



Punyashlok Ahilyadevi Holkar Solapur University, Solapur



**INSTITUTIONAL DEVELOPMENT PLAN (IDP)
2026-30**



विद्यापीठ गीत

ज्ञानरुप देव धर्म जीवनी असो
करुणेचा अमृतघन या मनी वसो ।
अध्ययनसमृद्ध होऊ ध्यास धरोनी
श्रमसंस्कृति वाढवू या यत्न करोनी
ज्ञान कला विज्ञान ध्वजा अंबरी विलसो ॥
धर्म जाति पंथभेद जाऊ विसरुनी
पतितांना कवळू या धीर देऊनी
अश्रूंना हसवू ही आस नित ठसो ॥
सान थोर उच्च नीच ही सरो निशा
ज्ञानसूर्य उगवुनिया उजळू दे दिशा
प्रगतीचा पथ सात्त्विक लोचनी दिसो
ज्ञानरुप देव धर्म जीवनी वसो ॥

- दत्ता हलसगीकर

राजमाता पुण्यरत्नोक्त अहिल्यादेयी होळकर



त्रिशताब्दी जयंती महोत्सव



Punyashlok Ahilyadevi Holkar Solapur University, Solapur
Institutional Development Plan (IDP)

TABLE OF CONTENTS

Sr. No.	Particular	Page Number
1.	Preface	1
2.	Abstract	2
3.	Message from the Hon'ble Vice Chancellor	3
4.	Vision and Mission of the University	4
5.	Governance Attributes	5
6.	Financial Attributes and Funding Models (Resource Generation)	8
7.	Academic Attributes	11
8.	Research and Intellectual Property Attributes	13
9.	Human Resource and Supportive – Facilitative Attributes	18
10.	Networking and Collaboration Attributes	30
11.	Physical Attributes	34
12.	Digital Attributes	37
13.	Concluding Notes	39

1. Preface

Punyashlok Ahilyadevi Holkar Solapur University, Solapur is a State University, established by the Government of Maharashtra vide Gazette No. USG-1004/(9412004)/UNI-1 dated 22th July 2004. To equip students with academic competencies for their growth and meaningful contribution to society, the University has always accorded the highest priority to quality teaching and innovative research, while steadfastly upholding the values and ethics of education. Grounded in the mission and values of the University, the Institutional Development Plan (IDP) outlines a clear pathway for enhancing academic excellence, research capabilities, governance and infrastructure, while fostering an inclusive and dynamic educational environment. It has emphasized the importance of extracurricular activities and social outreach programs, enriching the development of well-rounded individuals. The University endeavours to lead in enabling our nation - that is Bharat - in reaping its demographic advantage and therefore contribute to the Sankalp of Viksit Bharat@2047 by aligning its vision with this much revered clarion call by the Hon'ble Prime Minister through empowering the youth of our country for this mission.

Aligning with the millennial priorities outlined in the National Education Policy 2020, the University, through this strategic blueprint, seeks to drive holistic growth, cultivate innovative approaches and implement transformative plans in a phased manner, categorized into short, mid and long-term objectives across key operational areas. By addressing critical Enablers, the IDP establishes a solid foundation for sustainable progress and resilience in an ever-evolving academic landscape. This visionary plan positions the University to enhance its leadership role in both society and the global educational arena. The University firmly believes that its IDP will serve as a beacon for the University community, encouraging reflection on contemporary realities both in national and global higher education spheres. By doing so, it aims to carve out a distinctive niche, allowing the University to shine even brighter on the global stage. Conceived as a dynamic and evolving document, the IDP will undergo continuous monitoring and updates to align with the University's operational needs and administrative priorities. Developed in a perspective plan format, the IDP will enable the University to consistently strive for new heights and provide a defined roadmap for future progress.

2. Abstract

The Institutional Development Plan (IDP) of the Punyashlok Ahilyadevi Holkar Solapur University, Solapur serves as a comprehensive strategic blueprint, steering its growth and transformation in alignment with its core vision and mission. It underscores the University's unwavering commitment to achieving its short-term, mid-term and long-term objectives. The IDP addresses critical facets of operations of the University across eight key attributes governance, academics, research, human resources, finance, networking and collaboration, physical and digital infrastructure. These prospective goals have been formulated with a pragmatic and phased approach, ensuring both feasibility and tenability. However, it is pertinent to recognize that the categorization of these goals necessitates continuous monitoring and dynamic revision to remain relevant. The inherent flexibility of the plan allows it to adapt to emerging challenges and capitalize on new opportunities, ensuring that the University remains at the vanguard of educational innovation and excellence. Through dedicated execution, rigorous evaluation and periodic updates, the IDP will enable the University to ascend as a distinguished leader in higher education as well as a role model for the other institution, fostering an empowered academic community and significantly contributing to societal advancement.

3. Message from the Hon'ble Vice Chancellor



The Punyashlok Ahilyadevi Holkar Solapur University is proud of its rich historical legacy, spanning over a century where teaching learning, research and social outreach have always been accorded highest priority. The fact that the University has been conferred with the status of Institution of Eminence by the Government of India is an attestation of its rigour in knowledge production and dissemination.

It gives me immense pleasure to introduce the Institutional Development Plan (IDP) which stands testament to the fact the Punyashlok Ahilyadevi Holkar Solapur University is aware of its role and responsibilities in fulfilling the true spirit of our revered motto - *Nishtha Dhruti Satyam*.

I am confident that this IDP will serve as a benchmark for the University in all spheres of its activities including academic and administrative pursuits. Each initiative in the IDP has been synchronised with the University's Strategic Plan (2024- 2047) and concurs with our national priorities geared towards Viksit Bharat @ 2047.

I feel that, with the implementation of this progressive IDP, the University will further enhance its national and international standing while focusing on contemporary priorities of our country and its future prospects in a global context.

I take this opportunity to congratulate everyone who has constructively contributed in conceptualisation of this IDP for the University. I hope this document acts as a guiding light to inspire us in taking the Punyashlok Ahilyadevi Holkar Solapur University to greater heights.

Best wishes

Prof. Prakash A. Mahanwar

Vice-Chancellor,

Punyashlok Ahilyadevi Holkar

Solapur University, Solapur

4. Vision and Mission of the University

VISION

To be a leading Global University fostering Holistic and Multidisciplinary Education, Excellence in Research, Innovation and Community Engagements for Sustainable Development.

MISSION

Transforming education through a community-driven approach, innovative research and collaboration, to nurture student excellence, stakeholder engagement and sustainable development for a bright future.

5. Governance Attributes

5.0 Objective:

Governance enablers are vital for promoting transparency, accountability and determinative decision making. They ensure that policies and processes are aligned with the mission of the University, fostering effective leadership and active participation from all stakeholders. By driving quality assurance and continuous improvement, these enablers create an environment that supports innovation, academic excellence and sustainable growth. Their role is essential in maintaining compliance with regulatory standards and ensuring the long-term success of the University.

5.1 Authorities/Bodies:

Senate, Management Council, Academic Council, Finance Committee & Other Statutory Bodies

The University functions through a documented hierarchical structure, via Statutory Bodies –Senate, Management Council (MC), Academic Council (AC), Finance Committee, having representation of diverse stakeholders. The University envisions the following goals:

Short-term Goals

- The University is committed to advancing complete digitization of all administrative departments, building on the progress already initiated to streamline operations and enhance efficiency.
- The University shall strengthen different help desks with appropriate helpline numbers to enhance the administration's accessibility to the students.
- The University shall gradually shift towards paperless administration by making the existing ERP 'Samarth' portal a centralized data control office, wherein filing and paperwork related to all academic, administrative and financial matters shall be processed.
- The Samarth Portal shall be extended to all the constituent colleges for seamless integration and interaction between the University and the colleges.
- In accordance with the guidelines of the UGC and the Ministry of Education, the Institutional Development Plan (IDP) of the University is being developed. Keeping in view the dynamic nature of IDP and the need to regularly review the progress made towards achieving the targeted goals, a committee may be constituted to periodically review the IDP.

