Ref. No. Date.....

TANTIA UNIVERSITY

SRI GANGANAGAR, RAJASTHAN, INDIA

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Prepared with reference to the UGC Guidelines for Institutional Development Plans for Higher Education Institutions (HEIs)

Introduction

This is a university-specific working draft developed from the uploaded UGC IDP Guidelines with proposed targets, timelines, indicators, committee responsibilities and initiatives in this draft are planning recommendations. Before adoption, the University should validate the baseline data, regulatory status, existing plans, budget, infrastructure, programme portfolio, faculty strength, student outcomes and approved governance structure. Replace all suggested targets with targets approved by the competent University authority.

The uploaded UGC Guidelines frame IDP as an institution-led, consultative, measurable and continuously reviewed plan, with a long-term vision, annual activity/capacity-building plans, and time-bound indicators. This report follows that structure and adapts it to a multidisciplinary private university in Sri Ganganagar, Rajasthan, India.

Executive Summary

Tantia University, Sri Ganganagar, Rajasthan, is a multidisciplinary private university established in 2013 under Rajasthan State legislation. The University's public website describes programmes across health and medical disciplines and other areas including agriculture, pharmacy, nursing, law, management, arts and sciences. Its published vision focuses on transforming healthcare through innovative education and community engagement, while its mission emphasizes academic standards, teacher–student and industry participation, research, innovation, entrepreneurship and ethical values.

This Institutional Development Plan (IDP) proposes a coherent roadmap for institutional quality, student success, research performance, workforce development, digital transformation, inclusive campus life, community impact and financial sustainability. It is intended to be implemented through school/faculty plans, departmental annual plans, a consolidated university dashboard and periodic reviews.

Objectives

- Strengthen governance, internal quality assurance, regulatory compliance, data integrity and transparent decision-making.
- Improve curriculum relevance, student-centred teaching, practical learning, skill integration, student support and graduate outcomes.
- Build a responsible research ecosystem with ethics, mentoring, grants, publications, intellectual property, innovation and industry/community collaboration.

- Recruit, retain and develop qualified faculty and professional staff through transparent HR systems and continuous professional development.
- Improve financial planning, budget discipline, resource diversification and cost-effectiveness.
- Build structured partnerships with hospitals, healthcare providers, agricultural and veterinary stakeholders, industry, schools, government, NGOs, alumni and other universities.
- Maintain safe, accessible, inclusive, environmentally responsible physical infrastructure and resilient digital systems.

Institutional profile (publicly stated information)

Item	Information for planning draft
Institution	Tantia University
Location	Sri Ganganagar, Rajasthan, India
Established year	2013
Institutional type	Private university established under Rajasthan State legislation; verify legal and regulatory wording against current official documents before final publication
Academic character	Multidisciplinary; public materials describe health/medical and other academic areas including agriculture, law, management, arts and sciences, pharmacy, nursing etc.
Published institutional vision	To be a global leader in transforming healthcare through innovative education and community engagement, with equitable access to state-of-the-art health services
Published mission themes	Global-standard academic processes; teacher–student and industry participation; research, innovation and entrepreneurship; excellence; moral, ethical and professional values

Purpose of the IDP

- Translate the University's vision and mission into measurable institutional priorities.
- Assess institutional strengths, gaps, risks, capacities and stakeholder needs through a documented baseline exercise.
- Integrate academic, research, finance, human resources, physical infrastructure, digital systems and partnerships into one plan.
- Create annual implementation plans with responsible officers, milestones, budgets and evidence.
- Support continuous improvement through regular monitoring, stakeholder feedback and corrective action.

Vision, Mission and Strategic Principles

- Student-centred and outcome-oriented education.
- Academic freedom, integrity, transparency and accountability.
- Equitable access, inclusion, accessibility and student well-being.
- Research quality, ethics, innovation and socially relevant problem-solving.
- Interdisciplinary collaboration and appropriate integration of skills into academic programmes.
- Partnerships with industry, healthcare systems, agriculture, community and academic institutions.
- Digital inclusion, data security, evidence-based management and process simplification.
- Environmental responsibility, resource efficiency and sustainable campus operations.
- Continuous improvement through feedback, benchmarking and review.

