



Date: 01.11.2024

Adesh University

Institutional Development Plan (IDP)

In line with the vision and goals of National Education Policy 2020 (NEP2020), a committee including the senior administrators, faculty members and other stakeholders was constituted (Annexure I) to prepare the Institutional Development Plan for Adesh University for undertaking the journey of Academic Excellence envisioned to generate new knowledge and empower the faculty and students to undertake quality research for innovation encompassing the needs of the state, country and the local communities in an educationally backward area of southern Punjab.

The main objectives and goals to be achieved by the IDP are:

1. Articulate the clear vision and mission of Adesh University and align this with NEP2020 and its components.
2. Assessment of institutional development needs through consultative process among stakeholders.
3. Identifying capacity and organizational gaps based on goals and priorities.
4. Developing annual activity to build capacity and remove gaps.
5. Establishing a transparent system for holistic, inclusive growth and development of Adesh University.
6. Establishing ethos of holistic lifelong learning, an operative framework to promote employability and entrepreneurship by adding skilling in all programmes.
7. Develop a framework to promote internationalization of education.
8. Meaningful engagement of stakeholders in development and implementation of IDP.
9. Quantify the achievement of institutional goals in a timely manner.
10. Undertake periodic reviews for continuous course correction for future improvements.

The parameters of excellence as envisioned by the committee are given in the following pages:

A. Governance

Adesh University management clearly understands that good governance is integral to establish institute's core values and culture and a balance between autonomy and accountability must be maintained for making Adesh University a globally competitive leading university in health sciences. The Governing Body, Board of Management, Finance Committee and Academic Council having members representing renowned academicians, public figures, representatives of industry and senior university functionaries ensure complete autonomy to administration, faculty and students. These statutory bodies with assistance from several committees like Internal Quality Assurance Cell, Research Advisory Council, Faculties of different disciplines and Boards of Studies will ensure good governance toward self-sustenance. Constitution of more committees, task forces etc. whenever needed can be constituted with approval of Vice Chancellor.

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B. Financial

The Finance Committee having senior academicians, administrative representatives of management will continue advising the management as well as the university functionaries on generation and expansion of resources like fees, loans, government subsidies and grants and appropriate investments in a sustainable manner. The Governing Body and Board of Management will advise the Finance Committee on expansion of resources for continued growth and development of Adesh University in line with its vision and mission.

Increase in available clinical materials to supplement resource will be achieved by providing state of the art infrastructure for patient care, networking with the communities through family adoption programmes, placement of post graduate students in district hospitals, free treatment of communities from Economically Weaker Sections and Socially Disadvantaged Groups etc.

C. Academic

Innovative academic programmes in line with the national regulatory bodies like National Medical Commission, Dental Council of India, Indian Nursing Council etc. will be offered by involving appropriate experts from industry. The curriculum of programmes not under the ambit of national regulatory bodies will be designed with the help of faculty, external experts, industry and local communities and their implementation will be ensured in line with the objectives of NEP2020.

Digitization of courses, creation of digital online courses and adoption of latest IT based pedagogy enabling ease of learning will be followed for all the programmes offered by the university.

Wherever possible, emphasis on creation of Intellectual Property will be built in the programmes offered by the university through incentives to faculty and students.

The process of faculty recruitment will be improved by involving outside experts including representatives of industry and the faculty selections will strictly base on API scores of the candidates.

Capacity building of faculty through participation in Faculty Development Programmes, workshops, seminars and conferences will be ensured through incentivization. The existing Centre for Health Professions Education (CHPE) will be strengthened in terms of infrastructure, faculty and digital teaching learning resources. New fellowship programmes, Master degree programmes in specializations within health professions education will be initiated at CHPE.

Implementation of National Credit Framework (NCrF), Academic Bank of Credits (ABC), National Higher Education Qualification (NHEQF) and National Skills Qualification Framework (NSQF) with respect to new educational programmes and the programmes not falling under national regulatory bodies will be operationalized.

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Binary accreditation of Adesh University by National Assessment and Accreditation Council will be ensured by the end of academic session 2024-25 to be followed up subsequently for bar upgradation from level 1 to level 4 in a phased manner.

NIRF ranking will be obtained for Adesh Institute of Medical Sciences and Adesh Institute of Dental Sciences within academic session 2024-25 as a part of 2025 rankings.

D. Research, Intellectual Property and supportive

The infrastructure available for research throughout the university departments and the Centre for Interdisciplinary Biomedical Research will be upgraded to conduct high end globally relevant research in medical sciences. Inter institutional interactions will be strengthened through the existing Consortium of Higher Educational Institutions of Bathinda district to utilize the expertise and resources available with other institutions.

The Adesh University research infrastructure and resources will be upgraded to get its name included in the list of universities eligible to get central assistance under 12 (B) of UGC act (1956).

An introductory research component will be added in undergraduate programmes offered by the university. The research component already introduced in MBBS programme will be streamlined through mentorship to push undergraduate research to new heights.

An ecosystem to promote socially relevant research and consultancy projects by the faculty and staff already exists as facilitated by the IPR and Consultancy policies of the university duly approved by the Board of Management and Governing Body. This ecosystem will be enriched further by providing incentives for innovations and high impact publications, research awards, consultancy projects, conferment of Fellowship to faculty by National Academies and research excellence awards.