Mid-term Goals

- Utilize the intellectual expertise from organizations and prestigious institutions of national and international repute.
- Regular monitoring of the IDP initiatives through periodical reviews ensuring alignment with stakeholder needs and timely adjustments based on progress and feedback.

Long-term Goals

- As the University grows in size, the administrative processes shall be strengthened to ensure the smooth functioning of different campuses.
- The University shall assess overall impact of the IDP on institutional growth, ensuring sustained alignment with strategic goals and meeting regulatory standards.

5.2. Quality Assurance:

Short-term Goals

- The University shall augment its already established HR section to oversee the recruitment, mentoring and training of teaching and non-teaching staff.
- The University shall establish a mechanism for training mid-ranked administrative officers, particularly in the areas of leadership, technology, digitalization and communication.
- The trained mid-ranked officers shall be entrusted with the responsibility of training junior and entry-level officers.
- The University shall collaborate with national and international Centers of Eminence, to offer refresher and orientation training for officials and officers of the University.
- The University shall assess the admission process to determine the vacant seats across programs and the relevance of new courses to encourage more students.
- The University shall conduct an Academic and Administrative Audit, Transparency Audit, Social Audit, Green Audit, Diversity and Inclusion Audit, Accessibility Audit and Technology Adoption Audit once in every two/three year.
- All the Schools of the University shall have a designated Committee to facilitate the IQAC of the University.
- The University shall endeavour to fill all vacancies in teaching and non-teaching posts.

Mid-term Goals

- The University shall focus on inter-disciplinary and multi-disciplinary programs along with single discipline UG and PG courses.
- The University shall further strengthen the quality of publications compulsory for all Ph.D. programmes.
- The University shall foster inclusive decision-making processes involving campus fraternity to enhance governance aligning institutional goals with stakeholder needs.

Long-term Goals

- Devise a mechanism to strengthen the governance structure in all Academic and Administrative facets.

- Complete automation of administrative processes through constant addition of new modules for quality purposes.

5.3. Financial Sources and Management:

Short-term Goals

- The University shall approach relevant bodies/ organizations/ individuals/ foundations/ entities to establish sponsored Chairs that align with the University's Act, Statutes and Ordinances.
- The University shall partner with industries for sponsored research, innovation and consulting projects and provide students with practical experience.
- Endowment fund of the University shall be further strengthened.

Mid-term Goals

- Cost-Effective Sustainability Measures such as Green Campus Initiative, which includes solar power, water conservation and waste recycling projects leading to cost-saving shall be encouraged.

Long-term Goals

- The University shall devise various mechanisms to enhance enrolment of international students.

5.4. Student Feedback:

Short-term Goals

- The University shall conduct workshops and sensitization programmes to educate students and faculty members on the importance of feedback and help them understand how it can lead to tangible effects.
- A systematic institutionalized mechanism for taking students' feedback periodically to ensure the satisfaction of students and improved quality.

Mid-term Goals

- A dedicated feedback analysis committee shall be established to monitor and analyse the pertinent points emerging out of the student feedback to address such issues.
- Student feedback shall be used to strengthen the teaching-learning and administrative process.

Long-term Goals

Student feedback shall be thoroughly analyzed using advanced software, facilitating the University to identify the areas for further improvement prioritizing the interests and needs of the students.

6. Financial Attributes and Funding Models (Resource Generation)

6.0 Objectives:

Punyashlok Ahilyadevi Holkar Solapur University, Solapur, aims to enhance its financial infrastructure and funding models to ensure long-term sustainability, efficiency and growth. This Institutional Development Plan (IDP) outlines a strategic approach under the UGC framework to mobilize resources, optimize financial management and strengthen institutional capabilities.

- Strengthen financial infrastructure for effective institutional operations.
- Develop a diversified and sustainable revenue model.
- Enhance financial planning, transparency and accountability.
- Establish strong partnerships for funding and resource generation.
- Align financial policies with UGC regulations and statutory compliance.

6.1. Financial Infrastructure and Funding Models:

6.1.1 Funding Sources:

The university shall prioritize multiple sources of funding to ensure financial stability:

1. Tuition Fees: Expansion of undergraduate and postgraduate programs to increase enrollment and tuition-based revenue.
2. Government Grants and Subsidies: Utilize central and state government schemes for infrastructure, research and institutional development.
3. Sponsored Research and Development (R&D) Projects: Secure funding from government and private sector projects.
4. Endowments and Philanthropic Contributions: Encourage alumni, donors and corporate entities to contribute towards university development.
5. Corporate Social Responsibility (CSR) Initiatives: Leverage CSR funds from industries for infrastructure and academic enhancements.
6. Intellectual Property (IP) and Patents: Monetize university-developed patents, research outputs and technology transfers.
7. Consultancy Services: Provide expertise to industries and institutions to generate additional income.

6.1.2 Budget Allocation:

A structured approach to budget allocation ensures optimal resource utilization:

Infrastructure Development: Expansion and modernization of academic and research facilities.

Faculty and Staff Salaries: Ensuring competitive salaries to attract and retain talent.

Student Services: Improvement of hostel, library, healthcare and career guidance services.

Research Initiatives: Funding for faculty and student research projects.

6.1.3 Financial Sustainability Measures:

To ensure financial sustainability, the university will:

Diversify income sources to reduce dependency on a single revenue stream.

Implement cost control measures for operational efficiency.

Optimize resource utilization through digital transformation and automation.

Develop financial forecasting models for long-term planning.

6.1.4 Investment Strategy:

Adopt a balanced investment portfolio to maximize returns while minimizing risks.

Establish an endowment fund for long-term financial security.

Utilize financial instruments like bonds, mutual funds and fixed deposits for institutional growth.

6.2. Strategic Collaborations and Partnerships:

6.2.1 Government and Private Sector Engagement:

Collaborate with government bodies for policy advocacy and funding.

Establish partnerships with industries for internships, scholarships and research funding.

6.2.2 Stakeholder Engagement:

Strengthen alumni engagement for funding and mentorship programs.

Work with local industries and businesses for joint research and skill development programs.

Engage students and faculty in institutional fundraising and grant writing.

6.2.3 Additional Outreach Modules for Fund Generation:

Organize fundraising events, corporate networking and donor outreach programs.

Develop online donation platforms for ease of contribution.

Launch executive education and certification courses to generate additional revenue.

6.3. Implementation Plan:

6.3.1 Short-term Goals (0-2 years):

Establish a dedicated financial planning and fundraising team.

Identify potential funding sources and apply for grants.

Conduct a financial audit and develop an optimized budget allocation strategy.

Strengthen stakeholder engagement with alumni, industries and government agencies.

6.3.2 Medium-term Goals (3-5 years):

Strengthen partnerships with industries and government agencies.

Implement digital financial management systems for transparency and efficiency.

Develop revenue-generating programs such as executive education and consultancy services.

Optimize investment strategies to maximize financial returns.

6.3.3 Long-term Goals (5+ years):

Establish a financially self-sustaining model with diverse income sources.

Expand international collaborations for funding and academic exchange programs.

Develop a university endowment fund for long-term financial stability.

Enhance infrastructure to support research excellence and innovation.

4. Monitoring and Evaluation:

Establish a financial monitoring committee for periodic assessment of funding sources.

Implement key performance indicators (KPIs) to track financial health and resource utilization.

Conduct annual audits and financial reviews to ensure compliance with UGC and government regulations.

5. Conclusion:

The implementation of this Institutional Development Plan will enable Punyashlok Ahilyadevi Holkar Solapur University to strengthen its financial infrastructure, enhance funding mechanisms and ensure long-term institutional sustainability. Through strategic planning, transparency and collaboration, the university aims to become a model institution for financial management in higher education.

The Institutional Development Plan (IDP) strategy has been classified into short-term (0-2 years), medium-term (3-5 years) and long-term (5+ years) strategies. Let me know if you need any modifications or additional details.

