

Strategic Plan : 6.2.1. Documents

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CMR UNIVERSITY STRATEGIC VISION 2028

VISION FOR NEXT 5 YEARS



Current Challenges in the Higher Education

In recent years, multiple challenges have surfaced in the higher education domain in India. Starting from the new education policies to the adoption of advanced teaching methodologies all have created a lot of challenges for the universities. For the private universities, the challenges are even more deep rooted. The student fees and quality of education go hand in hand. However, the modern educational scenarios create challenges for the private universities. Here is a list of common challenges faced by the private universities.

Regulatory Framework: Private universities often encounter challenges related to the complex and evolving regulatory framework in India. Compliance with various laws, regulations, and accreditation standards can be demanding and time-consuming.

Financial Sustainability: Private universities need to ensure their financial sustainability to cover operational costs, faculty salaries, infrastructure development, and research activities. They face challenges in generating adequate revenue through student fees, donations, grants, and partnerships.

Quality of Education: Maintaining high standards of education and faculty quality is crucial for private universities. Ensuring a competent and qualified faculty, providing state-of-the-art infrastructure, and offering industry-relevant curricula can be challenging.

Affordability and Accessibility: Many private universities face the challenge of making education affordable and accessible to a broader section of society. Balancing the need to generate revenue with providing affordable education can be a delicate task.

Competition and Brand Building: Private universities often face intense competition from other institutions, including both private and public universities. Building a strong brand image, attracting talented students, and retaining them can be challenging, especially for newly established universities.

Research and Innovation: Encouraging and promoting research and innovation is a significant challenge for private universities. Developing a research culture, attracting research funding, and establishing collaborations with industries and research organizations can be demanding.

Industry-Academia Collaboration: Bridging the gap between academia and industry is a challenge faced by many private universities. Establishing effective partnerships, internships, and placement opportunities for students to enhance their employability can be a complex task.

Social Acceptance and Perception: Private universities sometimes face scepticism or negative perceptions from the public due to concerns about quality, commercialization, or exclusivity. Building a positive reputation and gaining social acceptance is an ongoing challenge.

Infrastructure Development: Developing and maintaining adequate infrastructure, including classrooms, laboratories, libraries, and sports facilities, is essential for private universities. Meeting the infrastructure demands while optimizing resources can be a challenge.

Scalability and Expansion: Private universities often aspire to expand their programs, campuses, and student intake. However, scaling up while maintaining quality, recruiting competent faculty, and ensuring a smooth administrative process can present challenges.

Handling the Challenges

To every problem there exists some solutions. We too plan to handle these problems at CMR University. Handling the challenges faced by private universities in India requires a comprehensive approach that involves strategic planning, adaptability, and collaboration. Here are some strategies that can help us in addressing these challenges.

Regulatory Compliance: We try to stay updated with the regulatory framework and ensure compliance by establishing a dedicated department or team to handle legal and regulatory matters. We engage with relevant authorities and seek clarifications on the policies when needed.

Financial Sustainability: We develop a robust financial management plan that includes diversifying revenue sources, exploring fundraising opportunities, establishing industry partnerships, and implementing cost-effective measures. We strongly consider innovative revenue models such as online courses, executive education programs, and consulting services to keep the revenues sound.

Quality of Education: We invest in faculty development programs, encourage research and publication activities, and establish collaborations with reputed institutions and industries. We continuously review and update our curriculum for all the courses to align with industry demands and emerging trends.

Affordability and Accessibility: We offer financial aid, scholarships, or flexible payment options to make education more affordable for students from diverse backgrounds. At the same time we explore partnerships with government schemes or funding agencies to support financially disadvantaged students.

Competition and Brand Building: We develop a strong marketing and branding strategy to differentiate the university from competitors. We highlight our unique features, faculty expertise, research initiatives, industry collaborations, and successful alumni. Leverage digital marketing channels and engage with prospective students through social media and online platforms.

Research and Innovation: We create a supportive research environment by providing adequate resources, research grants, and incentives for faculty members and students. We foster interdisciplinary collaboration and establish industry tie-ups to promote applied research and innovation. Encourage patent filing and commercialization of research outcomes.

Industry-Academia Collaboration: We actively engage with industries through internships, guest lectures, industry visits, and placement opportunities. We have established dedicated industry liaison cells and career development centers to facilitate collaborations and enhance students' employability.

International Collaboration: We understand the importance and benefits of international collaboration with universities and institutes abroad. These initiatives immensely help us to remain at the forefront of our long term goals. We have an office of international collaboration to look after these issues.

Social Acceptance and Perception: We foster transparency, ethical practices, and community engagement to build trust and positive perception. We involve stakeholders such as alumni, local

communities, and policymakers in the university's activities. We communicate the university's social impact and contributions effectively to enhance wide acceptance.

Infrastructure Development: We prioritize infrastructure development based on the specific needs of the schools and institutions of our university. We seek partnerships and collaborations with government agencies, industries, or other institutions for infrastructure development. We optimize existing resources through efficient utilization and maintenance.

Scalability and Expansion: We develop a strategic plan for expansion, ensuring that quality standards are maintained. We conduct feasibility studies, assess resource requirements, and establish clear objectives and timelines. We seek guidance from experienced professionals or consultants to navigate the expansion process successfully.

Each challenge requires a tailored approach, and it is crucial to involve key stakeholders such as faculty, students, staff, alumni, and industry partners in addressing these challenges. Regular evaluation, monitoring, and adaptability are essential to ensure the effectiveness of the strategies implemented. In addition to the above, we have prime focus on four specific areas for future growth and development.

CMR University Vision 2028 (Five Year Plan)

It is important for a private university to adapt its strategic vision to its unique strengths, market dynamics, and changing needs. Regular assessment, stakeholder feedback, and strategic planning exercises can help refine and adapt the vision as the university progresses towards its goals. In perusal of the state envisioned by 2028, CMR University shall execute transformational and innovative interventions across the following strategic headers.

- **Efficient Talent Management**: Efficient talent management is essential for universities in order to achieve their strategic goals. By attracting, developing, and retaining the best talent, universities can ensure that they have the people they need to deliver high-quality education and research. By investing in talent management strategies, universities can create an environment that fosters excellence, growth, and success.
- **Exceptional Learning Experience / Distinctive Curricula and Pedagogy**: Exceptional learning experiences and distinctive pedagogy are crucial for universities. It can significantly enhance student engagement and success. In an increasingly competitive higher education landscape, universities need to differentiate themselves to attract students and stand out from other institutions. Exceptional learning experiences, distinctive curricula, and innovative pedagogical approaches can be key differentiators. Distinctive curricula and pedagogy that emphasize real-world applications, practical skills, and experiential learning can enhance students' career readiness and employability. It can foster critical thinking and problem-solving skills among students. It can nurture an entrepreneurial mind-set and promote innovation among students. It also fosters a culture of lifelong learning and adaptability among students. Exceptional learning experiences and distinctive curricula contribute to the reputation of a university.
- **Excellence in Research**: Excellence in research is of paramount importance for universities due to its prime importance. It is essential for universities in order to achieve their strategic goals. By conducting high-quality research, universities can help to advance knowledge and understanding in a variety of fields, and they can also help to attract new students and faculty to the university. It is crucial for universities as it drives knowledge creation, enhances academic reputation, fosters innovation and economic growth, improves teaching quality, attracts top talent, addresses societal challenges, and opens doors to funding and partnerships. By prioritizing research excellence, universities can play a pivotal role in advancing society, driving innovation, and shaping the future.
- **Intensive Partnerships**: Intensive partnerships are highly important for universities as they foster knowledge exchange, collaborative research, industry relevance, student experiences, funding opportunities, global engagement, and societal impact. By forging strong partnerships, universities can amplify their impact, enhance their academic quality, and contribute to the advancement of knowledge and societal well-being. By forming intensive partnerships, universities can help to improve the quality of education, bridge the gap between theory and practice, prepare students for the workforce, promote innovation, and improve diversity and inclusion. These are all important goals for universities, and intensive partnerships can help them to achieve them.

Furthermore, to enable the above, CMR University shall rely upon its strong leadership, core values, world class infrastructure and funding from appropriate sources.

Proposed New Core Values (to be aligned to the Existing Vision of the University)

Strong core values are fundamental for universities as they shape institutional identity, foster ethical conduct, uphold academic excellence, promote student development, engage with the community, guide decision-making, and build a reputation of trust and credibility. By embracing and living their core values, universities create a positive and purpose-driven environment that supports their mission and vision for the benefit of all stakeholders. CMR University has some core values since its inception and envisioned to also have the following new core values to gain overall excellence.

- **Integrity**: Integrity is a fundamental value that plays a crucial role in the functioning and reputation of universities. It encompasses various aspects, including academic integrity, research integrity, and administrative integrity. Integrity is essential in universities because it preserves the credibility and reputation of academic institutions. It fosters an environment of trust and fairness, enhances the quality of education and research, and prepares students to become responsible and ethical professionals.
- **Student Centricity**: Student centricity in universities refers to the philosophy and approach of placing students at the center of the educational experience. It involves prioritizing the needs, interests, and well-being of students in all aspects of university life, including teaching, learning, support services, and decision-making processes. The focus is on creating an environment that fosters student success, engagement, and holistic development. By embracing student centricity, universities create an inclusive and supportive learning environment that meets the diverse needs of students and empowers them to succeed academically, personally, and professionally. It acknowledges that students are active partners in their educational journey and recognizes their unique identities, aspirations, and contributions.
- **Excellence**: Excellence in universities is a commitment to providing the best possible educational experience, conducting impactful research, and making a positive difference in the world. It drives universities to continuously raise standards, innovate, and push the boundaries of knowledge and understanding. Excellent universities are more likely to be successful in fundraising, to attract top-tier faculty, and to produce high-quality research. They are also more likely to be respected by other universities and by the public.
- **Inclusivity**: Inclusivity is of paramount importance in a university setting because it allows all students to feel welcomed, valued, and respected. Inclusivity in universities is vital for promoting equity, diversity, academic excellence, cultural enrichment, social justice, student success, and preparing students to thrive in a diverse world. By fostering an inclusive environment, universities create spaces where all individuals can feel respected, supported, and empowered to reach their full potential. Inclusivity is an important value for any university. By creating an inclusive campus environment, universities can help all students reach their full potential.
- **Compassion and Service**: Compassion and service are important values in a university because they help to create a more caring and supportive environment for students, faculty, and staff. Compassion is the ability to understand and share the feelings of others, while service is the act of helping others. Compassion and service are vital in a university setting as they promote human connection, well-being, personal growth, social responsibility, experiential learning, community collaboration, ethical leadership, and alumni engagement. By integrating compassion and service into the university culture, institutions create an environment that values and nurtures the holistic development of their students and contributes to the betterment of society.

Efficient Talent Management / Operational Excellence

Efficient talent management is of utmost importance for universities. There are a number of key areas where universities need to focus on in order to achieve efficient talent management. Efficient talent management is crucial for universities as it helps attract and retain quality faculty, enhances teaching and learning, promotes research and innovation, builds a positive organizational culture, supports succession planning and leadership development, improves employee engagement and performance, and strengthens the institutional reputation and competitiveness. By investing in talent management strategies, universities can create an environment that fosters excellence, growth, and success.

CMR University Strategies for Strengthening Talent

We plan to enhance our talent pool in teaching, research and innovation. So we focus towards the following targets of having some great talents in our teaching and research team.

The Inspirational One Percent (Inspirers)

- #Globally Renowned Faculty / Researcher (accomplished faculty/researcher)
- #Experience in top 100 (QS/THE world ranking) global universities

The Industry Experts (Nine percent of the total)

- #Professionals associated with reputed firms
- #Professionals with experience of reputed firms
- #Full time engagement

The Expert Adjuncts (Ten percent of the total)

- #MoU Institutes (including universities, institutes and corporates)
- #Industrial and Alumni Relations

CMR University also plans to nurture, motivate, and promote the existing talent pool in different schools. In order to achieve that, we have the following schemes in place.

Tenure Track

#Probation Period (2 Years)

#Promotion Track (will be followed through internal schemes)

Recognition, Rewards & Benefits

#Exceptional Academic Contribution

#Exceptional Research Performance

#Explicit Promotion Policy

#Accelerated Promotion

Faculty Climate Survey

#Job Satisfaction

#Learning & Development

#Recognition, Rewards & Benefits

Succession Planning

#Identification & Development

#Rotation of Leadership Roles

Approaches to achieve "Efficient Talent Management" in a university

Achieving efficient talent management and operational excellence in a university requires careful planning, streamlined processes, and a focus on attracting, developing, and retaining talented individuals. Some of the steps that can contribute to achieving these goals have been shown below.

Define and Spread Talent Management Objectives:

1. Clarify the newly joined talents and the existing pool about their career growth plan and the associated long term benefits.
2. The key office bearers have to identify the talents (with specific skill sets) they need in their school/team.
3. Planning (by the key office bearers) the career growth steps of the talents which aligns with the university's strategic goals.

Streamline Recruitment and Selection Processes:

1. The leaders of the schools of the university should develop efficient and effective recruitment and selection processes in coordination with the HR.
2. These processes include clearly defining job requirements, creating attractive job postings, utilizing targeted recruitment channels, and implementing streamlined interview and selection procedures.
3. To ensure that the processes are transparent, fair, and focused on attracting top talent.

Implement Performance Management Systems:

1. The leaders of the schools should establish a performance management system that sets clear performance expectations, provides regular feedback, and offers opportunities for professional growth.
2. The leaders of the schools should develop key performance indicators (KPIs) that align with the university's objectives and provide a framework for measuring individual and team performance.

Invest in Professional Development:

1. Every school should offer professional development programs (PDP) and opportunities to enhance the skills and knowledge of the in-house talents.
2. The PDPs can be workshops, seminars, conferences, mentoring programs, and access to essential online learning platforms.
3. Every school should support the talents in pursuing advanced degrees and acquiring new skills.

Foster a Culture of Collaboration and Engagement:

1. The leaders of the schools should create a collaborative and inclusive work environment that encourages employee engagement and involvement.
2. The leaders of the schools should encourage cross-functional collaboration, teamwork, and knowledge sharing.
3. The leaders of the schools should establish channels for effective communication and feedback, and provide opportunities for talents to contribute to decision-making processes.

Implement Effective Talent Retention Strategies:

1. The leaders of the schools have to develop strategies to attract and retain talented individuals.

2. This can include offering competitive compensation packages, providing opportunities for career advancement, recognizing and rewarding outstanding performance, and promoting work-life balance initiatives.
3. The leaders of the schools have to conduct regular employee satisfaction surveys to identify areas for improvement and address concerns.

Streamline Administrative Processes:

1. The leaders of the schools have to identify and streamline administrative processes to minimize bureaucracy and enhance efficiency.
2. This can involve automating routine tasks, optimizing workflows, and utilizing technology solutions for data management, communication, and collaboration.
3. The leaders of the schools have to reduce unnecessary paperwork and ensure that administrative systems support talent management goals.

Encourage Innovation and Continuous Improvement:

1. The leaders of the schools have to foster a culture of innovation and continuous improvement.
2. The leaders of the schools and university have to encourage employees to generate and implement new ideas, streamline processes, and find more efficient ways of working.
3. The leaders of the schools have to establish mechanisms for capturing and implementing suggestions for improvement from staff at all levels.

Foster Leadership Development:

1. The leaders of the schools have to develop leadership programs to cultivate and nurture leadership skills among faculty and administrative staff.
2. The leaders of the schools have to provide opportunities for aspiring leaders to take on leadership roles, mentorship programs, and access to leadership training and coaching.

Monitor and Evaluate Talent Management Efforts:

1. The leaders of the schools have to monitor regularly and evaluate talent management initiatives and their impact on operational excellence.
2. The leaders of the schools have to collect data on key performance metrics, such as employee turnover rates, employee satisfaction, productivity, and the quality of talent acquisition.
3. The leaders of the schools have to use the insights gained to make data-driven decisions and refine talent management strategies.

Exceptional Learning Experience / Outstanding Student Experience

Intensive partnerships are highly important for universities due to several reasons. Intensive partnerships enable universities to engage in meaningful knowledge exchange and collaboration with various stakeholders. Partnerships with other universities, research institutions, industries, and community organizations create opportunities for sharing expertise, resources, and best practices. Partnerships provide access to expanded research opportunities that may not be available solely within the university's ecosystem. Collaborating with external partners broadens the scope of research projects, increases the scale of data collection, and facilitates interdisciplinary approaches. Intensive partnerships offer valuable opportunities for students to gain practical experience, develop industry-relevant skills, and expand their networks. Collaborations with industries, businesses, and non-profit organizations can lead to internships, co-op programs, and experiential learning opportunities. Intensive partnerships with industries and employers help universities align their

curricula and programs with industry needs and trends. Engaging with industry partners through advisory boards, joint curriculum development, and guest lectureships ensures that graduates are equipped with the relevant skills and knowledge required in the job market. Intensive partnerships can facilitate resource sharing and attract additional funding for universities. Collaborations with external partners may lead to shared research grants, joint funding applications, and philanthropic support.

Intensive partnerships with international institutions support global engagement and contribute to a university's reputation on the global stage. Collaborations with renowned international universities, research centers, and cultural organizations foster cross-cultural exchange, joint research initiatives, and student mobility programs. Intensive partnerships with community organizations and non-profit entities allow universities to address societal challenges and make a positive impact on local communities. By partnering with organizations focused on social, environmental, or economic issues, universities can contribute their expertise, resources, and research findings to create solutions and drive social change. These partnerships foster community engagement, promote social responsibility, and strengthen the university's role as a catalyst for positive transformation.

CMR University is committed to provide exceptional student experience across both learning as well as support services. The following learner centric goals have been proposed as strategic changes in teaching and learning methodologies. We will implement them in phases in the coming years and by 2028 all the processes are expected to be part of our learning system.

Nurturing Self-Directed Learning

- #Self-awareness
- #Goal Setting
- #Learning Strategies, tools & resources
- #Self-reflection & evaluation

Peer Learning

- #Personalized Learning Experience
- #Active Learning through interactions
- #Deeper Understanding
- #Strong Bond

Experiential Learning

- #Concrete Experience
- #Reflective Observation
- #Abstract Conceptualization
- #Active Experimentation

Sense of Responsibility to Attain Learning Outcomes

- #Aspiration Mapping
- #Lifelong learning

Approaches to achieve "Exceptional Learning Experience" in a university

In order to achieve an exceptional learning experience and provide outstanding student experience in a university, it is important to focus on creating an engaging, supportive, and inclusive environment that prioritizes student success. Some of the important steps that can contribute to achieving this goal have been mentioned below.

