

INSTITUTIONAL DEVELOPMENT PLAN

2025 – 2030 (Revised in July,2026)

A Five-Year Strategic Roadmap

BHAKTA KAVI NARSINH MEHTA UNIVERSITY

Junagadh, Gujarat – 362263



Prepared by

Internal Quality Assurance Cell

<https://www.bknmu.edu.in>

*Prepared in conformity with the UGC Guidelines for Institutional
Development Plans (February 2024)*

*Aligned with National Education Policy 2020, NCeF, SDGs and
Viksit Bharat 2047*

Message from the Vice-Chancellor

Season's Greetings!

Institutions of higher learning are the pillars of any progressive society. Bhakta Kavi Narsinh Mehta University (BKNMU) was established in 2015 with the visionary resolve of the Government of Gujarat and named after the great Adi Kavi of Gujarati literature, Shree Narsinh Mehta – the poet-saint who composed the immortal 'Vaishnava Jana to Tene Kahiye', a hymn that Mahatma Gandhi adopted as an anthem of moral rectitude. The spirit of that verse – equity, compassion, truthfulness, and non-possessiveness – is etched into the very DNA of this institution.

This Institutional Development Plan (IDP) 2025–2030 has been crafted in full conformity with the UGC Guidelines for Institutional Development Plans for Higher Education Institutions (February 2024) and the transformative vision of the National Education Policy 2020. It articulates a focused 5-year strategic roadmap across eight interconnected enabler domains: Governance, Financial, Academic, Research and Intellectual Property, Human Resources, Networking and Collaborations, Physical Infrastructure, and Digital Enablers.

The IDP is not a static document. It is a living, iterative commitment – reviewed annually, refined by stakeholder feedback, and responsive to national missions such as Digital India, Skill India, and the Viksit Bharat 2047 agenda. At the close of this five-year cycle, BKNMU will undertake a comprehensive review and prepare its next Institutional Development Plan (2030–2035), carrying forward the longer-range institutional vision noted at the end of each enabler in this document. I extend my gratitude to every faculty member, student, staff, industry partner, and community stakeholder who contributed to this plan and invite all to be co-owners of the journey it charts.

Prof. (Dr.) Pratapsinh Chauhan

Vice Chancellor, Bhakta Kavi Narsinh Mehta University, Junagadh

Note on this Revision

This document recasts BKNMU's Institutional Development Plan onto a five-year horizon (2025–2030), consistent with the University's stated intent of a five-year strategic roadmap. The revision follows a transparent conversion methodology:

1. Short-Term Goals from the earlier plan (originally Years 1–3) are retained as Years 1–2 targets, since they are foundational, near-term actions well within a five-year window.
2. Mid-Term Goals are compressed of Years 3–4, retaining the goals that are realistically achievable on an accelerated timeline and that are prerequisites for the Year-5 outcomes.
3. Long-Term Goals have been rescaled: items achievable in compressed form are retained as Year-5 outcomes with realistic targets; items that are inherently multi-decade in nature (e.g., NAAC A+ with sustained NIRF ranking, net-zero campus, dual-degree Ph.D. structures, Start-up Village, have been moved to a "Longer-Term Institutional Vision" note at the end of each enabler, so this IDP does not overstate what is deliverable in five years.
4. All numerical KPI targets have been reset against using realistic five-year growth assumptions.
5. The Implementation Roadmap has been prepared with preparation of the next IDP cycle.

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I. Preamble

The "UGC Guidelines for Institutional Development Plans for Higher Education Institutions (HEIs)" (2024) mandate every Higher Educational Institution to prepare a comprehensive, integrated, and holistic Institutional Development Plan aligned with the National Education Policy (NEP) 2020, the National Credit Framework (NCrF), the Academic Bank of Credits (ABC), and the Sustainable Development Goals (SDGs). These guidelines serve as the authoritative framework for Bhakta Kavi Narsinh Mehta University's IDP.

Bhakta Kavi Narsinh Mehta University was established under Gujarat Act No. 23 of 2015 on 16 September 2015. Situated in Junagadh – the historic gateway city of Saurashtra – the University serves the districts of Junagadh, Porbandar, Gir Somnath, and Devbhumi Dwarka, a region characterised by rich biodiversity, agrarian economy, coastal heritage, and significant socio-economic development potential.

With eight functional Post Graduate Departments, a Centre of Excellence for Wildlife and Conservation Studies, 166 affiliated colleges, 89 PG centres, over 1,00,000 enrolled students, and 24 active PhD programmes, BKNMU is at a critical juncture – moving from an establishment phase to a phase of academic consolidation, research intensity, and institutional maturity. This IDP provides a focused 5-year strategic compass for that journey, at the end of which a further Institutional Development Plan (2030–2035) will be prepared.

II. About the University

A. Institutional Profile

Field	Details
University Name	Bhakta Kavi Narsinh Mehta University (BKNMU)
Established	16 September 2015 (Gujarat Act No. 23 of 2015)
Type	State University, Government of Gujarat
Location	Khadiya, Junagadh – 362263
Jurisdiction	Junagadh, Porbandar, Gir Somnath, Devbhumi Dwarka
PG Departments	English; Sociology & Social Work; History; Life Sciences; Chemistry & Forensic Science; Commerce & Management; Gujarati; Sanskrit; Centre of Excellence for Wildlife and Conservation Studies
Affiliated Colleges	166 (Govt., Grant-in-Aid, Self-Finance)
PG Centres	98
Enrolled Students	More than 1,00,000
Ph.D. Programmes	24 across Science, Social Science, Humanities, Commerce and Medicine
Website	https://www.bknmu.edu.in
Phone	(0285) 2681400

B. Vision, Mission, and Core Values

Vision

To impart quality education with basic morals of life by inculcating knowledge-driven temperament for novel and innovative research which can be transformed into innovative practices for the benefit of society at large, and to offer programmes that lead learners towards academic excellence and industrial relevance in education and research.