7. Academic Attributes

7.0 Objectives:

In just a span of 20 years from its foundation, University has made remarkable growth in the field of teaching-learning, research and skill development. The holistic development of the student is the ultimate academic aim of the university. The University is putting all the possible efforts for the effective academic deliberations.

7.1.1 Academic Programmes for the Future:

The University is offering diverse programs in the fields of Science and Technology, Humanities, Commerce and Management as well as Interdisciplinary Studies. The University is committed to fulfill the academic hunger of the students. The well-defined academic structure of the University makes sure that the students get to learn the cotemporary knowledge, with globally competitive curricula. The effective implementation of NEP further provides the flexibility for the students within the selected curriculum.

Short-term Goals

- The University aims to start new post graduate programs in the pure sciences, which are currently missing in its academic structure. (e.g. M.Sc. (Botany), M.Sc. (Zoology) etc.).
- Considering the demand for the Technology oriented programs, the University shall develop such programs with due consultation to the industries. The programs will be designed as per the current and future requirements of the industries.

Mid-term Goals

- Regular monitoring of all the academic programs shall be done to ensure continuous progress in the program design and its curriculum.
- A strong collaboration will be made with industries and other institutes to make sure that a proper practical exposure to the students is given prior to his entry in the job market.

Long-term Goals

- A complete integration of digital environment with teaching learning process to provide a world class experience to the learner, which will facilitate the learning process.
- Transform the University into a globally renowned education hub.

7.2.2 Faculty/ Teaching Staff:

The effective implementation of academic activities demands enthusiastic and dedicated teaching staff. The teaching staff of the University, though small in a number, is putting all the efforts to cultivate a learner centric environment, which will enhance the ease of learning.

Short-term Goals

- Each faculty will be participating in at least one FDP in a three-year span to strengthen the expertise in his/her discipline.
- Inter-University collaborations and faculty visits will be encouraged for exchange of ideas.

Mid-term Goals

- Efforts will be made to fulfill all the vacant positions of the faculty for enhanced learning experience.
- Introduce incentive-based schemes for faculty who engage in activities like content creation, industrial projects and start-up incubation.

Long-term Goals

- To emerge as a hub for discipline specific experts in various branches of the knowledge, which will attract young intelligent brains towards the University for various academic programs.
- Develop a strong relation among the faculty and industrial/corporate personnel to boost the academic standards of the programs.

8. Research and Intellectual Property Attributes

8.0 Objectives:

The Punyashlok Ahilyadevi Holkar Solapur University through its legacy of cutting-edge research and innovation has made a significant impact in addressing the challenges faced by the society at large. The University, through its Research Council, encourages researchers to engage in collaborative initiatives in diverse fields. With a multi-disciplinary approach to research, the University fosters an environment of generating groundbreaking ideas which yield valuable intellectual property.

8.1. Quality Research Programmes to be introduced:

The University shall look into the development of several innovative and quality research initiatives in all programs, driven by global trends, societal needs and advances in technology. These programs shall align with the University's goal to remain a leader in education, research and collaboration. Here are some potential research programs the University might focus upon in the coming years:

Implementation of a Research-Based Curriculum:

Implementing a research-based curriculum and increasing student intake closely aligns with the newly introduced Undergraduate Curriculum Framework (UGCF) under the National Education Policy (NEP) 2020. This framework promotes a multidisciplinary approach, equipping students for advanced academic and professional careers. To enhance the academic and research experience, the project work integral to both undergraduate and postgraduate programs need a more streamlined and effective process. There is an urgent need to develop and strengthen research facilities in colleges.

Short-term Goals

- Upgrade and expand research infrastructure at the undergraduate level, ensuring access to basic research tools, laboratories and facilities to promote early-stage research engagement.
- With increasing global focus on climate change, student projects at both undergraduate and postgraduate levels may focus on climate resilience, sustainable agriculture and water resource management.
- Embedding interdisciplinary projects shall empower students to translate theoretical knowledge into real-world challenges, enhancing problem-solving and critical thinking.

- Strengthen the mentorship programs where senior researchers and faculty provide guidance to students on research topic selection and methodology, fostering early-stage involvement in research activities.

Mid-term Goals

- Strengthen research infrastructure within departments by modernizing labs, acquiring advanced equipment and providing dedicated research spaces for faculty and students to support ongoing and interdisciplinary projects.
- Research on solar, wind and alternative energy sources, with a focus on energy-efficient technologies shall be a critical area for postgraduate and Ph.D. exploration. Incorporating live projects and case studies into courses shall give students hands-on experience in research methodologies, fostering a research mindset early on.
- Promote interdisciplinary research by strengthening collaborations between departments and external institutions, while ensuring the continuous upgrading and maintenance of infrastructure and resources to support innovation in areas addressing national and societal challenges.
- Expand the mentorship programs by formalizing structures for ongoing support, including assistance with grant writing, publication strategies and research collaborations, ensuring a robust pipeline for student researchers.

Long-term Goals:

- Establish a comprehensive, state-of-the-art research ecosystem across all academic levels, from undergraduate to departmental, positioning the University as a hub of innovation and research excellence both nationally and internationally.
- Establish colleges and departments as a centre of excellence in research and innovation, producing high-impact scholarly work and patented technologies, while maintaining and enhancing infrastructure to support sustained academic and industrial advancements.
- Institutionalize mentorship programs across all departments, creating a sustained culture of research excellence where students receive continuous mentorship from experienced faculty, positioning them for success in securing grants and contributing to impactful research.

Undertaking quality research projects: Carrying out high-quality research projects requires a structured approach that aligns with University's existing strengths, resources and goals. The Punyashlok Ahilyadevi Holkar Solapur University has a solid research foundation across diverse disciplines. In addition to its teaching mission, its departments are actively involved in research,

utilizing both internal and external resources. Moving forward, the University must develop a clear funding plan by directly investing in priority research areas.

The thrust research areas identified by the Punyashlok Ahilyadevi Holkar Solapur University are aligned with the mission of the Government of India, particularly through the newly established Anusandhan National Research Foundation (ANRF). The University has outlined the following major research themes for the coming years:

- Quantum Technologies, Artificial Intelligence & Machine Learning
- Climate Change, Sustainable Practices and development
- Technologically Advanced Materials
- Bhartiya Gyan Parampara
- Language, Translation and Literary Studies
- Heritage, Culture, Music and Arts
- Entrepreneurship and Technology Incubators
- Geopolitical and Transnational Studies
- Social Justice and Community Engagement
- Global Trade and Supply Chain Management
- Informatics, Communications and Media
- Leadership and Governance
- Corporate Governance and Finance
- Research leading to Food Security vis-a-vis Agricultural Sciences

Short-term Goals

- Future work shall focus on emerging research areas such as Artificial Intelligence (AI), Data Science, Biotechnology, Genomics and Nanotechnology, alongside policy research and cultural preservation. Integrating the traditional Bhartiya Gyan Parampara (BGP) into modern agricultural practices, like precision farming and smart systems, is crucial. The University may also support in these cutting-edge research areas.
- To support research, the University shall regularly update and disseminate clear research guidelines and conduct workshops on proposal writing, grant applications and ethical compliance.
- Strengthening ethical and compliance frameworks, including creating an ethics office and updating the intellectual property (IP) guidelines, shall ensure adherence to international standards and protect research innovations.
- Conduct a comprehensive audit of research facilities, equipment and labs to assess current capabilities, strengths and immediate needs, establishing a baseline for improvements.

Mid-term Goals

- Future plans shall include establishing Centres of Excellence in key areas like Quantum Computing, AI-Driven Social Science, Industrial Biotechnology, Techno-Humanities Research and Cultural Heritage Preservation to foster interdisciplinary research and attract fundings from various agencies. A Faculty of Design, including Departments of Industrial and Architectural Design, can further enhance innovation.
- Investing in research infrastructure, including new labs and advanced technology, is essential to support cutting-edge research. Analyze the audit findings to identify gaps in research infrastructure and prioritize upgrades or expansions of facilities and equipment based on current and projected research needs.
- Additionally, community-driven, mid-scale projects shall be initiated to address regional challenges and demonstrate the University's societal impact.

