**DRAVIDIAN UNIVERSITY**

**SRINIVASAVANAM :: KUPPAM- 517 426**

**Draft**

**Institutional Development Plan (IDP)**

**for the years from 2025-26 to 2029-30**

**September 2024**

***Executive Summary***

*Dravidian University has been established in 1997 with a main aim to promote Dravidian Languages and Culture through teaching, research and extension and also to provide education in different disciplines like Liberal Arts, Education, Technology, Engineering, Medicine, etc. that are useful for the youth of its surrounding areas. It comprises eminent and experienced teaching staff and experienced non-teaching staff to serve the academic and administrative functions of the University. At present, there are 53 regular faculty members, 42 regular non-teaching staff members, 30 Academic Consultants, besides 234 employees on outsourced basis.*

*The University’s annual budget aggregates to Rs.36.00 crores which is fully sanctioned by the Government of Andhra Pradesh for purpose of payment of salaries of the staff. Also, there are a few research projects that are financed by agencies like DST, DBT, ICSSR, RUSA, DST-SERB, etc.*

*The University is already accredited by NAAC with B Grade (CGPA 2.23) in the first cycle and the SSR has been submitted in the month of July 2024, for 2nd cycle of accreditation.*

*The present document of Institutional Development Plan (IDP) has been prepared based on the APSCHE’s guidelines dated 21st August 2024 via Video Conference organized by the Chairperson In-charge, APSCHE. As per the mentioned guidelines the IDP of Dravidian University has been organized into four main chapters and two additional chapters, namely, Quality Education, Curriculum Reforms, Research Ecosystem for Quality Research, Collaboration with Industry and Foreign Institutions, Leadership and Governance, Budget Estimates and Implementation Strategy. The first chapter deals with Teaching and Learning System, Evaluation System Reforms, Student Support Services, Industry-Institute Connect along with budget estimates. The second chapter consists of details about Curriculum Design and Development together with budget estimates. The third chapter contains Development of High Quality Research Ecosystems, Development of Library Services, Innovation, Incubation and Entrepreneurship promotion with budget estimates. The fourth chapter deals with Collaboration with Industry and Foreign Institutions with budget estimates. The fifth Chapter indicates details about Leadership and Governance in which the aspects of Transparency and Efficiency in the Governance, Human Resources Management, Campus Life Enrichment, Capacity Building of Teaching and Non-teaching Staff, Emerging Technology Interventions in all Systems, Extension Activities and Invoking Affiliating Function along with budget estimates. Chapter-wise budget estimates are given for five years target.*

*The total budget estimate for implementation of the present IDP accrues to an aggregate of Rs.10142.50 lakhs for achieving five years target with the total financial assistance from Government of Andhra Pradesh.*

**1**

**QUALITY EDUCATION**

Education is a process to bring the best potentialities out of a human being. It is possible to bring the best potentialities if relevant parameters are met such as appropriate curriculum design, teaching learning process, student support system, evaluation systems, Industry-Institute connectivity. Hence, the said five parameters are to be addressed with a focussed approach. Curriculum frameworks are to be prepared and relevant transactional methodologies are to be devised and at different stages evaluation needs to be undertaken. Quality Education is achieved by implementing the said five parameters in a scientific and systematic manner based on scientific research. Hence, the quality education is discussed through the said five components. Detailed strategy is given hereunder for more clarity.

The University offers 41 programmes at three levels viz. 13 Undergraduate programmes, 13 Postgraduate Programmes, 15 Doctoral Programmes (Ph.D.). This number varied in different academic years. The Choice Based Credit System (CBCS) Curriculum, which has been successfully implemented earlier, is revised according to newly implemented NEP-2020 and accordingly BoS is conducted during 2019 to appropriate and update the curricula. During the said five years period 221 (39.05%) new courses out of 566 courses have been introduced which indicates a gradual and steady growth pattern towards meeting the demands of the current national/global scenario. The new courses are designed with a view to focus upon Entrepreneurship, Employability and skill development in addition to the courses which are already focusing on these expected outcomes.

In addition to the above, certain important aspects like gender, environment and sustainability, human values and professional ethics are also integrated into different programs.

**A. Teaching and Learning System Plan**

As per the NEP-2020, Education at Dravidian University focuses on learning about how to think critically and solve problems, how to be creative and multidisciplinary, and how to innovate, adapt, and absorb new material in novel and changing fields. The teaching and learning processes are more experiential, holistic, integrated, inquiry-driven, discovery-oriented, learner-centred, discussion-based, flexible, and, of course, enjoyable. Attempts are made to integrate programme curricula through inclusion of basic arts, crafts, humanities, games, sports and fitness, languages, literature, culture, and values, in addition to science and mathematics, to develop all aspects and capabilities of learners; and make education more well-rounded, useful, and fulfilling to the learner with an aim to build character, enable learners to be ethical, rational, compassionate, and caring, while at the same time prepare them for gainful, fulfilling employment.

Experiential learning is being adopted, including hands-on learning, arts-integrated and sports-integrated education, story-telling-based pedagogy, among others, as standard pedagogy within each subject, and with explorations of relations among different subjects. To close the gap in achievement of learning outcomes, classroom transactions will shift, towards competency-based learning and education. The assessment tools (including assessment “as”, “of”, and “for” learning) will also be aligned with the learning outcomes, capabilities, and dispositions as specified for each subject of a given class. Art-integration is a cross-curricular pedagogical approach that utilizes various aspects and forms of art and culture as the basis for learning of concepts across subjects. As a part of the thrust on experiential learning, art-integrated education will be embedded in classroom transactions not only for creating joyful classrooms, but also for imbibing the Indian ethos through integration of Indian art and culture in the teaching and learning process at every level. This art-integrated approach will strengthen the linkages between education and culture.

Sports-integration is another cross-curricular pedagogical approach that utilizes physical activities including indigenous sports, in pedagogical practices to help in developing skills such as collaboration, self-initiative, self-direction, self-discipline, teamwork, responsibility, citizenship, etc. Sports-integrated learning will be undertaken in classroom transactions to help students adopt fitness as a lifelong attitude and to achieve the related life skills along with the levels of fitness as envisaged in the Fit India Movement. Furthermore, processes are underway to integrate sports in education is well recognized as it serves to foster holistic development by promoting physical and psychological well-being while also enhancing cognitive abilities.

**B. Evaluation System Reform Plan**

* **Automation of pre-examination, examination and post-examination processes**

Dravidian University has planned to develop Dravidian University Examination System to automate the entire examination process by leveraging technology to handle various tasks and activities traditionally performed manually.

The proposed system can be accessed by Faculty Members, Students and Controller of Examinations.

The system allows to perform the pre-examination activities, such as, Examination Registration; Entry of Attendance details; Auto Eligibility Checking; Examination Centre Allocation; Hall ticket Download; Internal Marks Capturing; Nominal Roll Generation; Examination Seating Plan Generation; Development of Question Bank.

The system allows to perform following activities as part of conduct of Examination, such as, Conduct of Online Examination; Entry of Attendance details Examination Hall wise; Malpractices/ UFM cases entry.

The system allows to perform the post-examination activities, such as, Dummy numbering; External Marks Capturing; Result Processing; SGPA/ CGPA Processing; Result Publication; Examination Grievances; Grade Card Generation; Certificates Generation; Result Analysis.

* **Continuous Evaluation**

Planned to design curriculum for continuous evaluation of students through the effective Internal Assessment Scheme that includes three components, namely, Seminar (oral presentation), Mid Semester Examination and Assignment (Departments choosing from a variety of possibilities) by giving equal importance to all three said components.

Seminar is an integrated type of assessment and can be used to assess a range of cognitive domains from the lower to the higher.

Criteria for Seminar Assessment – Students must be oriented in seminar writing, presentation and questioning skills. It must be mandatory for all students to participate in the discussions.

Grading shall be based on assessment of three components, namely, Content and Understanding; Methodology and Analysis; Presentation and Discussion.

Seminar for each Course shall be assessed by two faculty members.

Mid semester examination – Questions must represent all cognitive domains and knowledge categories as far as possible.

*The question paper for mid semester examination should resemble the pattern of the question paper for the end semester examination but be kept proportionately shorter in tune with the duration fixed for the examination.*

*The percentage of weight assigned to each section (representing different cognitive domains) in the end semester also may be followed in the mid semester examination*.

Assignments – Any type of student centric assessment tool can be considered as an assignment. For example, it can be Book Reviews, Theatre Production, Fieldwork report, Project Report etc. based upon the nature of the Course. Appropriate components have to be developed for Assessment.

* **Learning Outcomes-based evaluation system**

It is planned that each Internal and External assessment task should be properly tagged to the Course Outcomes (Cos) for the mapping of COs attainment.

Because of the tagging, it is easy to evaluate whether the student has achieved the learning outcomes.

* **Transparency in evaluation**

The schedule and pattern / components of Internal and External Evaluation for each Course should be decided by the concerned Department in advance and publicized to all students and faculty members. Students will be made aware of what they have to achieve.

The components of internal assessment/evaluation are to have a time frame of completion by students with concurrent and continuous evaluation by the faculty members.

The evaluation outcome shall be expressed by pre-determined grades.

Mid semester exams may be conducted in the middle of the semester as far as possible.

Grades of the mid semester exams alone may be published immediately after the evaluation of the answer scripts. However, the cumulative internal grades may be published only towards the end of the semester.

* **Plan to minimize Time lags between examination and the declaration of results**

As the entire examination process is automated by the proposed system, time lags between examination and declaration of results is minimized.

The proposed system is used to perform the following activities to speed up the process:

* + - Encoding and Decoding of hall ticket numbers by the system.
    - External Marks Capturing
    - Result Processing
    - Certificates Generation
* **Examination information dissemination**

The proposed system enables to disseminate the examination information such as Examination Schedule, Nominal Rolls, Hall Tickets, Examination seating plans, Certificates etc.

The system is accessible to all the faculty members and students.