Mission

- To undertake quality-related research studies, consultancy and training programmes.
- To establish and expand academic linkages and collaborative research with globally competent research establishments and universities.
- To promote excellence in higher education by inculcating independent critical thinking and socio-scientific temperament for capacity building, empowering learners to achieve their professional and social goals.
- To improve the quality of life in harmony with our heritage, culture and environment, and by providing learning opportunities along with inculcation of the highest human values.

Core Values

1. Excellence: Continuous improvement benchmarked against premier national and international institutions.
2. Integrity: Ethical conduct, transparency in administration, and academic honesty.
3. Diversity and Inclusion: Equitable opportunities irrespective of gender, caste, religion, or economic background; dedicated support for SEDG and PwD communities.
4. Collaboration: Strategic alliances with industry, academia, government, and civil society.
5. Sustainability: Environmental stewardship embedded in campus operations, curriculum, and research.
6. Equity: Merit-based and need-based support systems ensuring no student is left behind.
7. Community Engagement: Active contribution to regional development and knowledge democratisation.

III. Social and Academic Mission

A. Social Mission

BKNMU's social mission encompasses:

1. Equitable access to high-quality, affordable higher education for all, including Persons with Disability (PwD) and students from Socially and Economically Disadvantaged Groups (SEDGs).
2. Knowledge creation for societal growth through cutting-edge research in areas of regional relevance – coastal ecology, biodiversity, agri-food processing, and rural governance.
3. Integration and embedding of vocational education, training, and skilling into higher education in line with NEP 2020 and NCrF.
4. Development of industry-fit, entrepreneurial graduates improving the quality of life in Saurashtra and beyond.
5. Reduction of inequalities, enhancement of gender parity, and promotion of environmental awareness towards Sustainable Development Goals (SDGs).
6. Internationalisation of higher education and promotion of student and faculty mobility.

B. Academic Mission

BKNMU's academic mission is to:

1. Promote and strengthen holistic, multi-disciplinary, and interdisciplinary learning.
2. Facilitate the achievement of key learning outcomes from prescribed curricula aligned with NEP 2020.
3. Develop character, constitutional values, scientific temper, and creativity across disciplines.

4. Build 21st-century capabilities: critical thinking, problem-solving, creative innovation, analytical reasoning, design thinking, social intelligence, and cross-cultural competency.
5. Foster a proclivity for continuous and lifelong learning.

IV. SWOC Analysis

A comprehensive SWOC (Strengths–Weaknesses–Opportunities–Challenges) analysis was conducted through wide consultative processes involving faculty, students, staff, industry partners, and community stakeholders.

Strengths	Weaknesses
• State university with defined 4-district jurisdiction • Named after revered poet Narsinh Mehta – strong cultural identity • 8 PG departments + Centre of Excellence for Wildlife • 166 affiliated colleges & 98 PG centres • 100 Mbps internet; Samarth ERP implemented (partially) • 24 active Ph.D. programmes • Wi-Fi, CCTV, smart classrooms	• Temporary campus (Govt. Polytechnic premises) • Limited owned infrastructure • Nascent research output & patent portfolio • Faculty vacancies in several departments • Insufficient hostel & sports facilities • Limited international visibility & rankings • No dedicated Incubation Centre yet
Opportunities	Challenges
• NEP 2020 alignment & FYUGP rollout • ICSSR, CSIR & DST funding windows • Saurashtra biodiversity & agri-food cluster • Digital India & Skill India missions • Growing demand for online/hybrid education • CSR funding from Gir-Somnath & Porbandar industries • Tourism, marine & wildlife research potential	• Economically underdeveloped catchment area • Retention of quality faculty in Junagadh • Competition from established universities of Gujarat • Rising cybersecurity threats • Limited private-sector R&D ecosystem locally • Student enrolment ratio below expectation

S-Curve Position Assessment

BKNMU is currently in the early growth phase of its institutional S-Curve – past the initial establishment inflection point (2015–2024), and now entering a phase of accelerated capacity-building and academic consolidation. This five-year IDP (2025–2030) is designed to move the University decisively through this consolidation phase, laying the groundwork that the subsequent 2030–2035 plan will build on towards a scale-and-impact phase.

V. Strategic Goals and Development Objectives

The following strategic goals, contextualised for BKNMU, guide this five-year plan:

1. Ensure accessible, transparent, and merit-cum-equity-based student admissions.
2. Streamline recruitment, training, motivation, and retention of high-quality faculty.
3. Implement student-centred, outcome-based pedagogy with technology integration.
4. Foster entrepreneurship, experiential learning, and innovation culture.
5. Champion holistic academic and research excellence with regional social impact.
6. Cultivate community belonging, cultural appreciation, and student advocacy.
7. Internationalise education to produce globally competent graduates.
8. Boost enrolment, retention, and on-time graduation metrics.
9. Intensify support for under-represented student groups – SC/ST/OBC, women, PwD, rural.

10. Identify and implement innovative, diversified revenue streams.
11. Enhance BKNMU's national stature, rankings, and accreditations.
12. Seamlessly integrate quality skill education within higher education via NCrF.
13. Strengthen academia–industry–community partnerships across all enabler domains.
14. Adopt NCrF, ABC, and MEME frameworks for flexible, credit-based learning.
15. Build a sustainable, environmentally responsible smart campus.
16. Implement this 5-year time-bound plan with measurable KPIs, reviewed annually.

VI. IDP Framework – Eight Enabler Domains

Enabler 1: Governance Enablers

Governance Enabler, at BKNMU, refers to the systematic approach by which the institution is directed, controlled, and held accountable. Effective governance balances institutional autonomy with accountability, and integrity of the academic value system with adequate control systems.