Long-term Goals

- The University shall implement a Longevity Research Program, focusing on extending human lifespan, improving health-span and enhancing quality of life through interdisciplinary research in biology, medicine, technology and social sciences. This would position the institution as a leader in longevity research with significant societal and healthcare benefits.
- Establishing the institution as a hub for advanced research in emerging elds like AI, Genomics and Advanced Materials shall drive transformative discoveries.
- Sustaining long-term research funding is crucial, with efforts to secure national and international grants and create a dedicated fund for cutting-edge projects.
- Integrating ethical research practices and intellectual property (IP) protection shall ensure compliance with international standards and cultivate a strong culture of innovation.
- Develop a strategic plan for ongoing evaluation and enhancement of research facilities, ensuring that infrastructure remains aligned with emerging research trends and institutional goals, ultimately fostering a robust research environment.

8.2. Targeted and Collaborative Research:

The PAH Solapur University research community envisions a system prepared to take up future research and developmental challenges. The current research aphorism is 'Research for Societal Use, National Interest & Global Significance. The University aims to augment inter-intra- and trans-disciplinary centres for multi-disciplinary research by making disciplinary boundaries permeable. This necessitates a tripartite collaboration among the University, government agencies

and the private sector, aimed at revitalizing efforts to skill and equip students and researchers to keep pace with and drive technological advancement. To succeed in the mission, we need to unshackle our research resources and approach government agencies and the private sector for funding opportunities, which are important in achieving this task.

8.3. Student Involvement in Research:

Students are the University's greatest asset. With proper guidance, they can drive innovation through patented inventions and produce scholarly, publishable research outcomes.

8.4. Faculty Encouragement for Book, Research Publications and IPRs:

Undertake Basic and Applied Research: Faculty members shall engage in both basic and applied research to enhance theoretical knowledge while providing practical solutions to real-world problems. This dual focus enables ongoing work in these critical areas.

The purpose is to build a robust intellectual property rights (IPR) infrastructure, fostering innovation and academic growth across various levels students, researchers and faculty members. The University shall implement a policy to promote contributors to intellectual property rights (IPR), including undergraduate and postgraduate students, research scholars and faculty members, to enhance the University's IPR portfolio.

8.5. Organizing more Structured and Purposeful Conferences:

Conferences play a crucial role in fostering a vibrant research and academic culture within the university system. The University can enhance its research visibility, encourage collaboration and make research outputs more accessible, including Advanced Materials, Green and sustainable technology for greater engagement. Research scientists, faculty members and students remain engaged through conferences for presenting research papers. Students are encouraged to present their research at these conferences and workshops hosted by the University or external bodies. The University facilitates participation by providing travel grants and other forms of support.

8.6. Industry and Institutional Collaboration & Consultation:

At the Punyashlok Ahilyadevi Holkar Solapur University, industry and institutional collaborations are crucial in driving research, innovation and experiential learning. While existing partnerships have laid a strong foundation, there is significant potential to further formalize and expand these collaborations to enhance their impact. The Punyashlok Ahilyadevi Holkar Solapur University has established key collaborations with both National and International institutions, including prestigious organizations like National Chemical Laboratory, CMET, BARC etc. and global Universities as INTI International University, Malaysia, Granada University, Granada, Spain etc. These partnerships facilitate joint research, student exchanges and co-authored publications.

9. Human Resources and Supportive- Facilitative Attributes

9.0 Objectives:

This Institutional Development Plan (IDP) for Punyashlok Ahilyadevi Holkar Solapur University, Solapur focuses on the establishment of strategic priorities and initiatives for human resource development and supportive-enabling mechanisms that contribute to institutional excellence. The plan is structured around short-term, mid-term and long-term goals to align with the mission of fostering academic excellence, promoting inclusivity, enhancing emotional strength and facilitating growth.

Short-Term Goals

1. Human Resource Attributes

To foster a dynamic and inclusive academic environment, the university will implement a Holistic Admissions Framework that values both academic excellence and extracurricular achievements, ensuring diversity and inclusion in the student body. Additionally, Merit and Equity-Based Financial Aid programs will be established to support students from underrepresented backgrounds, promoting accessibility. For staff empowerment, a Competency-Based Recruitment approach will be adopted to align hiring with institutional goals, focusing on performance and values, while Inclusive Induction Protocols will help integrate new staff into the university's culture effectively. Faculty and researchers will benefit from Transparent Recruitment and Appointment processes that prioritize diversity, teaching ability and research expertise. Furthermore, Continuous Pedagogical Development programs, including teaching workshops and short-term training, will be offered to enhance faculty members' teaching capabilities and research potential.

2. Supportive- Facilitative Attributes

To cultivate a transparent and inclusive institutional culture, leadership will prioritize Accessibility and Proximity by maintaining open-door policies and creating informal engagement opportunities for staff and students. Rich Communication will be fostered through regular digital and face-to-face interactions, ensuring clear and transparent information exchange across all levels. Additionally, the university will reinforce its Core Institutional Values including integrity, respect and commitment to community growth through workshops and discussions that embed these principles into daily practices and decision-making.

3. Strategic Funding and Emotional Support Attributes

To strengthen research and well-being within the university, Innovative Funding Strategies will be introduced, including the establishment of dedicated funds for early-career researchers and seed funding to support groundbreaking research initiatives. Simultaneously, Emotional Intelligence and Support Networks will be fostered through structured training programs aimed at enhancing emotional awareness among students, staff and faculty. Additionally, peer support groups will be established to promote mental health and well-being, ensuring a supportive and resilient academic community.

Mid-Term Goals

1. Human Resource Attributes

To enhance the academic experience and institutional growth, the university will implement Academic Success Programs that provide structured academic advising, mentorship and peer tutoring to support students from entry through graduation. For staff empowerment, Professional Development and Growth initiatives will establish clear career progression pathways, complemented by Mentorship for Staff programs that foster skill-building, belonging and performance enhancement. Faculty members will benefit from Continuous Professional Development, ensuring regular training in teaching, research methodologies and leadership through sabbaticals and fellowships. Additionally, Transparent Tenure and Promotion Mechanisms will be established, evaluating faculty contributions across teaching, research and community engagement. To encourage cross-functional excellence, a Recognition and Reward System will be introduced to celebrate achievements in research, teaching, leadership and service, while Leadership and Collaborative Opportunities will promote leadership development and interdisciplinary collaboration on campus.

2. Supportive- Facilitative Attributes

To foster a goal-oriented and inclusive university culture, Goal Setting for Students programs will be introduced, helping students define personal and academic objectives through guided workshops that empower them to reach their full potential. Additionally, the university will strengthen its identity through Institutional Tradition Rituals, organizing cultural events and annual festivals that promote unity and engagement among students, faculty and staff. To uphold Trust and Transparency, a structured reporting system will be developed to regularly communicate university progress, ensuring openness in academic and financial matters while reinforcing accountability and stakeholder confidence.

3. Strategic Funding and Emotional Support Attributes

To strengthen financial sustainability and well-being, the university will implement Innovative Funding Strategies by formalizing an alumni fund and expanding industry collaborations to secure additional resources for research and infrastructure development. Simultaneously, Emotional Intelligence and Support Networks will be enhanced by scaling up emotional intelligence programs and establishing dedicated counseling services for both students and staff, ensuring they have the necessary support to manage academic pressures and stress effectively.

Long-Term Goals

1. Human Resource Attributes

To enhance academic excellence and institutional growth, the university will implement Comprehensive Academic Success Programs, integrating robust mentoring, advising and tutoring initiatives to improve student learning outcomes and graduation rates. For staff empowerment, Sustained Career Development Programs will be introduced, providing opportunities for international exposure, research collaborations and leadership coaching. Faculty members will benefit from International Research Collaborations, fostering long-term partnerships with top universities and research institutes for joint research and faculty exchanges. Additionally, Comprehensive Tenure and Promotion Systems will be refined to align with the university's values of teaching, innovation, research and community service. To promote a culture of excellence, an Institution-Wide Recognition Program will be established, celebrating outstanding contributions across all university sectors on an annual basis.