Define a Student-Centered Vision:

1. The leaders of the schools and university have to establish a student-centered vision that emphasizes the importance of providing an exceptional learning experience.
2. This vision has to be aligned with the university's mission and values, and ensure that it permeates all aspects of academic and non-academic life on campus.

Develop Engaging and Relevant Curriculum:

1. The leaders of the schools have to design and regularly review the curriculum to ensure it is engaging, relevant, and aligned with the needs of the students and the demands of the job market.
2. The leaders of the schools have to incorporate innovative teaching methodologies, practical applications, and experiential learning opportunities to enhance student engagement and learning outcomes.

Foster a Supportive Learning Environment:

1. The leaders of the schools have to create a supportive learning environment where students feel valued, supported, and empowered.
2. The University has to offer academic advising services, mentoring programs, and counseling services to assist students in their academic and personal growth.
3. The leaders of the schools and university have to promote a culture of inclusivity and diversity, where all students feel welcome and respected.

Enhance Teaching Quality:

1. The leaders of the schools and university have to invest in the professional development of faculty members to enhance teaching quality.
2. The leaders of the schools have to offer training and resources on effective pedagogical practices, student-centered teaching approaches, and the use of technology in education.
3. The leaders of the schools and university have to encourage and recognize excellence in teaching through awards and faculty development programs.

Leverage Technology for Learning:

1. The leaders of the schools have to embrace technology to enhance the learning experience.
2. The leaders of the schools have to utilize learning management systems, online resources, multimedia tools, and virtual learning platforms to facilitate interactive and collaborative learning experiences.
3. The leaders of the schools and university have to provide access to digital libraries, research databases, and online learning materials to supplement classroom instruction.

Promote Student Engagement and Active Learning:

1. The leaders of the schools have to encourage student engagement and active learning through group projects, case studies, discussions, and hands-on activities.
2. The leaders of the schools have to foster a participatory classroom environment where students can ask questions, share ideas, and collaborate with their peers.
3. The leaders of the schools have to encourage students to take ownership of their learning and develop critical thinking and problem-solving skills.

Provide Opportunities for Research and Experiential Learning:

1. The leaders of the schools have to offer opportunities for students to engage in research projects, internships, cooperative education programs, and community service.

2. These experiences provide real-world application of knowledge, promote skill development, and foster a sense of civic responsibility.

Establish Effective Feedback Mechanisms:

1. The leaders of the schools have to implement mechanisms for gathering feedback from students on their learning experiences.
2. The leaders of the schools have to conduct surveys, focus groups, and student forums to collect input on courses, teaching methods, and support services.
3. The leaders of the schools have to use this feedback to identify areas for improvement and make informed decisions to enhance the student experience.

Strengthen Student Support Services:

1. The leaders of the schools have to enhance support services to address the diverse needs of students.
2. This includes academic support services like tutoring, writing centers, and study skills workshops, as well as career counseling, job placement assistance, and personal development programs.
3. The leaders of the schools have to provide a comprehensive support system that helps students thrive academically, personally, and professionally.

Continuously Evaluate and Improve:

1. The leaders of the schools have to evaluate the effectiveness of the learning experience and student support services regularly.
2. The leaders of the schools have to use assessment data, student outcomes, and feedback to identify strengths and areas for improvement.
3. The leaders of the schools have to continuously refine programs, policies, and practices based on evidence-based research and best practices in higher education.

It must be noted that an exceptional learning experience requires ongoing commitment and collaboration among faculty, administrators, and students. By following these steps and continuously seeking feedback, universities can create an environment that fosters outstanding student experiences and promotes student success.

Curricular Flexibility and Innovations

Curriculum flexibility and curricular innovations are two important concepts in education. Curriculum flexibility refers to the ability of a curriculum to be adapted to the needs of different learners, while curriculum innovation refers to the introduction of new and improved teaching methods and learning materials.

There are many benefits to curricular flexibility and innovation. For students, flexible and innovative curriculum can help them to learn more effectively by allowing them to personalize their learning and to explore topics that are of interest to them. For teachers, flexible and innovative curricula can help them to be more effective educators by providing them with the tools and resources they need to meet the needs of their students.

There are many different ways to create flexible and innovative curricula. Some common approaches have been presented below.

- Allowing students to choose their own courses or learning pathways. This gives students more control over their education and allows them to focus on the topics that are most important to them.
- Using project-based learning. Project-based learning allows students to apply their knowledge to real-world problems, which can help them to learn more effectively and to develop critical thinking skills.
- Using technology to personalize learning. Technology can be used to provide students with different learning materials and activities that are tailored to their individual needs.
- Collaborating with other teachers and educators. Collaborating with other educators can help teachers to learn new teaching methods and to develop innovative curricula.

Curricular flexibility and innovation are important trends in education. Flexible and innovative curricula can help to prepare our students for the future and to succeed in a rapidly changing world.

Here are some specific examples of curricular flexibility and innovation:

- Project-based learning: This approach to learning allows students to work on real-world problems, which can help them to learn more effectively and to develop critical thinking skills.
- Problem-based learning: This approach to learning is similar to project-based learning, but it focuses more on the process of problem-solving than on the final product.
- Experiential learning: This approach to learning involves providing students with hands-on experiences that allow them to learn by doing.
- Constructivism: This learning theory emphasizes the importance of students actively constructing their own knowledge.
- Technology-enhanced learning: This approach to learning uses technology to provide students with different learning materials and activities that are tailored to their individual needs.
- These are just a few examples of curricular flexibility and innovation. There are many other ways to create flexible and innovative curricula, and the best approach will vary depending on the specific needs of the students and the teachers. However, all of these approaches have the potential to improve student learning and to prepare students for the future.

Here are some of the challenges to curricular flexibility and innovation:

- Lack of resources: Schools and teachers often lack the resources they need to implement flexible and innovative curricula. This can include funding for technology, training for teachers, and time for planning and collaboration.
- Resistance to change: Some people are resistant to change, and this can include teachers, administrators, and parents. They may be comfortable with the status quo and may not see the need for change.
- Assessment: It can be difficult to assess student learning in flexible and innovative classrooms. Traditional methods of assessment, such as tests and quizzes, may not be appropriate for these types of classrooms.

Despite these challenges, curricular flexibility and innovation are important trends in education. With careful planning and implementation, these approaches can help to improve student learning and prepare students for the future.

Inclusion & Offering MOOCs

#Promote lifelong learning

#Credit bearing courses

#Industry Sponsored/ Collaborated MOOCs

#Certificate Programs for Working Professionals

Flipped Learning (FL) Courses

#Online delivery of theoretical concepts

#Physical interaction for practical / demos

Entrepreneurial Ecosystem

#Independent Electives / Minors

#Skills to create entrepreneurs

#StartX (Stanford) / i-Lab (Harvard)

R & D Experience

#Capstone Projects / Internships

#Undergraduate Research Opportunities Program

Advance Credits

#take-up higher semester exams

Interdisciplinary and Future Industry Oriented Courses

- As the industry prepares for transitioning towards Industry 4.0, bringing in needs of diverse, multi-disciplinary skills, manpower trained to fulfil the needs of such futuristic industry roles shall be required.
- CMR University shall utilize its expertise and close relations with industry to identify emerging skills and develop material & pedagogy for such futuristic courses in collaboration.

Futuristic Industry Oriented Courses

- #Industry Partners
- #Offer as minor degree

Interdisciplinary Courses

- #Offer as Minor degree
- #Major degree plan based on student count in minors

Approaches to to achieve "Curricular Flexibility and Innovations" in a university

Achieving curricular flexibility and fostering innovations in a university requires a strategic approach to curriculum design, a willingness to adapt to changing needs, and an openness to innovative teaching and learning methods. Some important steps that can contribute to achieving curricular flexibility and innovations are given below.

Conduct a Curriculum Review:

1. The leaders of the schools have to start by conducting a comprehensive review of the existing curriculum.
2. The leaders of the schools have to assess its strengths, weaknesses, and alignment with the university's mission and goals.
3. The leaders of the schools have to identify areas where curricular flexibility and innovations can be introduced to enhance student learning outcomes and address emerging needs.

Identify Learning Outcomes:

1. The leaders of the schools have to define clearly the desired learning outcomes for students across different programs and disciplines.
2. The leaders of the schools have to focus on developing knowledge, skills, and competencies that are relevant and adaptable to a rapidly changing world.
3. The leaders of the schools have to ensure that the learning outcomes align with industry requirements, societal needs, and future career prospects.

Encourage Interdisciplinary Approaches:

1. The university has to promote interdisciplinary collaboration and integration across different disciplines.
2. The leaders of the schools have to encourage faculty members to collaborate and design courses or programs that bridge multiple fields of study.
3. The leaders of the schools have to foster a culture of interdisciplinary research and teaching that encourages students to explore diverse perspectives and solve complex problems.

Establish Core Competencies and Electives:

1. The university has to develop a core curriculum that focuses on essential knowledge and skills that all students should acquire.
2. It provides a foundation while allowing for flexibility in other areas.
3. The university has to offer a range of elective courses or concentrations that enable students to personalize their learning paths based on their interests and career goals.

Embrace Experiential Learning:

1. The university has to integrate experiential learning opportunities into the curriculum, such as internships, cooperative education programs, fieldwork, and service-learning projects.
2. These hands-on experiences provide practical application of knowledge, enhance critical thinking skills, and foster the development of real-world competencies.

Leverage Technology and Online Learning:

1. The university has to embrace technology and online learning platforms to expand curricular offerings and enhance flexibility.
2. The university has to offer online courses or blended learning options that allow students to access content and interact with instructors and peers at their own pace and convenience.
3. The university has to utilize educational technologies that facilitate active learning, collaboration, and engagement.

Encourage Innovation in Teaching Methods:

1. The university has to encourage faculty members to explore innovative teaching methods and pedagogical approaches. This can include flipped classrooms, project-based learning, simulations, gamification, and the use of multimedia resources.
2. The university has to provide support and professional development opportunities to help faculty members adapt to new teaching methodologies.

Establish Partnerships with Industry:

1. The schools of the university have to foster partnerships with industry and other external stakeholders to gain insights into emerging trends and skills required in the job market.
2. The schools of the university have to collaborate with industry experts to develop programs or courses that align with industry needs.
3. The schools of the university have to offer internships, guest lectures, and mentoring programs that bridge the gap between academia and industry.

Foster a Culture of Continuous Improvement:

1. The schools of the university have to create a culture of continuous improvement by encouraging feedback, evaluation, and assessment of the curriculum.
2. The schools of the university have to establish mechanisms for soliciting input from students, alumni, employers, and faculty members.
3. The schools of the university have to use assessment data and stakeholder feedback to identify areas for improvement and make informed decisions to enhance curricular flexibility and innovations.

Support Faculty Development:

1. The schools of the university have to provide professional development opportunities and resources for faculty members to enhance their teaching and curriculum design skills.
2. The schools of the university have to offer workshops, training sessions, and communities of practice focused on innovative teaching methods, instructional technologies, and curricular innovations.
3. The schools of the university have to encourage faculty members to engage in scholarly activities related to curriculum development and educational research.

It must be noted that curricular flexibility and innovations should be an ongoing process. It requires collaboration among faculty, administrators, students, and external stakeholders to ensure that the curriculum remains relevant, adaptable, and responsive to the changing needs of students and society. Collaborating with good universities in this regard are also immensely beneficial.

Excellence in Research

Excellence in research is of paramount importance for universities. It helps in advancing knowledge and academic reputation. It drives innovation and academic growth in the university and its surroundings. It propels excellence in teaching and attracting and retaining talented people. It promotes funding opportunities and addresses societal challenges.

Advancing Knowledge: Research is the primary driver of knowledge creation and advancement in various fields. Universities play a critical role in conducting research that expands the frontiers of knowledge, challenges existing paradigms, and contributes to the understanding of complex phenomena. Through rigorous research, universities contribute to the intellectual development of society and push the boundaries of human knowledge.

Academic Reputation: Excellence in research significantly contributes to the reputation and prestige of a university. Universities known for their impactful research attract top faculty, talented students, research grants, collaborations, and partnerships. A strong research reputation enhances the institution's standing in national and international rankings, making it an attractive destination for students, faculty, and funding agencies.

Innovation and Economic Growth: Research often leads to innovative discoveries, technological advancements, and novel solutions to societal challenges. Universities engaged in cutting-edge research contribute to economic growth and development by fostering innovation, promoting entrepreneurship, and commercializing research outcomes. Research-driven universities serve as catalysts for economic transformation, job creation, and the development of new industries.

Teaching Excellence: Excellence in research positively impacts teaching quality and enhances the educational experience for students. Faculty engaged in research bring their expertise, up-to-date

knowledge, and real-world examples into the classroom. This enriches the learning environment, exposes students to the latest advancements in their fields, and encourages critical thinking and inquiry-based learning.

Attracting and Retaining Top Talent: High-quality research attracts top faculty members, postdoctoral researchers, and graduate students to universities. Talented individuals seek environments where they can conduct meaningful research, collaborate with renowned researchers, and have access to state-of-the-art facilities and resources.

Addressing Societal Challenges: Research conducted by universities often addresses pressing societal challenges, such as healthcare, climate change, poverty, and inequality. Through interdisciplinary research, collaborations with industry and government, and engagement with local communities, universities can contribute to finding solutions and making a positive impact on society. Research-driven universities play a vital role in shaping public policies, driving social change, and improving quality of life.

Funding Opportunities and Partnerships: Excellence in research opens doors to various funding opportunities from government agencies, foundations, and industry. Competitive research grants provide financial resources to support research projects, infrastructure development, and human resources. Furthermore, strong research capabilities attract partnerships and collaborations with industry, government bodies, and other institutions, fostering knowledge exchange, resource sharing, and collaborative problem-solving. The research strategy of CMR University targets three primary goals.

- First and foremost, emphasis shall be on providing the highest-quality research.
- Secondly, it is followed by cultivating great researchers.
- Finally, to make a meaningful effect of research that results in improved economics, society, and culture.

To achieve the stature of producing world-leading or internationally excellent research, we expect to see over 10% of our staff labelled as “world- leading” or “internationally excellent.”

The following action areas shall support in achieving the above goals:

- Ensuring appropriate finance, infrastructure and intellectual resources;
- Focused approach with clear description of goals and timeline;
- Interim progress reviews.

Key Strategies for Research Excellence

CMR University has framed the following strategies for excellence in research.

1. Performing the most comprehensive research, and pursue even higher levels of excellence until we become one of the global leaders
2. Encouraging, developing, and retaining the best researchers in the field and to be the preferred destination for people at all career phases
3. Establishment of Centre of Excellence [CoE]

Outcomes Expected in Research (2028)

High Indexed Publications: Total number of publications per faculty per year is expected to 3 by 2028 and citations per publication would be 8

High Value Consulting Projects: Annual Earning and Consultation from Sponsored Projects is 100 Crores by 2028

Joint Research and Collaborations: Enhancing Academic Reputation

Commercialization of Research: Targets for IPR (Copyright, Trademark and Patent) would be enhanced per year to add one more feather for revenue generation

Ventures and New Startups: Initiative to undergo market Oriented Research. 20 Startups by 2028.

Approaches to achieve "Excellence in Research" in a university

Achieving excellence in research at a university requires a combination of strategic planning, a supportive environment, dedicated researchers, and effective execution. Main steps to achieve excellence in research in CMR University are shown below.

Establish a Clear Research Vision:

1. The schools of the university have to define a clear and compelling research vision for the university.
2. This vision should align with the university's overall goals and strengths, and it should be communicated effectively to the researchers, faculty, and students.

Foster a Research-Friendly Environment:

1. The schools of the university have to create an environment that fosters a culture of research excellence.
2. This includes providing state-of-the-art research facilities, laboratories, equipment, and resources.
3. The schools of the university have to encourage collaboration and interdisciplinary research, and establish mechanisms for sharing knowledge and expertise among researchers.

Recruit and Retain Talented Researchers:

1. The schools of the university have to attract and retain talented researchers.
2. The schools of the university have to develop effective recruitment strategies to attract outstanding faculty members, postdoctoral researchers, and graduate students who have a strong research track record and potential for future contributions.

Promote Research Funding Opportunities:

1. The schools of the university have to establish robust mechanisms to identify and promote research funding opportunities.

2. The schools of the university have to seek grants from government agencies, foundations, and industry partners.
3. The schools of the university have to provide support and resources to researchers in preparing grant proposals, managing projects, and complying with reporting requirements.

Encourage Research Collaboration:

1. The schools of the university have to encourage researchers to collaborate with peers within and outside the university.
2. The schools of the university have to foster partnerships and networks with other academic institutions, industry partners, and international collaborators.
3. These collaborations can lead to enhanced research opportunities, shared resources, and increased visibility.

Provide Research Training and Development:

1. The schools of the university have to offer training and development programs to researchers, including workshops on research methodologies, grant writing, ethics, and intellectual property rights.
2. The schools of the university have to foster a culture of continuous learning and professional development to enhance the quality of research conducted at the university.

Establish Rigorous Review Processes:

1. The schools of the university have to implement robust review processes to ensure the quality and impact of research outputs.
2. This includes peer review of research proposals, publications, and conference presentations.
3. The schools of the university have to encourage researchers to publish their work in reputable journals and conferences.

Recognize and Reward Research Excellence:

1. The schools of the university have to establish mechanisms to recognize and reward research excellence.
2. This can include awards, honours, fellowships, and financial incentives for outstanding research contributions.
3. The schools of the university have to recognize and celebrate researchers' achievements to motivate and inspire others.

Monitor and Evaluate Research Performance:

1. The schools of the university have to monitor regularly and evaluate research performance at individual, departmental, and institutional levels.
2. The schools of the university have to utilize metrics such as publications, citations, grant funding, patents, and collaborations to assess research productivity and impact.
3. The schools of the university have to use the evaluation results to identify areas for improvement and set strategic priorities.

Promote Knowledge Translation and Dissemination:

1. The schools of the university have to encourage researchers to actively engage in knowledge translation and dissemination activities.
2. The schools of the university have to encourage them to share their research findings with policymakers, industry stakeholders, and the broader community through public lectures, media engagement, and outreach programs.

Furthermore, it must be noted that excellence in research is a long term process. All the above mentioned efforts have to be employed consistently for many years. Any laxity at any stage will be detrimental to the goal towards excellence.

Intensive Collaboration

Intensive partnerships are highly important for universities. They promote knowledge exchange and research enhancement. They improve employability of the students and give reputation to the universities. Industry relevance and industry collaborations are not possible without intensive partnerships. Global engagement and community engagement are highly rewarding for brand making which are possible only through intensive partnerships. Here are some important aspects of intensive partnership with other universities and institutions which are to be harnessed by CMR University.