1.1 Statutory Bodies and Governance Structure

BKNMU operates through constitutionally mandated statutory bodies: Board of Management, Executive Council, Academic Council, Finance Committee, Board of Studies (per subject), and the Board of Deans. These bodies ensure decision-making coherence, stakeholder inclusion, and regulatory compliance with UGC, State University Act, and NEP 2020 mandates.

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Complete remaining Samarth ERP administrative modules. - Strengthen student assistance desks: helplines, WhatsApp bot, online grievance portal. - Constitute an IDP Periodic Review Committee (faculty, students, alumni, industry); institute bi-annual reviews. - Conduct annual academic, administrative and green audits; publish reports publicly. - Fill all sanctioned teaching/non-teaching vacancies within 2 years. - Operationalise IQAC committees in every department with semester-wise reporting. - Strengthen grievance redressal mechanisms per UGC Regulations. - Conduct annual departmental SWOC review; present findings to IQAC.	- Formalise MoUs with national/international organisations for academic collaboration. - Introduce external peer review into departmental quality-assurance processes. - Develop SOPs for core governance processes: admissions, examinations, appointments, finance. - Constitute a Compliance Committee (academic, administrative, legal) for regulatory alignment. - Establish Alumni Association. - Publish the Annual University Report (AUR) covering academic, research, financial and social outcomes.	- Introduce automated academic performance tracking and an early-warning system for at-risk students. - Publish a transparent, sustainable funding framework with public financial disclosures. - Complete a formal review of five-year IDP implementation using SWOC/KPI evidence. - Prepare the Institutional Development Plan 2030–2035.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *NAAC level-2 accreditation and good NIRF ranking.*
- *Strengthened administrative procedures for eventual multi-department, multi-campus operations.*
- *A permanent IDP Monitoring and Evaluation Cell reporting directly to the Vice-Chancellor.*
- *Governance practices aligned with international HEI standards for global recognition.*

1.2 Quality Assurance

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Strengthen IQAC operations; ensure AQAR submission within stipulated UGC deadlines. • Establish a feedback-analytics cell to process student, faculty, and employer feedback systematically. • Implement annual administrative efficiency Conduct faculty peer observation and teaching-quality reviews each semester. • Audits linked to KPIs.	• Introduce computerised academic-performance assessment and tracking dashboards. • Link quality metrics to promotion, incentive, and resource-allocation decisions. • Pursue NAAC accreditation	• Undertake the NAAC MBGL accreditation targeting good level. • Establish a consolidated database for research outputs, publications, patents, and institutional records. • Begin integrating ERP analytics into administrative decision support.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *Improving NIRF ranking year-on-year.*
- *Full AI-driven administrative decision support integrated with ERP analytics.*

1.3 Risk Management

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Conduct institutional risk evaluations covering academic, financial, physical, and cybersecurity domains. • Form a dedicated Risk Assessment and Mitigation Task Force. • Organise annual workshops on cybersecurity awareness and environmental risk.	• Develop and operationalise a formal Institutional Risk Management Policy. • Strengthen emergency response, disaster preparedness, and business-continuity systems.	• Establish a Risk Management and Legal Compliance Cell. • Adopt an initial waste-reduction and environmental-sustainability policy for the campus.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *A permanent, fully staffed Risk Management and Legal Compliance Unit.*
- *A zero-waste, fully sustainable campus policy.*

Enabler 2: Financial Enablers and Funding Models

Financial sustainability is the prerequisite for all institutional development. BKNMU's location in an economically underdeveloped region makes sustainable financing critical not merely for institutional growth but for its social mission of regional empowerment.

2.1 Financial Sustainability Framework

BKNMU will maintain a balanced income model drawing from: tuition fees and student charges (with fee waivers for merit/need-based cases); Government grants and subsidies; overheads from sponsored research and development projects; endowments, philanthropy, CSR funds, and IP royalties; revenue from professional/executive education; internal income from consulting cells, incubation, and campus services; distance/online education fees; and alumni contributions.

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Map and engage national/international funding agencies for research grants. - Establish a CSR Mobilisation Committee to approach industries in Junagadh, Porbandar, and Gir-Somnath. - Implement transparent financial planning through the Samarth ERP Finance Module. - Create consulting cells in each department based on faculty expertise. - Strengthen internal revenue-generation policies (campus services, guest house).	- Launch professional/executive education and short-term certification courses in high-demand areas (data analytics, food processing, agri-business, entrepreneurship, Marine Science etc). - Establish an innovation and incubation hub; reinvest proceeds into research and academic programmes. - Introduce affordable environmental initiatives: solar energy, waste recycling, water conservation. - Pursue sponsored research chairs/fellowships from external funding.	- Reach a non-Government revenue share in the range of 5–10% of total income. - Constitute a Financial Planning and Investment Committee for corpus management. - Begin structured efforts to attract fee-paying international/executive-education enrolments.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A dedicated BKNMU Venture Fund in partnership with government and private investors.*
- Non-Government revenue share of 30%+ by the mid-2030s.*
- International-student enrolment generating sustained revenue and visibility.*

2.2 Role of Key Financial Personnel

- Deans:** Supervise departmental budget allocation, coordinate with external stakeholders for grants and sponsored programmes, and optimise academic offerings for financial sustainability.
- Heads of Academic Departments:** Oversee daily financial operations, develop curriculum that sustains enrolment/tuition revenue, and support faculty in securing grants and consultancy contracts.
- Finance Section:** Maintain financial projections and budget monitoring, ensure regulatory compliance and accurate reporting, conduct audits, and administer all transactions digitally through ERP.