2. Supportive- Facilitative Attributes

To preserve institutional heritage and promote transparency, the university will establish Legacy of the System programs that document and celebrate its history, ensuring traditions and values are passed down to future generations through archival projects, commemorative events and storytelling initiatives. Simultaneously, Openness in Information will be prioritized by maintaining transparency in all university operations, including admissions, teaching, examinations and financial matters, fostering trust and accountability among students, faculty, staff and stakeholders.

3. Strategic Funding and Emotional Support Attributes

To ensure long-term institutional growth and well-being, the university will implement Sustainable Funding Models by cultivating endowments, encouraging alumni donations and

fostering strong public-private partnerships to support academic and research excellence. Simultaneously, Comprehensive Mental Health Support will be prioritized by establishing a robust support system that includes counseling services, wellness programs and stress management workshops, ensuring the holistic well-being of students, faculty and staff.

9.2 Need-Based Programs, Events, Workshops and Counseling Activities:

Short-Term Goals

1. Human Resource Attributes

To enhance human resource development across all levels, the university will implement structured programs for students, staff and faculty. A Holistic Admissions Framework will be supported through workshops guiding students on the admission process and scholarship opportunities, while Merit and Equity-Based Financial Aid initiatives will include Financial Literacy Workshops to help students manage personal finance and financial aid effectively. Academic Success Programs will be strengthened by introducing Peer Mentoring Programs, pairing new students with senior peers for academic and emotional support, along with Tutoring Services offering free academic assistance. For staff empowerment, Competency-Based Recruitment will be reinforced with Recruitment Information Sessions, ensuring clarity on hiring processes and Inclusive Induction Protocols will include a Staff Orientation Program featuring campus tours, social activities and leadership talks. Additionally, Mentorship Programs for New Staff will be introduced to provide guidance from senior staff members. Faculty and researchers will benefit from Continuous Pedagogical Development through Teaching Workshops on modern teaching methodologies and student engagement techniques. Furthermore, Research Skills Enhancement will be prioritized with Research Grant Writing Workshops to build faculty capacity for successful grant applications, alongside Intellectual Property Rights Training Programs to help researchers navigate the process of filing patents and protecting their work.

2. Supportive- Facilitative Attributes

To create a supportive and facilitative university environment, structured programs will be implemented to enhance accessibility, communication, institutional values and mental well-being. Accessibility and Proximity will be strengthened through Open Office Hours for Leaders, allowing students and staff to interact with university leadership, discuss concerns and seek guidance. Rich Communication will be encouraged through Communication Workshops, focusing on clear and empathetic expression, along with Student-Staff Interaction Sessions that provide informal spaces for open dialogue. To reinforce Institutional Values, a Core Values Awareness Program will be introduced, ensuring that students, faculty and staff integrate the

university's fundamental principles into their daily academic and professional lives. Additionally, Mental Health and Well-being will be prioritized through a Mental Health Awareness Campaign, promoting available resources, Stress Management Workshops focused on mindfulness and coping strategies and Confidential Counseling Sessions, providing support for students and staff dealing with emotional stress.

3. Strategic Funding and Emotional Support Attributes

To foster a compassionate and supportive university culture, Emotional Intelligence and Support Networks will be strengthened through targeted programs. Emotional Intelligence Training for Staff and Students will be introduced to enhance self-awareness, empathy and effective communication, improving interpersonal relationships within the university community. Additionally, Support Groups for First-Generation Students will be established, providing a safe space for them to share experiences, receive guidance and adapt to academic and social life, ensuring a smoother transition and a stronger sense of belonging.

Mid-Term Goals

1. Human Resource Attributes

To enhance human resource development across all levels, the university will implement targeted programs for students, staff and faculty. Academic Success Programs will include Time Management Workshops to help students effectively balance academics and extracurricular activities, along with Study Skills Programs focusing on note-taking, exam preparation and efficient study techniques. For staff empowerment, Professional Development and Growth will be reinforced through Leadership Development Programs, equipping staff with career advancement skills and Skill Enhancement Programs, offering training in advanced digital skills, communication and project management. Faculty members will benefit from Continuous Pedagogical Development, with initiatives such as International Faculty Exchange Programs, fostering global collaborations and knowledge exchange and Advanced Research Methodology Workshops, providing training in qualitative and quantitative research techniques, as well as academic writing. These initiatives aim to cultivate a culture of continuous learning, leadership and academic excellence within the university.

2. Supportive- Facilitative Attributes

To strengthen a supportive and facilitative university environment, initiatives will be introduced to build trust, uphold traditions and empower students in goal setting. Trust Among Stakeholders will be reinforced through Team Building Events, fostering collaboration and

mutual respect among students, faculty and staff through interactive activities, community outreach and interdisciplinary projects. Institutional Tradition Rituals will be enriched with Annual Traditions and Festivals, celebrating the university's cultural heritage and academic excellence through festivals, social gatherings and scholarly events that engage all stakeholders. Additionally, Goal Setting in Students will be encouraged through Goal Setting Workshops, where students will define short-term and long-term academic and personal objectives, along with structured action plans to help them achieve their aspirations, ensuring a culture of motivation and achievement.

3. Strategic Funding and Emotional Support Attributes

To ensure sustainable funding and comprehensive emotional support, the university will implement innovative financial strategies and robust mental health initiatives. Innovative Funding Strategies will include Fundraising Events, such as alumni reunions and donor drives, to generate resources for research and infrastructure development. Additionally, Incubation Programs will be established to support entrepreneurial ventures among students and faculty, providing financial aid, mentorship and workspace to nurture innovation. On the emotional support front, Counseling and Mental Health Support will be strengthened through Mental Health Awareness Week, an annual event featuring guest speakers, workshops and free counseling sessions to promote mental well-being. Furthermore, Peer Support Networks will be expanded by training select students to assist their peers facing mental health challenges, fostering a compassionate and supportive university community.

Long-Term Goals

1. Human Resource Attributes

To enhance human resource attributes, a comprehensive approach integrating student success, staff empowerment and faculty development is essential. For students, holistic academic success programs such as personalized career counseling and workshops on emotional resilience will equip them with the necessary skills for post-graduation challenges. Staff empowerment can be fostered through sustained career development initiatives like hosting global research conferences and offering international training programs to gain diverse perspectives. Faculty and researchers will benefit from international research collaborations through global fellowships and bi-annual research symposiums, promoting knowledge exchange and cutting-edge research. Collectively, these initiatives will strengthen the academic ecosystem, fostering excellence and global engagement.

2. Supportive- Facilitative Attributes

A supportive and facilitative academic environment is vital for fostering a secure, engaging and forward-looking institution. Ensuring campus safety through regular workshops on personal security, cybersecurity and emergency preparedness will help create a well-protected learning space for students and staff. Additionally, celebrating the university's legacy through Founders Day events and alumni engagement programs will strengthen institutional pride and continuity. By fostering mentorship opportunities between alumni and students, the university can bridge generational knowledge gaps, ensuring that the values, achievements and vision of the institution continue to inspire and shape future leaders.

3. Strategic Funding and Emotional Support Attributes

Ensuring long-term institutional growth and student well-being requires a strategic approach that integrates sustainable funding models with comprehensive mental health support. By securing international grant partnerships, the university can enhance research capabilities and develop academic infrastructure, fostering global collaboration and innovation. Establishing an endowment fund will provide financial stability, supporting scholarships, faculty research and campus development. Simultaneously, implementing long-term wellness programs, including counseling services, stress-relief workshops and holistic health resources, will promote a supportive environment for students and staff. Together, these initiatives will create a resilient academic institution that prioritizes both excellence and well-being.