Knowledge Exchange and Collaboration: Intensive partnerships enable universities to engage in meaningful knowledge exchange and collaboration with various stakeholders. Partnerships with other universities, research institutions, industries, and community organizations create opportunities for sharing expertise, resources, and best practices. Through collaborative projects, joint research initiatives, and exchange programs, universities can benefit from diverse perspectives and collective intelligence, leading to enhanced research outcomes, innovative solutions, and improved academic quality.

Enhanced Research Opportunities: Partnerships provide access to expanded research opportunities that may not be available solely within the university's ecosystem. Collaborating with external partners broadens the scope of research projects, increases the scale of data collection, and facilitates interdisciplinary approaches. Intensive partnerships can lead to joint research funding, access to specialized equipment or facilities, and the ability to tackle complex research challenges through shared expertise.

Student Experiences and Employability: Intensive partnerships offer valuable opportunities for students to gain practical experience, develop industry-relevant skills, and expand their networks. Collaborations with industries, businesses, and non-profit organizations can lead to internships, co-op programs, and experiential learning opportunities. Such partnerships expose students to real-world challenges, foster the application of theoretical knowledge, and enhance their employability prospects.

Industry Relevance and Employability: Intensive partnerships with industries and employers help universities align their curricula and programs with industry needs and trends. Engaging with industry partners through advisory boards, joint curriculum development, and guest lectureships ensures that graduates are equipped with the relevant skills and knowledge required in the job market. By nurturing strong ties with industries, universities enhance their graduates' employability and establish a reputation for producing work-ready professionals.

Funding and Resource Sharing: Intensive partnerships can facilitate resource sharing and attract additional funding for universities. Collaborations with external partners may lead to shared research grants, joint funding applications, and philanthropic support. Partnerships also enable universities to leverage shared resources, such as laboratories, libraries, and specialized equipment, leading to cost savings and enhanced research capabilities.

Global Engagement and Reputation: Intensive partnerships with international institutions support global engagement and contribute to a university's reputation on the global stage. Collaborations with renowned international universities, research centers, and cultural organizations foster cross-cultural exchange, joint research initiatives, and student mobility programs. These partnerships enhance the university's global outlook, attract international students and faculty, and promote the institution as a hub for international collaboration and academic excellence.

Societal Impact and Community Engagement: Intensive partnerships with community organizations and non-profit entities allow universities to address societal challenges and make a positive impact on local communities. By partnering with organizations focused on social, environmental, or economic issues, universities can contribute their expertise, resources, and research findings to create solutions and drive social change. These partnerships foster community engagement, promote social responsibility, and strengthen the university's role as a catalyst for positive transformation.



Collaborating with the Government Schemes

In addition to the above, CMR University is very much focused towards the government schemes. These schemes are found to be beneficial for the university and its stakeholders. Currently, CMR University has the following activities towards the government schemes.

- CMR University is committed to implement all the suggestions of **NEP 2020** to add value to its programs
- Accordingly, the courses and curriculums are designed which will benefit the students and other stakeholders as expected in NEP 2020

- Interdisciplinary program areas are also aligned with national priorities such as **Make in India, Digital India, Swachh Bharat, and Smart Cities** with social impact.
- For example, Centre of Smart Cities deals with ITC (Intelligent Traffic control), multimodal transport with an objective to enhance the quality of life and environmental issues for all stakeholders. Participating in Smart cities initiative helps in a public welfare cause.

Societal Outreach

Societal outreach is important for any university because the society plays the role of a stakeholder. Therefore, every university has some duties and responsibilities towards the society. At CMR University we have set the following outreach programs for the societal outreach.

- CMR University considers societal outreach as one of its key responsibilities.
- The vision of University is also to develop professional leaders to society since its inception.
- For next ten years, CMR University intent to provide leaders to benefit the society.
- The core values of university aligned with vision tends to put concerned efforts to outreach the society with a view for foster sustainable development.

Approaches to achieve "Intensive Collaboration" in a university

Achieving intensive collaboration in a university requires creating a supportive and collaborative environment, establishing effective communication channels, and fostering a culture of teamwork and cooperation. Some important steps that can contribute to achieving intensive collaboration are shown below.

Foster a Collaborative Culture:

1. The schools of the university have to establish a culture that values and promotes collaboration among faculty, researchers, students, and staff.
2. The schools of the university have to emphasize the benefits of collaboration and create an environment where individuals feel encouraged and supported to work together.
3. The schools of the university have to recognize and celebrate collaborative achievements to reinforce the importance of teamwork.

Establish Collaborative Spaces:

1. The university has to design and allocate physical spaces on campus that facilitate collaboration.
2. The university has to promote shared offices, collaborative workstations, meeting rooms, and common areas where individuals can interact, share ideas, and collaborate on projects.
3. The university has to foster an environment that encourages spontaneous interactions and promotes interdisciplinary collaboration.

Encourage Interdisciplinary Initiatives:

1. The university has to encourage interdisciplinary initiatives and projects that bring together individuals from different academic disciplines.
2. The university has to establish interdisciplinary research centers, institutes, or programs that serve as platforms for collaboration and knowledge exchange.
3. The university has to foster interdisciplinary research teams and encourage faculty members and students to engage in cross-disciplinary activities.

Facilitate Communication and Information Sharing:

1. The university has to implement effective communication channels and information sharing platforms within the university.
2. The university has to utilize digital collaboration tools, such as project management software, shared document repositories, and online communication platforms, to facilitate seamless communication and real-time collaboration among individuals and teams.

Promote Networking Opportunities:

1. The university has to organize networking events, conferences, seminars, and workshops that bring together researchers, faculty, students, and industry professionals.
2. The university has to encourage participation in professional associations and community engagement activities.
3. The university has to provide resources and support for researchers and faculty members to attend conferences and collaborate with peers from other institutions.

Establish Collaborative Research Funding:

1. The university has to establish research funding programs that incentivize and support collaborative research initiatives.
2. The university has to offer grants or seed funding specifically dedicated to interdisciplinary or collaborative research projects.
3. The university has to encourage researchers to seek external funding that requires collaboration with industry partners, other institutions, or research organizations.

Develop Collaborative Programs and Courses:

1. The schools of the university have to design programs and courses that promote collaboration among students.
2. The schools of the university have to incorporate group projects, team-based learning activities, and cooperative learning methodologies into the curriculum.
3. The schools of the university have to provide training and resources to faculty members on effective collaborative teaching strategies.

Support Virtual Collaboration:

1. The university has to recognize the importance of virtual collaboration, especially in the era of remote work and online education.
2. The university has to provide resources and training on virtual collaboration tools and platforms to facilitate effective collaboration among individuals who may be geographically dispersed.

Establish Collaborative Partnerships:

1. The university has to foster collaborative partnerships with other academic institutions, research organizations, industry partners, and community stakeholders.
2. The university has to encourage joint research projects, shared facilities, student exchange programs, and collaborative initiatives that leverage the expertise and resources of multiple entities.

Measure and Recognize Collaboration:

1. The university has to develop mechanisms to measure and assess collaboration within the university.

2. The university has to monitor collaboration metrics such as joint publications, co-authored projects, interdisciplinary initiatives, and successful collaborations with external partners.
3. The university has to recognize and reward collaborative efforts through awards, grants, and incentives.






It is important to create an environment where collaboration is not only encouraged but also actively supported through policies, resources, and leadership. By following these steps and fostering a culture of collaboration, universities can create an environment that stimulates intensive collaboration among faculty, researchers, students, and staff, leading to enhanced innovation, research productivity, and academic excellence.

Overall Vision for 2028



Vision 2028 on the Ranking of the University

Rankings have significant importance for universities today. They contribute to reputation and prestige, impact student enrolment and faculty recruitment. They also influence funding decisions and philanthropy, enhance global visibility and collaboration, drive quality improvement, and impact alumni networks and employment opportunities for the students. Universities always strive to achieve higher rankings to attract top talent, secure resources, and demonstrate their commitment to academic excellence and research impact. CMR University also plans to raise up in both national and international rankings.

 NIRF NATIONAL INSTITUTIONAL RANKING FRAMEWORK	In top 100 Universities
 QS WORLD UNIVERSITY RANKINGS	In top 1000 Universities
 QS ASIAN UNIVERSITY RANKINGS	In top 300 Universities
 THE TIMES HIGHER EDUCATION WORLD UNIVERSITY RANKINGS	In top 1000 Universities
 THE TIMES HIGHER EDUCATION ASIA UNIVERSITY RANKINGS	In top 300 Universities

CMR University (CMRU), Bangalore

Institutional Development Plan

2023

Name of the Institution: CMR University

Date of Establishment: 2013

Location: Bangalore, Karnataka, India

Website: <https://www.cmr.edu.in/>

Person in Focus/Featuring Personality: Dr .H.B. Raghavendra

Designation: Vice Chancellor, CMR University



CMR University (CMRU), Bangalore is a private university in the state of Karnataka, established under the Act 45 of 2013. The University fosters creative communities where new ideas are nurtured, new discoveries made, and new creations shared. CMRU works with the vision “To nurture creative thinkers who will drive positive global change.” CMR University aims to promote and undertake the advancement of university education across a plethora of disciplines viz architecture, design, engineering, law, management, economics & commerce, social sciences & humanities, education, and science studies. The University also aims to equip students with the required skills and knowledge to pursue a successful career in their chosen field of study.

Vision

- ❖ To nurture the creative thinkers who will drive positive global change

Mission

- ❖ To offer multi, inter and cross-disciplinary modular programmes with technology-enabled teaching-learning processes.
- ❖ To focus on research-led teaching and learning in an innovative and interdisciplinary learning environment; to create critical thinkers.
- ❖ To create leaders for knowledge based economy, with ethical demands of a society base.



CMR University, Bengaluru:

When Albert Einstein said that creativity is nothing but intelligence having fun, it really meant catering to the passive skills like passion, curiosity, etc., that creative person instils in themselves. However, in this modern world, that seed of creativity had to be sowed somewhere and at some time. Creativity, on the other hand, is not just limited to the field of arts. Intelligent people have seen doing creative things in scientific discoveries and even in making a fruit named technology start-up to a bigger than life company.

But the question often arises, where do these creative people get that idea, and where are these passive skills developed? Well, in this formal education structure, the seed of creativity is sowed during the very first step of formal education.

Catering to that need for the instilled creativity and the other necessary passive skills to make the future generation a complete package of intelligence, having fun with creation to have a global impact, CMR University was started.

With a humble beginning and small beginning in the backyard of the CMR family, CMR started its first kindergarten and, over the years, contributed to making education fun and the younger generation creative.

The Ethos of CMR University

CMRU's strength and backbone throughout the years of its establishment have been - the late Sri Chikka Muniyappa Reddy, a visionary and educationist in whose memory the CMR Jnanadhara trust was established as a tribute in the year 1991. The Trust strives to deliver quality education through its institutions of learning.

With a small and humble beginning as a kindergarten school in the CMR family's orchard, it has now reached the major milestone of establishing its own private university, CMR University (CMRU), Bangalore. CMR is a private university in the state of Karnataka, established under Act 45 of 2013. The University has established state-of-the-art campus in Bengaluru equipped with all amenities that provide an intellectually stimulating learning environment.

CMRU is the first Indian Private University to implement Design Thinking problem solving approach across all its Schools. Students of disciplines as varied as Management Law, Engineering, Architecture, Science, Humanities etc., all study methodologies of Problem-solving via Design Thinking processes and focus on creative solutions to some of the most pressing and important global and local challenges.

The Pedagogy and Philosophy

CMR University advocates creativity and imagination as vital skills required to excel in this complex world. Academic programmes offered within the university are varied and cover wide areas of study such as Architecture, Design, Engineering and Technology, Economics & Commerce, Law,

Management, Science Studies, Social Sciences & Humanities, Education. To promote overall education and a growth-inducing learning environment, CMRU has two important Programmes to enhance and explore the abilities of each student-centered learning.

Taking Challenges, Head On

CMRU is at par with the changing dynamics of education globally in offering a holistic environment, having conversations on intersections and inclusivity, promoting learning through practicality, and offering more functional knowledge than theories. Post the unprecedented lockdown, CMRU has been focusing specifically on the Mental Health of its students.

Aiming to make the Indian youth mentally equipped to adjust to the newly and rapidly changing environment, the Department of Psychology from the School of Social Sciences and Humanities has set up a Well-Being Center, which includes a comfort zone and non – judgmental space assured for the students to engage in personal cum professional conversation with the staff.

While facing the challenges put forth by the global changes in the education system, CMRU strives to “Strongly hold on to the promising aspects of the Indian Education system and leave behind the unpromising one”.

While illustrating the overall outlook of the university, Dr Sabitha Ramamurthy says, “CMRU highly acknowledges the latest National Education Policy and strives to adhere to it. CMRU focuses heavily on the instructional core and learning process. It deploys digital education at the right amount for accessibility, learning and teaching. We strive to build a strong, trustworthy relationship between parents and teachers. We are continuously seeking to build new approaches for the betterment of the students.”

Innovative Design Thinking Programme

The Design Thinking Programme (DTP) was introduced mandatorily for students across the Schools to learn through design-led innovation. DTP

acknowledges the human being's function with varied perspectives and emotions and offers engagement and dialogues that are academically relevant. Secondly, the Office of Student Affairs (OSA) provides students with opportunities, learning experiences, support and resources through Learning, Engagement and Advancement Programs (LEAP). While speaking about it further, Dr Ramamurthy explains, "Our students learn, regardless of their area of study, creative concepts and design thinking, offered under the core curriculum. Students are encouraged to practice real-life skills such as teamwork, problem-solving, initiative, and research."

CMRU also fosters a creative community where new ideas can be developed, nurtured and shared. CMRU is focused in amplifying student voices, supporting student-led events, and creating a student-centric environment at the University. The management at the university believes that all students should have a plethora of learning opportunities, workshops and transformative experiences during their time at the university.

While sharing the operations of the management and staff, Dr Ramamurthy asserts, "The faculty at the university operates on friendly terms moving away from the notions of a conventional college teacher. The faculty engage in meaningful discussion on contemporary trends, policies and changes with the students and incorporate it into the courses that they are handling. Rather than the chalk and talk method of teaching, we are adopting research-based strategies to help the students learn better."

Collaborations with Prominent Global Education Organizations



The CMR University has several educational and industrial collaborations with Institute of Cost Accountants of India (ICAI), Association of Chartered Certificate Accountants (ACCA), Chartered Institute of Management Accountants (CIMA), NASSCOM (IT – ITES Sector Skills Council), IBM, United Nations Global Compact (PRME Educational Initiative), Institute of Product Leadership (IPL), Seamedu, Daffodil International University in Bangladesh, International Student Exchange Program (ISEP), USA, Ariel University in Israel, Ural Federal University in Russia, the University of Grand Bassam in Ivory Coast, AIESEC – a non – profit youth-run organization, Al Zaiem Al Azhari University in Sudan, National Law School of India University, University of Huddersfield West Yorkshire in The United Kingdom, Kyungpook

National University in South Korea Almaty Management University in Republic of Kazakhstan and Philippines.

In its quest to provide experiential learning to its students, CMRU has also entered into partnership / membership with several leading industry bodies and organizations like Feedback Insights, CII, National HRD Network, FKCCI, All India Management Association, and Bangalore Chamber of Industry and Commerce, The Institution of Electronics and Telecommunication Engineers (IETE), “Association of Management Development Institutions in South Asia” (AMDISA), WDO, (ASSOCHAM). Computer Society of India (CSI), Institutions of Engineers India (IEI), ELIA (European League of Institutes of the Arts).

Focused Fundamental Direction and Vision for the Future

CMR University offers PhD in 21 disciplines covering eight Schools. The rules and regulations of UGC govern the program.

CMRU has also established the Training & Placement Division with a vision of enabling every student of CMRU on their life skills, Personality

Development, preparing students for their higher education aspirations, and grooming graduates for facing interviews and recruitment tests by Campus recruiters. The Career Preparedness Programme is driven right from the first Semester and it is offered under the Discover - Build - Deliver (DBD) model.

At CMR, students are counselled on their career options, opportunities in public sector enterprises, Central Government Jobs, State Government jobs etc. CRM has achieved 95% + placements of our students.

While speaking about the relentless commitment of the university to provide the best possible space for students, Dr Sabitha Ramamurthy explains, “We are committed to unlearning and relearning from our experiences and providing the best educational space for the students to imbibe and grow.” CMRU’s vision is “To nurture creative thinkers who will drive positive global change.”

Awards and Accreditations

The eminent CMR University has won many prestigious awards and accreditation for its quality in education and contribution to transform it. Some of them are mentioned below:

“Perfect Workplace for Women” and Five Star place to work by Artificial Intelligence Registration and Certification Limited, United Kingdom (UK), 2022.

Best University in South India and Best University in South India Industry Interface for excellence in Academics, Research, and Industry Interface in the year 2022 by Center of Education Growth and Research, New Delhi,.

Veritas Assurance International, United Kingdom, UK, has provided CMRU with ISO certifications of Food Safety Management System - ISO 22000:2018, Quality Management System - ISO 9001 – 2015, Information Security Management System - ISO / IEC 27001: 2013 and Environmental Management System - ISO 14001: 2015 in the year 2022.

CMR University has an international accreditation for best performance in organizational management, academics management and institutional performance from International Accreditation Organization (IAO) from the year 2022 to 2027. Quality Council of India Schemed, Workplace Assessment for Safety and Hygiene (WASH) – certification is achieved by CMRU in the year 2022.

R. World Institutional Ranking has certified CMRU as practicing Sustainable Education in Pursuit of Excellence towards offering Holistic and Global Education and ranked it 10th in Green Institutional Rankings.

Emerging university of the year 2022, University of Eminence and Best Place to work (under Deemed & Private University Category), 15th All India Rank under the State Private University Criteria, 6th Rank State and South Zone wise in the IIRF Ranking.

R World Institutional Ranking ranked CMRU with Global Impact Ranking, 40th Rank in the year 2022- All in Level.

Leadership

Dr. Sabitha Ramamurthy, Chancellor



Dr. Sabitha Ramamurthy is a lady with a vision. She decided to pursue her father-in-law, Sri. Chikka Muniyappa Reddy's dream – a dream of educating the masses. The CMR Jnanadhara Trust was started in 1990 and Dr. Sabitha Ramamurthy took over as the President of the Trust. The Trust started the National Junior School (now CMR National Public School). What was started as a modest school in a family-owned orchard is now a full-fledged CBSE school that appends to its laurels every year. She did not cease her hard work and efforts with this prestigious school, and is constantly envisioning the growth of her educational empire.