* **Grievance redressal mechanisms**

Students should be allowed to lodge grievances, if any, within five days of publication of internal grades in the Department.

All Departments have to form a Grievances Redressal Committee to address the grievances related to evaluation and assessment of courses/programmes with the following composition

1. Dean of concerned School - Chairman

2. Head of the Department - Convener

3. Instructor of the Course

4. A faculty member from the Department

5. A student representative from the Department

* **Examination schedule**

Based on the Programmes-Courses, the Examination Schedule is generated by the proposed system.

Examination Schedule can be downloaded by the students.

* **Control system to eliminate mal-practices**

Educate students on the importance of academic integrity and the consequences of cheating.

Proctoring: Have a professor, instructor, or other staff member oversee the exam and monitor students while they are taking it.

Time limits: Impose a time limit on the exam to discourage students from taking too much time to look up answers or copy from others.

Punish the students who committed malpractice in the examination.

* **Question bank development**

The proposed system enables the faculty members to develop Question bank.

The questions in the question bank will be utilized in both internal and external assessment of students.

* **Issue of marks statements and Original Degrees**

The proposed system generates the Marks Statements and Original Degree Certificates.

The generated Marks Statements and Certificates are issued to the students.

**C. Plan for Student Support Services**

In the pursuit of fostering robust motivation among students to engage in their studies seamlessly, the University has undertaken proactive initiatives aimed at facilitating their academic journey. These measures encompass a spectrum of offerings, including Government Scholarships, free-ships, and coaching provisions tailored for competitive examinations. Notably, an impressive 66.75 % of students (5660 students) have reaped the benefits of these governmental provisions over the past five years (2018-23), a testament to the University's commitment to easing the financial burdens associated with higher education.

Moreover, complementary support structures such as Remedial Coaching, Yoga & Meditation classes, and access to a Language Laboratory have been established to bolster student success. These resources serve as indispensable aids, addressing diverse learning needs and ensuring that no student is left behind in their academic pursuits. Additionally, institutional bodies like the Anti-Ragging Committee and the Grievances Redressal Cell stand as vigilant guardians, actively resolving issues that may impede students' educational experiences.

Recognizing the holistic development of students as paramount, the University encourages active participation in State/National-level sports, games, and cultural events. This encouragement not only fosters a spirit of healthy competition but also cultivates invaluable skills such as teamwork, leadership, and resilience, indispensable for navigating both academic and real-world challenges.

Furthermore, the establishment of an Alumni Association, complete with departmental-level chapters, serves as a vital bridge connecting past and present members of the University community. This network provides invaluable mentorship, career guidance, and networking opportunities, enriching the educational journey and facilitating seamless transitions into the professional realm.

In essence, the University's multifaceted approach to student support underscores its unwavering dedication to nurturing a conducive learning environment. By leveraging governmental provisions, providing tailored support mechanisms, fostering extracurricular engagement, and facilitating alumni connections, the institution endeavours to empower students to realize their full academic potential and emerge as well-rounded individuals poised for success in an ever-evolving global landscape.

*Please visit Annexure-I for details about measurable outcomes and budget estimate.*

**Annexure-I**

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| --- | --- | --- | --- |
| **Year** | **Teaching and Learning System** | **Evaluation System Reform** | **Student Support Services** |
| Five years target and Budget Estimate | (i) To achieve ICT connectivity to 100 classrooms in the University including training of staff during the first year with a budget of Rs.800.00 lakhs  (ii) To construct an Academic building to accommodate Departments at an estimated budget of Rs.1580.00 lakhs  (iii) To establish one Educational Multi-media Research Centre in Department of Education and HRD and for upgradation/strengthening of laboratories with a budget of Rs.120.00 lakhs  (iv) To upgrade the technologies every year by allocating Rs.500.00 lakhs for four years @ Rs.125.00 lakhs per year.  Rs. 3000.00 lakhs for five years to fulfil the above target. | To achieve 100 % automation of evaluation systems in the University including training of staff.  Rs.50 lakhs for five years to fulfil the above target. | To achieve 100% automation of students admission process, scholarships, exits, strengthening of library services, placement services, students guidance services, upgrading the University Health Centre, purchase of ambulance vehicle, a bus for internal transport of students, improvement of facilities in hostels and auditoria, construction of sports complex comprising sports building, playgrounds, play strips, etc.    Rs.2425.00 lakhs for five years to fulfil the above target; in which, Rs.1500.00 lakhs for construction of sports complex and Rs.925.00 lakhs for development/ upgradation of remaining facilities as stated in the above target. |
| 1st year | **(a) Target:-**  (i) To achieve ICT connectivity to 100 classrooms in the University during the first year.  (ii) Construction of Academic building (Phase-I)  (iii) Establishment of one Educational Multi-media Research Centre in Department of Education and HRD  **(b) Budget Estimate:-**  i) ICT Class rooms : Rs.800 lakhs  ii) Construction of Academic Building (Phase I): Rs.790.00 lakhs  iii) Educational Multimedia Research Centre: Rs.120.00 lakhs  Rs.1710.00 lakhs to fulfil the above target. | **(a) Target:-**  Complete Automation of Examination System in the first year.  **(b) Budget Estimate:-**  Rs. 42.00 lakhs to fulfil the above target. | **(a) Target:-**  (i) To achieve 100% automation of students admission process, scholarships, exits, strengthening of library services, placement services, students guidance services, upgrading the University Health Centre, purchase of ambulance vehicle, etc.  (ii) improvement of facilities in hostels to the tune of 25% in phase-I  (iii) to construct mini sports complex in two phases during first and second years ( phase-I in first year and phase-II in second year)  (iv) to improve admissions of students to the extent of 10% during the admission year.  (v) to construct a new hostel building (Men)  (vi) to construct a new hostel building (Women)  **(b) Budget Estimate:-**  **Rs.1351.00 lakhs**  Non-recurring: Rs.1320.00 lakhs  1) 100% automation – Rs.50.00 lakhs  2) Upgrading Health Centre –Rs.15.00 lakhs  3) Purchase of Ambulance vehicle- Rs.20.00 lakhs  4)Hostels Facilities –Rs.20.00 lakhs  5)Library – Rs.10.00 lakhs  6) Student Guidance Cell-Rs.5.00 Lakhs  7) Placement Cell – Rs.5.00 lakhs  8) Sports Complex (Phase-I) – Rs.750.00 lakhs  9) Construction of new hostel building (Men) – Rs.175.00 lakhs  10) Construction of new hostel building (Women) – Rs.170.00 lakhs  11) Improvement of facilities in existing auditoria – Rs.100.00 lakhs  Recurring: Rs.31.00 lakhs  1) Payment of salaries – (i) Civil Asst. Surgeon - Rs.12.00 lakhs p.a.  (ii) Staff Nurses (3) – Rs.18.00 lakhs  (iii) Medicines – Rs. 01.00 lakh |
| 2nd year | **(a) Target:-**  i) Construction of Academic Building (Phase II): Rs.790.00 lakhs  ii) To upgrade the technologies every year by allocating Rs.500.00 lakhs for four years @ Rs.125.00 lakhs per year.  **(b) Budget Estimate:-**  Rs.915.00 lakhs to fulfil the above target. | **(a) Target:-**  For maintenance of automation system on yearly basis.  **(b) Budget Estimate:-**  Rs.2.00 lakhs per year | **(a) Target:-**  (i) to complete the construction of sports complex phase-II.  (ii) purchase of bus for internal transport of students.  (iii) improvement of facilities in hostels to the tune of 25% in phase-II  (iii) to improve admissions of students to the extent of 10% during the second admission year.  **(b) Budget Estimate:-**  **Rs.861.00 lakhs**  Non-recurring: Rs.830 lakhs  1)Hostels Facilities –Rs.20.00 lakhs  2)Library – Rs.10.00 lakhs  3) Student Guidance Cell-Rs.5.00 Lakhs  4) Placement Cell – Rs.5.00 lakhs  5) Purchase of Bus (42 seater) – Rs.40.00 lakhs  6) Sports Complex (Phase-II) – Rs.750.00 lakhs  Recurring: Rs.31.00 lakhs  1) Payment of salaries – (i) Civil Asst. Surgeon - Rs.12.00 lakhs p.a.  (ii) Staff Nurses (3) – Rs.18.00 lakhs  (iii) Medicines – Rs. 01.00 lakh |
| 3rd year | **(a) Target:-**  To upgrade the technologies every year by allocating Rs.500.00 lakhs for four years @ Rs.125.00 lakhs per year.  **(b) Budget Estimate:-**  Rs.125.00 lakhs per year | **(a) Target:-**  For maintenance of automation system on yearly basis.  **(b) Budget Estimate:-**  Rs.2.00 lakhs per year | **(a) Target:-**  (i) improvement of facilities in hostels to the tune of 25% in phase-III  (ii) to improve admissions of students to the extent of 10% during the third admission year.  **(b) Budget Estimate:-**  **Rs. 71.00 lakhs**  Non-recurring: Rs. 40.00 lakhs  1)Hostels Facilities –Rs.20.00 lakhs  2)Library – Rs.10.00 lakhs  3) Student Guidance Cell-Rs.5.00 Lakhs  4) Placement Cell – Rs.5.00 lakhs  Recurring: Rs.31.00 lakhs  1) Payment of salaries – (i) Civil Asst. Surgeon - Rs.12.00 lakhs p.a.  (ii) Staff Nurses (3) – Rs.18.00 lakhs  (iii) Medicines – Rs. 01.00 lakh |
| 4th year | **(a) Target:-**  To upgrade the technologies every year by allocating Rs.500.00 lakhs for four years @ Rs.125.00 lakhs per year.  **(b) Budget Estimate:-**  Rs.125.00 lakhs per year | **(a) Target:-**  For maintenance of automation system on yearly basis.  **(b) Budget Estimate:-**  Rs.2.00 lakhs per year | **(a) Target:-**  (i) improvement of facilities in hostels to the tune of 25% in phase-IV  (ii) to improve admissions of students to the extent of 10% during the fourth admission year.  **(b) Budget Estimate:-**  **Rs. 71.00 lakhs**  Non-recurring: Rs. 40.00 lakhs  1)Hostels Facilities –Rs.20.00 lakhs  2)Library – Rs.10.00 lakhs  3) Student Guidance Cell-Rs.5.00 Lakhs  4) Placement Cell – Rs.5.00 lakhs  Recurring: Rs.31.00 lakhs  1) Payment of salaries – (i) Civil Asst. Surgeon - Rs.12.00 lakhs p.a.  (ii) Staff Nurses (3) – Rs.18.00 lakhs  (iii) Medicines – Rs. 01.00 lakh |
| 5th year | **(a) Target:-**  To upgrade the technologies every year by allocating Rs.500.00 lakhs for four years @ Rs.125.00 lakhs per year.  **(b) Budget Estimate:-**  Rs.125.00 lakhs per year | **(a) Target:-**  For maintenance of automation system on yearly basis.  **(b) Budget Estimate:-**  Rs.2.00 lakhs per year | **(a) Target:-**  (i) improvement of facilities in hostels to the tune of 25% in phase-V  (ii) to improve admissions of students to the extent of 10% during the fifth admission year.  **(b) Budget Estimate:-**  **Rs. 71.00 lakhs**  Non-recurring: Rs. 40.00 lakhs  1)Hostels Facilities –Rs.20.00 lakhs  2)Library – Rs.10.00 lakhs  3) Student Guidance Cell-Rs.5.00 Lakhs  4) Placement Cell – Rs.5.00 lakhs  Recurring: Rs.31.00 lakhs  1) Payment of salaries – (i) Civil Asst. Surgeon - Rs.12.00 lakhs p.a.  (ii) Staff Nurses (3) – Rs.18.00 lakhs  (iii) Medicines – Rs. 01.00 lakh |
| Total Budget estimate for five years | **Rs.3000.00 lakhs** | **Rs. 50.00 lakhs** | **Rs.2425.00 lakhs** |