2.3 Utilisation Framework for External Funds

External funds, including CSR contributions, will be channelled through: Chair Professorships named after contributing organisations; Student Fellowships, Scholarships and Merit Awards; Faculty Excellence and Recognition Awards; Faculty-driven CSR Research Projects; Sponsored Project Grants with defined IP protocols; Infrastructure Development; and the Alumni Contribution Fund.

Enabler 3: Academic Enablers

BKNMU's academic enablers encompass curriculum design, pedagogical innovation, assessment reform, faculty development, and the integration of skill enhancement and employability into all programmes, governed by the Board of Studies and Academic Council.

3.1 Curriculum Development and Industry Alignment

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Revise all PG and Ph.D. programmes to conform to NEP 2020, FYUGP, and NCrf requirements. - Constitute an Industry Advisory Board (IAB) for each department to guide curriculum revisions. - Create modular curricular frameworks enabling Multiple Entry–Multiple Exit (MEME) options. - Embed employability skills, digital literacy, and 21st-century competencies into all programmes. - Launch new Skill Enhancement Courses (SECs) in AI, sustainability etc. - Integrate Indian Knowledge Systems (IKS) into the curriculum as mandated by NEP 2020. - Launch of more PG programmes.	- Attain full MEME implementation with a credit-based option system across UG/PG programmes. - Form alliances for cooperative certification programmes with NSDC, NCVET, and industry partners. - Introduce a comprehensive Outcome-Based Education (OBE) framework. - Launch a Centre for Industry Partnerships and Professional Development.	- Achieve 80% NEP 2020/NCrf alignment across all programmes. - Establish a Centre for Faculty Development (CFD) with initial national/international partnerships. - Pilot 1–2 multidisciplinary/interdisciplinary programmes with flexible credit schemes.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A dedicated Centre for Interdisciplinary Studies with independent faculty lines.*
- Global academic alliances for joint/dual degree programmes and structured student mobility.*
- Fully developed online/hybrid programmes available to a global audience.*

3.2 Pedagogical Innovation

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Implement learner-centric, activity-based, and outcome-driven pedagogical approaches. - Strengthen the digital access to study materials, assignments, and feedback. - Introduce virtual classrooms, flipped-classroom models, and collaborative learning tools. - Prepare session wise teaching plan	- Pilot AI-enhanced learning tools, AR/VR simulations, and gamified assessments in select departments. - Develop faculty capability in technology-enhanced teaching through structured FDPs.	- Institute annual awards for pedagogical innovation and teaching excellence. - Develop inclusive educational resources for diverse learning needs, including PwD.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Recognition as a national leader in innovative pedagogy by NAAC/UGC.
- An Emerging Technologies Centre dedicated to pedagogy and research.

3.3 Assessment and Evaluation

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Develop a comprehensive assessment policy with diverse modes: online, offline, blended, on-demand, make-up. - Build a comprehensive question bank per subject; train faculty in its usage. - Introduce competency-based and rubric-assessed assignments. - Enhance the LMS with an assessment module tracking individual student progress.	- Pilot automated analytics for student-performance prediction and early intervention. - Introduce automated faculty-evaluation analytics using student feedback. - Achieve complete digital examination management including evaluation and results.	- Publish the first annual assessment quality report linked to programme learning outcomes. - Ensure student feedback is systematically incorporated into academic planning.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Fully AI-powered continuous assessment and feedback systems across all programmes

3.4 Earn-While-Learn and Flexibility

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Develop an Earn-While-Learn policy framework; identify industry partners for work-integrated learning. • Pilot earn-while-learn models in the Departments of Chemistry and Forensic Science, Life Sciences and Commerce and Management • Create flexible course schedules enabling students to balance work and study.	• Extend earn-while-learn opportunities to two to three additional departments. • Develop a monitoring and assessment framework for earn-while-learn outcomes.	• Review outcomes of the earn-while-learn pilots and formalise scale-up plans for 2030–2035.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *University-wide earn-while-learn integration with national recognition.*
- *Strategic partnerships with companies offering stipended learning pathways at scale.*

Enabler 4: Research, Innovation, and Intellectual Property Enablers

BKNMU is committed to building a research-intensive culture. With 24 active Ph.D. programmes and faculty across sciences, humanities, and social sciences, the University has a strong foundation to grow into a recognised research institution.

4.1 Research-Based Curriculum

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Mandatorily introduce research projects for all PG programmes. • Make Research Methodology a core course in all PG programmes. • Build a comprehensive research-supervisors' database. • Upgrade research infrastructure: labs, instruments, computing facilities. • Support PG climate, biodiversity, and sustainability research aligned with national priorities.	• Modernise labs and acquire advanced equipment across Science, Life Sciences, and Humanities departments. • Establish formal mentorship pairing senior researchers with early-career faculty and students. • Encourage interdepartmental and inter-institutional collaborative research.	• Institutionalise mentorship programmes in at least half of all departments. • Launch 2–3 flagship research themes in biodiversity, coastal sciences, and agri-food processing relevant to Saurashtra.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Recognition as a nationally known hub for research in biodiversity, coastal sciences, and agri-food processing.
- Mentorship institutionalised in every department.

4.2 Research Ecosystem

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Organise workshops on grant-proposal writing, research ethics, and publication standards. • Establish the Sophisticated Instrumentation Centre (SIC) for faculty/student access. • Prepare and implement IP policies. • Audit existing research infrastructure; address urgent equipment/facility gaps.	• Establish 1–2 pilot Centres of Excellence (e.g., Biodiversity Conservation; AI-Driven Social Sciences) based on the infrastructure audit. • Launch community-driven research projects addressing local development challenges.	• Review pilot Centres of Excellence and plan expansion for 2030–2035. • Secure external grants (DST/ICSSR) for flagship research themes.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A full suite of Centres of Excellence spanning AI, biotechnology and techno-humanities..
- Sustained recognition and funding across DST, CSIR, ICSSR and international grant schemes.