Prof. Dr.H.B.Raghavendra, Vice Chancellor



Prof. H B Raghavendra, is currently serving as Vice Chancellor of The CMR University, Bangalore. Earlier he was Vice Chancellor of The NorthCap University Gurugram and Chandigarh University, Petroleum University, Gandhinagar, Gujarat as 35 years of experience in Teaching, Research and his career in 1983 and served in various capacities Technology, Director General and Vice Chancellor till

Haryana. Also served at Pandit Deendayal Director and Director General. He is having Governance. Prof. H B Raghavendra started such as Professor, Head, Director School of date.

His academic record is excellent having degrees from IITM and IISc. BITS Pilani. He is a Civil Engineer by Training. He is recipient of many National and International Scholarships during his student days instituted by GOI and University of Singapore. He is Fellow of Institution of Engineers and Association of Structural Engineers, Life Member of ISTE, ASCE, IGS, EQSI, IRC, IGS, IBC and several other professional Societies & Associations. He also served as Member Quality control and Quality Assurance Committee, Karnataka Pollution Control Board Consent Committee member. Under his leadership several center of excellences are established in University like International Automobile Centre of Excellence with Gujarat Department of Industries and Mines partnered by Kangan Institute Melbourne Australia. Served as Steering Committee Member for Solar Research and Development Centre Promoted by PDPU and Gujarat Energy Development Authority.

distinction throughout during studies, recipient of

He is a strong advocate for student success and has worked closely with faculty and leadership to ensure students receive the highest quality of education possible. Before joining the CMR fraternity, he held the position of Vice Chancellor at both Chandigarh University and The NorthCap University. He has earned a reputation at these institutions for implementing effective examination system changes and NFP 202 initiatives.

He has presented many technical papers in prestigious conferences in India and abroad. Published several papers in Journals and guided PG and PhD students. Some of Dr. Raghavendra's recent research includes the impact of industrial waste on engineering behavior of soils, design and analysis of reinforced soil foundations, and ground improvement and rehabilitation of structures. He has served as coordinator for the World Bank Programme on rural sanitation and water supply projects. He has got Best Paper Awards for publishing in different Journals and Conferences. Visited several Countries viz., USA, Australia, China, Singapore, and Malaysia for presentations and as member of delegations.

Prof. Raghavendra being an Academician is very active and work for higher education systems and deliverables. He has taken active interest in modular delivery system to make the HE effective and flexible to make the students deployable in industry. He is working on Enabling Modules for slow learners, Student Portfolio system/Parent Information System, integrating Tinkering Lab/Makers Space, creating Centre of Excellences. Exchange Programmes, lifelong learning modules, Thought Laboratory, Industry immersion modules for faculty & students. He is active in reforming higher education and introduced several activity based modules. He is currently working on deliverables to promote all-round development and comprehensive outcomes in teaching pedagogy to complement interest of students enabling growth.

SWOC Report of the CMRU

Strengths:

- ❖ Visionary, committed, financially sound and forward-thinking management.
- ❖ Located in the heart of the city.
- ❖ ICT enabled classrooms, state-of-art labs, and digital library facility.
- ❖ Wi-Fi enabled campus with high-speed Intranet.
- ❖ Highly qualified, experienced and committed faculty.
- ❖ Laptops are provided for all the teaching faculty for better teaching – learning.
- ❖ 21 Research Centers and Ten Centers of Excellence for research and publications.
- ❖ MoUs with leading Institutions and Industries for research and skill development.
- ❖ Digitalized Teaching – Learning and administration.
- ❖ Scholarships for meritorious students.
- ❖ Effective induction and industry readiness training programs from year one.

- ❖ Student centric learning with strong student support system.
- ❖ Consistently organizing seminars, workshops, webinars, and certification programs.
- ❖ Supportive of sustainable development goals through multiple initiatives.
- ❖ Well-connected alumni network for peer-to-peer learning, internships and placements.

Weakness:

- ❖ Imbibe research culture among all the faculty and students.
- ❖ Strengthen funded projects, research, patents and consultancy.
- ❖ Publication in Q1 Journals.
- ❖ Regularly organize National and International conferences.
- ❖ Attract better ranking students.

Opportunities:

- ❖ Work towards Tier 1 status with good grade of accreditation and ranking.
- ❖ Implementation of NEP 2020 policy

Challenges:

- ❖ Dwindling resources from the State/Central Government and increasing dependence on revenue from tuition fee of students.
- ❖ Burgeoning of private and profit-driven universities/colleges in the area.
- ❖ Increasing trend of students' migration to metropolitan and Tier I cities of the country and to foreign universities for higher education.
- ❖ Flux in parents' and students' decisions regarding what locations they should select for higher education in the post COVID times keeping in view health safety and to minimize health risks.
- ❖ Compulsion to compete with the growing presence of state-funded universities in the state.
- ❖ Attendance-related issues of students preparing for various competitive/ entrance examinations at local institutes/coaching centres.
- ❖ Attracting a larger number of foreign students.
- ❖ Resource-mobilization through consultancy and research.

The CMRU has IDP in line with NEP 2020 five pillars are:

- ❖ **Affordability:** Making world-class education affordable for the student
- ❖ **Accessibility:** Providing high quality education to all
- ❖ **Quality:** In terms of infrastructure and facilities improvements, as well as curriculum in line with the demands of the present and future century, mentoring support, faculty support and peer support
- ❖ **Equity:** Affirmative actions and gender-neutral policies
- ❖ **Accountability:** Towards the stakeholders

CMRU - NEP 2020 Implementation Targets:

- ❖ Increasing Gross Enrolment Ratio to 75% by 2033 in the policy
 - ❖ Multidisciplinary and holistic education system - Knowledge hubs aimed at having 2000 + students
 - ❖ Promotion of Online learning- Phygital ecosystem
 - ❖ Promoting the use of technology in
 - Educational planning, Teaching Learning and Assessment
 - Administration and management
 - Regulation- self-disclosure with minimal human interference
 - Accessibility for disadvantaged groups
 - E-content in regional languages
 - Virtual labs
 - National Educational Technology Forum (NETF)
 - ❖ Multiple entries and exit point
 - ❖ Programme structures:
 - The undergraduate degree to be of 3 or 4-year duration
 - The postgraduate degree to be of 1 or 2-year duration
 - An integrated 5 years bachelor's/Master's
 - ❖ Academic Bank of credit and credit transfer system
 - ❖ Autonomy: for curriculum, pedagogy, and assessment within a broad framework of higher education qualifications.
 - ❖ Internationalization of CMRU along with partnerships
- Professional Education: aim to become multi-disciplinary University.

CMRU - Strategic Plan

Key Element	Key Performance Ares	Existing status of CMRU & Proposed plan
1. Board	<ul style="list-style-type: none"> ● Does the Institution have a functioning Board as prescribed in the NEP? ● How many members in the Board, frequency of meetings? ● Should some members of the boards also take responsibility for important areas? For example, People Development, Academic excellence... (a common practice in corporate)? ● What regulatory changes need to be done to make the Board independent? In the central/state regulations and in the specific Institution Acts/Statutes ● Are there specific areas/domains that the Institution needs expertise in (Through a member of the Board)? 	<p>1. Boards of CMR University</p> <ul style="list-style-type: none"> ❖ Does the Institution have a functioning Board as prescribed in the NEP? CMRU has effectively functioning Boards as Prescribed in the NEP. <p>Effective Core - Functioning boards of CMRU are:</p> <ol style="list-style-type: none"> 1. Board of Governors 2. Board of Management 3. Finance Committee 4. Academic Council 5. IQAC 6. Planning and Monitoring <ul style="list-style-type: none"> ❖ How many members in the Board, frequency of meetings? As specified in the regulation's members are available in all the Boards and all the board members of all boards are meeting twice in year and based on the requirements board members are meeting frequently to facilitate the suggestions and decision makings. ❖ Should some members of the boards also take responsibility for important areas? For example, People Development, Academic excellence... (A common practice in corporate)? All functioning board members are actively taking part in all key functional areas of CMRU. ❖ What regulatory changes need to be done to make the Board independent? In the central/state regulations and in the specific Institution Acts/Statutes All necessary changes are incorporated to make the boards to function independently. ❖ Are there specific areas/domains that the Institution needs expertise in (Through a member of the Board)? All the Board members are eminent personalities in their fields, special focus is adopted to select all the Board members.

<p>2. Organisation structure</p>	<ul style="list-style-type: none"> • What kind of Institution do we want to be – As categorised by NEP (Research, Teaching, and Degree Granting)? • Why – Clear articulation? Should we aspire to move from one type to another in ‘xx’ years? • Should the department structure change and be redesigned in alignment with the programs being offered? • How should the new organisation structure be for being nimble and quick decision making? • What kind of cross-cutting mechanisms should the Institution have to ensure good coordination among all the functions? • What functions are best done in a shared resource model to ensure optimal use of resources? • Does the Institution have the people to assume leadership positions? 	<p>re</p> <ul style="list-style-type: none"> ❖ What kind of Institution do we want to be – As categorised by NEP (Research, Teaching, Degree Granting)? As categorised by NEP – CMRU is Presently- Research, Teaching, Degree Granting University. ❖ Why – Clear articulation? Should we aspire to move from one type to another in ‘xx’ years? Clear articulation are there to move from one type to another in ‘05 -years’ time ❖ Should the department structure change and be redesigned in alignment with the programs being offered? CMRU department structures are changed and be redesigned in alignment with the programs offered ❖ How should the new organization structure be for being nimble and quick decision making? CMRU has effective Organization structure for monitoring and controlling the functioning and to do effective decision making. ❖ What kind of cross-cutting mechanisms should the Institution have to ensure good coordination among all the functions? CMRU has effective Organization structure for monitoring and controlling the functioning and to do effective decision making. Core Committees and sub-committee of CMRU is facilitating the good co-ordination among all functions. CMRU is IAO and ISO Certified University the standards and mechanisms suggested by the regulatory agencies are implemented effectively. ❖ What functions are best done in a shared resource model to ensure optimal use of resources? Teaching Learning and Evaluation, research and development and innovations and student progression are core functions of CMRU, all the CMRU resources are utilized effectively to facilitate this activities, CMRU ERP is Facilitating to deal with all the shared resources. ❖ Does the Institution have the people to assume leadership positions? CMRU has strong academic and administrative leaders to implement all the Policies and Procedures of CMRU to achieve the Vision and Mission of the University.
<p>3. Academic Administration</p>	<ul style="list-style-type: none"> • Does the institute have an academic calendar for theyear? • Does it follow the academic calendar 	<p>ministration</p> <ul style="list-style-type: none"> ❖ Does the institute have an academic calendar for the year? CMRU has academic calendar to conduct academic and administrative

	<p>strictly?</p> <ul style="list-style-type: none"> • Does the institute have the following systems: Mentoring system, Tutorial system, Counselling system etc • What type (monthly, quarterly, biannually, annually) of the attendance management system is followed in the institute? • What type of feedback system is used for appraising the performance of faculty members? For example, 360 degrees, Students' feedback, Self-appraisal etc 	<p>activities.</p> <ul style="list-style-type: none"> ❖ Does it follow the academic calendar strictly? CMRU has IQAC and core and sub-committees to verify all the planned activities of academic calendar is implemented effectively. ❖ Does the institute have the following systems: Mentoring system, Tutorial system, Counselling system etc CMRU has IQAC and core and sub-committees to verify all the planned activities of Mentoring, Tutorial and Counselling systems. ❖ What type (monthly, quarterly, biannually, annually) of the attendance management system is followed in the institute? Monthly attendance management system is effectively implemented at CMRU ❖ What type of feedback system is used for appraising the performance of faculty members? For example, 360 degrees, Students' feedback, Self-appraisal etc CMRU has Effective employee's performance appraisal policy mechanism and feedback collection and corrective measure implementation mechanism <p>Roles and Responsibilities of Academic Administrators</p> <ul style="list-style-type: none"> ❖ Develop innovative strategies and logistics in academic administration functions. ❖ Develop academic programs and activities for students. ❖ Respond to and resolve student academic issues, programs and concerns. ❖ Coordinate with teachers in developing academic curriculum for students. ❖ Monitor students' academic progress and performances. ❖ Supervise and improvise the learning management systems and processes. ❖ Develop and implement key academic performance metrics. ❖ Ensure a stimulating classroom learning experiences to students. ❖ Keep abreast of advanced developments in academic issues, methodologies and technologies. ❖ Maintain the highest standards in academic administration activities and functions. ❖ Admissions ❖ Supervision of academic affairs such as hiring, promotion, tenure, and evaluation (with faculty input where appropriate); ❖ Maintenance of official records (typically supervised by a registrar); ❖ Maintenance and audit of financial flows and records; ❖ Maintenance and construction of campus buildings and grounds (the physical plant); ❖ Safety and security of people and property on the campus (often organized as an independent public safety or campus police); ❖ Supervision and support of campus computers and network (information technology).
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		<ul style="list-style-type: none"> ❖ Fundraising from private individuals and foundations ("development" or "advancement") ❖ Research administration (including grants and contract administration, and institutional compliance with federal and state regulations) ❖ Public affairs (including relations with the media, the community, and local, state, and federal governments) ❖ Student services such as disability services, career counselling and library staff.
<p>4. Internal Governance Bodies</p>	<ul style="list-style-type: none"> • Does the institute have a clear articulation of all the governance bodies, their roles and responsibilities and decision-making authority (E.g. Academic Council, Research Council, Student Affairs etc.) • What is the frequency of meetings, a rotational frequency for members • What are the plans to develop younger members to assume positions on these bodies <p>What Audit mechanisms are there to ensure performance</p>	<p>bodies</p> <ul style="list-style-type: none"> ❖ Does the institute have a clear articulation of all the governance bodies, their roles and responsibilities and decision-making authority (E.g. Academic Council, Research Council, Student Affairs etc.) The CMRU Boards and Committees and bodies are formed to look after the various functions like Academic & Non-academic/ Administrative activities of the University. All the roles and responsibilities of authorities/ members of various committees were defined and effectively implemented. The Chairman and Conveners of the committees/ bodies and board are always empowered to discuss with the respective members of their committees and frame the action plans and ensure the activities are conducted smoothly during every academic years. ❖ What is the frequency of meetings, a rotational frequency for members Clearly defined meeting frequency and rotational frequency of members of CMRU Boards and Committees are implemented effectively. ❖ What are the plans to develop younger members to assume positions on these bodies Various members from the CMRU stakeholders and external members and experts who are young and experienced are there in CMRU Governance Boards and Committees. Equal opportunities are facilitated to young members too. ❖ What Audit mechanisms are there to ensure performance CMRU has quality assurance department and effectively implementing various audits <p>Audit Types: AAA ISO(QMS/FSMS/ISMS/EMS) IAO, etc.</p> <p>Please find Annexure-1 for CMRU – Governance Committees (Core and Sub-Committees)</p>
<p>5. Curriculum</p>	<ul style="list-style-type: none"> • When was the curriculum updated 	<p>e</p>

<p>Excellence</p>	<p>last?</p> <ul style="list-style-type: none"> • How frequently (time duration) the updating is done? • Who is on the curriculum development committee? • Does the curriculum include Skill development, Enhancing Employability, and Generating interest among students for learning? • Is the curriculum based on adult learning principles? (relevant, related and applicable) • Ratio of student enrolment for each programme with the total enrolment. • Placement scenario? percentage of students employed/ pursuing higher studies after completion of the course? • Is local language a component of the curriculum? • What should be the process for new program curriculum development and ongoing curricular review? 	<p>In CMRU Curriculum development is high priority activity as per management policy, every six month once the Curriculum development will meet and facilitate the Curriculum upgradations. CMRU curriculum include Skill development, Enhancing Employability, and Generating interest among students for learning. CMRU curriculum is always adopts adult learning principles- relevant, related and applicable. Ratio of student enrolment for each programme with the total enrolment is always high at CMRU. Placement scenario and percentage of students employed and pursuing higher studies after completion of the course at CMRU is very meaningful and High. CMRU gives priority for local language as component of the curriculum. CMRU has Unique process for new program curriculum development and ongoing curricular review.</p> <p>When was the curriculum updated last?</p> <ul style="list-style-type: none"> • How frequently (time duration) the updating is done? • Who is on the curriculum development committee? • Does the curriculum include Skill development, Enhancing Employability, and Generating interest among students for learning? • Is the curriculum based on adult learning principles? (relevant, related and applicable) • Ratio of student enrolment for each programme with the total enrolment. • Placement scenario? percentage of students employed/ pursuing higher studies after completion of the course? • Is local language a component of the curriculum? • What should be the process for new program curriculum development and ongoing curricular review? <p>There is a constant endeavour to create a relevant curriculum, which withstands the vic of time and meets local, regional, national, and global needs adeptly as reflected in PC and Cos.</p> <p>Course Outcomes: Significant focus areas (local)</p> <ul style="list-style-type: none"> · Commerce and Management- rural marketing, family welfare, health care, co development, social entrepreneurship, CSR, e-Governance. · Sciences- bacterial culture, the significance of microorganisms, gene transfer, fern technology, food processing, database design, .NET, Java, web and network programm · Humanities - human rights, rural India, village economy, community welfare, rehab social justice.
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		<p>Significant focus areas (national)</p> <ul style="list-style-type: none"> · Commerce and Management- macroeconomics, Indian banking and financial taxation. · Sciences-genetic recombination, microbial interaction, biodegradation, environmental management, biosafety, bioethics, agile technologies, object oriented design, virtual IoT, computer networks and security. · Humanities - social entrepreneurship, IPR, environmental communication. <p>Significant focus areas (regional and global)</p> <ul style="list-style-type: none"> · Commerce and Management- international trade, finance, Marketing, HR, global business environment, MNCs, IFRS. · Sciences- genomics, proteomics, nanotechnology, recombinant therapeutics, bioinformatics, data mining, data Science, cloud computing, NoSQL, machine learning, Middleware technology, AI, software testing. · Humanities- subaltern, American, World literature. <p>Programmes meeting global needs MBA, B.Com. BBA</p>
<p>6.Pedagogical Excellence</p>	<ul style="list-style-type: none"> ● What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, Simulations etc.) used for teaching students? ● Whether practical orientation in relation to the teaching-learning system is given to students? ● What innovative teaching practices (like- smart classroom, conferencing, virtual learning etc) are adopted in the institute ● Plans for Phygital education? 	<ul style="list-style-type: none"> ❖ What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, Simulations etc.) used for teaching students? What are the pedagogical tools used for teaching students CMRU are Presentation, Demonstration, Field study, Survey, Role Play, Case Study, Simulations etc.) ❖ Whether practical orientation in relation to the teaching-learning system is given to students? CMRU facilitates practical orientation in relation to the teaching-learning system ❖ What innovative teaching practices (like- smart classroom, conferencing, virtual learning etc) are adopted in the institute CMRU facilitates facilities and practices like- smart classroom, conferencing, virtual learning etc for innovative teaching practices ❖ Plans for Phygital education? ❖ What is the process for the review of pedagogic practices? (For example systematic class observations, reflection notes, and student feedback)