9.3 Mechanisms and Supportive Units:

Short-Term Goals

1. Human Resource Attributes

A strong human resource framework is essential for fostering academic excellence and institutional growth. For students, a holistic admissions framework integrating academic and extracurricular achievements will ensure a fair and comprehensive selection process, supported by an efficient online platform managed by the Admissions Office. Financial aid opportunities will be enhanced through a dedicated Financial Aid Management System, ensuring transparency and accessibility. Academic success will be promoted through a Student Success Center, offering tutoring, mentoring and advising services. For staff, competency-based recruitment using a Human Resources Information System (HRIS) will streamline hiring and performance tracking, while inclusive induction protocols, including e-learning modules, will facilitate seamless onboarding. Faculty and researchers will benefit from continuous pedagogical development through semester-based workshops on innovative teaching methods and research enhancement

programs focused on grant writing and publication strategies, managed by the Center for Teaching and Learning and the Research Office. These initiatives collectively create an environment that nurtures learning, innovation and professional growth.

2. Supportive- Facilitative Attributes

A supportive and facilitative institutional environment thrives on accessibility, effective communication and strong core values. Establishing "Leadership Hours" will foster open dialogue between university leaders, students and staff, creating an inclusive atmosphere where concerns and ideas can be freely exchanged under the guidance of the Vice-Chancellor's Office and Student Affairs. A university-wide communication platform, managed by the Public Relations and Communications Office, will ensure real-time updates, transparency and engagement across all stakeholders. Additionally, embedding institutional values through regular workshops and seminars will reinforce the university's cultural foundation, shaping a cohesive and ethically driven academic community. Together, these initiatives will enhance institutional connectivity, trust and shared purpose.

3. Strategic Funding and Emotional Support Attributes

A sustainable and emotionally supportive academic environment requires both innovative funding strategies and strong mental health support networks. Establishing a dedicated fund management system, overseen by the Development Office, will streamline alumni donations and research grants, ensuring efficient financial resource allocation for institutional growth. Simultaneously, introducing "Wellness Ambassadors" – trained students who promote emotional well-being and connect peers to support services – will foster a culture of mental health awareness and peer support. Backed by the Counseling and Wellness Center, these initiatives will ensure both financial sustainability and a compassionate, student-centered support system, enhancing overall institutional resilience and well-being.

Mid-Term Goals

1. Human Resource Attributes

A dynamic academic institution thrives on the continuous growth of its students, staff and faculty through structured support systems and development opportunities. For students, implementing a comprehensive Learning Management System (LMS) under the Office of Student Success will enable academic tracking and personalized learning, while time management workshops integrated into the LMS will provide tailored guidance through Student Support Services. Staff empowerment will be strengthened by a professional growth platform

offering in-house and online courses, alongside skill enhancement workshops designed based on needs assessments, both managed by the Staff Development and HR Office. Faculty and researchers will benefit from an annual university-wide research symposium, coordinated by the Research Office, to showcase and promote collaborative research. Additionally, international faculty exchange programs facilitated by the International Relations Office will foster global academic partnerships, enhancing knowledge exchange and institutional prestige. These initiatives collectively create an ecosystem that nurtures academic excellence, professional growth and global engagement.

2. Supportive- Facilitative Attributes

Building a supportive and facilitative institutional environment requires fostering trust among stakeholders and strengthening institutional traditions. Hosting "Stakeholder Forums," managed by the Office of the Vice-Chancellor and Alumni Affairs, will provide a platform for students, faculty, staff and alumni to actively participate in shaping the university's strategic direction, promoting transparency and collaboration. Simultaneously, institutionalizing cultural and academic events such as Founders' Day, annual awards and academic recognitions through the Student Affairs and Cultural Activities Committee will reinforce a sense of belonging and pride in the university's legacy. Together, these initiatives will cultivate an engaged, inclusive and tradition-rich academic community.

3. Strategic Funding and Emotional Support Attributes

A sustainable and emotionally supportive academic environment requires both strategic funding initiatives and dedicated mental health programs. Establishing a robust fundraising strategy through online platforms and annual donor events, managed by the Development and Alumni Relations Office, will attract sponsors and secure essential financial support for research and infrastructure growth. Simultaneously, hosting an annual Mental Health Awareness Week, organized by the Counseling and Wellness Center, will promote well-being through workshops, expert-led discussions and mental health first aid training. These initiatives will ensure financial sustainability while fostering a culture of emotional resilience, creating a well-rounded and thriving university community.

Long-Term Goals

1. Human Resource Attributes

A robust human resource framework is essential for fostering academic excellence, professional growth and global engagement. For students, establishing a dedicated Career

Services Center, supported by Alumni Relations, will provide tailored career counseling, workshops, internship placements and industry collaborations to enhance employability. Complementing this, workshops on emotional resilience, managed by the Counseling and Wellness Center in partnership with the Career Development Office, will equip students with essential skills to manage academic stress and career uncertainties. Staff empowerment will be strengthened through a biennial global research conference, coordinated by the Research and International Relations Offices, offering a platform for knowledge exchange and academic recognition. Additionally, long-term international training programs will provide faculty with opportunities for professional development, sabbaticals and research collaborations with leading global institutions. Further enriching faculty growth, a prestigious global research fellowship program, facilitated by the Research Office and International Relations Office, will enable high-impact research collaborations with international peers. Collectively, these initiatives will create a dynamic academic ecosystem that nurtures innovation, resilience and global competitiveness.

2. Supportive- Facilitative Attributes

A supportive and facilitative academic environment requires a strong focus on safety, security and preserving institutional legacy. Implementing a comprehensive campus safety program, managed by the Security Office and IT Department, will enhance preparedness through regular safety drills, emergency response training and cybersecurity workshops, ensuring a secure and resilient campus. Simultaneously, fostering the university's long-term legacy through a dedicated legacy fund, overseen by the Development Office and Alumni Affairs, will provide financial support for future students and faculty while preserving the institution's traditions and values. Together, these initiatives will create a secure, forward-looking academic community that honors its heritage while adapting to future challenges.

3. Strategic Funding and Emotional Support Attributes

A sustainable and forward-thinking university requires strong financial foundations and a commitment to holistic well-being. Establishing a university endowment fund, managed by the Development and Alumni Relations Office, will ensure long-term financial support for academic programs, research initiatives and institutional growth. Complementing this, a comprehensive wellness program, coordinated by the Counseling and Wellness Center in collaboration with the Physical Education Department, will promote physical and mental well-being through fitness centers, meditation spaces and health initiatives for students, faculty and staff. Together, these initiatives will foster a thriving academic community that prioritizes both excellence and well-being, ensuring long-term institutional success.

9.4 Developing Various Centres:

Short-Term Goals

1. Transgender Facilitation Centre
2. Divyang Facilitation Centre
3. Women Empowerment Centre
4. Faculty and Student Research Advancement Centre

Mid-Term Goals

1. Dr. Babasaheb Ambedkar International Research Centre for Social Justice
2. Warkari Study and Research Centre
3. Centre for Digital Innovation & Artificial Intelligence

Long-Term Goals

1. Media and Marketing Centre
2. Tourism and Management Centre
3. Logistic and Transportation Centre
4. Agro and Allied Sector Development Activities Centre

9.5 Expected Outcomes:

By focusing on human resources and supportive-enabling mechanisms, Punyashlok Ahilyadevi Holkar Solapur University can develop a thriving academic and emotional ecosystem that attracts talent, nurtures innovation and promotes long-term institutional resilience. This strategic plan emphasizes a holistic approach to fostering an inclusive, innovative and supportive environment for all university stakeholders.

1. **Streamlined Admissions & Enhanced Diversity:** The university will foster a more diverse student body by implementing holistic admissions processes and offering increased scholarships, ensuring greater equity in student intake.
2. **Academic Support Systems:** Personalized advising, mentorship and tutoring programs will significantly improve student retention and graduation rates, helping students thrive academically and complete their studies successfully.
3. **Staff Empowerment & Integration:** The university will establish a highly motivated and well-integrated workforce through competency-based recruitment and seamless staff induction processes, ensuring staff effectiveness and satisfaction.