**2**

**CURRICULUM REFORMS**

NEP 2020 suggested integration of subjects across programme curricula from primary school level to higher education, for example, integration of liberal arts, mathematics, history, physics, culture, etc., so as to make programme curricula vibrant, flexible and provide better access to the students to study the subjects of their choice. Also, it envisions quality higher education so as to develop good, thoughtful, well-rounded, and creative individuals and to meet the global requirements of 21st century. It must enable an individual to study one or more specialized areas of interest at a deep level, and also develop character, ethical and Constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st century capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects. A quality higher education must enable personal accomplishment and enlightenment, constructive public engagement, and productive contribution to the society. It must prepare students for more meaningful and satisfying lives and work roles and enable economic independence.

NEP 2020 expects that at the societal level, higher education must enable the development of an enlightened, socially conscious, knowledgeable, and skilled nation that can find and implement robust solutions to its own problems. Higher education must form the basis for knowledge creation and innovation thereby contributing to a growing national economy. The purpose of quality higher education is, therefore, more than the creation of greater opportunities for individual employment. It represents the key to more vibrant, socially engaged, cooperative communities and a happier, cohesive, cultured, productive, innovative, progressive, and prosperous nation.

In order to deliver high-quality higher education, with equity and inclusion a few key changes to the current system are required, i.e., (a) moving towards a higher educational system consisting of large, multidisciplinary universities and colleges, with at least one in or near every district, and with more HEIs across India that offer medium of instruction or programmes in local/Indian languages; (b) moving towards a more multidisciplinary undergraduate education; (c) moving towards faculty and institutional autonomy; (d) revamping curriculum, pedagogy, assessment, and student support for enhanced student experiences; (e) reaffirming the integrity of faculty and institutional leadership positions through merit appointments and career progression based on teaching, research, and service; (f) establishment of a National Research Foundation to fund outstanding peer-reviewed research and to actively seed research in universities and colleges; (g) governance of HEIs by high qualified independent boards having academic and administrative autonomy; (h) “light but tight” regulation by a single regulator for higher education; (i) increased access, equity, and inclusion through a range of measures, including greater opportunities for outstanding public education; scholarships by private/philanthropic universities for disadvantaged and underprivileged students; online education; and all infrastructure and learning materials accessible and available to learners with disabilities.

**Curriculum Design and Development Plan**

Dravidian University, established with the noble aim of promoting national integration and the holistic development of individuals, has embarked on a comprehensive journey towards nurturing and advancing the rich heritage of Dravidian languages while also embracing modern sciences and technologies. Situated in a rural backward area, the university has tailored its programs to address local needs while also fostering a global outlook.

The university offers a diverse array of postgraduate, graduate, diploma and certificate programs, encompassing a wide spectrum of disciplines ranging from Dravidian languages to sciences, education, management and commerce. Notably, the inclusion of research opportunities in all Dravidian languages enhanced the scope of the university's commitment to preserving and promoting regional languages.

The curricula of these programs are meticulously crafted by expert Boards of Studies and undergo rigorous scrutiny by the Academic Senate and the Executive Council, ensuring academic rigor and relevance. These programs are not merely about imparting knowledge but also about nurturing critical thinking, effective communication skills and ethical values among students.

For example, the programs outcomes of M.A. in Telugu, Kannada, Tamil, Philosophy, Linguistics, History, English and Folklore are designed to equip students with a holistic skill set and a deep understanding of their respective fields. These outcomes include:

1. **Language Proficiency and Cultural Appreciation**: Students develop a high level of proficiency in Dravidian languages and gain an appreciation for the rich literature and cultural heritage of the Dravidian region, fostering a sense of pride and identity.

2. **Critical Thinking**: The curriculum encourages critical analysis of texts and literature, enabling students to gain insightful perspectives on language, literature and philosophical thoughts both locally and globally.

3. **Effective Communication**: Students hone their communication skills, enabling them to articulate their ideas effectively through various mediums, be it literary, elliptical, or critical, fostering better interpersonal relationships and intellectual discourse.

4. **Understanding of Social Fabric**: Through the study of literature and philosophy, students gain insights into the complexities of social structures and relationships, fostering empathy and a deeper understanding of diverse societies.

5. **Promotion of Citizenship and National Integration:** Emphasis is placed on fostering qualities of patriotism, national integration and respect for linguistic and cultural diversity, nurturing responsible citizenship and inclusive societal values.

6. **Ethical Awareness**: Students are encouraged to reflect on ethical dilemmas and adopt ethical principles in their personal and professional lives, contributing to the betterment of society.

7. **Environment and Society**: The curriculum sensitizes students to the intricate interplay between the environment and human society, instilling a sense of responsibility towards environmental conservation and sustainable development.

Moreover, the inclusion of value-added courses focusing on skill development, entrepreneurship and employability equips students with practical skills essential for success in the modern world.

In essence, Dravidian University's holistic approach to education not only empowers students with academic knowledge but also nurtures them into conscientious individuals equipped to navigate the complexities of the contemporary world while upholding ethical values and contributing positively to society.

*Please visit Annexure-II for details about measurable outcomes and budget estimate.*

**Annexure-II**

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| **Year** | **Curriculum Design and Development** |
| Five years target | To achieve revision of 25% of courses during the cycle of every five years by replacing the existing courses/updation of courses so as to compete with the contemporary global societies with a budget of Rs.125.00 lakhs |
| 1st year | **(a) Target:-**  To conduct Board of Studies Meeting for updating of the programme curricula by replacing 5% of the existing components from each course of an academic programme.  **(b) Budget Estimate:-**  Rs.25.00 lakhs in the first year to meet the expenditure relating to broadband services, purchase of books and reference material. |
| 2nd year | **(a) Target:-**  To conduct Board of Studies Meeting for updating of the programme curricula by replacing 5% of the existing components from each course of an academic programme.  **(b) Budget Estimate:-**  Rs.25.00 lakhs in the second year to meet the expenditure relating to broadband services, purchase of books and reference material. |
| 3rd year | **(a) Target:-**  To conduct Board of Studies Meeting for updating of the programme curricula by replacing 5% of the existing components from each course of an academic programme.  **(b) Budget Estimate:-**  Rs.25.00 lakhs in the third year to meet the expenditure relating to broadband services, purchase of books and reference material. |
| 4th year | **(a) Target:-**  To conduct Board of Studies Meeting for updating of the programme curricula by replacing 5% of the existing components from each course of an academic programme.  **(b) Budget Estimate:-**  Rs.25.00 lakhs in the fourth year to meet the expenditure relating to broadband services, purchase of books and reference material. |
| 5th year | **(a) Target:-**  To conduct Board of Studies Meeting for updating of the programme curricula by replacing 5% of the existing components from each course of an academic programme.  **(b) Budget Estimate:-**  Rs.25.00 lakhs in the fifth year to meet the expenditure relating to broadband services, purchase of books and reference material. |
| Total Budget estimate for five years | **Rs.125.00 lakhs** |

**3**

**RESEARCH ECOSYSTEMS FOR**

**QUALITY RESEARCH**

Research is the back bone of the modern scientific developments in all spheres of life and it is more specifically applicable to the field of education. Such high quality research is essential for advancement of knowledge and to make the human life comfortable, safe and secure. Higher Education Institutions have an obligation to fulfil these two interlinked processes namely, Research Eco System and to produce high quality research. It is important for the faculty employed in Higher Education Institutions to critically think and produce knowledge through their research by publishing papers, books, popular articles, undertaking research projects, consultancy activities and so on.

Conducive environments for innovation, incubation and start ups have to be provided by higher education institutions and different funding agencies and in turn it will give way for promoting high quality research and advanced technological systems for leading a better life.

In this context, it would be relevant to mention that the library services play key role in teaching as well as research and hence, it is essential to strengthen the library services for enhancement of its research base.

**Plan to Develop High Quality Research Ecosystem**

The University has a well-defined policy for promotion of research. During the last five years 19 scholars in different disciplines got fellowships like JRFs/SRFs/PDFs. The University teachers have also got major and minor research projects to the tune of Rs. 345.42 lakhs from various government agencies during the last five years.