	<ul style="list-style-type: none"> • What is the process for the review of pedagogic practices? (For example systematic class observations, reflection notes, and student feedback) 	<p>CMRU adopts Systematic class observations, reflection notes, and student feedback for the review of pedagogic Practices.</p> <p>Since its inception, CMRU has been a leader in fostering an eco-system of academic excellence on its campus. The CMRU is well-known for being at the forefront of knowledge co-creation, sharing, and dissemination. Interactive teaching practices, setting high expectations, engagement, motivation, building strong relationships, providing constructive feedback based on performance data from time to time to students and faculty are stressed. The University is also known for playing a crucial role in valuing and engaging with the knowledge systems.</p> <p>The CMRU will continue to adopt technology enabled pedagogy at all levels and encourage blended teaching methodology involving traditional, interactive, and ICT enabled pedagogical techniques to enhance the teaching-learning process. The CMRU incorporating digital technologies into the classroom it can bring about profound changes in the extent of student engagement and learning. This is being facilitated by providing them more autonomy and control over their own learning, building their digital competencies and preparing them to keep pace with the demands of a technology-based world.</p> <p>Given their rising popularity and revolutionary potential, the University plans to offer accredited online and distance learning programs in the future. For this, it plans to seek approval from the University Grants Commission, New Delhi, India. ICT enabled teaching, use of multimedia in virtual classrooms including next-generation technologies will be encouraged. This will hopefully remove the physical, financial and geographical barriers that prevent many students from fulfilling their academic or career ambitions as well as give it visibility and recognition at the national and international levels. Quality online learning resources will also be developed and made available as e-content on the University website.</p> <p>The CMRU will financially invest in and promote nationally recognized, job oriented and vocational programs that attract students. These programs will be aligned to cater both, to the industry requirements and the societal needs. New, high-quality, integrated and compelling programs with capacity to grow enrolments will be developed along with advanced courses, such as Machine learning, Data Science, Artificial Intelligence, etc. The CMRU also recognizes the importance of advancing the institutional reputation and</p>
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		<p>the need to take advantage of its disciplinary breadth to address the world's problems from several perspectives.</p> <p>The CMRU promotes academic achievement and excellence through academic consultations, guest lectures, workshops, mentoring, student exchange programs and scholarships to students.</p> <p>Efforts in designing of innovative course curriculum and teaching learning processes will be supported by providing the necessary academic freedom and flexibility to them. Additional avenues for enhanced educational opportunities, engagement with activities, groups, associations and people will be explored depending on the needs and interests from time to time.</p>
<p>7. Infrastructural Development</p>	<ul style="list-style-type: none"> • What type of infrastructural development work is required for a non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, students' common room, etc.) • What type of infrastructural development work is needed for making them accessible for Differently-abled students? • What are the monitoring mechanisms followed for maintenance? • What is the infrastructure required for the scale envisaged? Land (considering local rules on permissible building limits, height allowed etc.) • Building – Size in sq ft as well as type (classroom, hostels, residences, sports and facilities for other areas like art and craft etc.) • Power, water and other utilities specialised infrastructure like 	<p style="text-align: center;">7. Infrastructural Development</p> <ul style="list-style-type: none"> ❖ What type of exhaustive renovation is required in terms of additional infrastructure, physical structure, furniture and equipment (viz. Laboratories, Library, Networking, Smart classrooms, discussion rooms) CMRU have additional infrastructure, physical structure, furniture and equipment (viz. Laboratories, Library, Networking, Smart classrooms, discussion rooms, Innovation Laboratory, Design thinking Laboratory) ❖ What type of infrastructural development work is required for a non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, students' common room, etc.) CMRU have sufficient non-academic areas (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, students' common room, etc.) to facilitate the students and other stakeholders. ❖ What type of infrastructural development work is needed for making them accessible for differently-abled students? CMRU have completed sufficient infrastructural development work needed for making them accessible for differently-abled students ❖ What are the monitoring mechanisms followed for maintenance? CMRU have sufficient monitoring, controlling and reporting mechanism (CCTV Camera, Security Personnel's, etc) ❖ What is the infrastructure required for the scale envisaged? Land (considering local rules on permissible building limits, height allowed etc.) CMRU has the infrastructure required for the scale envisaged Land (considering local rules on permissible building limits, height allowed

	<p>laboratories, studios etc. Sustainability elements like water conservation, use of solar power, local landscapes etc. Access for people with disabilities Maintenance plans</p>	<p>etc.)</p> <ul style="list-style-type: none"> • Building – Size in sq ft as well as type (classroom, hostels, residences, sports and facilities for other areas like art and craft etc.) • Power, water and other utilities specialized infrastructure like laboratories, studios etc. Sustainability elements like water conservation, use of solar power, local landscapes etc. Access for people with disabilities Maintenance plans. <p>Please Find the Annexure-2 for</p> <p>“INFRASTRUCTURE AND RESOURCES”</p> <p>”</p>
<p>8. Accreditation and Quality Assurance</p>	<ul style="list-style-type: none"> • What methods are in place to ensure accreditation and recognition of all academic offerings/programmes. • Does the institution have a fair percentage of programmes with full accreditation of statutory authorities to measure performance indicators? • What should be the process for new program development? • What mechanism is to be followed to ensure adherence to the program strategy of the Institution? • What should be the mechanisms for program review? (program level review goes beyond individual course/ curriculum review as it includes a review from all perspectives- academic, student, placement, market potential etc..) 	<p>8. Accreditation and Quality Assurance</p> <ul style="list-style-type: none"> • What methods are in place to ensure accreditation and recognition of all academic offerings/programmes. CMRU has systematic process and methods to ensure accreditation and recognition of all academic offerings/programmes. • Does the institution have a fair percentage of programmes with full accreditation of statutory authorities to measure performance indicators? CMRU has the IAO full accreditation. • What should be the process for new program development? CMRU has the unique process for new program development • What mechanism is to be followed to ensure adherence to the program strategy of the Institution? CMRU has IQAC to ensure adherence to the program strategy of the Institution • What should be the mechanisms for program review? (program level review goes beyond individual course/ curriculum review as it includes a review from all perspectives- academic, student, placement, market potential etc..) CMRU has IQAC to ensure for program review (program level review goes beyond individual course/ curriculum review as it includes a review from all

	<ul style="list-style-type: none"> • What is the process for systematically collecting and incorporating student and faculty feedback into reviews? • What is the process for validation of assessment schemes practised? How do we ensure that these are true ‘assessments for learning’? • What is the process for meticulously documenting all of the above? This is critical to build an institutional memory of the processes as well? • What is the institute’s strategy for the accreditation process? 	<p>perspectives- academic, student, placement, market potential etc..)</p> <ul style="list-style-type: none"> • What is the process for systematically collecting and incorporating student and faculty feedback into reviews? CMRU has IQAC to ensure process for systematically collecting and incorporating student and faculty feedback into reviews. • What is the process for validation of assessment schemes practised? How do we ensure that these are true ‘assessments for learning’? CMRU has the process for validation of assessment schemes practised. we ensure that these are true ‘assessments for learning’ • What is the process for meticulously documenting all of the above? This is critical to build an institutional memory of the processes as well? CMRU has IQAC which ensure the process for meticulously documenting all of the above • What is the institute’s strategy for the accreditation process?. CMRU has IQAC which ensures the institute’s strategy for the accreditation process. • NAAC Accreditation • Accreditation by Commissions of ABET of Engineering / Computing Programs • IET Accreditation • Rating by QS – Stars • Ranking by NIRF • Ranking by QS/THE • UGC/MHRD successful reviews • Annual reports of the institute • Ranking by media conducted surveys • Revision of UG/PG regulations • Student/alumni/faculty/employer/parent feedback <p>Please Find the Annexure-3 for responsibility of Director IQAC</p>
<p>9. Collaboration / Partnering with</p>	<ul style="list-style-type: none"> • Does the institution have a Faculty 	<p>and skill Hubs/Institutional Partnership</p>

<p>Knowledge and skill Hubs/Institutional Partnerships</p>	<p>Exchange Programme?</p> <ul style="list-style-type: none"> • Does the institution have a student exchange programme? • What type of institutional/departmental collaborations does the institution have with others? • Any HE will need institutional partnership for a variety of reasons – academic collaborations, fieldwork for students, research, placements etc.? • A prioritised plan for building these partnerships over a period of time? • Are there any collaborative efforts with the NGOs? • Is there any knowledge partnership with Innovationcentres? • Are there any industry partnerships? • Are there any incubationcentres? 	<ul style="list-style-type: none"> • Does the institution have a Faculty Exchange Programme? <p style="margin-left: 20px;">CMRU have an effective plan to implement Faculty Exchange Programme</p> <ul style="list-style-type: none"> • Does the institution have a student exchange programme? <p style="margin-left: 20px;">CMRU have an effective plan to implement a student exchange programme</p> • What type of institutional/departmental collaborations does the institution have with others? <p style="margin-left: 20px;">CMRU have several 63 MOUs with external agencies, Institutions and Bodies</p> • Any HE will need institutional partnership for a variety of reasons – academic collaborations, fieldwork for students, research, placements etc.? <p style="margin-left: 20px;">CMRU has partnership for a variety of reasons – academic collaborations, fieldwork for students, research, placements etc</p> • A prioritised plan for building these partnerships over a period of time? <p style="margin-left: 20px;">CMRU have an effective plan to implement building these partnerships over a period of time</p> • Are there any collaborative efforts with the NGOs? <p style="margin-left: 20px;">CMRU has collaborative efforts with the NGOs</p> • Is there any knowledge partnership with Innovation centres? <p style="margin-left: 20px;">CMRU has knowledge partnership with many Innovations centres</p> • Are there any industry partnerships? <p style="margin-left: 20px;">CMRU has industry partnerships with many Innovations centres</p> • Are there any incubation centres? <p style="margin-left: 20px;">CMRU has one pre-incubation centre and planning to establish various domains</p>
<p>10. Creating a brand image of the Institution</p>	<ul style="list-style-type: none"> • Has the institute adopted any innovative practices to build the institutional brand image? • Does the institute have any centre of excellence? • Whether a multi-disciplinary approach is followed to build and nurture an effective brand image? 	<p>10. Creating a brand image of the CMRU</p> <ul style="list-style-type: none"> ○ Has the institute adopted any innovative practices to build the institutional brand image? <p style="margin-left: 20px;">CMRU has dedicated Marketing and Branding department to deal with innovative practices to build the institutional brand image CMRU has established IIC and rating</p> ○ Does the institute have any centre of excellence? <p style="margin-left: 20px;">CMRU has many centres of Excellences</p> ○ Whether a multi-disciplinary approach is followed to build and nurture an

	<ul style="list-style-type: none"> • What steps are taken by the institute for building brand image? 	<p>effective brand image?</p> <p>CMRU has dedicated Marketing and Branding department to deal with multi-disciplinary approach to build and nurture an effective brand image</p> <p>What steps are taken by the institute for building brand image?</p> <ol style="list-style-type: none"> 1. Advertisements on various platforms 2. Celebrity Endorsement- 3. Campus as USP 4. Social Media Branding- 5. Branding through alumni- 6. Active campaigns within the institute 7. Academic Activities 8. Connecting with the audience 9. Effective Communication 10. Branding manual 11. Engaging brochure 12. Web Portal 13. Consistent brand
<p>11. Research and Development</p>	<ul style="list-style-type: none"> • Have the institute identified the thrust areas for research work in the institutes? Is there any one specific domain, like work in institutions, student resource projects, or interdisciplinary projects? • What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding? • Has the institute measured the growth in research and development through participation and contributions to conferences, Seminars, 	<p>Research and Development</p> <ul style="list-style-type: none"> • Have the institute identified the thrust areas for research work in the institutes? Is there any one specific domain, like work in institutions, student resource projects, or interdisciplinary projects?, <p>CMR University has identified the areas for research work in the institutes. The University works on both student resource projects, interdisciplinary projects.</p> <ul style="list-style-type: none"> • What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding? <p>CMR University provides facilities to faculty members to manage the research work after getting the funding. The faculty members are provided incentives for managing the research work by the University.</p> <ul style="list-style-type: none"> • Has the institute measured the growth in research and development through participation and contributions to conferences, Seminars, Symposiums and Workshops? <p>CMR University measures the growth in research and development through participation and contributions to conferences, Seminars, Symposiums and</p>

		<p>Workshops. A monthly report is collected from the same.</p> <ul style="list-style-type: none"> • Are there any plans for the dissemination of research internally and externally? CMR University disseminates the research internally and externally in order to get more and more participation from faculty member, students and agencies outside the CMR University. • Are there incentives for research papers in local journals? CMR University provides incentives for research papers in local as well as international journals. • Do we want to specialise in some specific domains and be known for it? (for example climate change, science education etc..). If yes, what capabilities need to be built? As the CMR University has various disciplines so the research is done in all the areas and not in one particular area. • Do we want a specific orientation for research? For example, should be completely India-focused, should be focused on the here-and-now problem-solving etc. CMR University has a specific orientation according to the undergoing research. The orientation is fixed in accordance with the research project. • Are there specific research centres that we should build addressing specific areas? The centres could also have collaborations, members from outside the Institution etc. CMR University has dedicated research centres for addressing specific areas. These centres have collaborations, members from inside and outside the University. • Do we want to build a publishing house to promote research? CMR University has its own publication for promoting the work of faculty members, research scholars and students. • How much emphasis should be given to publications in journals? (national/international)? CMR University promotes the publication by faculty members and students by giving them incentives. • Are there specific institutional collaborations/ partnerships required in specific areas? CMR University has specific institutional collaborations/ partnerships required in specific areas. • Are there any plans to integrate faculty research into teaching?
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		<p>CMR University plans to integrate faculty research into teaching.</p> <ul style="list-style-type: none"> • Is there any collaboration with other research organisations? CMR University has collaboration with other research organisations for promoting the faculty members, research scholars and students to participate in research activities. • Are there any R & D consultancy approaches? What is the impact of research? CMR University is approached by various R&D consultancies. Such kinds of research have a great motivational impact on faculty members, Research scholars and students. • What is the Scopus indexed research status of the publications of the institute? Many faculty members and research scholars of CMR University have published their research work in the Scopus index. • Are there any internship opportunities? CMR University has a Training and Placement Cell for providing the internship opportunities for the students. The Cell has collaborated with many companies for providing the training and placement to its students.
	<p>Symposiums and Workshops?</p> <ul style="list-style-type: none"> • Are there any plans for the dissemination of research internally and externally? • What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding? • Are there incentives for research papers in local journals? • Do we want to specialise in some specific domains and be known for it? (for example climate change, science education etc.). If yes, what capabilities need to be built? • Do we want a specific orientation for 	<p>annexure 5 for key leadership position of The Director DORI (Directorate of Research & Innovation)</p>

	<p>research? For example, should be completely India-focused, should be focused on the here-and-now problem-solving etc.</p> <ul style="list-style-type: none"> • Are there specific research centres that we should build addressing specific areas? The centres could also have collaborations, members from outside the Institution etc. • Do we want to build a publishing house to promote research? • How much emphasis should be given to publications in 	
	<p>journals? (national/international)?</p> <ul style="list-style-type: none"> • Are there specific institutional collaborations/ partnerships required in specific areas? • Are there any plans to integrate faculty research into teaching? <p>Is there any collaboration with other research organisations?</p> <p>Are there any R & D consultancy approaches? What is the impact of research?</p> <p>What is the Scopus indexed research status of the publications of the institute?</p> <p>Are there any internship opportunities?</p>	
12.Social Outreach	<ul style="list-style-type: none"> • What are the social outreach activities of the institute? Eg yoga, recreation, sports, 	<ul style="list-style-type: none"> • What are the social outreach activities of the institute? Eg yoga, recreation, sports, NCC, NSS etc?