4. **Faculty Development & Research Excellence:** Continuous development programs will enhance faculty teaching, research capabilities and leadership skills, elevating the overall academic experience and research output.
5. **Mental Health & Emotional Well-being:** The expansion of mental health services and resilience-building programs will promote the overall well-being of students, faculty and staff, fostering a healthier and more balanced campus community.
6. **Increased Career Opportunities:** Strengthened career counseling, industry collaborations and internships will provide students with more career opportunities, boosting their employability and readiness for the job market.
7. **Global Research Collaboration:** Increased international research collaborations, including faculty exchange programs and global partnerships, will enhance the university's global presence and foster innovative research endeavors.
8. **Institutional Legacy & Cultural Engagement:** The university will reinforce its connection to its traditions and values, cultivating a deep sense of pride and commitment among students, faculty, staff and alumni.
9. **Sustainable Funding & Alumni Involvement:** Innovative funding strategies and an engaged alumni network will provide sustainable financial resources, ensuring long-term stability and growth for the institution.
10. **Safe & Supportive Campus Environment:** Enhanced campus safety measures will promote a secure, inclusive and resilient environment for all members of the university community, ensuring that everyone feels supported and safe.

10. Networking And collaboration Attribute

10.0 Objectives:

- **Establish Strategic Collaborations**
To create impactful partnerships with industries, academic institutions, civic bodies and NGOs through MoUs for curriculum enhancement, research and community development.
- **Strengthen Alumni Engagement**
To develop a robust alumni network that contributes to mentorship, institutional funding, industry linkage and collaborative research.
- **Achieve National and International Accreditation**
To secure accreditation and recognition from bodies such as NAAC, NBA, NIRF and international agencies like ABET and AACSB to enhance credibility and quality assurance.
- **Enhance Industry-Academia Integration**
To align academic programs with evolving industry needs through internships, live projects, joint research and industry-driven curriculum design.
- **Promote Research and Innovation Culture**
To foster a culture of interdisciplinary and collaborative research through consortia, joint publications and access to shared research infrastructure.
- **Develop a Sustainable Startup and Incubation Ecosystem**
To support innovation and entrepreneurship by creating incubation centres, providing seed funding, mentorship and linking with industry and investors.
- **Implement Work-Integrated and Earn-While-Learn Models**
To provide students with real-world experience through structured internships, apprenticeships and consultancy projects while studying.
- **Strengthen Community Engagement and Civic Responsibility**
To promote rural development, social innovation and civic participation through collaborations with local governments, NGOs and national missions like Unnat Bharat Abhiyan.

- **Build Digital and Physical Infrastructure for Academic Excellence**

To upgrade and expand digital learning platforms, laboratories, libraries and virtual tools to support modern pedagogy and research needs.

- **Institutionalize Quality Assurance and Continuous Improvement**

To integrate outcome-based education, digital quality dashboards, stakeholder feedback and regular academic audits for continuous institutional development.

10.1 Short-Term Goals

In the short term, the institution aims to lay a strong foundation for strategic collaboration and academic integration. This will begin with the signing of Memoranda of Understanding (MoUs) with industries, academic institutions and community organizations to foster partnerships for research, curriculum development, internships and community-based projects. Emphasis will be placed on launching structured alumni engagement through mentorship programs, knowledge-sharing sessions and the establishment of an alumni contribution fund to support scholarships and infrastructure needs. Simultaneously, institutional preparedness for accreditation will be initiated by forming dedicated accreditation committees, conducting gap analyses and drafting a roadmap for compliance with national standards such as NAAC, NBA and NIRF. The incubation and entrepreneurship ecosystem will be seeded through the creation of an Institutional Incubation Centre (IIC), ideation platforms and pre-incubation support zones. Early efforts will also include integrating industry-aligned curriculum elements such as guest lectures, certification programs and skill-based workshops, ensuring that learners are industry-ready from the outset.

10.2 Mid-Term Goals (2–5 Years)

Over the medium term, the institution will focus on enhancing academic and research excellence through deeper inter-institutional cooperation. This will involve the establishment of research consortia, joint laboratories, credit-based student exchange programs and co-authored publications with national and international collaborators. Blended and hybrid learning models will be introduced, incorporating virtual learning environments and enabling students to earn while they learn through structured work-integrated programs, live client projects and paid research fellowships. Digital infrastructure will be expanded with robust connectivity, innovation portals and access to cloud-based research tools, fostering a seamless startup and research experience. Partnerships with NGOs, civic bodies and participation in national development programs such as Unnat Bharat Abhiyan will help scale social outreach through fieldwork, policy research and skill development initiatives. Faculty consultancy will be promoted through institutional consultancy

cells, enabling faculty members to lead corporate training programs, government advisory projects and social sector consultations. These efforts will ensure holistic development and strong industry-institute integration.

10.3 Long-Term Goals

In the long run, the institution envisions transforming into a globally recognized academic hub by attaining international accreditations such as ABET, AACSB and ISO, which will solidify its credibility and enhance brand visibility. A thriving entrepreneurial ecosystem will be realized through institutional support for startups, global mentorship networks and sustained funding mechanisms including venture capital and alumni angel funding. The culture of quality assurance will be institutionalized with the integration of comprehensive quality systems into academic and administrative planning. This includes continuous feedback loops, outcome-based education metrics and internal benchmarking through digital dashboards. Civic engagement will evolve into large-scale innovation initiatives with smart village models, technology-enabled rural development and policy partnerships for urban governance. Lastly, the institution will pursue high-impact global research collaborations through participation in international consortia, doctoral exchanges and innovation challenges that address societal and industrial needs. These long-term initiatives will position the institution as a leader in sustainable, inclusive and forward-looking higher education.

10.4 Expected Outcomes:

- **Enhanced Academic Reputation and Accreditation Status**

The institution will achieve high scores in national rankings like NIRF and gain recognition from international accrediting bodies, boosting its academic credibility and global standing.

- **Established Network of Strategic Partnerships**

Formal collaborations with over 20 industries, academic institutions and NGOs will result in joint projects, internships and community outreach initiatives.

- **Robust Alumni Engagement Platform**

A well-functioning alumni portal, active mentorship programs and a sustainable alumni contribution fund will support scholarships, infrastructure and knowledge sharing.

- **Strong Industry-Academia Linkages**

At least 50% of programs will be revised with industry inputs and all students will gain real-world exposure through internships, apprenticeships and capstone projects.

- **Increased Research Output and Funding**

A significant rise in peer-reviewed publications, patents and funded research projects will establish the institution as a hub of innovation and knowledge creation.

- **Operational Startup and Incubation Ecosystem**

At least 10 startups will be incubated, with access to seed funding, mentorship and venture capital networks, leading to a vibrant entrepreneurial culture on campus.

- **Work-Integrated Learning for Students**

Over 60% of students will participate in structured earn-while-learn programs, gaining practical skills and income while completing their studies.

- **Community Development and Societal Impact**

The institution will contribute to at least 15 community projects, including smart village models, rural innovation labs and social entrepreneurship programs, impacting local livelihoods.

- **Technology-Enabled Teaching and Learning Environment**

Digital infrastructure, including virtual labs, innovation portals and AI-powered learning tools, will enhance teaching quality, accessibility and student engagement.

- **Culture of Continuous Quality Improvement**

Institutional processes will be governed by robust quality assurance systems, including academic audits, stakeholder feedback mechanisms and performance dashboards, leading to data-driven decision-making and sustained excellence.

