.</li> </ul>

**Major Objective : Effective Leadership**

<b>Sub-objectives</b> 1. Ensure achievement of strategic plan goals 2. Implement strategies to provide feedback on leadership and development activities for continual improvement	<b>Indicators of Success</b>
	<ul style="list-style-type: none"><li>● Staff satisfaction</li><li>● Customer satisfaction</li><li>● Increase in reputation of Institution</li></ul>
	<b>Key Targets</b> <ul style="list-style-type: none"><li>- 90% of targets in Strategic and annual Operational Plans are achieved</li><li>- 80% of staff and students are satisfied that opportunities are provided for consultation and feedback</li><li>- Quality of Working Life survey shows annual increase in staff satisfaction in all areas</li></ul>



## TEACHING AND LEARNING

**Major Objective : Ensure continuous improvement in quality, efficiency and effectiveness in teaching and learning**

<b>Sub-Objectives</b> <ol style="list-style-type: none"> <li>1. Develop and implement a monitoring system of teaching and learning</li> <li>2. Develop and maintain a culture of best practice in teaching and learning</li> <li>3. Provide a teaching and learning environment which is conducive to quality performance</li> <li>4. Provide opportunities for research in teaching and learning</li> </ol>	<b>Indicators of Success</b>
	<ul style="list-style-type: none"> <li>● Effectiveness of teaching</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>– Continuous increase in Teaching effectiveness, use of Technology and effective methods of delivery.</li> <li>– Faculty Guideline for Publication, Participation in Seminar/Conferences/Workshops, Mentoring and Industry Adoption effectively implemented.</li> <li>– Course Outline implementation effectiveness measured.</li> <li>– Quality of Teaching, Teaching Method and Evaluation gauged and improvements made.</li> <li>– Student learning and performance measured and related with demonstrated results in Projects and Competitions.</li> <li>– Continuous organization of Conference / Symposiums / Workshops and its measurement on relevance and quality.</li> <li>– Organization of Expert and Guest Sessions. Atleast one in each subject.</li> <li>– Increase in teaching research journal publications</li> </ul>

**Major Objective : Enhance the overall experience of students through a learner centered approach where students become independent learners with the capacity to “learn how to learn”**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Ensure that staff are aware of and adopt a learner centered approach to teaching and learning</li> <li>2. Align teaching and learning activities with a learner centered approach e.g. through assessment modes</li> <li>3. Engage students in the learning and teaching process</li> </ol>	<b>Indicators of Success</b>
	<ul style="list-style-type: none"> <li>● Student satisfaction – learning and teaching</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>– Staff provide evidence of learner-centred approaches during annual review</li> <li>– Professional development programs in teaching and learning are underpinned by learner centred- approaches</li> <li>– Library survey data to show 20% increase in use of library facilities including online resources</li> </ul>

**Major Objective : Expand courses to meet local, national and international needs**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Review sustainability of existing courses</li> <li>2. Develop new courses and update existing in close interaction with Industry and experts</li> </ol>	<b>Indicators of Success</b>
	<ul style="list-style-type: none"> <li>● Sustainability of courses</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>– Enrolments in existing courses shows significant growth trend</li> <li>– A database of local professional bodies to assist in market analysis</li> </ul>



## RESEARCH AND DEVELOPMENT

### Major Objective : Build research capacity

Sub-objectives	Indicators of Success
	<ul style="list-style-type: none"> <li>● Research capacity – staff and infrastructure</li> </ul>
	Key Targets
<ol style="list-style-type: none"> <li>1. Deliver training programs to enhance and increase awareness of staff research skills.</li> <li>2. Establish a more comprehensive reward system that motivates research practice</li> <li>3. Enhance research infrastructure that are relevant to each specialized area</li> <li>4. Establish critical mass of researchers by creating research groups/clusters</li> <li>5. Develop and implement staff recruitment / retention strategies to support capacity building in research</li> <li>6. Improve internal procedures of managing and accessing research grants</li> <li>7. Communicate R&amp; D issues to staff on a regular basis</li> <li>8. Promote research leadership</li> </ol>	<ul style="list-style-type: none"> <li>– At least three training activities for the improvement of research skills provided annually</li> <li>– At least two to three research clusters established by 2018</li> <li>– All academic staff produce tangible research outputs which are proportional with the level of academic appointment, but at least two tangible research outputs per staff by 2018</li> <li>– Research bulletin to staff and students published on a quarterly basis from June 2018</li> </ul>

### Major Objective : Build reputation for quality research

Sub-objectives	Indicators of Success
	<ul style="list-style-type: none"> <li>● Impact and quality of research</li> </ul>
	Key Targets
<ol style="list-style-type: none"> <li>1. Establish and promote collaborative and interdisciplinary research culture</li> <li>2. Attract external funding</li> <li>3. Promote national and international networking.</li> </ol>	<ul style="list-style-type: none"> <li>– 25% of the total academic staff submit proposals to external funding sources</li> <li>– At least 5% of external grant applications are funded</li> <li>– 60% of the total academic staff submit papers to refereed journals</li> <li>– At least 10% of research activities involve collaboration with external partners</li> </ul>