<p>h activities</p>	<p>NCC, NSS etc?</p> <ul style="list-style-type: none"> • What technology intermediates are being used by Institute to encourage social outreach • Does the institute have a social outreach vertical? 	<ul style="list-style-type: none"> • CMR University keep on planning the social outreach activities for its faculty members, staff and students. • What technology intermediates are being used by Institute to encourage social outreach CMR University has established a dedicated Cell called Common Community Service for promoting the social outreach programs. The Cell has also collaborated with a number of NGOs. • Does the institute have a social outreach vertical? CMR University has a social outreach vertical. <p>With a vision “To nurture creative thinkers who will drive positive global change”, CMR University strives to ensure that students are equipped with 21 century leadership competencies that are required to thrive in the ‘University of Life’. To achieve this vision of CMRU, the Common Core Curriculum (CCC) was designed with the objectives of - Preparing students for a future they do not know, for jobs that do not exist today and for all of life’s challenges.</p> <p>The Community Service Programme (CSP), aims to inculcate empathy among students, develop a love for serving others and be instrumental in bringing about positive societal changes. The students will have to mandatorily complete a minimum number of volunteering hours during their course of study as a part of their graduation requirement. The students will involve themselves in community service activities through various Social Service Wings (SSW) within the CMRU ecosystem and also with numerous NGO partners. The Community Service Programme (CSP) is in line with the National Education Policy (NEP) and United Nations ‘Sustainable Development Goals’. The Community Service Programme (CSP) primarily focuses its engagement in the areas of Education, Women Empowerment, Livelihood, Environment, Health and Hygiene. These community service activities will happen both on campus and off campus through the offline and online modes.</p> <p>CMR University has officially launched the ‘Community Service Program’ on 21 September, 2022 at CMR University, OMBR Campus, Bengaluru for all its undergraduate and postgraduate students under the Common Core Curriculum (CCC) from the Academic Year 2022-23.</p> <p>Community service activities are activities in which the students have to complete a minimum number of hours in a semester by rendering services to the society and collecting evidence from the concerned authority for having done so.</p>
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		<p>If a student does not have completed the minimum number of hours in a semester, the shortage in volunteering hours is to be completed in the subsequent semester(s). However, the student has to complete the mandated total number of volunteering hours within the duration of the programme.</p> <p>On completion of the required number of volunteering hours for the respective program, a Reflection Record (RRD) on their learning and experiences gained, together with the impact on the society has to be submitted to the School to earn the degree.</p> <p>By involving in volunteering activities student's develop leadership skills viz. Inculcating compassion, developing lateral thinking, reflecting on oneself by connecting with others, connecting to a cause, solving problems with an empathetic bent of mind, realizing that there is an opportunity for one to make a difference in the society.</p> <p>The emergence of leadership through volunteerism occurs when an individual goes from participating in volunteer work to creating volunteer opportunities for themselves and others.</p> <p>The world requires leaders who see every problem as a global problem. And through CSP we desire to achieve this.</p> <p>We have partnered with several NGOs during our pilot programme. Some of them include: The Association of People with Disability (APD) Vidyaranya Narayana Hrudayalaya FSL - India Hasiru Dala New Grace Charitable Trust Sparsha Trust Namma Bengaluru Foundation CRY n more NGOs during the course of the academic year</p>
13. Monitoring and Evaluation	<ul style="list-style-type: none"> • Does the present administration, academic and financial system need monitoring and development? • Does the institute conduct Academic Audits, Energy Audits, Green Audits, Financial Audits, Administrative 	<p>Monitoring and Evaluation</p> <ul style="list-style-type: none"> • Does the present administration, academic and financial system need monitoring and development? <p>CMR University has a strong system for monitoring and development of their present administration, academic and financial system. CMR University keeps on conducting the internal audits periodically for</p>

	<p>Audits, Tech Audits etc?</p> <ul style="list-style-type: none"> Does the institute have learning management systems? What tools/systems are in place to monitor, evaluate and suggest recommendations for improvements? 	<p>identifying the areas of improvement.</p> <ul style="list-style-type: none"> Does the institute conduct Academic Audits, Energy Audits, Green Audits, Financial Audits, Administrative Audits, Tech Audits etc? CMR University conducts Academic Audits, Energy Audits, Green Audits, Financial Audits, Administrative Audits, Tech Audits etc periodically. Does the institute have learning management systems? CMR University has a well built learning management system. What tools/systems are in place to monitor, evaluate and suggest recommendations for improvements? learning level identification mechanism that is used to assess the learning levels of students. Strategies for effective assistance of advanced learners and slow learners are also planned at the institution level. <p>6 for Response: Affirmative</p>
<p>14. Student support and engagement</p>	<ul style="list-style-type: none"> What are the processes for academic support for students needing it – this covers reading and writing, subject-specific tutorials, communication, language, quantitative skills, IT, time management, stress management etc.? Should such support structures be centralised at the Institution level/decentralised at the program level? Good student engagement (among themselves and with the rest of the University community) is critical to good culture. This can be done in many ways – sports, art, theatre, clubs for different activities etc. as group activities. What are the plans for governance and operationalization of these? Any HEI should be of relevance to the immediate community around and must 	<ul style="list-style-type: none"> What are the processes for academic support for students needing it – this covers reading and writing, subject-specific tutorials, communication, language, quantitative skills, IT, time management, stress management etc.? CMR University provides academic support for students needing it – this covers reading and writing, subject-specific tutorials, communication, language, quantitative skills, IT, time management, stress management. Strategies are planned for effective assistance of advanced learners and slow learners. Student counselors help students to overcome their stress. The University has developed a dedicated cell for supporting the students called Office of Students Affairs (OSA). Should such support structures be centralised at the Institution level/decentralised at the program level? CMR University provides support to students decentralised at the program level. Good student engagement (among themselves and with the rest of the University community) is critical to good culture. This can be done in many ways – sports, art, theatre, clubs for different activities etc. as group activities. CMR University maintains a good culture by good student engagement activities. The students are engaged in sports, art, theater and clubs for different activities. What are the plans for governance and operationalization of these? CMR University has plans for governance and operationalization of student engagement activities. Any HEI should be of relevance to the immediate community around

	<p>attempt to build a mutually beneficial relationship. What are the plans for Community engagement?</p> <ul style="list-style-type: none"> • What are the processes for promoting good mental health as well as interventions for addressing mental health (counsellors, peer support networks)? • Plan for student representation in critical processes. How should the student councils/ unions etc. be organised? • Are there any remediation classes if the students fail? • Are there any students' unions? • Are there Scholarship opportunities for students (government and non-government)? <p>Alumni associations of the Institute, their relevance, intervals of meetings, contributions to the institute, and what means are established to incorporate their inputs for the development of the institute?</p>	<p>and must attempt to build a mutually beneficial relationship. What are the plans for Community engagement?</p> <p>CMR University arranges various community service activities for the students. In these activities the students have to complete a minimum number of hours in a semester by rendering services to the society and collecting evidence from the concerned authority for having done so.</p> <ul style="list-style-type: none"> • What are the processes for promoting good mental health as well as interventions for addressing mental health (counsellors, peer support networks)? <p>CMR University has a strong process for promoting good mental health as well as interventions for addressing mental health.</p> <ul style="list-style-type: none"> • Plan for student representation in critical processes. How should the student councils/ unions etc. be organised? <p>CMR University provides support for student representation in critical processes. The faculty members are assigned to help the students for the same.</p> <ul style="list-style-type: none"> • Are there any remediation classes if the students fail? <p>CMR University provides remediation classes if the students fail.</p> <ul style="list-style-type: none"> • Are there any students' unions? <p>CMR University does not support any students' unions.</p> <ul style="list-style-type: none"> • Are there Scholarship opportunities for students (government and non-government)? <p>CMR University provides various government and non-government scholarship opportunities for students.</p> <ul style="list-style-type: none"> • Alumni associations of the Institute, their relevance, intervals of meetings, contributions to the institute, and what means are established to incorporate their inputs for the development of the institute? <p>CMR University has Alumni associations which play a very important role in the development of the University. The Alumni's are invited by the University for giving the special guest lectures and in other activities as and when organized by the University.</p>
<p>15. Technology enablement</p>	<ul style="list-style-type: none"> • Technology enablement could be seen as two major elements – (i) for the core teaching-learning and (ii) administrative 	<ul style="list-style-type: none"> • Technology enablement could be seen as two major elements – (i) for the core teaching-learning and (ii) administrative <p>CMR University has technology enablement in both core teaching-learning and administration.</p>

	<ul style="list-style-type: none"> • What is the core technology platform for teaching/learning that supports building and storing learning resources, grading, attendance etc.? — Software like Moodle/Canvas/Blackboard etc. • The processes for selection of the platform, systematic usage and training for faculty and students? • What are the different types of SW for administrative purposes – admissions, financial, student MIS, HR etc.? • Plan for moving into an integrated platform for administrative efficiency? • Do we have the provisions for Credit Bank Transfers and updation? 	<ul style="list-style-type: none"> • What is the core technology platform for teaching/learning that supports building and storing learning resources, grading, attendance etc.? – Software like Moodle/Canvas/Blackboard etc. CMR University uses JUNO software for teaching/learning that supports building and storing learning resources, grading, attendance etc. • The processes for selection of the platform, systematic usage and training for faculty and students? CMR University provides proper training to faculty members and students for working on the software. • What are the different types of SW for administrative purposes – admissions, financial, student MIS, HR etc.? CMR University uses software's like JUNO, GreyTHR, etc for administrative purposes – admissions, financial, student MIS and HR. • Plan for moving into an integrated platform for administrative efficiency? CMR University has plans for moving into an integrated platform for administrative efficiency. • Do we have the provisions for Credit Bank Transfers and updation? CMR University has provisions for Credit Bank Transfers.s • To double innovation and entrepreneurial activities to retain and drive institute's leadership position • To inject entrepreneurial thinking into all activities of the institute • To facilitate 20% of faculty and 10% of students • To be involved in startups and other entrepreneurial initiatives • To leverage the 10x initiative of CMRU to create 100 more startups, new technologies, grow human capacity in design and innovation • To create an I&E fund of `100 CR to support new initiatives • To ensure that at least 5 technologies originating from CMRU research to scale to commercialization
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<p>16. Grievance Redressal Mechanism</p>	<ul style="list-style-type: none"> • What are the present mechanisms for grievance redressal? • Policies of the institute to prevent sexual Harassment, Discrimination • What are the inclusivity policies of the institutes? • What is the turnover time to address issues and the transparency of the process? • Which software/platforms are used for grievance registration and keeping a track of these issues? • What penalties/procedures are in place for addressing discrimination? 	<p>5. . Grievance Redressal Mechanism</p> <ul style="list-style-type: none"> • What are the present mechanisms for grievance redressal? CMR University grievance redressal policy has been formulated according to UGC Grievance Redressal Regulations, 2012 and lays down the norms to be followed for a just, speedy and fair redressal of grievances related to academics, administration and infrastructure. • Policies of the institute to prevent sexual Harassment, Discrimination CMR University has policies to prevent sexual Harassment, Discrimination. • What are the inclusivity policies of the institutes? CMR University follows an inclusivity policies system. • What is the turnover time to address issues and the transparency of the process? CMR University makes an effort to resolve the grievance within a period of 15 days and assures to maintain transparency of the process. • Which software/platforms are used for grievance registration and keeping a track of these issues? In case of individual grievance, an aggrieved student shall present his/her grievance in writing, to the Grievance Redressal Committee. Information regarding the grievance redressal committee shall be given on the CMR University website and CMR University handbook. • What penalties/procedures are in place for addressing discrimination? In case of discrimination with the decision, the aggrieved can appeal to the Dean Academics of CMR University within ten days. <p>Please find Annexure-7 for Preamble, Objectives, Grievance and Grievance</p>

		Redressal Committee etc.
17.Regulatory Affairs and Compliance	<ul style="list-style-type: none"> • What is the process for ensuring regulatory compliance? This includes data collection and reporting regarding higher education • regulations to various state/ central governments/ Institutions like the UGC • Financial compliance Environment-related compliances Compliance to other government agencies for various purposes – reservations/people with disabilities/ social welfare departments etc. Compliance with the University’s ACT and Statutes with Data Privacy requirements • Critical and cross-cutting processes • Given the scale of operations, type of programs etc. plan for Admissions and associated outreach <p>Placements and associated soft skills development in students, enabling meaningful and informed career choices, counselling for higher education opportunities</p>	<p>17. . Regulatory Affairs and Compliance</p> <ul style="list-style-type: none"> • What is the process for ensuring regulatory compliance? This includes data collection and reporting regarding higher education regulations to various state/ central governments/ Institutions like the UGC CMR University follows the process of ensuring regulatory compliance. This includes data collection and reporting regarding higher education regulations to various state/ central governments/ Institutions like the UGC. • Financial compliance Environment-related compliances Compliance to other government agencies for various purposes – reservations/people with disabilities/ social welfare departments etc. Compliance with the University’s ACT and Statutes with Data Privacy requirements. CMR University follows financial compliance Environment-related compliances Compliance to other government agencies for various purposes – reservations/people with disabilities/ social welfare departments etc. CMR University compliance with the University’s ACT and Statutes with Data Privacy requirements. • Critical and cross-cutting processes CMR University follows critical and cross-cutting processes. • Given the scale of operations, type of programs etc. plan for Admissions and associated outreach CMR University has various scale of operations, type of programs etc. plan for admissions and associated outreach. • Placements and associated soft skills development in students, enabling meaningful and informed career choices, counselling for higher education opportunities CMR University provides students with placements and associated soft skills development, enabling meaningful and informed career choices, counselling for higher education opportunities.
18.	<ul style="list-style-type: none"> • Any good HE should have a good 	ation

<p>Communication</p>	<p>communication plan</p> <ul style="list-style-type: none"> • The questions to be addressed are: • How will the internal communication happen within the University to ensure that all stakeholders know of the work and hence develop a sense of belonging and pride. • This should include its accomplishments, New Initiatives, reports on work the exciting University members are engaged in etc. • This should also include frequent communication by the leadership of the University on strategy, progress towards stated goals etc. • Communication for Outreach and admissions – What is the communication plan to ensure that the University gets the right kind of students and also the numbers it plans for... • A communication for external communication of the University's work to other Institutions, collaborators and the general public. This should serve the purpose of brand building for the University. • How will you use tools like portals, social media etc. • effectively in addressing all of the 	<ul style="list-style-type: none"> • Any good HE should have a good communication plan CMR University has a good communication plan. • The questions to be addressed are: • How will the internal communication happen within the University to ensure that all stakeholders know of the work and hence develop a sense of belonging and pride. CMR University has a software named JUNO for internal communication. For communicating the information to outside the CMR University uses its website for any such communication. • This should include its accomplishments, New Initiatives, reports on work the exciting University members are engaged in etc. All the work done by Faculty members, research scholars and students is uploaded on the University website for motivating them. • This should also include frequent communication by the leadership of the University on strategy, progress towards stated goals etc. The management of the CMR University frequently communicates with the leadership of the University on strategy, progress towards stated goals etc. • Communication for Outreach and admissions – What is the communication plan to ensure that the University gets the right kind of students and also the numbers it plans for... CMR University updates all the information on its website for Outreach and admissions. CMR University also puts standees and poster at the different places in the University campus for promoting the Outreach and admissions process. • A communication for external communication of the University's work to other Institutions, collaborators and the general public. This should serve the purpose of brand building for the University. CMR University is very active on various social media platforms for its brand building. • How will you use tools like portals, social media etc. effectively in addressing all of the above? CMR University keeps on updating the day today activity happening at the University in the social media platform. • To facilitate an environment for maximizing the placement
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	<p>above?</p>	<p>internship opportunities for our students in the best industrial and academic positions</p> <ul style="list-style-type: none"> • To ensure that 90% of the top-50 tech companies to become recruiters • To enable new extracurricular options for students to aid placement • To ensure that 100% of the students have access to communication and soft skills training • To create systems that ensure 5% of students will become entrepreneurs within three years of graduation • To provide continuous career planning and development for all students including research scholars • To ensure that >80% of all students will get desired jobs through strong internship-driven offers • To ensure that, for core engineering placements, CMRU partner companies and rp companies to be first ports of call • To ensure 100% placement for PhD students within six months of graduation • To ensure that more than 50% of PhD scholars who got academic placement will have found faculty positions at top CFTIs and/or postdoc or faculty positions at global universities
<p>19. Finances</p>	<ul style="list-style-type: none"> • Each of the above areas will clearly have financial implications. A specific financial requirement should be done for each area and based on that plans for • Internal revenue generation plan (through fees and income from other activities) • Availability of grants from government 	<ul style="list-style-type: none"> • Each of the above areas will clearly have financial implications. A specific financial requirement should be done for each area and based on that plans for • Internal revenue generation plan (through fees and income from other activities) CMR University has internal revenue generation plan (through fees and

	<p>sources (short term, medium-term and longterm)</p> <ul style="list-style-type: none"> • Availability of private sources (Bank loans, corporate grants etc.) • Funding plan for long term capital expenditures • Specific research funding opportunities that could be tapped • What are the financial risks? Based on all the above a prioritised list of what could be dropped in the event of lack of funds • Fund allocation systems of the institute 	<p>income from other activities)</p> <ul style="list-style-type: none"> • Availability of grants from government sources (short term, medium-term and long term) CMR University has grants from government sources (short term, medium-term and long term) • Availability of private sources (Bank loans, corporate grants etc.) CMR University has availability of private sources (Bank loans, corporate grants etc.) • Funding plan for long term capital expenditures CMR University has a funding plan for long term capital expenditures. • Specific research funding opportunities that could be tapped CMR University has specific research funding opportunities that could be tapped. • What are the financial risks? Based on all the above a prioritised list of what could be dropped in the event of lack of funds CMR University has prepared itself to handle any kind of financial risk faced. • Fund allocation systems of the institute CMR University on the basis for the allocation of funds takes the decisions about the amount of funds to be allocated to sub-central authorities or other schools. • To enable IRG of `150 CR for infrastructure development (HEFA or any other source of funding) • To use ICSR overhead return as well as alumni funding for initiating strategic HEFA-funded infrastructure projects • Moe grant is projected to be 750 CR • To ensure that ICSR sponsored projects will reach `800 CR and consultancy and CSR projects to reach `750 CR • To grow fees, rent and other income to `100 CR • To ensure that CMRU shall become a 3,000 CR annual cash flow
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		institution by 2027
20. Scale of operations	<ul style="list-style-type: none"> • What will be an ideal student number given the location, reach and other factors like infrastructure? • Chart of estimated student numbers by the program over a 10-year period • Single or multi-location? 	<p>20. . Scale of Operations</p> <ul style="list-style-type: none"> • What will be an ideal student number given the location, reach and other factors like infrastructure? CMR University has 60 students in one classroom as per the statutory norms. There is good ventilation in all the classrooms along with facilities like fans, lights, benches, chairs, backboards, etc
21. People-recruitment and development	<ul style="list-style-type: none"> • What is the current faculty ratio and the ideal ratio to operate in? An ideal mix of Assistant: Associate: Professor (this could also vary across disciplines/domains)? • Overall, what would be the number of faculty members, over a 10-year period? By discipline and level • Similar projections for non-teaching members. • A clear performance appraisal system and transparent processes that assesses contribution to teaching, research, institution building and practice (contribution outside) • A group of faculty should own the faculty and senior leadership should own the development effort to ensure that it is systematically operationalized. This 	<p>21. . People-Recruitment and Development</p> <ul style="list-style-type: none"> • A clear performance appraisal system and transparent processes that assesses contribution to teaching, research, institution building and practice (contribution outside). CMR University has a clear performance appraisal system and transparent processes that assesses contribution to teaching, research, institution building and practice (contribution outside) • A group of faculty should own the faculty and senior leadership should own the development effort to ensure that it is systematically operationalized. This should include • plans, specifically for young faculty, mid-career etc CMR University has a group of faculty who own the faculty and senior leadership for the development effort to ensure that it is systematically operationalized. They plan the target for young faculty members and support them in achieving them. • Plans for domain-specific capacity development pedagogic practices research practices (ethics, tools, methodologies.) Capacity development in building generic competencies – IT, proposal writing, developing teaching-learning material, student handling etc.. CMR University plans for domain-specific capacity development pedagogic practices research practices (ethics, tools, methodologies.) Capacity development in building generic competencies – IT, proposal writing, developing teaching-learning material, student handling etc.