Strategic Goals and Outcomes

Strategic goal	Intent	Illustrative outcomes
G1. Governance, quality and compliance	Strengthen transparent, accountable, participatory governance and a robust internal quality system.	Approved IDP; annual plans; action closure; timely statutory/regulatory submissions; evidence repository.
G2. Academic excellence and student success	Enhance curriculum relevance, teaching quality, assessment integrity, progression and completion.	Programme review; outcome-based learning evidence; improved retention/completion; student support and satisfaction.
G3. Employability, skills and entrepreneurs hip	Embed practical, professional, digital, communication and enterprise skills into learning.	Internships; employer participation; skill certifications; placement/entrepreneurship tracking.
G4. Research, innovation and IPR	Develop ethical, interdisciplinary and regionally relevant research with stronger funding and knowledge translation.	Research policy; ethics compliance; seed grants; funded proposals; quality publications; IPR disclosures and supported start-ups.
G5. Faculty and staff development	Attract, develop and retain qualified, motivated faculty and staff.	Transparent recruitment; induction; annual development plans; training; performance and well-being support.
G6. Partnerships and community impact	Develop active partnerships with employers, hospitals, industry, research bodies, alumni and communities.	Outcome-based MoUs; joint projects; community programmes; alumni mentoring and contributions.
G7. Infrastructure, inclusion and	Provide safe, accessible, inclusive and sustainable learning and work environments.	Facility audits; accessibility actions; safety drills; energy/water/waste measures; student well-being

green campus		support.
G8. Digital transformation and data governance	Improve integrated academic administration, digital learning, data quality and cybersecurity.	Reliable systems; role-based access; digital library; dashboard; backups; data protection and incident response.

Development Framework: UGC Enabler Areas

Governance enablers

- Review the functioning, terms of reference and meeting calendar of statutory and advisory bodies as applicable to the University's legal framework.
- Maintain an annual institutional calendar for academic, financial, examination, quality assurance and compliance activities.
- Develop a central policy register with owner, approval date, review date and evidence of implementation.
- Use a risk register covering academic quality, compliance, finance, safety, reputation, data and business continuity.
- Strengthen grievance redressal, student/faculty feedback, conflict-of-interest declarations and transparent decision records.

Financial enablers and resource generation

- Prepare annual, five-year and long-term financial forecasts linked to IDP priorities.
- Create costed project proposals with capital/recurring cost, procurement route, responsible owner and outcome measures.
- Strengthen budget monitoring, internal controls, audit follow-up and transparent utilisation reporting.
- Explore appropriate income streams such as sponsored research, consultancy, continuing education, executive/professional training, philanthropy, alumni support, grants and lawful IP/technology transfer.
- Use scenario planning for enrolment variation, salary and utility inflation, equipment replacement and emergency expenditure.

Academic enablers

- Review every programme periodically with faculty, students, alumni, employers and relevant professional stakeholders.
- Map programme outcomes and course outcomes to teaching, assessment and attainment evidence; use results to improve curriculum and pedagogy.
- Strengthen practical, clinical, laboratory, field, simulation, internship, project and case-based learning as appropriate to the discipline.
- Develop student mentoring, academic advising, bridge/remedial support, career guidance and early-warning processes for at-risk learners.
- Promote multidisciplinary electives and skill components where permitted by applicable regulations; review credit mobility/ABC and NCrF-related implementation where applicable.
- Expand accessible digital learning resources and faculty development in pedagogy, assessment, AI/digital literacy and inclusive education.

Research, intellectual property and supportive enablers

- Approve or review policies for research integrity, plagiarism, authorship, data management, ethics review, clinical/animal research where applicable, and conflicts of interest.
- Establish a research support workflow for funding alerts, proposal development, budgeting, ethics approvals, project management and reporting.
- Offer competitive internal seed grants and mentoring for early-career researchers, interdisciplinary teams and student projects, subject to budget.
- Create a transparent research output framework that values quality, relevance, integrity and impact rather than publication counts alone.
- Provide support for IPR disclosure, patentability assessment, copyright, licensing, technology transfer and start-up mentoring.
- Organise research seminars and conferences, and build collaboration with relevant regional and national institutions.