## STUDENTS AND CUSTOMERS

**Major Objective: To build the reputation of University as a responsible, service oriented, and quality Institution**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>Clearly define and outline the scope of University's services for internal and external customers</li> <li>Communicate clearly the outline of the scope of services of University in order to manage the expectations of students and recruiters</li> <li>Build and communicate a positive image of the University</li> <li>Establish and strengthen relationship with government and non-governmental organizations</li> <li>Accreditation of the Institution</li> <li>Ranking and Rating of the Institution</li> </ol>	<b>Indicators of Success</b>
	<ul style="list-style-type: none"> <li>Business growth</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>Enrolment target of 60 students/course.</li> <li>Overall Student and recruiters satisfaction <math>\geq 80\%</math></li> <li>Sign a least 2 productive partnerships per annum with foreign universities/institutions and industries</li> <li>Start at extended level Executive Education, Consultancy Projects and MDPs/EDPs</li> <li>Develop quality Journal and Publish Books/Magazines</li> <li>Accreditation of the University by 2022-23</li> </ul>
<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>To develop and establish functional Standard Operating Procedures (SOP)</li> <li>To better manage communication internally to ensure collective decision-making, clear processes, common understanding, cohesiveness and transparency</li> </ol>	<b>Indicators of Success</b>
	<ul style="list-style-type: none"> <li>Operational efficiency</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>Establishment and implementation of SOP in all areas</li> </ul>

**Major Objective : To improve University's operational effectiveness and efficiency**



## FINANCIAL SECURITY AND SUSTAINABILITY

**Major Objective : To grow revenue**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Increase student numbers</li> <li>2. Attract meritorious and quality students</li> <li>3. Develop market driven programs (Undergraduates / postgraduates/non-degree)</li> <li>4. Diversify revenue streams</li> </ol>	<b>Indicators of Success</b>
	Growth in revenue from a variety of sources. Achieving 95%:5% revenue composition (Fee Income/Other Sources)
	<b>Key Targets</b> <ul style="list-style-type: none"> <li>• Achieve Student enrolment of all programs put together</li> <li>• Achieve market composition <ul style="list-style-type: none"> <li>– 75%: 20% :5%(Gujarat/Outside Gujarat/International)</li> </ul> </li> <li>• Achieve student mix <ul style="list-style-type: none"> <li>– 10%:50%:40% (Distinction/First Class/Others)</li> <li>– 20%:80% (Business Background/Others)</li> <li>– Male-Female Balance</li> </ul> </li> <li>• Up to minimum 2 new programs per annum</li> <li>• Increase in enrolment numbers in all programs</li> <li>• Rationalize Fee around Rs. 80000/- p.a. for the year 2018 to 2020. Subsequently, Increase tuition fees by 10% subject to market conditions</li> <li>• Increase in Other Sources and revenue <ul style="list-style-type: none"> <li>– Profit from Executive Education, Certificate/Diploma, Consultancy and Training Programs be 2% of overall profit.</li> </ul> </li> <li>• At least 5 major project secured worth at least Rs. 10 Lakhs by 2020</li> </ul>

**Major Objective : Optimize resources / Increase Productivity**

<b>Sub-objectives</b> <ol style="list-style-type: none"> <li>1. Optimize academic staff : student ratio</li> <li>2. Manage overheads relative to revenue</li> <li>3. Maximize use of fixed assets / infra-structure</li> </ol>	<b>Indicators of Success</b> <ul style="list-style-type: none"> <li>• Financial Performance / Increase Value</li> <li>• Reduce cost per student</li> <li>• Achieve lean / efficient processes</li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>- Optimization in academic staff/student ratio of 1:20 through workload management</li> <li>- Use of Technology to reduce cost</li> <li>- Implementation of Standard Operating Procedures</li> <li>- All existing programs financially viable (or cancelled)</li> <li>- Events be thoroughly sponsored by corporate/organization</li> <li>- Sponsored Research Projects be undertaken</li> </ul>

**Major Objective** : Develop a Risk Management Plan

<b>Sub-objectives</b> 1. Manage business risk 2. Comply with regulatory bodies	<b>Indicators of Success</b>
	<ul style="list-style-type: none"><li>● Management of risk</li><li>● Presentation of quarterly financials</li><li>● Risk Management Committee meets quarterly</li></ul>
	<b>Key Targets</b>
	- Risk Management Plan in place by June 2022-23

## PLACEMENT AND TRAINING

**Major Objective: To develop strong relationship with Recruiters and achieve quality placements for the students**

Sub-objectives	Indicators of Success
<ol style="list-style-type: none"> <li>1. Identifying and building accruable relationship with the Recruiters</li> <li>2. Bridging the Industry Need and existing offering gap to ensure better deliverables on skills front</li> <li>3. Undertake Personality grooming activities for the students to meet Industry requirements</li> <li>4. Ensuring maximum placements for the students seeking final and summer placement from the Institution</li> <li>5. Provide Career Counselling to Alumni Students</li> <li>6. Supporting events of the Institution for Industry Sponsorship and facilitating Industry related activities including Tours, EDPs, MDPs and Executive Education</li> </ol>	<ul style="list-style-type: none"> <li>● Student and Recruiters Satisfaction <math>\geq 80\%</math></li> </ul>
	<b>Key Targets</b>
	<ul style="list-style-type: none"> <li>– 100% Project Placement</li> <li>– Achieving average salary package of Rs. 5 Lacs p.a.</li> <li>– Achieving 80% Final Placement</li> <li>– Inviting Senior Management Executives of large companies sector-wise, atleast 30 p.a.</li> <li>– Lead sponsorship by big corporate for conferences and student events</li> <li>– Minimum 5 MDPs and EDPs every year from 2018 onwards</li> </ul>