The university has a mechanism to find out plagiarism in research. For languages, a manual verification system is used. A software by name Turnitin is used for the purpose. The teacher scientists of our university have got 5 Patents. During the last five years 169 Ph.D. degrees were awarded, 246 journal articles and 375 Books/ Chapters in books were published by the teachers.

The institution is dedicated to fostering a vibrant research culture across its departments, providing them with state-of-the-art facilities such as Science laboratories, an Animal House, Herbal Garden (MoolikaVanam), Language Laboratory, Language Studio for Linguistics, Computer labs and more. These resources are intended to empower faculty members to delve into research and undertake projects that contribute to academic advancement and societal progress.

A cornerstone of the institution's ethos is to actively support faculty engagement in national and international conferences within India, facilitating the dissemination of knowledge and the exchange of ideas on a global scale. Furthermore, faculty members are encouraged to seek funding from various agencies and industries to support their research endeavours. The institution provides guidance and assistance in navigating the complex landscape of funding opportunities, ensuring that faculty members have the resources they need to pursue their research interests.

Importantly, both faculty and students enjoy the autonomy to choose their research areas, reflecting the institution's commitment to academic freedom and intellectual exploration. Guidance is readily available for seeking funding from diverse sources, including funding agencies and industries. Additionally, the institution streamlines the patent filing process, aligning with its research policy to support and protect intellectual property rights.

Research activities span a wide range of disciplines, with particular emphasis placed on areas such as Dravidian Literature, Culture, History and Language Translation. However, the institution also prioritizes research in fields like Education, Science and Technology, Commerce and Management, recognizing their significance in addressing contemporary challenges and driving innovation.

Faculty members are afforded the flexibility to transcend conventional boundaries within their respective departments, allowing them to integrate teaching and research seamlessly while specializing in their chosen subjects. This approach fosters a dynamic academic environment that encourages interdisciplinary collaboration and innovation.

Furthermore, the institution endeavours to promote the dissemination of knowledge in Dravidian Languages and culture by establishing endowments in various departments. These endowments facilitate the exchange of expertise by inviting renowned scholars and experts from across the nation, enriching the academic discourse and contributing to the preservation and promotion of Dravidian heritage.

In summary, the institution's commitment to research excellence is manifested through its provision of cutting-edge facilities, support for faculty participation in conferences and funding opportunities, promotion of academic freedom and interdisciplinary collaboration and dedication to the dissemination of knowledge in Dravidian Languages and culture. By nurturing a conducive environment for research and innovation, the institution continues to make significant contributions to the advancement of scholarship and the enrichment of society.

**Plan for the Development of Library Resources**

The Central Library of Dravidian University underwent a significant transformation in 2008 with the introduction of automation, marking a pivotal moment in the accessibility and efficiency of its services. This transition paved the way for a host of modern facilities including book issuance and returns, reservation systems, cataloging, and barcoding, among others. At the heart of this automation initiative lies the Software for University Libraries (SOUL), a cutting-edge integrated library management software developed by the INFLIBNET Centre, Ahmedabad.

SOUL stands out for its user-friendly interface and its ability to operate within a client-server environment, ensuring seamless functionality for both staff and users. Compliant with international bibliographic standards, SOUL facilitates networking and the creation of comprehensive databases for books and journals. Its capabilities extend to archiving Ph.D. theses, facilitating access to earlier research in various fields through advanced search functionalities based on fuzzy logic.

The automation brought about by SOUL has revolutionized the operations of the Dravidian University Library, realizing its vision of a fully automated facility. From acquisition to circulation, serials control to online public access catalog (OPAC), every aspect of library management now benefits from automated processes. This transition has streamlined operations, enhancing efficiency and improving user satisfaction.

The library's database, powered by SOUL 1.0, boasts over 86 thousand records, encompassing multilingual scripts accessible through the OPAC interface. This vast repository of knowledge serves as a centralized access point for students, faculty, and researchers alike, offering a treasure trove of resources across diverse subjects and languages.

Beyond its role as a repository of books and journals, the Dravidian University Library serves as a beacon of enrichment and intellectual engagement. It offers enrichment programs aimed at fostering a deeper understanding of various subjects and ideas, enriching the academic experience of students and faculty members. Rare books, manuscripts, and other unique materials, numbering over 359, are meticulously curated and made available to researchers and visitors, enriching scholarly pursuits across disciplines such as Puranas, Ithihasas, literature, history, music, arts, and science.

This expansive collection not only serves the academic community within the university but also extends its reach to scholars and enthusiasts in the surrounding regions and beyond. The library stands as a testament to Dravidian University's commitment to knowledge dissemination, cultural preservation, and academic excellence.

The Central Library of the University houses a Digital Library equipped with 30 computers, accessible to both staff and students, facilitating research and study activities. Additionally, the University boasts a well-established Computer Centre spanning 2000 square feet, equipped with state-of-the-art servers capable of hosting enterprise applications, e-Learning portals, websites, and various other services essential for academic and administrative purposes.

Printing, photocopying, and scanning facilities are readily available within the Computer Centre, easing the process of document uploading and reproduction for students engaged in various academic activities. Each department is furnished with an e-Classroom, enhancing the learning experience through modern technological aids.

Specialized facilities are provided within the Department of Dravidian & Computational Linguistics, including a Language Documentation Laboratory and an NLP Lab, aimed at documenting fresh data of Dravidian languages and advancing research in computational linguistics. Focus areas within language technology research, particularly for Telugu language, include machine translation, corpus analysis, and word nets.

The entire university campus is seamlessly connected through wired and wireless infrastructure, enabling continuous access to high-speed internet, e-Learning resources, and information portals. A robust 1 GBPS internet gateway through BSNL, as part of NKN, ensures reliable connectivity throughout the campus, supplemented by Wi-Fi coverage extending to university departments and hostels.

The wireless infrastructure supports a wide array of IP-based services and value-added services such as IPTV, video conferencing, and VoIP, enhancing communication and collaboration among students and faculty. To safeguard against security threats, a Fortigate Firewall 400D is deployed in the server room, ensuring the protection of network resources and preventing unauthorized access to inappropriate content.

Strict implementation of IT policies ensures responsible and positive utilization of internet facilities by students and staff, fostering a conducive digital learning environment. The server room is equipped with an L2 Switch to maintain network integrity, facilitating subgroup management for efficient maintenance and troubleshooting. Overall, the university's technological infrastructure reflects a commitment to innovation, connectivity, and academic excellence.

**Plan for Innovation, Incubation and Entrepreneurship promotion**

Amidst the challenges posed by the ongoing pandemic, the institution has adeptly fostered an ecosystem conducive to innovation and knowledge exchange. Embracing online modalities for teaching and learning, the institution seamlessly implemented diverse methods, including the acclaimed Blended approach, in accordance with directives from regulatory bodies like the UGC and A.P State Council for Higher Education. This strategic adaptation ensured continuity in education while prioritizing safety.

Central to the institution's ethos is the cultivation of innovation and incubation. Through robust support systems encompassing facilities, mentorship, and guidance, both students and faculty are empowered to explore their inventive impulses. The institution champions a culture of active research, facilitating endeavours across trans-disciplinary, inter-disciplinary and multi-disciplinary domains. This commitment is manifested through a spectrum of initiatives, from workshops and seminars to conferences and guest lectures, held regularly to stimulate intellectual discourse and exchange.

Underpinning these endeavours are rigorous monitoring and promotion of student projects and internships, ensuring tangible outcomes from scholarly pursuits. The institution has strategically invested in various resources to bolster knowledge creation and dissemination. Notable among these are the Folklore Museum and Archives, offering a rich tapestry of South Indian material culture and the Manuscript Centre, housing invaluable manuscripts ripe for further exploration and analysis.

A cornerstone of the institution's infrastructure is its well-appointed library, meticulously curated to acquire a comprehensive collection of published works. Complementing this is Shilpavani, an expansive outdoor sculpture precinct showcasing rare artistic creations, and Prasaaranga, the publication division dedicated to disseminating scholarly works on Dravidian Studies. Moreover, the institution's commitment to scientific inquiry is evidenced by facilities like Moolika Vanam and the Animal House, facilitating cutting-edge research in plant and life sciences.

Through these initiatives, the institution has not only weathered the challenges posed by the pandemic but also emerged as a beacon of resilience and innovation. By fostering a dynamic ecosystem that nurtures creativity and intellectual inquiry, it has demonstrated a steadfast commitment to advancing knowledge and scholarship.

In conclusion, the institution's proactive measures during the pandemic underscore its unwavering dedication to educational excellence and scholarly advancement. By leveraging online platforms and embracing innovative teaching methodologies, it has ensured the uninterrupted flow of knowledge. Moreover, its investment in research infrastructure and support systems reflects a deep-seated commitment to fostering a culture of innovation and inquiry. In navigating these unprecedented times, the institution has not only adapted but thrived, emerging stronger and more resilient, poised to lead in the pursuit of knowledge and academic excellence.