Proposed lead responsibility: Research Director/Dean Research; Ethics Committees; IPR Cell; Deans. Review evidence: Quarterly research dashboard; annual integrity and impact report.

Human resources and supportive/facilitative enablers

- Conduct an annual workforce and workload review by faculty/department, aligned with approved programmes and regulatory norms.
- Use transparent recruitment, induction, probation, appraisal, promotion and grievance processes consistent with applicable rules.
- Prepare an annual faculty/staff development calendar including research methods, teaching, digital tools, leadership, safety and professional ethics.
- Introduce mentoring and succession planning for key academic and administrative roles.
- Support staff well-being, respectful workplace practices, inclusion, prevention of harassment, accessibility and confidential support pathways.

Networking and collaboration enablers

- Classify MoUs by strategic relevance and require an annual output plan rather than counting signed MoUs alone.
- Build active employer and professional advisory groups for curriculum, internships, placements, continuing education and applied research.
- Strengthen alumni records, mentorship, career talks, internships, fundraising and networking.
- Develop community-engagement programmes linked to regional needs, with baseline, participation and impact measures.
- Identify realistic national/international academic collaborations for co-teaching, joint research, faculty development and student exposure.

Physical enablers and green campus

- Conduct a campus-wide audit of classrooms, laboratories, clinics/hospitals where applicable, workshops, libraries, hostels, sanitation, accessibility, fire safety and emergency readiness.
- Prepare a five-year capital maintenance and equipment-replacement plan linked to academic requirements and utilisation data.
- Prioritise universal access, safe transport and movement, gender-sensitive facilities, drinking water, sanitation, lighting and student recreation.
- Develop measurable energy, water, waste segregation, green-cover and resource-conservation actions appropriate to the campus.
- Maintain preventive maintenance schedules and incident reporting for critical

Digital enablers and data governance

- Maintain accurate, accessible and current public information on programmes, admissions, policies, faculty, results and institutional disclosures.
- Strengthen campus connectivity, Wi-Fi, digital library access, learning management, academic administration and examination systems.
- Develop a common data dictionary and reporting calendar for student, faculty, research, finance, placement and quality data.
- Implement role-based access, backups, disaster recovery, endpoint protection, incident reporting and periodic security reviews.
- Use digital workflows to reduce avoidable paper-based processes while preserving records, privacy and accessibility.
- Provide faculty, staff and students with digital skills support and clear channels for

Annual Action Plan:

The first-year plan prioritises baseline creation, governance arrangements, urgent compliance/safety matters, data systems and a limited set of high-impact initiatives. Activities should be costed and formally approved before implementation.

Timing	Workstream	Key action	Proposed owner	Evidence/deliverable	Budget note
Q1 (first 90 days)	IDP governance	Notify IDP Steering Committee; assign workstream leads; approve reporting template and consultation schedule.	Vice-Chancellor/President or competent authority; Registrar; IQAC	Committee order, terms of reference, calendar	Administrative and meeting costs
Q1	Baseline	Collect verified data on programmes,	IQAC; Registrar; all	Baseline report and data	Data/IT and

	and data	enrolment, retention, staffing, finance, research, placements, facilities and digital systems.	departments	dictionary	staff time
Q1–Q2	SWOC and consultation	Conduct faculty, student, staff, alumni, employer and community consultations; document issues and prioritisation.	IQAC; Deans; Student Welfare	Consultation minutes; SWOC register	Workshop costs