11. Physical Attributes

11.0 Objective:

Punyashlok Ahilyadevi Holkar Solapur University has significantly expanded its physical presence. Physical attributes are essential for fostering an environment conducive to academic achievement, research advancement, innovation and the overall well-being of students. They establish the necessary infrastructure and resources that facilitate effective teaching, learning and administrative tasks

Short-term Goals

- Renovation, upgradation, Smart Classrooms and Expanding IT Infrastructure. Students, administrative staff and Teachers Accommodation, Sports and Cafeteria Infrastructure Improvement, Space Optimization.
- The role of Improved Educational Environments is of paramount importance in a university. Thoughtfully constructed classrooms, laboratories, libraries and lecture halls that incorporate contemporary technology promote engaging learning experiences and support a variety of instructional approaches.
- Research Infrastructure and Knowledge Repository are the backbone for a university. Dedicated laboratories, research institutions and high-performance computing resources facilitate cutting edge research, experimentation and innovation across a multitude of fields. Starting of University Press, Journal, Magazine and Making of Digital Repository are equally important.
- The availability of physical resources such as student centres, healthcare facilities, recreational areas and wellness environments plays a crucial role in providing students with the necessary support for both mental and physical health, thereby fostering a well-rounded University experience. Strengthening Health Centre Infrastructure, Extensive Sanitation Drives, Installation and Security Audit shall be on priority list of the University.
- Contemporary administrative structures and facilities enhance operational efficiency, optimize resource management and facilitate seamless governance by utilizing advanced technologies and centralized systems.
- The creation, maintenance or renovation of Community Areas such as lounges, seminar rooms and cafeterias fosters collaboration and informal engagement among students, faculty and researchers, thereby cultivating a strong sense of fraternity.
- Robust physical infrastructure shall be made available for safe and accessible environment for all students and staff, including those with disability, fostering inclusivity.

- Making strategies Recycling, Water and Energy Conservation, Expanding Green Belt, Water Harvesting, Technology Integration, start University's Electric Vehicles.
- Policy formulation and implementation for zero emission and sustainable environment friendly practices on priority basis.

Mid-term Goals

- The University shall continue and strengthen its best practices for Eco-friendly Buildings, Energy-Efficient Systems and Sustainable Practices, Achieving Zero Emission Target, Self Sufficient Energy Production, Green Energy through better coordination among various Schools.
- A green, sustainable campus requires energy efficiency, renewable energy, sustainable transportation, water conservation and harvesting, waste management, green building standards and sustainable landscaping. It also includes sustainable food services, procurement, educational programs, governance, biodiversity conservation and technology integration. The University shall plan to expand its current sewage treatment plant (STP) and develop mechanisms for wastewater reuse, with engineers reassessing the water waste and STP capacity to implement a zero-waste policy.
- The Administration and Examination section shall digitize old records and adopt a fully automated system for grading, scheduling, timely result declaration and transparent revaluation. Smart security measures will ensure data analysis and protection. In tune with NEP 2020, flexible, modular and inclusive exam policies may be introduced. To support green initiatives, paper use will be minimized. The section will prioritize enhancing student support through a smart 24 x 7 student care centre and a robust feedback mechanism for complaints and resolutions.

Long-term Goals

Appropriate Infrastructure for Futuristic Approaches

- State-of-the-Art Research Innovation and Assessment Centre for Sustainable Development that can act as a think tank for the government.
- Lifelong education models for emerging technologies; flexible, modular courses for enhancing or updating students' skills throughout their careers may be created.
- Infrastructure with emphasis on competency-based assessments, based on students' skills. Continuous and formative assessments such as projects and peer reviews, to replace traditional assessment system.

- Teacher Augmentation for Professional Development in the age of AI.
- High-Performance Computing Infrastructure: Cloud and Edge computing services for intensive AI computations and real time learning.
- Reliable and High-Speed Internet Connectivity for seamless operation for remote learners.
- Data Storage and Security Management
- Artificial Intelligence Driven Teaching-Learning and Administrative Infrastructure

12. Digital Attributes

12.0 Objective:

The university is truly acclaimed as a digital University in the state of Maharashtra. The teaching- learning-assessment etc. all the modules of the academics are digitized in the true sense. The digitization has ensured the speedy and accurate processing as well as transparency in handling all kinds of data.

12.1 General Administration:

Short Term Goals:

- University will ensure that all the students are brought under the umbrella of Automated Permanent Academic Account Registry (APAAR) for easy facilitation of movement across programs.
- University shall organize workshops and hands-on training to make all its stake holders digitally literate.

Mid-Term Goals:

- University shall work in a paperless manner with all its activities accomplished with digitization.
- University will have a complete digital environment encompassing all the academic activities from admission to alumni through ERP.

Long Term Goals:

- University will emerge as a digital education hub open to all the learners over the globe.

12.2 Examination and Evaluation:

Short Term Goals:

- Presently University is performing most of its exam related tasks in the digital manner. Further efforts will ensure that entire digitalization of examination process is done.
- The paper setting section will be digitalized to further add confidentiality with respect to the paper sets submitted to the University.
- The bill forms, to be submitted by paper setters will be made available online. The entire process of submitting the bills to the final credit of amount will be done in digital manner.

Mid-Term Goals:

- University will ensure every student gets his/her entire profile in the university login.
- The students will be able to fill the exam forms and all the other forms through his/her login only.

Long Term Goals:

- University will strive to become a completely digital university with respect to examination.
- Students will be able to view their assessed answer papers in their login, as and when requested by them.

12.3 Academics:**Short Term Goals:**

- The attendance of the students for the lectures and practical sessions will be taken in digital manner.
- The record of the lectures, practical's, internal marks etc. will all be preserved in digital manner.

Mid-Term Goals:

- University will ensure that students receive their lecture notes and other study material in their login only.

Long Term Goals:

- University academics will be completely transformed in a digital way, ensuring easy facilitation for students.
- Students will be able to view the online lectures through their login.

13. Concluding Notes

The Institutional Development Plan (IDP) of Punyashlok Ahilyadevi Holkar Solapur University, Solapur, serves as a comprehensive strategic blueprint that guides its growth and transformation in line with its core vision and mission. It highlights the University's steadfast commitment to achieving its short-term, mid-term and long-term objectives. The IDP addresses key aspects of the University's operations across eight crucial Enabler governance, academics, research, human resources, finance, networking and collaboration and physical and digital infrastructure. These goals have been developed using a pragmatic and phased approach to ensure both feasibility and sustainability.

However, it is important to note that the categorization of these goals requires ongoing monitoring and dynamic revisions to stay relevant. The flexibility of the plan allows it to adapt to emerging challenges and capitalize on new opportunities, ensuring the University remains at the forefront of educational innovation and excellence. Through diligent execution, rigorous evaluation and periodic updates, the IDP will enable the University to emerge as a distinguished leader in higher education, serving as a role model for other institutions. This will foster an empowered academic community and contribute significantly to societal advancement.



पुण्यश्लोक अहिल्यादेवी होळकर सोलापूर विद्यापीठ, सोलापूर



राष्ट्रगीत

जन गण मन-अधिनायक जय हे भारत -भाग्यविधाता ।
पंजाब, सिंध, गुजरात, मराठा, द्राविड, उत्कल, वंग
विंध्य, हिमाचल, यमुना, गंगा, उच्छल जलधि, तरंग,
तव शुभ नामे जागे, तव शुभ आशिष मागे,
गाहे तव जय गाथा, जन गण मंगलदायक जय हे,
भारत-भाग्यविधाता ।
जय हे, जय हे, जय हे,
जय जय जय जय हे ॥

- रवींद्रनाथ टागोर

वंदे मातरम्

वंदे मातरम् वंदे मातरम्
सुजलाम् सुफलाम् मलयज शीतलाम्
शस्य श्यामला मातरम् वंदे मातरम्
शुभ्र ज्योत्स्ना पुलकित यामिनी
फुल्य कुसुमित द्रुमदल शोभिनीं
सुहासिनीं सुमधुर भाषिनीं
सुखदां वरदां मातरम्
वंदे मातरम्
- बंकिमचंद्र चटर्जी



Internal Quality Assurance Cell (IQAC)

Punyashlok Ahilyadevi Holkar Solapur University, Solapur

Kegaon, Solapur - Pune Highway, Solapur - 413 225, Maharashtra.

Ph. No. 0217 - 2744776, Fax.- 0217-2744770

<https://sus.ac.in> Email : iqac@sus.ac.in