4.3 Faculty Research Empowerment

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Introduce financial and non-financial research incentives beyond standard promotion pathways. • Allocate seed funding for pilot projects and conference attendance. • Provide research infrastructure access: journals, databases, lab facilities. • Implement a performance-evaluation system covering research, teaching, and administrative contribution.	• Conduct specialised training in grant writing, data analysis, and IP management. • Assist faculty in securing patents and technology-transfer agreements. • Establish annual performance reviews with merit-linked research milestones.	• Review the first cycle of merit-based research incentives and refine the policy. • Simplify administrative processes for grant management and project approvals.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- BKNMU positioned as a leader in both basic and applied research nationally.
- Formal research-leave policy for extensive projects or fellowships.

4.4 Doctoral and Postdoctoral Programmes

BKNMU currently offers 24 Ph.D. programmes supported by UGC, CSIR, and ICSSR fellowships.

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Align Ph.D. intake with the number of eligible supervisors; enhance infrastructure proportionately. • Strengthen publicity of PhD opportunities at the national level. • Implement fixed-cycle admissions for domestic applicants.	• Launch 1–2 collaborative/joint Ph.D. initiatives with industry or research institutions. • Conduct workshops on research methodology to boost publication output. • Formulate retention strategies for promising doctoral scholars.	• Review Ph.D. scholar retention and publication outcomes; refine supervision norms. • Pilot Research Associateship positions linked to ongoing faculty projects.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A dedicated action plan to attract international doctoral and postdoctoral researchers.

4.5 Publications, Patents, and IPR

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Promote minor and major externally-funded research projects. - Encourage PG/Ph.D. students to publish with faculty guidance. - Conduct IPR awareness programmes on publishing ethics and patent filing. - Launch a course on 'IPR and Innovations' covering patents, copyrights, and prior-art searching.	- Establish an active IPR Cell in partnership with DPIIT (Department for Promotion of Industry and Internal Trade) /CIPAM(Cell for IPR Promotion and Management). - Develop a centralised repository for theses, research documents, and publications. - Incentivise research excellence with awards and fast-track merit recognition.	- Review IPR Cell performance (patents filed, disclosures processed) and strengthen it. - Publish the first consolidated institutional research-output report.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A structured programme to train students as registered Patent Agents.*
- Sustained foreign funding for student- and faculty-led research.*

4.6 Incubation, Start-ups, and Entrepreneurship

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Allocate a dedicated physical space for the BKNMU Incubation Centre; develop selection/support policies. - Introduce a 4-credit Startup and Entrepreneurship course across all UG/PG programmes. - Establish a Seed Fund Scheme under SCORE 2.0 scheme. - Organise boot camps, hackathons, and ideation workshops. - Build partnerships with NABARD, DST, and angel investors.	- Expand co-working space and prototyping facilities on campus. - Form a Startup Support Cell for branding, marketing, IP protection, and funding guidance. - Launch an annual Startup and Innovation Summit at BKNMU.	- Reach an incubation portfolio of approximately 15–20 supported start-ups/ideas. - Review the Seed Fund Scheme and formalise a follow-on funding pathway.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Recognition of the BKNMU Incubation Centre as a national Centre of Excellence.*
- A dedicated Startup Village and BKNMU Venture Fund for seed-to-growth funding.*
- 100+ successful start-ups incubated over the longer term.*

4.7 Conferences, Symposiums, and Knowledge Exchange

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Regularly organise thematic conferences on emerging technologies and high-impact fields. - Host student-organised conferences for UG, PG, and research scholars with presentation awards. - Mandate research-outcome presentation at seminars as part of academic submission. - Conduct IKS-themed workshops integrating traditional knowledge into modern research.	- Co-host inter-university research workshops with partner institutions. - Pursue government/private grants for research-themed conference events.	- Host at least one flagship national-level conference under a BKNMU Centre of Excellence. - Explore initial partnerships with peer-reviewed journals for proceedings publication.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Annual international conferences hosted by established Centres of Excellence.*
- Advanced interdisciplinary IKS-based research programmes.*

Enabler 5: Human Resources and Supportive-Facilitative Enablers

BKNMU recognises its people – faculty, staff, and students – as its most valuable asset. Human Resource Management is pivotal for attracting, nurturing, and retaining talent aligned with the institution's academic, research, and social mission.

5.1 Student Enablers

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Design an inclusive admissions framework platform reflecting merit, co-curricular achievement, and socio-economic background. - Broaden scholarships for EWS, SC/ST/OBC, and female students; introduce merit incentives. - Assign faculty advisors for personalised academic/personal mentoring. - Launch academic-support programmes: tutoring, language development, research-skill enhancement. - Implement the BKNMU LMS for consistent digital access to learning resources.	- Introduce Individual Development Plans (IDPs) for students aligning academic goals with career ambitions. - Establish a dedicated Career Development and Employability Centre. - Develop earn-while-learn support systems and flexible degree pathways.	- Reach a placement rate of approximately 25 % for UG/PG graduates. - Launch a structured alumni-mentorship pilot connecting current students with alumni.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A 50 %+ placement rate and full curricular integration of employability skills.
- A comprehensive, digitally connected alumni network.