Q1–Q2	Compliance and policy	Create a compliance calendar and policy register; identify overdue reviews and assign closure owners.	Registrar; relevant regulatory coordinators	Compliance register and action log	Administrative
Q1–Q2	Safety and accessibility	Audit critical safety, accessibility, laboratory/clinical safety and emergency readiness; resolve immediate risks.	Estate/Safety; Deans	Audit and risk mitigation report	Audit and priority remedial works
Q2	Academic quality	Launch annual programme review and outcome/assessment evidence cycle.	Academic Council; Deans; IQAC	Programme review reports and improvement	Faculty development/meetings

				plans	
Q2–Q3	Student success	Review student advising, mentoring, grievance, counselling, remedial support and career services.	Student Welfare; Placement; Deans	Student support service map and referral process	Student services budget
Q2–Q3	Research support	Review research, ethics, IPR and seed-funding processes; publish annual research support calendar.	Research Cell; Ethics Committees; IPR Cell	Approved workflows and research calendar	Research development allocation
Q2–Q3	Faculty/staff development	Conduct training-needs assessment and deliver priority sessions on pedagogy, research integrity, digital tools and leadership.	HR; IQAC; Deans	Annual development plan and attendance/ evaluation	Training budget
Q2–Q4	Digital and data	Identify critical systems; document backup, access, data ownership and incident response; pilot quarterly dashboard.	IT; Registrar; IQAC	Critical-system register; dashboard pilot	IT/security allocation
Q2–Q4	Partnerships and placements	Review MoUs for active outputs; prioritise employer advisory groups, internships and alumni mentoring.	Placement Cell; Deans; Alumni Cell	Active partnership plan and placement calendar	Partnership/placement budget

Q3–Q4	Finance and resources	Prepare five-year costed plan and annual capital/recurring budgets linked to IDP priorities.	Finance; Registrar; workstream leads	Costed 2026–31 financial plan	Planning and finance staff time
Q4	Annual review	Review KPIs, expenditure, outcomes, stakeholder feedback and risks; approve corrective actions and 2027–28 priorities.	IDP Steering Committee; competent authority	Annual IDP implementation report	Review meeting

Governance, Roles and Review Mechanism

Level	Proposed role	Core responsibility
University leadership / competent authority	Sponsor and approve the IDP	Approve strategy, priorities, budgets, risk appetite and major corrective actions.
IDP Steering Committee	Coordinate all workstreams	Consolidate plans, review KPIs, resolve cross-functional barriers and submit quarterly/annual reports.
IQAC / quality function	Quality assurance and evidence coordination	Align IDP with quality assurance processes; maintain evidence and improvement-action registers.
Workstream leads	Governance, finance, academics, research, HR, partnerships, infrastructure, digital	Prepare annual work plans, monitor delivery, report variance and maintain evidence.
Deans/Heads of Department	Department implementation	Translate institutional priorities into faculty/department plans and review outcomes.
Finance and	Costing and	Prepare budgets, monitor spending,

procurement	expenditure control	procurement and audit trails.
Stakeholders	Students, staff, alumni, employers, community and partners	Provide structured feedback and participate in review where appropriate.

Financial Sustainability and Resource Mobilisation

A detailed rupee budget cannot responsibly be prepared without the University's approved financial statements, available funds, capital plan, staffing commitments and cost estimates. The Finance Office should prepare the financial annexure using the following structure.

Budget line	Planning treatment	Required information
Academic quality and student support	Programme review, teaching resources, assessment, mentoring, counselling and career services	Existing allocation, additional need, expected output
Research and innovation	Seed grants, research support, ethics, IPR, equipment, project administration	Current research spend, proposed scheme and eligibility
Faculty and staff development	Training, recruitment, leadership development and retention	Staff numbers, training-needs assessment, annual calendar
Digital systems	Connectivity, LMS, library subscriptions, cybersecurity, integration and backups	Current licences, renewals, capital needs, service costs
Physical infrastructure	Safety, accessibility, maintenance, equipment and green campus	Asset register, condition survey, priority ranking
Partnerships and community	Internships, outreach, alumni and industry engagement	Activity plans, partner contributions, measurable outputs

Contingency and risk	Emergency preparedness, business continuity and critical repairs	Risk assessment and approved reserve policy