*Please visit Annexure-III for details about measurable outcomes and budget estimate.*

**Annexure-III**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Development of High Quality Research Ecosystem** | **Development of Library Resources** | **Innovation, Incubation and Entrepreneurship promotion** |
| Five years target | (i) To achieve vibrant research culture across the University, initiatives will be taken to strengthen science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), encourage teaching staff to publish papers/books etc. during five years with a budget of Rs.300.00 lakhs  (ii) To establish one Research and Development Centre with state of the art facilities to organize inter-disciplinary research across various disciplines, namely, Artificial Intelligence, Natural Intelligence, Neurology and Human Behaviour at a budget estimate of Rs.700.00 lakhs  The total budget to fulfil the above targets is Rs.1000.00 lakhs. | (i) To complete the remaining two wings of the Central Library building with a budget of Rs.1000.00 lakhs.  (ii) To achieve 100% automation of library services and implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, dissertation abstracts international, reference books, etc. with a budget of Rs.250.00 lakhs  The total budget is Rs.1250.00 lakhs | To set up innovation centres, start ups for incubation and entrepreneurship development centre, etc. during five years in a phased manner with a budget of Rs.500.00 lakhs. |
| 1st year | **(a) Target:-**  (i) Phase-I: Parallel development/strengthening of science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), etc. to the tune of 20% during the first year.  (ii) To establish one Research and Development Centre  (iii) Every teacher may be motivated to publish a minimum of two articles/papers per year in reputed journals.  **(b) Budget Estimate:-**  Rs.560.00 lakhs  (i) Rs.60.00 lakhs in the first year to be distributed proportionately for development of labs mentioned in the target in phase-I.  (ii) Establishment of Research and Development Centre at a budget estimate of Rs.500.00 lakhs | **(a) Target:-**  (i) To complete the construction of one wing in the first year  (ii) Phase-I: Concurrent development of facilities like implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, Dissertation Abstracts International, reference books, etc., in addition to implementing 20% automation of library services.  **(b) Budget Estimate:-**  **Rs.550.00 lakhs**  Rs.500.00 lakhs for construction of one wing of the library building  Rs.50.00 lakhs in the first year to be distributed proportionately for development of facilities as indicated in the target in the phase-I. | **(a) Target:-**  Phase-I: To identify and set up innovation centres, start ups for incubation and entrepreneurship development centres as per the potentiality of department concerned.  Also to provide seed money for initiating start ups for incubation of ideas.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year to initiate and set up the ideas/facilities as indicated in the target for the first year. |
| 2nd year | **(a) Target:-**  (i) Phase-II: Parallel development/strengthening of science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), etc. to the tune of 20% during the second year.  (ii) Research and Development Activities in R&D Centre as an on going process every year.  (iii) Every teacher may be motivated to publish a minimum of two articles/papers per year in reputed journals.  **(b) Budget Estimate:-**  Rs.110.00 lakhs  Rs.50.00 lakhs for Research and Development activities in R&D Centre and  Rs.60.00 lakhs in the second year to be distributed proportionately for development of labs mentioned in the target in phase-II. | **(a) Target:-**  i) To complete the construction of remaining wing in the second year  ii) Phase-II: Concurrent development of facilities like implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, Dissertation Abstracts International, reference books, etc. in second year, in addition to implementing 20% automation of library services.  **(b) Budget Estimate:-**  **Rs.550.00 lakhs**  Rs.500.00 lakhs for construction of one wing of the library building  Rs.50.00 lakhs in the second year to be distributed proportionately for development of facilities as indicated in the target in the phase-II. | **(a) Target:-**  Phase-II: After setting up of innovation centres/start ups for incubation and entrepreneurship development centres in the second year and to take the ideas/facilities to the next higher level.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per annum to take the ideas/facilities to the next higher level during the second year. |
| 3rd year | **(a) Target:-**  (i) Phase-III: Parallel development/strengthening of science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), etc. to the tune of 20% during the third year.  (ii) Research and Development Activities in R&D Centre as an on going process every year.  (iii) Every teacher may be motivated to publish a minimum of two articles/papers per year in reputed journals.  **(b) Budget Estimate:-**  Rs.110.00 lakhs  Rs.50.00 lakhs for Research and Development activities in R&D Centre and  Rs.60.00 lakhs in the third year to be distributed proportionately for development of labs mentioned in the target in phase-III. | **(a) Target:-**  Phase-III: Concurrent development of facilities like implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, Dissertation Abstracts International, reference books, etc. in third year, in addition to implementing 20% automation of library services.    **(b) Budget Estimate:-**  Rs.50.00 lakhs in the third year to be distributed proportionately for development of facilities as indicated in the target in the phase-III | **(a) Target:-**  Phase-III: To take the ideas/facilities to the next higher level towards registration of patents.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per annum to take the ideas/facilities to the next higher level during the third year. As a consequence, giving rise to registration of patents on the innovation/incubation of ideas. |
| 4th year | **(a) Target:-**  (i) Phase-IV: Parallel development/strengthening of science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), etc. to the tune of 20% during the fourth year.  (ii) Research and Development Activities in R&D Centre as an on going process with an annual budget of Rs.25.00 lakhs per year  (iii) Every teacher may be motivated to publish a minimum of two articles/papers in reputed journals.  **(b) Budget Estimate:-**  Rs.110.00 lakhs  Rs.50.00 lakhs for Research and Development activities in R&D Centre and Rs.60.00 lakhs in the fourth year to be distributed proportionately for development of labs mentioned in the target in phase-IV. | **(a) Target:-**  Phase-IV: Concurrent development of facilities like implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, Dissertation Abstracts International, reference books, etc. in fourth year, in addition to implementing 20% automation of library services.  **(b) Budget Estimate:-**  Rs.50.00 lakhs in the fourth year to be distributed proportionately for development of facilities as indicated in the target in the phase-IV | **(a) Target:-**  Phase-IV: To take the ideas/facilities to the next higher level during the fourth year depending on the viability entering into MoUs with other organizations to generate finances for the institution.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per annum to take the ideas/facilities to the next higher level during the fourth year depending on the viability entering into MoUs with other organizations to generate finances for the institution. |
| 5th year | **(a) Target:-**  (i) Phase-V: Parallel development/strengthening of science laboratories, animal house, herbal garden, language laboratory (English), Language studio (Linguistics), etc. to the tune of 20% during the fifth year.  (ii) Research and Development Activities in R&D Centre as an on going process every year.  (iii) Every teacher may be motivated to publish a minimum of two articles/papers per year in reputed journals.  **(b) Budget Estimate:-**  Rs.110.00 lakhs  Rs.50.00 lakhs for Research and Development activities in R&D Centre and  Rs.60.00 lakhs in the fifth year to be distributed proportionately for development of labs mentioned in the target in phase-V. | **(a) Target:-**  Phase-V: Concurrent development of facilities like implementation of RFID technology and AI tools, such as, augmented reality and virtual reality, IoT, Block chain technology, digitization of rare books, subscription of e-books, e-journals, procurement of advanced encyclopaedia in different subjects, surveys of research in various disciplines, Dissertation Abstracts International, reference books, etc. in fifth year, in addition to implementing 20% automation of library services and thereby achieving 100% automation of library services by the completion of fifth year.  **(b) Budget Estimate:-**  Rs.50.00 lakhs in the fifth year to be distributed proportionately for development of facilities as indicated in the target in the phase-V | **(a) Target:-**  To take the ideas/facilities to the next higher level during the fifth year and to start consultancy services to other organizations in the area of innovation/discovery.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per annum to take the ideas/facilities to the next higher level during the fifth year and to start consultancy services to other organizations in the area of innovation/discovery. |
| Total Budget estimate for five years | **Rs. 1000.00 lakhs** | **Rs.1250.00 lakhs** | **Rs.500.00 lakhs** |

**4**

**COLLABORATION WITH INDUSTRY AND FOREIGN INSTITUTIONS**

NEP 2020 indicates Governments policy that suggests use of traditional technologies of India and adoption of modern technologies from the western world for accomplishment of SDG 4.

**Plan for Industry – Institute Connect**

The Dravidian University is renowned for its comprehensive programs aimed at enhancing employability, fostering entrepreneurship and promoting skill development. With a primary focus on research in languages, literature, culture and history of the Dravidian region, the institution offers a diverse range of courses tailored to meet contemporary demands.

The university's curriculum undergoes regular revisions to align with current industry requirements, ensuring that students are equipped with the latest knowledge and skills necessary for success in their chosen fields. Rigorous training in research methodology and field documentation empowers students with invaluable expertise, particularly in institutions of higher education and research settings.

The Department of Languages plays a pivotal role in promoting communication skills, with special emphasis on mass communication and journalism. Language postgraduate students benefit from a curriculum that not only hones their linguistic abilities but also prepares them for diverse employment opportunities. Moreover, the integration of translation studies within language departments enhances students' proficiency in translating between vernacular languages and English, as well as among different Dravidian languages. The accolades received by faculty members for their translation work underscore the university's commitment to producing skilled professionals in this field, thereby opening doors to lucrative employment prospects.

In addition to language studies, the university offers science courses covering a broad spectrum of disciplines, including library science, education, teaching technology, computer science, chemistry, biotechnology and microbiology. These programs are designed to equip students with the knowledge and skills required to excel in their respective fields. The syllabi followed in these courses are benchmarked against leading institutions, ensuring that graduates are competitive in the job market.

Library science programs prepare students for roles in information management, while education and teaching technology courses foster innovative teaching methodologies. Similarly, computer science programs provide students with expertise in programming, software development and data analysis, preparing them for diverse roles in the tech industry. Furthermore, courses in chemistry, biotechnology and microbiology equip students with essential skills for careers in research, healthcare, pharmaceuticals and biotechnology industries.

Overall, the Dravidian University stands as a beacon of excellence in higher education, offering programs that not only cater to academic rigor but also prioritize practical skills and employability. With its commitment to staying abreast of industry trends and fostering a culture of innovation, the university continues to produce highly skilled professionals poised for success in the global job market. Also, it is essential to explore the possibilities of having collaboration with foreign institutions, industries and universities for enhancing the quality of education in Dravidian University.

The university's Action Plan is strategically crafted to elevate quality standards and prioritize initiatives for the forthcoming decades. Short-term plans focus on immediate objectives, including rural empowerment, research in oral literature and multilingual religious practices, translation projects among Dravidian languages, and the exploration of folklore and tribal studies within nearby villages. Additionally, efforts are directed towards developing multilingual research projects, compiling dictionaries, creating an Encyclopaedia of Dravidian Culture, and enhancing the existing herbal garden.

In the long term, the university aspires to ascend to the status of a premier national institution while broadening research perspectives to encompass heuristic tools from around the world and extending research endeavours to the Dravidian Diaspora. This involves forging partnerships through Memoranda of Understanding (MoUs) with both national and international institutions, establishing new research centres focusing on various aspects of Dravidian studies, cultural anthropology, and devotional studies, among others.