5.2 Faculty and Staff Empowerment

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Conduct rolling recruitment campaigns; appoint adjunct, and professors of practice. - Offer Faculty Development Programmes (FDPs) on digital tools, pedagogy, and subject advancements.	- Develop faculty-retention plans with career-progression clarity. - Develop policies to reward excellence in teaching, research, and community service. - Facilitate interdisciplinary research grants through research-council partnerships.	- Pilot a Faculty Exchange Programme with 1–2 partner institutions. - Review faculty-retention outcomes and refine incentive structures.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *BKNMU positioned as a research-focused university attracting top national/international faculty.*
- *A dedicated Faculty Leadership Training Institute and Faculty Development Fund.*

5.3 Supportive-Facilitative Enablers

BKNMU is committed to nurturing a vibrant, inclusive, and forward-thinking campus environment through facilitative initiatives sustained across the five-year period:

- **Accessibility and Open Communication:** weekly open-office hours for leadership; structured feedback forums; anonymous suggestion boxes with published responses; a campus-wide accessibility audit for students and staff with disabilities.
- **Mental Health and Well-Being:** a dedicated counselling centre; regular mental-health awareness campaigns and peer-support groups; stress-relief activities (yoga, meditation, recreational spaces); faculty/staff training in recognising distress; student-friendly policies on deadline flexibility and mental-health leave.
- **Safety and Security:** AI-assisted surveillance and biometric/RFID access controls in sensitive zones; adequate campus lighting and safe late-hour transport; regular safety audits and emergency-response training.
- **Cultural Integration and Community Belonging:** orientation programmes, cultural programmes, and annual festivals celebrating local heritage; support for interest-based student clubs; local community partnerships for cultural immersion; an annual Tradition Week celebrating the University's history and values.

Enabler 6: Networking and Collaboration Enablers

BKNMU recognises that 'by the society, for the society' institutions must prioritise partnerships. Networking and collaboration are catalysts for academic quality, student employability, regional development, and visibility.

6.1 Strategic Academic and Industry Collaborations

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Strengthen MoUs with academic/research institutions and companies in BKNMU's strong disciplines. - Establish an Industry–Academia Cell to coordinate partnerships, internships, and hackathons. - Increase industry-expert involvement in teaching, curriculum review, and research. - Strengthen the Alumni Association; build comprehensive departmental alumni databases. - Organise department-level annual alumni events.	- Deepen MoUs with academic institutions, research centres, and industries. - Establish 1–2 joint research initiatives with industry in priority sectors (AI, biotechnology, renewable energy etc.) - Promote Faculty-Student Collaborative Research Grants for interdisciplinary work.	- Reach approximately 45–50 active MoUs across academic and industry partners. - Host the first university-wide alumni event outside Gujarat to strengthen regional connections.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Global academic-industry alliances with MNCs and international universities.
- A democratically elected university-level alumni body contributing to institutional growth.
- Dedicated research hubs built through international technology partnerships.

6.2 Community Engagement and Service

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
- Implement community-training programmes across departments. - Conduct needs assessments in nearby rural/urban communities. - Establish collaborations with local NGOs, civil-society groups, and government agencies. - Launch stakeholder-specific initiatives for senior citizens, farmers, children, and women.	- Identify core community-engagement areas per department; pilot income-generating community programmes. - Provide skill training to local youth based on assessed needs.	- Formalise a Community Cell coordinating department-level engagement. - Document outcomes of community programmes for the 2030–2035 IDP planning cycle.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Model communities demonstrating the impact of university-community partnerships.
- Deep community ownership and pride in BKNMU as a regional institution.

6.3 Internationalisation

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Establish MoUs with Foreign Higher Education Institutions (FHEIs); facilitate two-way faculty/student exchange. • Promote international seminars, conferences, and joint publications. • Invite visiting foreign faculty; host at least one international conference in collaboration with a global organisation. • Develop a dedicated internationalisation office and web presence.	• Pursue 1–2 MoUs with FHEIs exploring joint/dual-degree possibilities. • Increase international conference participation by faculty and students. • Launch a structured Student Exchange Programme targeting 2–3 partner universities.	• Achieve at least 10–15 outbound/inbound international exchange participants per year. • Review internationalisation outcomes and set targets for 2030–2035.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Recognition in global university rankings.
- A dedicated international student centre and sustained international doctoral/postdoctoral recruitment.

6.4 Innovation and Entrepreneurship Ecosystem

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Build a digital backbone supporting start-up activity: resources, networks, cloud platforms. • Sensitise and engage alumni to promote innovation and entrepreneurship.	• Utilise the incubation centre to actively cultivate start-ups. • Create an on-campus innovation hub encouraging student start-ups and technology transfer.	• Establish at least one department-level incubation unit as a pilot. • Review the innovation ecosystem's first-cycle outcomes.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Department-level incubation units across the University.
- Partnerships with international incubators and accelerators for global market access.

Enabler 7: Physical Infrastructure Enablers

Physical infrastructure forms the foundational enabling layer of all academic, research, and community activities. BKNMU's physical-infrastructure plan is guided by green-building principles, smart-campus frameworks, and sustainable-development goals.

7.1 Smart Campus

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Provide seamless high-speed Wi-Fi across all campus buildings, hostels, and communal spaces. • Upgrade classrooms with interactive smart boards, projectors, and audio-visual systems. • Implement campus-wide IoT for energy monitoring, smart lighting, and occupancy management. • Launch a Campus Mobile App for schedules, transport tracking, and digital payments. • Install AI-assisted CCTV and biometric/RFID access controls in sensitive zones. • Establish a centralised Student Information System (SIS).	• Pilot IoT-enabled energy/water management in 1–2 new buildings. • Deploy initial Big Data analytics for academic performance and utility usage. • Automate core administrative functions (admissions, payroll, records) through Samarth ERP.	• Review smart-campus pilots and plan phase-wise scale-up for 2030–2035. • Introduce a basic Intelligent Transport pilot (shuttle tracking / smart parking) if feasible.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A fully integrated smart-campus ecosystem with centralised IoT communication across all systems.
- AI-personalised learning and career-matching tools.
- Digital health infrastructure including telemedicine.
- Transition towards a carbon-neutral smart campus.