Risk Management

Risk	Initial planning rating	Mitigation
Regulatory non-compliance	High	Maintain a compliance calendar; assign regulatory owners; conduct periodic checks; escalate missed deadlines.
Weak baseline or inconsistent data	High	Use a common data dictionary, source validation, sign-off by data owners and audit trail.
Insufficient resources	High	Phase initiatives; cost plans before approval; prioritise safety, compliance and student outcomes; diversify lawful income.
Faculty recruitment/retention challenges	Medium–High	Forecast workforce needs; improve onboarding and development; monitor vacancies and workload.
Low student retention or weak graduate outcomes	High	Use early-warning, mentoring, counselling, academic support, employer feedback and programme review.
Research integrity or ethics failure	High	Mandatory training where applicable; prior ethics approvals; clear authorship, data and misconduct procedures.
Cybersecurity/data loss	High	Access controls, backups, patching, incident response, vendor review and recovery testing.
Campus safety or emergency incident	High	Periodic audits, drills, preventive maintenance, incident reporting and corrective action.

Partnerships with limited activity	Medium	Require annual deliverables, named coordinators, outcome review and closure/renewal decisions.
Environmental/resource pressures	Medium	Track water, energy, waste and heat/safety risks; set locally appropriate targets after baseline.

Annual reporting template

Section	Minimum content
Progress summary	Key achievements, delayed activities and major decisions
KPI dashboard	Baseline, annual target, actual result, variance, evidence link and owner
Financial performance	Approved budget, expenditure, variance, commitments and forecast
Risk and compliance	New/changed risks, regulatory deadlines, incidents and mitigation status
Stakeholder feedback	Key themes, response and changes made
Corrective action plan	Action, accountable owner, due date, resources and closure evidence
Next-year plan	Priorities, proposed targets, dependencies and budget requirements

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Stakeholder Consultation Plan

Stakeholder group	Consultation method	Questions to resolve
Students	Surveys, focus groups, class representatives, grievance analysis	Teaching quality, safety, accessibility, mentoring, facilities, digital services and employability
Faculty and staff	Department meetings, structured survey, workshops	Workload, research support, training, systems, governance and workplace climate
Alumni	Alumni survey, meetings, mentoring network	Career progression, curriculum relevance, mentoring and partnership opportunities
Employers/professional bodies	Advisory meetings, employer surveys, placement feedback	Skills gaps, practical competence, internship quality and emerging roles
Community/NGOs/local bodies	Consultation meetings and outreach review	Regional needs, health/education/agriculture/community priorities and impact
Academic/research partners	Research and collaboration workshops	Joint projects, training, shared facilities, co-supervision and funding opportunities
University leadership and administration	Strategic workshops and financial review	Feasibility, priorities, governance, risks, resources and institutional positioning

Data Required Before Approval

Data domain	Minimum baseline
Institutional profile	Current list of faculties, departments, programmes, approved intake, active intake and regulatory approvals.
Students	Applications, admissions, enrolment, gender and relevant inclusion data, retention, progression, completion, pass rates, grievances and scholarships.

Faculty/staff	Sanctioned/required and actual positions, qualifications, experience, vacancies, student–teacher ratios, workload, turnover and training.
Academic quality	Programme review, curriculum updates, CO/PO or equivalent outcome evidence, assessment processes, student feedback and actions.
Research	Publications and quality measures, grants, projects, ethics approvals, PhD scholars, theses, patents/IP, consultancy and research collaborations.
Employability	Internships, placements, median/average salary where consistently calculated, higher education, entrepreneurship and employer feedback.
Finance	Five-year audited accounts, income mix, capital/recurring budgets, liabilities, grants, utilisation, maintenance and project cost estimates.
Infrastructure	Buildings, laboratories, clinics/hospitals where applicable, library holdings and use, hostels, accessibility, safety, utilities and equipment condition.
Digital	Systems inventory, uptime, connectivity, LMS use, library subscriptions, cybersecurity, backups, access controls and data quality.
Partnerships/community	MoUs, active outputs, alumni records, outreach programmes, participation, outcomes and partner feedback.
Quality/accreditation	Current accreditation/assessment status, previous recommendations, compliance submissions and action taken reports.
Environment	Energy, water, waste, green cover, transport, safety incidents and resource-efficiency measures.