E. Human resource

The constituent colleges/institutions and departments will have more autonomy in revising the faculty and staff strength, their appointments, annual assessment and review. Annual progress of staff and faculty will be assessed on the basis of self-assessment proforma to be completed by them before August 31 every year that will be reviewed by a committee of senior administrators in a transparent manner.

The faculty and staff will be oriented towards working of the institution and the regulatory requirements of different national regulatory bodies by organizing special training programmes for newly inducted staff. Competitive compensation will be provided to retain top academic and research talent.

Faculty will be encouraged to foster inter institution collaborations to bring in new innovative ideas.

Planning succession will be done for all key posts of the university and appropriate measures will be taken to ensure that no position remains vacant.

P. P. Singh
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F. Networking and Collaboration

In view of the pivotal role of networking in the growth and development of higher education institutions in creation of new knowledge and innovations, Adesh University will support faculty and students to establish robust connections with stakeholders to enhance their impact and relevance. Adesh University will undertake collaborative academic activities with institutions and industry that are not even the part of already existing Consortium of Higher Education Institutions of Bathinda district.

Since the influence of any institution on the life of its alumni is often life long, they can contribute very significantly in the growth and development of their alma mater. Therefore, Adesh University Alumni Association will work to establish trust with all alumni so that they remain engaged with Adesh University forever.

G. Physical

Physical enablers support both academic and research activities of all constituent colleges/institutes of a university. These enablers no doubt build the brand of an organization but Adesh University being a private university, very careful investment in enablers like transport network, electricity grids, sewage system, waste management system, student and staff residences, sports facilities and landscaping is needed.

New super specialty OPDs in Oncology, Uro surgery, Plastic Surgery, Gastro Surgery, Neurosurgery, Pediatric Surgery, IVF and Athroscopy have come up. The upgradation of equipment needed in all these OPDs will continue. New OPDs will be initiated as per the need of the hour and the resources available.

Upgradation of in-patient wards will continue.

Number of special wards will keep on increasing with the opening of new OPDs and this will require increase in the number of special private rooms for patients.

More Post Graduate programmes in different disciplines will be opened requiring addition of more infrastructure in terms of hospital resources and student hostels. The number of PG seats will increase from present 58 to almost a hundred in future.

New STP will be built to undertake the increased load of hospital waste for ensuring safe environment for the campus residents. Use of recycled water, use of solar power etc. will be encouraged to reduce carbon footprint.

NABH accreditation will be obtained in due course of time.

H. Digital

Transformation to a paperless campus will be ensured in due course of time.


S. G. Ginn
4/11/24

A digital content repository containing all details of programmes offered by the university and other resources will be created and maintained on cloud servers.

Online teaching learning platform will be introduced and real time monitoring of student progress will be ensured.

Student credentials and faculty information will be maintained in digital format as per Government of India policies. Contribution to all national missions in digital mode will be ensured.

for Adesh University


Registrar 4/11/24

Subject: Constitution of Committee for Institutional Development Plan.

Sr. No.	Name and Designation of the Faculty	
1.	Dr. Parmod Kumar Goyal, Dean Academic Affairs, Adesh University, Bathinda	Chairperson
2.	Dr. Gurpreet Singh Gill, Professor and Head and Medical Supdt. (Admin), Adesh University, Bathinda	Member
3.	Prof. R.G. Saini, Dean PG Studies and Research and Registrar, Adesh University, Bathinda	Member
4.	Dr. Harkiran Kaur, Dean Faculty of Medical Sciences, Adesh University, Bathinda	Member
5.	Dr. Amanish Singh Shinh, Dean Students Welfare, Adesh University, Bathinda	Member
6.	CA Ashutosh Nagpal, Chief Finance and Accounts Officer, Central Accounts Office, Adesh University, Bathinda	Member
7.	Dr. Parmod Kumar Goyal, Controller of Examinations, Adesh University, Bathinda	Member
8.	Dr. Sanjeev Kumar, Medical Supdt. Adesh Hospital, Bathinda	Member
9.	Dr. Kavita Kaushal, Principal, College of Physiotherapy, Adesh Institute of Medical Sciences and Research, Bathinda	Member
10.	Dr. Kapil Gupta, Professor, Department of Biochemistry, Adesh Institute of Medical Sciences and Research, Bathinda	Member
11.	Dr. Imtiyaz Nadaf, Professor, Adesh Institute of Dental Sciences and Research, Bathinda	Member
12.	Dr. S K Nayak, Professor, Adesh Institute of Pharmacy and Biomedical Sciences, Bathinda	Member
13.	Dr. Dawinder Singh Grewal, Chief Librarian, Central Library, Adesh University, Bathinda	Member
14.	Dr. Poonam Batra, Assistant Professor, College of Paramedical Sciences, Adesh Institute of Medical Sciences and Research, Bathinda	Member
15.	Er. Gobind Panditrao, Computer Engineer, Adesh Institute of Medical Sciences and Research, Bathinda	Member

29. June
4/11/24