7.2 Green and Sustainable Buildings

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Formulate a sustainability policy aligned with IGBC/LEED/GRIHA standards.	• Pursue green certification (IGBC/LEED/GRIHA) for at least one existing building.	• Reach approximately 20% renewable-energy share in campus electricity demand.

• Conduct energy audits; implement LED lighting and improved insulation university-wide. • Launch pilot solar rooftop projects on existing buildings. • Implement water-saving technologies: low-flow fixtures, efficient plumbing.	• Upgrade 1–2 older buildings with energy-efficient systems and rainwater harvesting. • Expand solar capacity to meet 15–20% of university electricity demand.	• Implement rainwater harvesting/greywater recycling in all new construction.
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Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *Net-zero energy consumption for the entire campus.*
- *80%+ landfill diversion through recycling and composting.*
- *Climate-resilient buildings with green roofs and flood mitigation.*

7.3 Core Infrastructure Development: Phase-wise Implementation Plan

Priority infrastructure works to be initiated or completed within the five-year period, sized realistically to the plan horizon, are phased as follows:

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Complete the ongoing construction works. • Assess department-wise space needs for additional academic buildings. • Strengthen digital access under One Nation One Subscription (ONOS) and train users. • Prepare the plan for e-library expansion. • Conduct a laboratory gap audit. • Strengthen existing laboratories with modern equipment and UPS systems. • Install floodlights and build permanent courts for volleyball, handball and Kho-Kho. • Prepare the DPR and secure approval for one hostel block (girls or boys, 250–300 capacity). • Set up the computer centre, canteen and an interim health centre. • Establish the guest house. • Establish the recording studio. • Prepare DPRs for the auditorium, guest house and bungalows. • Introduce source segregation for solid waste.	• Begin construction of additional academic buildings. • Introduce library automation (RFID) and remote access to e-resources. • Construct new laboratories for the departments with the most urgent gaps and equip them. • Construct the hostel block. • Begin developing a basic multi-purpose sports ground. • Begin construction of the 500-seat auditorium and a permanent health centre. • Begin construction of the VC Bungalow and Registrar Bungalow. • Undertake a green and environment audit.	• Make all units of the Administrative Building fully operational. • Complete and occupy the hostel block with modern facilities such as Wi-Fi, mess and security. • Complete the multi-purpose sports ground. • Complete and commission the auditorium, guest house, health centre, VC Bungalow and Registrar Bungalow. • Reuse treated water for landscaping. • Make composting and solid-waste management fully operational.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *A second hostel block reaching combined capacity of 1,000+ seats, plus dedicated international-student hostels.*
- *A 1,500-seat auditorium, and international guest house.*
- *A full-scale 400m synthetic athletics track, cricket stadium, and dedicated sports hostel.*
- *A 20-bed-plus health facility and dedicated International Student Centre.*
- *An Incubation and Research Park with CNC/3D-printing and advanced fabrication facilities.*

Enabler 8: Digital Enablers

Digital and ICT infrastructure is the foundational enabler supporting all other domains. BKNMU currently operates on a 1 Gbps internet connection, Samarth ERP (40+ modules), Moodle LMS, and an active digital library portal. This plan deepens and expands that digital foundation over five years.

8.1 ICT Infrastructure

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Ensure seamless, continuous Wi-Fi for all authorised users campus-wide. • Upgrade smart boards in all classrooms with subject-specific software. • Promote open-source platforms: Linux OS, Open Office, LaTeX, Scilab. • Maintain at least two internet connections from different providers for redundancy.	• Increase internet bandwidth in line with growing user base (minimum 1 Gbps per 2,000 users). • Lay OFC backbone across campus; install Wi-Fi access points in all buildings. • Establish a central ICT studio for online course production and digital content creation.	• Reach 100% Wi-Fi coverage across campus. • Establish a central ICT Centre with computers for at least 8–10% of the student population.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- A VoIP-based communication system connecting all faculty and staff.
- A computer-upgrade cycle not exceeding 10 years, sustained indefinitely.

8.2 Data Management and Security

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Maintain institutional data/application servers with 24/7 physical and software security. • Implement strong password policies and least-privilege access controls. • Train all users in OS security and malware protection. • Implement Endpoint Detection and Response (EDR) solutions.	• Implement remaining applicable Samarth ERP modules; shift more operations to digital platforms. • Integrate Intrusion Detection/Prevention Systems (IDPS) and Data Loss Prevention (DLP). • Develop and test a disaster-recovery and data-backup plan.	• Migrate medical and employee records to Samarth ERP. • Conduct the first independent cybersecurity audit of institutional systems.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- AI-driven cybersecurity monitoring across all institutional systems.
- Fully digital health-centre operations and personal-data management.

8.3 Digital Learning and Content

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Mandate use of Samarth LMS for teaching-learning and attendance monitoring. • Customise the LMS interface for faculty and student usability. • Launch one peer-reviewed institutional journal as a pilot.	• Establish a dedicated server to host and distribute academic content. • Facilitate live chat, video conferencing, and blog tools within the LMS. • Integrate ERP data feeds for NAAC/NIRF data management.	• Pilot AR/VR-enhanced content in 1–2 departments with faculty training.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Three established peer-reviewed academic journals across Science, Engineering/Technology, and Social Sciences/Humanities.
- AI-driven personalised learning pathways for all students.