The Action Plan underscores a dynamic equilibrium among teaching, learning, and research, while upholding core values and maintaining clarity regarding the university's mission and principal objectives. Moreover, it aims to disseminate new knowledge to society, particularly in the realms of Dravidian languages and culture.

Specific goals articulated within the Action Plan include establishing new departments, centres, and wings to broaden the scope of Dravidian studies, fostering an environment conducive to innovative thinking, enhancing collaboration with other institutions of higher learning, integrating a robust international dimension, conducting groundbreaking research addressing societal challenges, ensuring access to top-tier research infrastructure, and offering competitive research programs to attract scholars and researchers in the field of Dravidian studies.

In essence, Dravidian University's Action Plan embodies a strategic roadmap designed to propel the institution toward excellence in teaching, research, and community engagement, while advancing the frontiers of Dravidian language and cultural studies on both national and international fronts.

*Please visit Annexure-IV for details about measurable outcomes and budget estimate.*

**Annexure-IV**

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| --- | --- |
| **Year** | **Collaboration with Industry and Foreign Institutions** |
| Five years target | To achieve an optimal level of industry-institute connect during five years of IDP for enabling the university to develop as a premier institution in Dravidian languages, Life Sciences, Education, Computer Science, Commerce and Management, etc. This aim could be achieved by organizing mutual visits, seminars/conferences, making MoUs, etc.  Initiatives will be taken to communicate with foreign organizations/institutions so as to start collaborations in different subjects indicated in the main target. By the end of fifth year, it is expected to accomplish the target of establishing collaborations with foreign Institutions/Organizations.  The total budget is Rs.500.00 lakhs |
| 1st year | **(a) Target:-**  Initiatives will be taken to connect with Industries located in Kuppam Assembly constituency in the first year.  University shall follow the state government policy in this matter.  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year for purpose of organizing mutual visits, seminars/conferences, making MoUs, etc., including organizing visit(s) to foreign institutions. |
| 2nd year | **(a) Target:-**  In the second year contacts with industries located in Palamaner Assembly constituency will be established  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year for purpose of organizing mutual visits, seminars/conferences, making MoUs, etc., including organizing visit(s) to foreign institutions. |
| 3rd year | **(a) Target:-**  In the third year contacts with industries located in Chittoor Assembly constituency will be established  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year for purpose of organizing mutual visits, seminars/conferences, making MoUs, etc., including organizing visit(s) to foreign institutions. |
| 4th year | **(a) Target:-**  In the fourth year contacts with industries located in Nagari Assembly constituency will be established  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year for purpose of organizing mutual visits, seminars/conferences, making MoUs, etc., including organizing visit(s) to foreign institutions. |
| 5th year | In the fifth year contacts with industries located in sri city industries park will be established  **(b) Budget Estimate:-**  Rs.100.00 lakhs per year for purpose of organizing mutual visits, seminars/conferences, making MoUs, etc., including organizing visit(s) to foreign institutions. |
| Total Budget estimate for five years | **Rs.500.00 lakhs** |

**5**

**LEADERSHIP AND GOVERNANCE**

**A. Plan for Enhancing Transparency and Efficiency in the Governance System**

The University Act serves as a guiding framework for the administration, fostering leadership across multiple dimensions, notably in the realms of Good Governance achieved through inclusive decision-making processes, delegation of authority, and the resolution of issues through diverse committees and bodies. This robust leadership ethos has propelled the University towards the seamless execution of routine academic affairs, underscored by a commitment to transparency.

Established in 1997, the Dravidian University commenced operations with a modest team of fewer than ten individuals. Since then, its trajectory has been one of consistent growth, driven by sustained endeavours. Presently, the institution boasts a workforce comprising 55 regular teaching staff, 30 Academic Consultants, 42 regular non-teaching staff, and 251 outsourcing employees, each contributing to the University's multifaceted operations. In tandem with its expansion, the University remains dedicated to the welfare of its personnel, extending a range of benefits including complimentary primary healthcare services, provisions for maternity and paternity leave, financial assistance for personal and professional development endeavours, facilitation of vehicle advances, and reimbursement of tuition fees for the children of non-teaching staff, adhering strictly to established guidelines.

A culture of continuous learning permeates the University, with both teaching and non-teaching staff actively encouraged to partake in professional training programs. Furthermore, the institution upholds fiscal discipline through periodic internal and external financial audits, ensuring accountability and judicious resource allocation. Oversight of the University's academic quality is entrusted to the Internal Quality Assurance Cell (IQAC), charged with monitoring and upholding standards across all facets of the institution's operations.

In essence, the Dravidian University exemplifies a paradigm of effective governance and conscientious stewardship. Underpinned by the principles delineated in the University Act, its leadership endeavours extend beyond mere administrative functions, nurturing an environment characterized by transparency, inclusivity, and a steadfast commitment to excellence. Through its unwavering dedication to the well-being of its workforce and the maintenance of academic standards, the University stands as a beacon of progress and integrity within the realm of higher education.

**B. Plan for Human Resources Management**

Human Resources Management in Dravidian University can be seen through three verticals, namely, academic, administrative and co-curricular wings. Apart from assigning functions and duties to different levels of employees, a few facilities are extended to them for their better functioning in the work place. Such facilities are detailed below.

**Facilities for Employees:**

Since its inception in 1997 with fewer than 10 employees, Dravidian University has made significant strides in caring for its workforce, now comprising 55 regular teaching staff, 32 academic consultants, 42 regular non-teaching staff, and 251 outsourcing employees. The welfare of these employees is a top priority for the university, which closely monitors their needs and provides various benefits and facilities to ensure their well-being.

**(a) Housing**:

Most regular employees are provided with decent residential quarters on campus, while a considerable number of outsourced employees are also offered quarters at affordable rents with regular power and water supply. Teaching staff quarters are equipped with free internet access through Wi-Fi connectivity, fostering a conducive environment for research and academic activities.

**(b) Healthcare:**

A Health Centre within the campus, staffed with a doctor and three nurses, ensures comprehensive medical care for employees. An ambulance service is available for emergency situations, providing access to medical facilities in and around Kuppam town.

**(c) Day-care Centre:**

To support working parents, the university operates a Day Care Centre for children up to six years of age. Equipped with play items and supervised by a faculty member and caretaker, this facility enables parents to focus on their jobs with peace of mind.

**(d) Personal and Professional Development:**

Financial support is allocated annually to teachers for organizing seminars and conferences on contemporary topics relevant to their professional development. Travel grants are provided to teachers attending seminars and conferences abroad, as well as within the country.

**(e) Leave Policies:**

Maternity, paternity, and duty leave are extended to employees, in addition to earned leave and casual leave as per eligibility and regulations. Non-teaching employees are encouraged to participate in need based professional training programs.

**(f) Financial Benefits:**

Employees receive various financial benefits, including access to General Provident Fund (GPF), Contributory Provident Fund (CPF), Employees' Provident Fund (EPF), Employees' State Insurance (ESI), and other mandatory facilities based on their eligibility. The outsourced employees' cooperative society is financially supported through Fixed Deposit arrangements.

Furthermore, non-teaching regular staff members are eligible for vehicle advances, housing loans, festival advances, marriage advances, and tuition fee reimbursements for their children, in accordance with established rules and guidelines.

The performance appraisal system for both teaching and non-teaching staff at the university is vital for monitoring their work towards achieving institutional goals and adhering to core values. Teachers undergo self-appraisal based on formats provided by APSCHE and UGC, while feedback from students and confidential reports from Deans and Heads help assess performance. Daily activity diaries foster academic discipline among teachers. Non-teaching staff are also evaluated by section/wing heads, fostering attentiveness. Self-appraisal aids staff in aligning their priorities and performance with the university's vision and mission.

Also, other benefits like contribution to ESI, EPF, etc. including sanction of House loan, Vehicle Loan and Festival Advance are extended to the staff.

**C. Plan for Campus Life Enrichment**

Green Practices:

1. **Plastic-Free Campus:**

* Dravidian University actively maintains a plastic-free campus through a series of measures.
* Circulars and signboards instruct the campus community to refrain from using plastic.
* The university issues directives to canteen owners, prohibiting the use of plastic cups, plates and bags.
* These measures significantly reduce plastic waste, contributing to a cleaner and more sustainable environment.

1. **Minimal Paper Usage:**

* The university emphasizes minimal paper usage by opting for electronic communication methods whenever possible.
* E-circulars, notices and other communications are predominantly sent electronically rather than in printed form.
* With internet facilities available in departments, communication via email has become the norm, leading to a significant reduction in paper consumption.
* This shift not only reduces paper waste but also enhances the efficiency and speed of communication within the university.

1. **Greenery and Vegetation:**

* Dravidian University boasts extensive greenery and vegetation across its campus.
* Rich vegetation, plants and trees cover most of the campus area, with buildings surrounded by lush greenery.
* The Andhra Pradesh Urban Greenery and Beautification Corporation Limited (APUG&BCL) have selected the university for its greening program, resulting in the planting of 4000 saplings with a substantial investment.
* Additionally, the Tirumala Tirupati Devasthanams (TTD) contributed significantly to greening efforts by planting 75,000 Acacia plants during 1995-97 and continuing to support with an annual allocation of Rs. 50 lakhs.
* The campus is free from pollution, with the presence of golden lichens indicating the purity of the atmosphere.
* The university's National Service Scheme (NSS) teams actively participate in campus cleaning initiatives, involving both teaching and non-teaching staff in maintaining cleanliness and sustainability.

These green practices reflect Dravidian University's commitment to environmental stewardship and sustainability, contributing to a healthier and more eco-friendly campus environment.

The campus's lush greenery and clean air are further enhanced by the presence of golden lichens, which serve as bio-indicators of air purity. This indicates that the university's efforts to maintain a pollution-free environment are effective and successful. Furthermore, the university's National Service Scheme (NSS) teams play a vital role in maintaining the campus's cleanliness and sustainability. These teams actively participate in campus cleaning initiatives, involving both teaching and non-teaching staff in these efforts. Their collective work ensures that the campus remains clean, green, and conducive to learning and living.