	<p>should include</p> <ul style="list-style-type: none"> plans, specifically for young faculty, mid-career etc <p>Plans for domain-specific capacity development pedagogic practices research practices (ethics, tools, methodologies.) Capacity development in building generic competencies – IT, proposal writing, developing teaching-learning material, student handling etc.</p>	<ul style="list-style-type: none"> To ensure that CMRU shall be #1/#2 destinations for top faculty candidates from India and Abroad (90% acceptance rate of offers made). To improve perception of CMRU on academic and research culture, infrastructure and facilities. To provide appropriate mentorship to all early career faculty. To create an effective appraisal of productivity of all faculty and staff with feedback provided. To provide at least two relevant training programmes for each staff member to improve performance and productivity. To recognize high performer staff members appropriately. To support personal wealth creation and retirement planning through institutional mechanisms.
<p>22. Program Strategy</p>	<ul style="list-style-type: none"> At the Institution level what are the set of common goals and objectives that should drive all programs. (For example, should all programs focus on providing job opportunities for students, should all programs build a set of generic capabilities for all students etc.)? What are the fundamental principles all programs should adhere to? For example – We will offer a program only if more than 70 % of faculty are internal, the market potential for more than 50 % of the 	<p>Program Strategy</p> <ul style="list-style-type: none"> At the Institution level what are the set of common goals and objectives that should drive all programs. (For example, should all programs focus on providing job opportunities for students, should all programs build a set of generic capabilities for all students etc.)? CMR University defines a set of common goals that should drive all programs. What are the fundamental principles all programs should adhere to? For example – We will offer a program only if more than 70.% of faculty are internal, the market potential for more than 50 % of the students to get productive employment.)? CMR University has fundamental principles for all the programs. The number of students that can be admitted in a particular program is predefined. Are there programs the University wants to treat as flagship programs because it has specific strengths in those areas. Are there any other new

	<p>students to get productive employment)?</p> <ul style="list-style-type: none"> • Are there programs the University wants to treat as flagship programs because it has specific strengths in those areas. Are there any other new programs that the University wants to build as flagships? • What are specific domains where capability needs to be built afresh in the move to being multidisciplinary? • Do we have provisions for Dual Degrees? 	<p>programs that the University wants to build as flagships? CMR University has programs that University treat as flagship programs because it has specific strengths in those areas.</p> <ul style="list-style-type: none"> • • What are specific domains where capability needs to be built afresh in the move to being multidisciplinary? CMR University has multi discipline programs running. • Do we have provisions for Dual Degrees? CMR University plans to provide Dual Degrees in future. • To move to hybrid pedagogy mode for all courses • To provide at least 20 multi-disciplinary pivot options for UG students • To be offering at least three online degree programs with a total enrollment of 50,000 • Introduce hybrid and online PG programs • To start multidisciplinary PG programs in current areas such as health policy studies, computational linguistics, disability studies, environmental humanities, digital humanities and medical humanities. • Build online UG programs and Diplomas. • Establish International Masters and Dual Degree programs • Outreach to schools and colleges through exhibitions, summer fellowships, etc. • To house 5% international faculty at CMRU • To house 10% graduate students of international origin • To create two operating international satellite campuses • To ensure that 50% of graduating PhD students would have spent at least three months in a foreign university/lab
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	<ul style="list-style-type: none"> To ensure that 50% of faculty will have active publishing collaboration international collaborator To grow to 400 active MOUs with international university partners To grow to 100 joint PhD degrees to be awarded by 2027 <p>IMPROVE NETWORKING</p> <ol style="list-style-type: none"> Connect effectively with students and new alumni Establish Long Term Relationships with Stakeholders Establish a strong volunteer network <p>AUGMENT FUNDRAISING</p> <ol style="list-style-type: none"> Create bi-directional value Raise Funds Effectively plan for fund utilization <p>REORGANIZE INTERNAL FUNCTIONING</p> <ol style="list-style-type: none"> Improve Outreach and Messaging Organizational Strengthening
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Key Performance Areas

- Board
- Organization structure
- Academic Administration
- Internal Governance Bodies
- Curriculum Excellence
- Pedagogical Excellence
- Infrastructural Development

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8. Accreditation and Quality Assurance
9. Collaboration / Partnering with Knowledge and skill Hubs/Institutional Partnerships
10. Creating a brand image of the Institution
11. Research and Development
12. Social Outreach activities

13. Monitoring and Evaluation
14. Student support and engagement
15. Technology enablement
16. Grievance Redressal Mechanism
17. Regulatory Affairs and Compliance
18. Communication
19. Finances
20. Scale of operations
21. People- recruitment and development
22. Program Strategy



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INSTITUTIONAL DEVELOPMENT PLAN 2022

ABOUT CMR UNIVERSITY

CMR University (CMRU), located in Bangalore, Karnataka, is a private institution established under Act 45 of 2013. The university is committed to fostering creative communities where innovative ideas flourish, discoveries are made, and new creations are shared. CMRU takes pride in its dynamic and outstanding faculty, innovative pedagogical practices, state-of-the-art infrastructure and multidisciplinary academic programmes at Graduate, Postgraduate and Doctoral levels. CMR University has over 317 faculty members and over 7300 students under its various Schools of Studies like School of Architecture (SOA), School of Design (SOD), School of Economics and Commerce (SOEC), School of Engineering and Technology (SOET), School of Legal Studies (SOLS), School of Management (SOM), School of Science & Computer Studies (SSCS), School of Liberal Studies (SLS), School of Education (SOE) and CMR Center for English and Foreign Languages (CEFL). The schools of studies offer 30 Undergraduate, 14 Postgraduate, 4 PG Diploma, and PhD programmes in various disciplines. CMR Jnanadhara Trust

The CMR Jnanadhara Trust was established in 1990, as a tribute to the late Sri Chikka Muniyappa Reddy, a visionary and an educationist. Guided by the belief that every person can achieve his/her dreams if given a chance at a well-rounded education, the Trust strives to deliver quality education through its institutions of learning.

Backed by over 27 years of leadership in the field of education, the CMR Jnanadhara Trust supports and manages all the activities of the CMR Group of Institutions. The late Sri Chikka Muniyappa Reddy was a visionary educationalist and philanthropist who dreamt of bringing

literacy to the masses. His vision led to the founding of the CMR Jnanadhara Trust, which in turn facilitated the growth of the CMR Group of Institutions.



The CMR Jnanadhara Trust started the National Junior School (now CMR National Public School) in 1991. Initially, the school primarily catered to children belonging to the local neighborhood. In its first year, the school had only six kindergarten students who studied in a modest school building located in the CMR family orchard. Over time, the CMR National Public School has grown to become a highly reputed educational institution, and today it is rated amongst the top CBSE schools in Bangalore. At present, it is situated on a 2 acre campus, and hosts 3500 students from Montessori / Kindergarten through Grade XII every year.

CMR Today

Over the years, the CMR Jnanadhara Trust has continued to support and manage the growth of educational institutions. The CMR Group of Institutions is a Bangalore-based educational conglomerate that comprises a number of institutes of higher education, Montessori / K-12 schools, various Centres of Excellence in training, research and consultancy as well as a host of academic departments. Over 20,000 students including international students from more than 60 countries study within CMR's portals of learning. Nearly 1000 highly qualified faculty and staff work at CMR. Academic programmes are varied and cover various areas of study such as Architecture, Design, Engineering, Economics & Commerce, Law, Management, Science Studies, Social Sciences & Humanities, and Education.

The CMR Group of Institutions in association with National Public Schools promotes the Ekya Schools, a brand of boutique schools with several campuses across the city. CMR has also partnered with the National Education Trust to found the NPS International School on a lush 6-acre campus in Singapore. CMR University has been established as a Private University in Karnataka.

LOGO



Swan Taking Flight

The CMR University logo is inspired by that of the CMR Jnanadhara Trust, the University's promoting body. The logo depicts a beautiful swan that is just about to take off from the waters, one that is reaching for the skies.

The swan is the carrier of Goddess Saraswathi – the Goddess of Learning.

It is said that the Swan with its sensitive beak has the power of discrimination – an ability to distinguish pure milk from a mixture of milk and water. The swan thus symbolizes discrimination between right and wrong, good and evil or the eternal and the transient. It is this ability to acquire and apply knowledge in a discerning manner, for the overall good of mankind, which closely aligns with the University's ethos.

Rooted in Indian tradition, this contemporary form of the Hamsa, the Swan wholly embodies the vision of CMR University.

VISION - MISSION - VALUES – OBJECTIVES

Vision: "To nurture creative thinkers who will drive positive global change."

Mission:

- To offer multi, inter, and cross-disciplinary modular programs supported by technology-enabled teaching-learning processes.
- To emphasize research-led education in an innovative and interdisciplinary environment, fostering critical thinking.

- To cultivate leaders for a knowledge-based economy, guided by ethical principles essential for societal progress.

Educational Offerings: CMR University aims to advance university education across diverse disciplines including architecture, design, engineering, law, management, economics & commerce, social sciences & humanities, education, and science studies. The university equips students with essential skills and knowledge necessary for successful careers in their chosen fields.

Our Ethos: At CMR University, creativity is recognized as a fundamental competence crucial for success in today's complex world. Whether in arts, sciences, or professional studies, students are encouraged to think independently, lead products, innovate, and excel. The curriculum emphasizes creative concepts and design thinking alongside practical skills such as teamwork, presentation, research, and initiative.

Unique Features: CMR University Bangalore nurtures dynamic creative communities where new ideas are encouraged, discoveries are celebrated, and innovations are shared. This environment supports students in exploring their potential and contributing positively to society.

Chairmans Message

The greatness of any human being is judged neither by his wealth nor by his knowledge but by his simplicity. Simplicity was the hallmark of Shri. Chikka Muniyappa Reddy, the founder of the CMR Group, a man endowed with virtues, values and visionary ideals.

“CMR Group has an extensive track record of 25 years in education through programmes ranging from the Montessori level / K-12 (under the CMR-NPS and Ekya Schools) to Post Graduate and Research Programmes in Architecture, Design, Engineering, Law, Management, Sciences, Education, and Humanities. The Government of Karnataka was pleased to accord University status to the CMR Group considering its highly committed & qualified faculty, internationally acclaimed infrastructure, and years of academic excellence.

CMR University aspires to differentiate itself through its vision ‘to nurture creative thinkers who will drive positive global change’ and a mission to introduce a flexible curriculum of study that encourages creativity and cross-disciplinary learning. CMR University aims to offer the best in education through academic delivery by seasoned industry professionals and experienced faculty.”

FOREWORD – CHANCELLOR

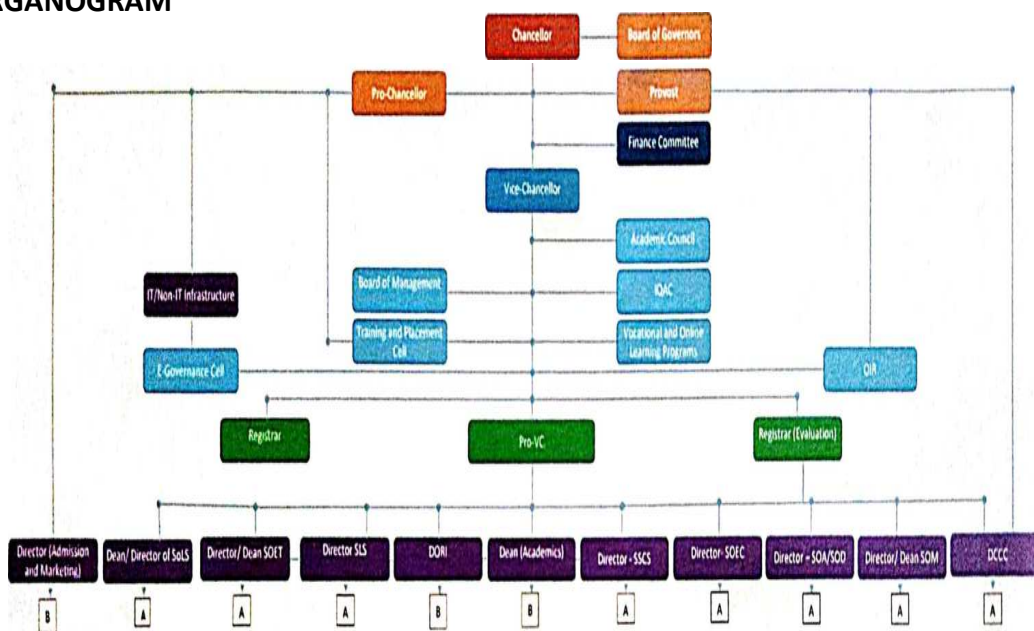
CMR University, staying true to its vision “to nurture creative thinkers who will drive positive global change”, has found a way to make its academic programmes more relevant to the industry and society.

The CMR Group of Institutions was started as a tribute to the late Sri Chikka Muniyappa Reddy, a visionary educationalist and philanthropist who dreamt of bringing literacy to the masses. His vision led to the founding of the CMR Jnanadhara Trust, and through it the growth of the CMR Group of Institutions. In its 25 years of existence, the CMR Jnanadhara Trust has been guided by the belief that every person can achieve his or her dreams if given a chance at a well-rounded education. CMR University, with its multiple disciplinary programmes, is strategically located in Bangalore, a major emerging destination for Higher Education.

The programmes offered at CMR University are embedded in a mature and highly sophisticated research culture, enabling students to grow in an open and free academic environment with dedicated teaching, state-of-the-art laboratories, fast information networks and well-stocked libraries.

The University’s new integrated main campus is under development, and is located close to the Bangalore International Airport. This technology-enabled campus has been designed to enable collaboration and facilitate improved interactions amongst the student and faculty community. The University houses an innovation hub and several design thinking labs where students can explore, discover and create; thus setting themselves up for success as innovative and independent thinkers, not content memorizers.

ORGANOGRAM



Institution Strategic Goals:

1. **Enhance Research Culture:** Foster a robust research environment among faculty and students through incentives, mentorship, and collaboration with industry and research institutions.
2. **Achieve Academic Excellence:** Focus on achieving higher rankings and accreditation status by enhancing academic offerings, infrastructure, and faculty development.
3. **Global Engagement:** Increase international collaborations, attract foreign students, and enhance global recognition through exchange programs and partnerships.
4. **Student Empowerment:** Strengthen student support systems, career guidance, and industry readiness programs to ensure holistic development and employability.
5. **Sustainability Initiatives:** Expand initiatives supporting sustainable development goals through curriculum integration, research projects, and campus practices.

STRATEGIC DIRECTIONS

1. **Research Excellence:** Enhance support for seed funded projects to faculty, support faculty for publications in high-impact journals, and patent filings. Regularly organize national and international conferences, seminars, workshops to foster knowledge dissemination.
2. **Academic Innovation:** Develop innovative teaching methods and digital learning platforms in curriculum. Strengthen industry-academia partnerships in curriculum design and skill enhancement.
3. **Quality Assurance:** Focus on accreditation processes ensuring quality education delivery and continuous improvement in academic standards.
4. **Global Visibility:** Increase CMR University's global footprint through strategic collaborations.

Institutional Development Plan (IDP) Objectives:

1. **Enhance Research and Development:** Increase research funding, establish more centers of excellence, and incentivize faculty for publications and patents.
2. **Curriculum Enhancement:** Revise curriculum to align with NEP 2020, emphasizing interdisciplinary learning, industry internships, and practical skills development.
3. **Infrastructure Development:** Expand ICT-enabled facilities, digital libraries, and research labs. Improve campus connectivity and sustainability initiatives.
4. **Student Support:** Introduce merit and need based scholarships, faculty mentoring programs, and placement training. Enhance student development through extracurricular activities and leadership opportunities.

5. **Global Engagement:** Strengthen international collaborations, exchange programs, and alumni networks. Attract and support a diverse student body, including foreign students.

CONSTITUTION OF THE IDP TEAM

Chairman
Chancellor
Pro Chancellor
Provost
Vice Chancellor
Registrar
Dean School of Management
Dean School of Legal Studies
Director School of Management Lakeside Campus
Director School of Management, City Campus
Director School of Economics and Commerce
Director School of Engineering
Director School of Architecture
Director School of Liberal Studies
Director School of Science and Computer Science
Director School of Design
Director Research and Innovation
Director IQAC

Head HR
Registrar Evaluation
Dean Academics
Director Dept of Common Core Curriculum
Director Office of Student Affairs
Director International Relations
Head Information Technology
Director Admissions
Chief Engineer Construction and Maintenance

SWOC ANALYSIS OF CMR UNIVERSITY

SWOC Report of the CMRU

Strengths:

Visionary, committed, financially sound and forward-thinking management.

Located in the heart of the city at three locations.

ICT enabled classrooms, state-of-art labs, and digital library facility.

Wi-Fi enabled campus with high-speed Intranet.

Highly qualified, experienced and committed faculty

MoUs with leading Institutions and Industries for research and skill development.

Digitalized Teaching Platforms – Learning and administration.

Scholarships for meritorious students.

Effective induction and industry readiness training programs from year one.

Student centric learning.

seminars, workshops, webinars, and

sustainable development and community service goals through multiple initiatives.

alumni network for peer-to-peer learning, internships and placements.

Weakness:

research culture among all the faculty and students.

funded projects, research, patents and consultancy.

Publication in Q1 Journals and high impact journals

National and International conferences.

Attracting better ranking students.

Opportunities:

Achieving Tier 1 status with good grade of accreditation and ranking.

Implementation of NEP 2020 policy

Challenges:

=High dependence on revenue from tuition fee of students.

Mushrooming of private and profit-driven universities/colleges in the area.

Increasing trend of students' migration to metropolitan and Tier I cities of the country

and to foreign universities for higher education.

Challenges for higher education in the post COVID times keeping in view health safety and to minimize health risks.

Competition from state-funded universities in the state.

Attendance-related issues of students preparing for various competitive/ entrance

examinations at local institutes/coaching centres.

Attracting a larger number of foreign students from developed countries

Resource-mobilization through consultancy and research.

NEED ASSESSMENT:

- Conduct a comprehensive analysis of current strengths, weaknesses, opportunities, and threats (SWOT) to identify gaps and areas for improvement.
- Evaluate student and faculty feedback regarding academic programs, infrastructure, and support services.
- Assess industry demands and trends to align curriculum with market needs.
- Review compliance with accreditation standards and regulatory requirements.
- Analyze resource allocation and utilization effectiveness.

IDP QUESTIONNAIRE:

- What are the key strengths and weaknesses of CMR University as perceived by stakeholders (students, faculty, staff, alumni)?
- How effective are current academic and administrative processes in meeting student and faculty expectations?
- What are the priority areas for improvement in infrastructure, technology integration, and research facilities?
- How can CMR University enhance student engagement, career readiness, and alumni relations?
- What strategies should be implemented to strengthen global partnerships and visibility?

LONG TERM GOALS:

- Achieve government recognized accreditation status and international recognition.
- Expand research capabilities and establish centers of excellence.
- Enhance infrastructure support for technology enabled and digital learning environments.
- Foster a culture of innovation and entrepreneurship among students and faculty.
- Strengthen ties with industry leaders and global academic institutions.