8.4 Digital Governance and Compliance

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Implement NAD and ABC (Academic Bank of Credits) reforms as mandated. • Leverage Samarth ERP dashboards for real-time institutional monitoring. • Procure and deploy integrated software for NAAC accreditation tracking, an LMS (Learning Management System), and OBE (Outcome-Based Education) mapping to automate data management. • Procure and deploy a licensed, university-wide plagiarism-detection software.	• Assign unique Employee IDs to all faculty through Samarth ERP. • Form a compliance committee for regulatory alignment with UGC, NAAC, NIRF. • Develop SOPs for digital governance processes: admissions, examinations, payments, results.	• Ensure all faculty are registered on Vidwan and other national academic platforms. • Digitise the core examination ecosystem: management, evaluation, and results.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- Complete digitisation of the examination ecosystem including full ABC credit transfer.
- Adoption of nationally recognised digital frameworks fostering research-driven innovation.

8.5 Digital Presence and Communication

Years 1–2 (Foundation)	Years 3–4 (Consolidation)	Year 5 (Outcome/Review)
• Design a dynamic, decentralised university website with modular content management. • Mandate each department to maintain and update a departmental webpage. • Strengthen social-media presence on X, YouTube, LinkedIn, Facebook, and Instagram. • Publish the BKNMU Bulletin online newsletter regularly.	• Integrate social-media platforms for coordinated content sharing. • Implement online feedback mechanisms via the university website.	• Launch a pilot alumni-mentorship platform via the Samarth alumni module. • Review website/social-media analytics and refine the digital-communication strategy.

Longer-Term Institutional Vision (Beyond 2030)

These aspirations remain part of BKNMU's longer-range ambition but fall outside this five-year commitment window; they are noted as directional markers for the IDP 2030–2035:

- *Full alumni mentorship platform integration with discounted upskilling and certification access.*
- *Department-wise and course-specific video documentation at scale.*

VII. Key Performance Indicators (KPIs) and Measurable Targets

In alignment with UGC IDP operationalisation requirements, all IDP goals are linked to measurable KPIs, reviewed annually by the IDP Periodic Review Committee. Targets below are set against a 2030 horizon and reflect realistic five-year growth rather than a proportional slice of the earlier fifteen-year targets.

Domain	Key Performance Indicator	Baseline (2025)	Target (2030)
Governance	NAAC Grade	Binary	Level-2 (MBGL)
Governance	NIRF Ranking (State Univ.)	Unranked	Unranked
Financial	Non-Govt. Revenue Share	<2%	5–10%
Financial	External Research Grants (Cr/yr)	0.5	3+
Academic	Programmes NEP-aligned	40%	80%
Academic	Placement Rate (UG/PG)	5 %	25 %
Research	Scopus-indexed Publications/yr	50	150+
Research	Patents Filed/yr	10	50+
Research	Ph.D. Scholars enrolled	500	1000+
HR	Faculty Positions Filled (%)	50%	95%+
Networking	Active MoUs	10	50+
Networking	International Exchange Students/yr	0	5+
Physical	Renewable (Solar) Energy Share	<5%	20%+
Physical	Hostel Capacity (seats)	00	300+
Digital	ERP Modules Operational including Samarth	15	50+
Digital	Wi-Fi Coverage (% campus)	60%	100%
Incubation	Start-ups/Ideas Incubated (cumulative)	1	15–20

VIII. Implementation Roadmap and Review Mechanism

Phase Structure

Phase	Period	Focus
Phase I – Foundation	Years 1–2 (2025–2027)	Governance reform; staffing; NEP alignment; ERP completion; basic infrastructure; NAAC preparation
Phase II – Consolidation	Years 3–4 (2027–2029)	Research ecosystem; Centres of Excellence; industry partnerships; green infrastructure; MEME rollout; incubation launch
Phase III – Outcome & Renewal	Year 5 (2029–2030)	KPI review; NAAC/NIRF cycle; consolidation of pilots; external review; preparation of IDP 2030–2035

Review Mechanism

The following review structure is mandated for this five-year IDP:

1. IDP Periodic Review Committee: Convenes annually; includes faculty, students, alumni, industry, and administration. Reports to the Vice-Chancellor.
2. Annual Activity Reports: Each department/department submits a progress report against IDP KPIs at the close of each academic year.
3. Academic Council Review: Annual IDP progress presentation to the Academic Council; corrections formalised through AC resolutions.
4. End-of-Cycle Review: In Year 5, a comprehensive review of all KPIs and enabler-wise outcomes shall feed directly into the drafting of the Institutional Development Plan 2030–2035.

IX. Stakeholder Consultation and Participatory Process

The UGC IDP Guidelines require that the IDP be developed through wide consultative processes. This IDP was developed through the following participatory mechanisms:

1. Faculty Consultation
2. Student Input
3. Non-Teaching Staff
4. Alumni Feedback
5. Community Representatives:
6. Statutory Bodies

The IDP is a living document. All stakeholders are encouraged to continue sharing feedback through the institutional feedback portal at <https://www.bknmu.edu.in>, formal review meetings, and suggestion mechanisms throughout the five-year implementation period.

Declaration and Approval

This Institutional Development Plan 2025–2030 has been prepared in full conformity with the UGC Guidelines for Institutional Development Plans for Higher Education Institutions (February 2024) and has been developed through wide participatory consultations with all key stakeholders of Bhakta Kavi Narsinh Mehta University.

The IDP reflects BKNMU's commitment to the National Education Policy 2020, the National Credit Framework (NCrF), the Academic Bank of Credits (ABC), and the Sustainable Development Goals (SDGs), within a focused five-year window (2025–2030). It has been reviewed and approved by the Academic Council, the Executive Council and the Board of Management of the University, and will be followed by a further Institutional Development Plan (2030–2035) prepared at the close of this cycle.

Prof. (Dr.) Firoz Shaikh

Coordinator, IQAC

Bhakta Kavi Narsinh Mehta University

Prof. (Dr.) Pratapsinh Chauhan

Vice Chancellor

Bhakta Kavi Narsinh Mehta University