Dravidian University's green practices reflect a profound commitment to environmental stewardship and sustainability. By eliminating plastic use, reducing paper consumption, and enhancing campus greenery, the university is setting a commendable example for other institutions to follow. These efforts contribute significantly to creating a healthier and more eco-friendly campus environment, promoting a culture of sustainability and environmental responsibility among students, staff, and the broader community.

The management of solid, liquid and electronic waste, as well as rainwater harvesting, is integral to maintaining environmental sustainability and hygiene standards within the Dravidian University campus.

**Solid Waste Management**:

Solid sewage waste, including septic tank waste, is efficiently managed through a compressor sewage vehicle hired by the university. This waste is transported to designated areas on the outskirts of the campus and deposited into deep earth pits. These pits are then covered with a layer of soil to prevent any health hazards to the public. Through the decomposition process facilitated by aerobic microorganisms, organic waste transforms into bio-fertilizer. Once ready, this compost is utilized for plantation purposes within the campus, promoting eco-friendly practices and soil enrichment.

**Liquid Waste Management**:

Liquid waste from septic tanks is collected through soak pits strategically located nearby each tank. These soak pits serve to absorb liquid waste into the ground, while any remaining solid waste accumulates on the surface. The solid waste is subsequently transferred to deep earth pits for further decomposition into bio-fertilizer, which is utilized for gardening purposes within the campus.

**E-Waste Management**:

The university is actively identifying e-waste management firms to responsibly dispose of electronic waste generated within the campus. Although the disposal process is yet to commence, efforts are underway to ensure proper handling and recycling of electronic waste, thereby minimizing environmental impact.

**Rainwater Harvesting:**

Various rainwater harvesting techniques are employed across the campus to conserve water resources and mitigate soil erosion. A water sump with a capacity of 1,00,000 litres collects rainwater from major buildings, which is then utilized for gardening purposes. Additionally, the campus features 16 major check dams and 6 farm ponds with substantial storage capacities, along with 40,000 meters of contour trenches and 35 water soak pits for rainwater infiltration and retention. These initiatives contribute to groundwater-level conservation and sustainable water management practices within the university premises.

In summary, Dravidian University demonstrates a comprehensive approach to waste management and water conservation, emphasizing environmental responsibility and sustainability across various aspects of campus operations. These initiatives reflect the university's commitment to fostering a clean, healthy and eco-friendly campus environment.

**D. Plan for Capacity Building of Teaching and Non-teaching Staff**

For purpose of updation of knowledge and skills in Higher Education, Dravidian University encourage its teachers to participate in various capacity building programmes that are relevant to their domain of work. In this context, the University is continuously deputing the Teaching staff to attend Orientation Programmes, Refresher Courses, Seminars, Conferences, etc. for enhancement of their horizon of knowledge and skills. So also, the University motivates the non-teaching staff members to pass/qualify in various departmental tests for possessing specialized knowledge in administration, service matters, accounts, human resources management, etc.

**E. Plan for Emerging Technology Interventions in all systems**

* Use of Digital Boards, Multimedia Resources, Online Resources, Forums and Groups, Language Labs, etc. in enriching the teaching learning process.
* Implementation of Educational ERP modules, Financial Management Modules like CFMS etc.
* Use of AI tools, ML tools, Computer Networking, Databases, etc.

**F. Plan for Extension Activities**

The University has been conducting several extension activities in the surrounding villages of the campus to create awareness among the villagers regarding Swatchh Bharath, Online Banking Services, Digital literacy, capacity Building Programmes, Medical Camps, prevention of Violence on Women Campaign and Celebration of nationally important days. Total number of community outreach programs conducted by NCC, MSW department, NSS, and other department students during the assessment period is 47.

Dravidian University effectively organized several extension activities in the neighbourhood communities thus contributing community participation. It has adopted five villages viz., Pogurupalli, Cheekatipalli, Kotachembagiri, Kanamanapalli, Yamanooru and conducted Baseline house hold surveys, village surveys. Grama sabhas were conducted in these villages to identify the social problems and issues. Based on this, awareness programmes were conducted in these villages using video presentations. The sensitization programs and free medical camps were also conducted. 110 U.G. and P.G. students from different courses have participated in these programmes. The University conducted COVID Awareness surveys in villages to assess their awareness levels, coping strategies, and coping mechanisms against challenges such as employment, food security, housing security, education disruptions, and physical and mental wellbeing. The research team, including faculty from various departments, aimed to understand the village's resilience and adaptability to the pandemic. 2000 masks were distributed in these villages and the report was submitted to the concerned authorities for necessary action.NSS units have sensitized the community members regarding social distancing, sanitization, mask wearing, hygiene during pandemic situation. Covid vaccination awareness, Swachh Bharath programme, cashless transaction awareness, Awareness on afforestation, plantation, environment pollution, human rights, anti-ragging, gender equality, child welfare, education, social issues were also conducted.

**G. Plan for invoking Affiliating Function**

Right now, the Dravidian University has not invoked the affiliating provisions contained in the Dravidian University Act 1997. Hence, the Dravidian University doesn’t have any affiliated colleges under its jurisdiction.

*Please visit Annexure-V for details about measurable outcomes and budget estimate.*