MEDIUM TERM GOALS:

- Increase research publications in Q1 and Q2 journals and patent filings.
- Implement interdisciplinary and multi disciplinary programs aligned with NEP 2020 guidelines.
- Enhance faculty development initiatives to promote research and teaching excellence.
- Launch new academic programs catering to emerging industry demands.

- Improve campus sustainability initiatives and infrastructure development.

SHORT TERM GOALS:

- Conduct faculty development workshops on innovative teaching methods, research methods and digital learning tools.
- Initiate student-centric programs focusing on career readiness and skill enhancement.
- Enhance digital infrastructure and Wi-Fi connectivity across campus.
- Establish partnerships with local industries for internship and placement opportunities.
- Conduct seminars, webinars, and certification programs to augment academic learning.
- Enhance classroom infrastructure :physical and digital

NEP 2020 IMPLEMENTATION PLAN:

- Restructure curriculum to incorporate multi-disciplinary and skill-based learning modules.
- Upgrade teaching methodologies to include technology-enabled platforms and interactive tools.
- Establish research centers and promote industry collaborations for practical learning experiences.
- Implement continuous assessment and feedback mechanisms to enhance educational outcomes.
- Train faculty and staff on NEP 2020 guidelines and best practices for effective implementation.

The CMRU has IDP in line with NEP 2020 five pillars are:

- **Affordability:** Making world-class education affordable for the student
- **Accessibility:** Providing high quality education to all
- **Quality:** In terms of infrastructure and facilities improvements, as well as curriculum in line with the demands of the present and future century, mentoring support, faculty support and peer support
- **Equity:** Affirmative actions and gender-neutral policies
- **Accountability:** Towards the stakeholders

CMRU - NEP 2020 Implementation Targets:

- Increasing Gross Enrolment Ratio to 75% by 2033 in the policy
- Multidisciplinary and holistic education system - Knowledge hubs aimed at having 2000 + students
- Promotion of Online learning- Phygital ecosystem

- Promoting the use of technology in Educational planning, Teaching Learning and Assessment, Administration and management
- Regulation- self-disclosure with minimal human interference
- Accessibility for disadvantaged groups
- E-content in regional languages
- Virtual labs
- National Educational Technology Forum (NETF)
- Multiple entries and exit point Programme structures: The undergraduate degree to be of 3 or 4-year duration;The postgraduate degree to be of 1 or 2-year duration; An integrated 5 years bachelor's/Master's
- credit transfer system
- Autonomy: for curriculum, pedagogy, and assessment within a broad framework of higher education qualifications.
- Internationalization of CMRU along with partnerships
- Professional Education: aim to become multi-disciplinary University.

CMRU - Strategic Plan

Key Performance Areas

1. Board
2. Organization structure
3. Academic Administration
4. Internal Governance Bodies
5. Curriculum Excellence
6. Pedagogical Excellence
7. Infrastructural Development
8. Accreditation and Quality Assurance
9. Collaboration / Partnering with Knowledge and skill Hubs/Institutional Partnerships
10. Creating a brand image of the Institution

11. Research and Development
12. Social Outreach activities
13. Monitoring and Evaluation
14. Student support and engagement
15. Technology enablement
16. Grievance Redressal Mechanism
17. Regulatory Affairs and Compliance
18. Communication
19. Finances
20. Scale of operations
21. People- recruitment and development
22. Program Strategy

Boards of CMR University

Functioning Boards as Prescribed in NEP:

CMRU has effectively functioning boards as prescribed in the NEP. The core functioning boards of CMRU are:

1. **Board of Governors**
2. **Board of Management**
3. **Finance Committee**
4. **Academic Council**
5. **IQAC (Internal Quality Assurance Cell)**
6. **Planning and Monitoring/Steering Board**

Board	Number of Members	Frequency of Meetings	Responsibilities	Regulatory Independence	Expertise Required
Board of Governors	Specified	Twice a	Participate in key	Changes	Eminent

Board	Number of Members	Frequency of Meetings	Responsibilities	Regulatory Independence	Expertise Required
	by regulations	year (and as needed)	functional areas, e.g., People Development, Academic Excellence	incorporated for independence	personalities with focus on specific domains
Board Management of	Specified by regulations	Twice a year (and as needed)	Participate in key functional areas, e.g., People Development, Academic Excellence	Changes incorporated for independence	Eminent personalities with focus on specific domains
Finance Committee	Specified by regulations	Twice a year (and as needed)	Participate in key functional areas, e.g., People Development, Academic Excellence	Changes incorporated for independence	Eminent personalities with focus on specific domains
Academic Council	Specified by regulations	Twice a year (and as needed)	Participate in key functional areas, e.g., People Development, Academic Excellence	Changes incorporated for independence	Eminent personalities with focus on specific domains
IQAC	Specified by regulations	Twice a year (and as needed)	Participate in key functional areas, e.g., People Development, Academic Excellence	Changes incorporated for independence	Eminent personalities with focus on specific domains
Planning and	Specified	Twice a	Participate in key	Changes	Eminent

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Fax : (+91) - 80 - 2542 4433
E mail : info@cmr.edu.in
www.cmr.edu.in

INSTITUTIONAL DEVELOPMENT PLAN 2021

ABOUT CMR UNIVERSITY

CMR University (CMRU), located in Bangalore, Karnataka, is a private institution established under Act 45 of 2013. The university is committed to fostering creative communities where innovative ideas flourish, discoveries are made, and new creations are shared. CMRU takes pride in its dynamic and outstanding faculty, innovative pedagogical practices, state-of-the-art infrastructure and multidisciplinary academic programmes at Graduate, Postgraduate and Doctoral levels. CMR University has over 317 faculty members and over 7300 students under its various Schools of Studies like School of Architecture (SOA), School of Design (SOD), School of Economics and Commerce (SOEC), School of Engineering and Technology (SOET), School of Legal Studies (SOLS), School of Management (SOM), School of Science & Computer Studies (SSCS), School of Liberal Studies (SLS), School of Education (SOE) and CMR Center for English and Foreign Languages (CEFL). The schools of studies offer 30 Undergraduate, 14 Postgraduate, 4 PG Diploma, and PhD programmes in various disciplines. CMR Jnanadhara Trust

The CMR Jnanadhara Trust was established in 1990, as a tribute to the late Sri Chikka Muniyappa Reddy, a visionary and an educationist. Guided by the belief that every person can achieve his/her dreams if given a chance at a well-rounded education, the Trust strives to deliver quality education through its institutions of learning.

Backed by over 27 years of leadership in the field of education, the CMR Jnanadhara Trust supports and manages all the activities of the CMR Group of Institutions. The late Sri Chikka Muniyappa Reddy was a visionary educationalist and philanthropist who dreamt of bringing literacy to

the masses. His vision led to the founding of the CMR Jnanadhara Trust, which in turn facilitated the growth of the CMR Group of Institutions.



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5. **Sustainability Initiatives:** Expand initiatives supporting sustainable development goals through curriculum integration, research projects, and campus practices.

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1. **Research Excellence:** Enhance support for seed funded projects to faculty, support faculty for publications in high-impact journals, and patent filings. Regularly organize national and international conferences, seminars, workshops to foster knowledge dissemination.
2. **Academic Innovation:** Develop innovative teaching methods and digital learning platforms in curriculum. Strengthen industry-academia partnerships in curriculum design and skill enhancement.
3. **Quality Assurance:** Focus on accreditation processes ensuring quality education delivery and continuous improvement in academic standards.
4. **Global Visibility:** Increase CMR University's global footprint through strategic collaborations.

Institutional Development Plan (IDP) Objectives:

1. **Enhance Research and Development capability:** Increase research capacity building through funding, faculty development and partnerships for publications and patents.
2. **Curriculum Enhancement:** Revise curriculum for industry readiness , emphasizing interdisciplinary learning, industry internships, and practical skills development.
3. **Infrastructure Development:** Expand ICT-enabled facilities, digital libraries, and research labs. Improve campus connectivity and sustainability initiatives. Expand the physical capacity ie classrooms, Labs,
4. **Student Support:** Enhance scholarships for students, placement and training support. Enhance student development through extracurricular activities and leadership opportunities.
5. **Global Engagement:** Strengthen international collaborations with Academic partners, through faculty and student exchange programs, and alumni networks. Attract and support foreign students.
6. **Faculty support:** Enhance welfare measures for faculty ie Career Advancement scheme, Performance Appraisal System, Development support, Leave policy.
7. **Teaching Learning Process:** Student centric learning methods and digital resources support ie MooC Courses, online databases

CONSTITUTION OF THE IDP TEAM

Chairman
Chancellor
Pro Chancellor
Provost
Vice Chancellor
Registrar
Dean School of Management

Dean School of Legal Studies
Director School of Management Lakeside Campus
Director School of Management, City Campus
Director School of Economics and Commerce
Director School of Engineering
Director School of Architecture
Director School of Liberal Studies
Director School of Science and Computer Science
Director School of Design
Director Research and Innovation
Director IQAC
Head HR
Registrar Evaluation
Dean Academics
Director Dept of Common Core Curriculum
Director Office of Student Affairs
Director International Relations
Head Information Technology
Director Admissions
Chief Engineer Construction and Maintenance

SWOC ANALYSIS OF CMR UNIVERSITY

SWOC Report of the CMRU

Strengths:

Visionary, committed, financially sound and forward-thinking management.

Located in the heart of the city at three campuses.

ICT enabled classrooms, state-of-art labs, and digital library facility.

Wi-Fi enabled campus with high-speed Intranet.

Highly qualified, experienced and committed faculty

MoUs with leading Institutions and Industries for research and skill development.

Digitalized Teaching Platforms – Learning and administration.

Scholarships for meritorious students.

Effective induction and industry readiness training programs from year one.

Student centric learning.

Seminars, workshops, webinars, and

Sustainable development and community service goals through multiple initiatives.

Alumni network for peer-to-peer learning, internships and placements.

Weakness:

research output of faculty and students.

funded projects, research, patents and consultancy.

Publication in scopus indexed Journals

National and International conferences organization and participation

FDP participation and Organization

Attracting better ranking students.

Opportunities:

accreditation and ranking.

Implementation of Industry 4.0 aligned TLP

Challenges:

High dependence on revenue from tuition fee of students.

Competition from private and profit-driven universities/colleges in the area.

Student migration to metropolitan cities of the country and to foreign universities for higher education.

Challenges for higher education in the post COVID times keeping in view health safety and to minimize health risks.

Competition from state-funded universities in the state.

Attendance-related issues of students preparing for various competitive/ entrance examinations at local institutes/coaching centres.

Student attendance and engagement in Digital Learning platforms like Zoom during Covid
foreign students from developed countries

Resource-mobilization through consultancy and research.

NEED ASSESSMENT:

- Conduct a comprehensive analysis of current strengths, weaknesses, opportunities, and threats (SWOT) to identify gaps and areas for improvement.
- Evaluate student and faculty feedback regarding academic programs, infrastructure, and support services.
- Assess industry demands and trends to align curriculum with market needs.
- Review compliance with accreditation standards and regulatory requirements.
- Analyze resource allocation and utilization effectiveness.

IDP QUESTIONNAIRE:

- What are the key strengths and weaknesses of CMR University as perceived by stakeholders (students, faculty, staff, alumni)?
- How effective are current academic and administrative processes in meeting student and faculty expectations?
- What are the priority areas for improvement in infrastructure, technology integration, and research facilities?
- How can CMR University enhance student engagement, career readiness, and alumni relations?
- What strategies should be implemented to strengthen global partnerships and visibility?

LONG TERM GOALS:

- Achieve government recognized accreditation status and international recognition.
- Expand research capabilities.
- Enhance infrastructure support for technology enabled and digital learning environments.
- Foster a culture of innovation and entrepreneurship among students and faculty.
- Strengthen ties with industry leaders and global academic institutions.

MEDIUM TERM GOALS:

- Increase research publications in Q1 and Q2 journals and patent filings.
- Implement interdisciplinary and multi disciplinary programs
- Enhance faculty development initiatives to promote research and teaching excellence.
- Launch new academic programs catering to emerging industry demands.
- Improve campus sustainability initiatives and infrastructure development.

SHORT TERM GOALS:

- Faculty development initiatives on student engagement, innovative teaching methods, research methods and digital learning tools and platforms
- Initiate student-centric programs focusing on career readiness and skill enhancement.
- Enhance digital infrastructure and Wi-Fi connectivity across campus.
- Establish partnerships with eminent Universities and industry for internship and placement opportunities.
- Conduct seminars, webinars, and certification programs to augment online and in campus academic learning.
- Enhance classroom infrastructure :physical and digital
- Enhance online course delivery, evaluation tools and processes

CMRU - NEP 2020 Implementation Targets:

- Increasing Gross Enrolment Ratio to 75% by 2033 in the policy

- Multidisciplinary and holistic education system - Knowledge hubs aimed at having 2000 + students
- Promotion of Online learning- Phygital ecosystem
- Promoting the use of technology in Educational planning, Teaching Learning and Assessment, Administration and management
- Regulation- self-disclosure with minimal human interference
- Accessibility for disadvantaged groups
- E-content in regional languages
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- National Educational Technology Forum (NETF)
- Multiple entries and exit point Programme structures: The undergraduate degree to be of 3 or 4-year duration;The postgraduate degree to be of 1 or 2-year duration; An integrated 5 years bachelor's/Master's
- credit transfer system
- Autonomy: for curriculum, pedagogy, and assessment within a broad framework of higher education qualifications.
- Internationalization of CMRU along with partnerships
- Professional Education: aim to become multi-disciplinary University.

CMRU - Strategic Plan

Key Performance Areas

- Research quality and quantity
- Student learning outcomes and Industry Readiness
- State of the art physical and digital Infrastructure
- Flexible career pathways in curriculum
- Sustainability and community outreach initiatives

- Global Outreach
- Industry connect
- Curriculum Excellence
- Pedagogical Excellence
- Accreditation and Quality Assurance
- Collaboration / Partnering with Knowledge and skill Hubs/Institutional Partnerships
- brand image of the Institution
- Research and Development
- Monitoring and Evaluation
- Student support and engagement
- Technology enablement
- Faculty empowerment and welfare: Grievance Redressal Mechanism,Regulatory Affairs and Compliance
- Finances : Alternative sources of funding other than fees
- Scale of operations
- People- recruitment and development
- Program Strategy

IDP Implementation Structure

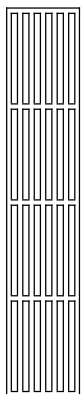
1. Board
2. Organization structure
3. Academic Administration
4. Internal Governance Bodies

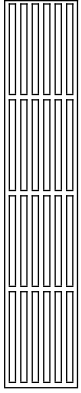
Boards of CMR University

Functioning Boards

CMRU has effectively functioning boards as prescribed in the NEP. The core functioning boards of CMRU are:

1. **Board of Governors**
2. **Board of Management**
3. **Finance Committee**
4. **Academic Council**
5. **IQAC (Internal Quality Assurance Cell)**
6. **Planning and Monitoring/Steering Board**







CMR UNIVERSITY

Private University Established in Karnataka State by Act No. 45 of 2013

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Response

6.2.1

Institutional Development Plan Deployment from 2017-2023

Perspective plan	Deployment of Perspective plan	Proof Document
1.Infrastructure of Classrooms		
ICT classrooms to be set up	ICT classrooms set up in 2023-2024.	2023
2..Curriculum, Teaching and Learning		
4 UG programmes and 5 PG programmes commenced	1) B.Tech Computer & Communication Engineering, commenced in 2020 2) B.Tech Electronics & Computer Engineering, commenced in 2021 3) B.Tech (Data Science) and B.Tech (Artificial Intelligence & Machine Learning), commenced in 2022. 4) M.Tech (CAD CAM), M.Tech (Data Science), M.Tech (Intelligent Systems) and M.Tech (Cyber Forensics & Information Security) commenced in 2020.	2020 2021 2022 2023

	5) M.Tech (AI & Data Science) commenced in 2023.	
3. Graduate Requirement courses		
GR courses to help students to improve their aptitude skills and communication skills introduced.	Preparing for the Aptitude Test, Oral and Written Communication were introduced in 2019.	2021 GR and SEC 2022 CSP GR and SEC 2023 CSP GR and SEC
4. JUNO ERP Campus		
<ul style="list-style-type: none"> ● To execute Administration activities ● To facilitate Finance and Accounts activities ● To provide Student Admission and Support ● To discharge Examination duties. 	<p>From the year 2020 the University is made a Juno campus enabling the student right from the admission process to the payment of tuition fees, and Examination Fees. The student's attendance is marked through QR Code which updates the attendance in Juno automatically and the student can know it immediately. The Continuous Internal Evaluation, Question Paper Setting, and Marks Entry are done through Juno. Also, the results are published in Juno only. The faculty-course allocation, timetable, and session plans CO-PO Mapping are all done through Juno. The mentor-mentee system is also assisted by Juno. The grievance reporting and redressal are reported through Juno. This plan is deployed from 2020,</p>	ERP Admission administrator Screenshots Exam administrator ERP screenshots Academic administrator ERP screenshot Student ERP Faculty ERP
5. LEAP		

<p>The Office of Student Affairs (OSA) provides students with opportunities, learning experiences, and support and resources through Learning Engagement, and Advancement Programs (LEAP). It enables student voice in decision making, supports student-led events, and creates a student-centric environment at CMU University.</p>	<p>The LEAP Program was set up in 2020.</p>	<p>2022 SOET LEAP activities</p>
<p>6. Skill Enhancement courses</p>		
<p>SEC courses that include learning of foreign languages and other qualitative, and quantitative skill-related courses were introduced</p>	<p>The following SEC courses were introduced in the year 2021.</p> <ol style="list-style-type: none"> 1. French 2. Spanish 3. German 4. Project Management 5. Qualitative Research 6. Quantitative Research 	<p>2021 GR and SEC</p> <p>2022 CSP GR and SEC</p> <p>2023 CSP GR and SEC</p>
<p>7. Community Engagement</p>		
<p>To bring about social responsibility among students.</p>	<p>A mandatory credit based Community Internship/Service program is instituted where a student must extend social service for 30 to 45 hours, which is considered a graduate requirement. This plan is implemented in the academic year 2022.</p>	<p>2022 CSP GR and SEC</p> <p>2023 CSP GR and SEC</p> <p>CSP CMRU Community Service SOP</p>
<p>8. Research and Development</p>		
<p>Centers of Excellence</p>	<p>School of Management CoE reports</p>	<p>Centre for Excellence Reports.xlsx</p>