**LEADERSHIP AND GOVERNANCE**

**Annexure-V**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Transparency and Efficiency in the Governance** | **Human Resources Management** | **Campus Life Enrichment** | **Capacity Building of Teaching and Non-teaching Staff** | **Emerging Technology Interventions in all systems** | **Extension Activities** | **Affiliated Colleges** |
| Five years target | To achieve 100% automation in governance in a phased manner to improve transparency and efficiency with a budget of Rs.70.00 lakhs. | To achieve optimal level of Human Resource Management through implementation of facilities like health care, day care centre, housing, festival advance, vehicle loan, etc. with a budget of Rs.25.00 lakhs | To achieve the status of ever green campus, conservation of natural resources with zero carbon levels in a period of five years.  To equip the campus with a minimum of two physically challenged cars (battery supported) for purpose of mobility of physically challenged students, staff and senior citizens within the campus premises.  The total budget is Rs.1000.00 lakhs | To depute/permit teaching and non-teaching staff to participate in capacity building programmes organised by different institutions.  Also, to conduct Capacity Building Programmes for Non-teaching Staff.  The total budget is Rs.25.00 lakhs. | To achieve integration of emerging technologies like AI tools, etc. in different wings of the University for improvement of efficiency across the systems, after obtaining a viability report from a special expert/technical committee with a budget of Rs.125.00 lakhs. | To strengthen the NSS Cell for optimal conduct of extension/service oriented activities inside and outside (neighbourhood) of the University. There are six (6) NSS units in Dravidian University.  The total budget is Rs.22.50 lakhs | To achieve the aim of having affiliated colleges under the jurisdiction of Dravidian University in a period of five years. All necessary steps shall be taken by the University to achieve affiliation of all UG/PG Colleges located in Chittoor District in five years. The total budget is Rs.25.00 lakhs |
| 1st year | **(a) Target:-**  To achieve 100% automation in first year  **(b) Budget Estimate:-**  Rs. 50.00 lakhs | It is in implementation since the inception of the University as per the State Government policy.  **(b) Budget Estimate:-**  Rs.5.00 lakhs  per year | **(a) Target:-**  To find out carbon levels in the campus through  Carbon testing; to take steps for afforestation, conservation of natural resources.  To buy two physically challenged cars that are battery operated.  **(b) Budget Estimate:-**  Rs.200.00 lakhs | **(a) Target:-**  (i) To depute teaching and non-teaching staff to other institutions for participation in Capacity Building Programmes.  (ii) To Organise two programmes for Non-teaching staff in the areas of  enhancing skills in service and audit matters.  **(b) Budget Estimate:-**  Rs.5.00 lakhs per year | **(a) Target:-**  To prepare a list of facilities with the help of an expert committee and implement the same in the first year as part of emerging technological interventions.  **(b) Budget Estimate:-**  Rs. 25.00 lakhs | **(a) Target:-**  To develop a systematic mechanism for strengthening NSS activities inside and outside the University and also listing/conduct of activities.  **(b) Budget Estimate:-**  Annual budget sanctioned to each unit by Government for conduct of various activities shall be utilized in this regard.  Rs.4,50,000 per year @ Rs.75,000/- per unit. | **(a) Target:-**  To obtain the status report on the matter of affiliations from the academic section.  To communicate with Government of Andhra Pradesh seeking invocation of the provisions of affiliations as per Dravidian University Act 1997.  To affiliate all UG and PG colleges including Colleges of Education located in Kuppam and Palamaner Assembly constituencies during the first year.  **(b) Budget Estimate:-**  Rs.5.00 lakhs will be earmarked for meeting the expenses towards, organizing meetings, travel, contingencies, etc. |
| 2nd year | **(a) Target:-**  Maintenance of automation system and related services  **(b) Budget Estimate:-**  Rs. 5.00 lakhs | It is in implementation since the inception of the University as per the State Government policy.  **(b) Budget Estimate:-**  Rs.5.00 lakhs  per year | **(a) Target:-**  To find out carbon levels in the campus through  Carbon testing; to take steps for afforestation, conservation of natural resources as an ongoing process every year.  **(b) Budget Estimate:-**  Rs.200.00 lakhs | **(a) Target:-**  (i) To depute teaching and non-teaching staff to other institutions for participation in Capacity Building Programmes.  (ii) To Organise two programmes for Non-teaching staff in the areas of  enhancing skills in service and audit matters.  **(b) Budget Estimate:-**  Rs.5.00 lakhs per year | 1. **Target:-**   To procure and equip the facilities as per the identified list in the second year as part of emerging technological interventions  **(b) Budget Estimate:-**  Rs. 25.00 lakhs | **(a) Target:-**  To organise different activities as per the identified list.  **(b) Budget Estimate:-**  Annual budget sanctioned to each unit by Government for conduct of various activities shall be utilized in this regard.  Rs.4,50,000 per year @ Rs.75,000/- per unit. | **(a) Target:-**  To affiliate all UG and PG colleges including Colleges of Education located in Chittoor and Puthalapattu Assembly constituencies in the second year.  **(b) Budget Estimate:-**  Rs.5.00 lakhs will be earmarked for meeting the expenses towards, organizing meetings, travel, contingencies, etc. |
| 3rd year | **(a) Target:-**  Maintenance of automation system and related services  **(b) Budget Estimate:-**  Rs. 5.00 lakhs | It is in implementation since the inception of the University as per the State Government policy.  **(b) Budget Estimate:-**  Rs.5.00 lakhs  per year | **(a) Target:-**  To find out carbon levels in the campus through  Carbon testing; to take steps for afforestation, conservation of natural resources as an ongoing process every year.  **(b) Budget Estimate:-**  Rs.200.00 lakhs | **(a) Target:-**  (i) To depute teaching and non-teaching staff to other institutions for participation in Capacity Building Programmes.  (ii) To Organise two programmes for Non-teaching staff in the areas of  enhancing skills in service and audit matters.  **(b) Budget Estimate:-**  Rs.5.00 lakhs per year | **(a) Target:-**  To procure and equip the facilities as per the identified list in the third year as part of emerging technological interventions  **(b) Budget Estimate:-**  Rs. 25.00 lakhs | **(a) Target:-**  To organise different activities as per the identified list.  **(b) Budget Estimate:-**  Annual budget sanctioned to each unit by Government for conduct of various activities shall be utilized in this regard.  Rs.4,50,000 per year @ Rs.75,000/- per unit. | **(a) Target:-**  To affiliate all UG and PG colleges including Colleges of Education located in Nagiri and Gangadhara Nellore Assembly constituencies in the third year.  **(b) Budget Estimate:-**  Rs.5.00 lakhs will be earmarked for meeting the expenses towards, organizing meetings, travel, contingencies, etc. |
| 4th year | **(a) Target:-**  Maintenance of automation system and related services  **(b) Budget Estimate:-**  Rs. 5.00 lakhs | It is in implementation since the inception of the University as per the State Government policy.  **(b) Budget Estimate:-**  Rs.5.00 lakhs  per year | **(a) Target:-**  To find out carbon levels in the campus through  Carbon testing; to take steps for afforestation, conservation of natural resources as an ongoing process every year.  **(b) Budget Estimate:-**  Rs.200.00 lakhs | **(a) Target:-**  (i) To depute teaching and non-teaching staff to other institutions for participation in Capacity Building Programmes.  (ii) To Organise two programmes for Non-teaching staff in the areas of  enhancing skills in service and audit matters.  **(b) Budget Estimate:-**  Rs.5.00 lakhs per year | **(a) Target:-**  To procure and equip the facilities as per the identified list in the fourth year as part of emerging technological interventions  **(b) Budget Estimate:-**  Rs. 25.00 lakhs | **(a) Target:-**  To organise different activities as per the identified list.  **(b) Budget Estimate:-**  Annual budget sanctioned to each unit by Government for conduct of various activities shall be utilized in this regard.  Rs.4,50,000 per year @ Rs.75,000/- per unit. | **(a) Target:-**  To strengthen the affiliation process of all UG, PG and Colleges of Education under Dravidian University by formulating appropriate working rules and regulations.  **(b) Budget Estimate:-**  Rs.5.00 lakhs will be earmarked for meeting the expenses towards, organizing meetings, travel, contingencies, etc. |
| 5th year | **(a) Target:-**  Maintenance of automation system and related services  **(b) Budget Estimate:-**  Rs. 5.00 lakhs | It is in implementation since the inception of the University as per the State Government policy.  **(b) Budget Estimate:-**  Rs.5.00 lakhs  per year | **(a) Target:-**  To find out carbon levels in the campus through  Carbon testing; to take steps for afforestation, conservation of natural resources as an ongoing process every year.  **(b) Budget Estimate:-**  Rs.200.00 lakhs | **(a) Target:-**  (i) To depute teaching and non-teaching staff to other institutions for participation in Capacity Building Programmes.  (ii) To Organise two programmes for Non-teaching staff in the areas of  enhancing skills in service and audit matters.  **(b) Budget Estimate:-**  Rs.5.00 lakhs per year | **(a) Target:-**  To procure and equip the facilities as per the identified list in the fifth year as part of emerging technological interventions  **(b) Budget Estimate:-**  Rs.25.00 lakhs | **(a) Target:-**  To organise different activities as per the identified list.  **(b) Budget Estimate:-**  Annual budget sanctioned to each unit by Government for conduct of various activities shall be utilized in this regard.  Rs.4,50,000 per year @ Rs.75,000/- per unit. | **(a) Target:-**  To review the affiliation system mechanism during the fifth year for further strengthening the affiliation process.  **(b) Budget Estimate:-**  Rs.5.00 lakhs will be earmarked for meeting the expenses towards, organizing meetings, travel, contingencies, etc. |
| Total Budget estimate for five years | **Rs.70.00 lakhs** | **Rs.25.00 lakhs** | **Rs.1000.00 lakhs** | **Rs.25.00 lakhs** | **Rs. 125.00 lakhs** | **Rs.22.50 lakhs** | **Rs.25.00 lakhs** |

**6**

**BUDGET ESTIMATES AND IMPLEMENTATION STRATEGY**

**A. Budget Estimates**

The University’s annual budget aggregates to Rs.35.00 crores which is fully sanctioned by the Government of Andhra Pradesh for purpose of payment of salaries of the staff. Also, there are a few research projects that are financed by agencies like DST, DBT, ICSSR, RUSA, DST-SERB, etc.

Budget Estimates for five years, i.e., 2025-26, 2026-27, 2027-28, 2028-29, 2029-30 are presented in this section.

**B. Implementation Strategy - Resource Mobilization**

Dravidian University operates within defined objectives aimed at its growth while managing limited financial resources. Despite not having affiliated colleges, it relies primarily on grants from the State Government and the UGC, supplemented by partial support from other participating governments such as Karnataka, Tamil Nadu, Kerala, and national bodies like CIIL, ICSSR, and ICPR. TTD. To become financially self-sufficient, the university has instituted strategies for both generating and utilizing funds meticulously.

The university's Finance Committee plays a pivotal role in this process. It formulates plans for each financial year based on available sources, examines accounts, scrutinizes expenditure proposals, and recommends spending limits aligned with the university's income and resources. Monitoring internally generated funds and infrastructure development also falls under its purview. Furthermore, frequent reviews conducted by the Vice-Chancellor, Registrar, and Finance Officer ensure ongoing oversight of the university's financial health. Any observations or objections raised by the State Audit are duly addressed to rectify deviations.

The Finance Officer holds a crucial position in managing the university's funds. They supervise fund utilization and maintain accurate accounts, providing guidance on financial policies. Adherence to expenditure limits set by the Executive Council, alongside monitoring cash and bank balances, ensures financial prudence.

Financial transparency is upheld through regular reporting to the Executive Council. Discussions within these meetings aid in resource management in accordance with regulations. The university's general fund account serves as the central repository for income, including fees, endowments, and government grants. Compliance with financial regulations, particularly Section 27 of the University Act 1997, ensures funds are utilized for their designated purposes.

The Finance Officer's recommendations often lead to the investment of surplus funds in fixed deposits with nationalized banks to generate interest, further bolstering the university's financial stability.

Each financial year, the university sets specific objectives and implements corresponding strategies under the administration's purview. Additionally, it continually explores alternative channels for fund generation to sustain its growth trajectory.

In essence, Dravidian University's financial management revolves around prudent planning, meticulous execution, and transparent oversight. Through strategic utilization of available resources and efforts to diversify funding streams, it aims to achieve its growth objectives while ensuring financial sustainability.

Implementation of IDP will be done as per the Policy of Government of Andhra Pradesh and broad guidelines of the UGC, New Delhi keeping in view the recommendations of NEP 2020.

*Please visit Annexure-VI for budget estimates.*

**Annexure –VI**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl. No.** | **Parameter of Development** | **Parameter-wise Estimate for five years**  **(Rupees in Lakhs)** | **Total Estimae for five years**  **(Rupees in Lakhs)** |
| 01. | **Quality Education** |  | **5475.00** |
|  | A. Teaching and Learning System | **3000.00** |
|  | B. Evaluation System Reform | **50.00** |
|  | C. Student Support Services | **2425.00** |
| 02 | **Curriculum Reforms** |  | **125.00** |
|  | Curriculum Design and Development | **125.00** |
| 03 | **Research Eco Systems For**  **Quality Research** |  | **2750.00** |
|  | Development of High Quality Research Ecosystem | **1000.00** |
|  | Development of Library Resources | **1250.00** |
|  | Innovation, Incubation and Entrepreneurship promotion | **500.00** |
| 04 | **Collaboration with Industry and Foreign Institutions** |  | **500.00** |
|  | Industry – Institute Connect | **500.00** |
| 05 | **Leadership and Governance** |  | **1292.50** |
|  | Enhancing Transparency and Efficiency in the Governance System | **70.00** |
|  | Human Resources Management | **25.00** |
|  | Campus Life Enrichment | **1000.00** |
|  | Capacity Building of Teaching and Non-teaching Staff | **25.00** |
|  | Emerging Technology Interventions in all systems | **125.00** |
|  | Extension Activities | **22.50** |
|  | Invoking Affiliating Function | **25.00** |
|  | **Grand Total** |  | **10142.50** |

**Conclusion:**

It is expected that the University would reach a new Higher Level as a result of implementation of the proposed IDP in a period of coming five years. Further, it would provide a better place for the Dravidian University in the galaxy of Higher Education Institutions and its visibility would improve in the National arena. Implementation of the present IDP is the first step towards realizing the goals of Viksit Andhra Pradesh and Viksit Bharat 2047.