



**Strategic Curriculum Internationalisation Plan**  
Plan for strengthening and expanding the  
Internationalisation Culture at the institutional  
level



## Formulating a 3-year Strategic Plan for Internationalization

Sector/subsector (General objective) / Specific Objectives	Initial situation (at present)	Desired situation in 3 years	Activities (add lines as necessary)	High Priority To be comple ted within 3 years (Yes/No )	Indicators/examples	Person or persons responsi ble
<b>I Institutional International Strategy</b>						
<b>Develop, approve and publish a new and more incisive institutional strategy that supports all aspects of the activities of the HEI.</b>	<i>The current document covers all aspects of the institution's current activities that focus on internationalization, includes initiatives undertaken during the project but requires addition of specific strategies for next 3 years</i>	<i>By the end of 2025: The new document lays out the institution's international strategy, policies, roles and responsibilities, implementation and strategic positioning of the HEI</i>	Review the existing document	Yes	MoM of the review meeting and feedback received from various departments	.....
			Incorporate necessary changes	Yes	Revised document	
			Discuss plans and strategies with internal and external stakeholders	Yes	MoM of meeting and presentation	
			Incorporate revisions based on feedback	yes	Revised document based on feedback received from various stakeholders	
			Present the revised document to internal approving authorities	Yes	Presentation and revised document	
			Publish the revised policies prominently on the institution's website	Yes	Publication link	

			<i>Within the institution, develop a mechanism to review and amend plan as necessary periodically</i>		List of committees (constitution of working group), schedule of meeting, feedback form	
<i>Examine the existing document and compare it to new needs and directions of development identified</i>	<i>The present document mentions briefly, the various internationalization activities and some specific plans for future implementation</i>	<i>By the end of 2023, add the future lines of action and associated policies in line with local regulatory requirements</i>	<i>Create committees for implementation and periodic review of internationalization strategy</i>	Yes	Office order for constitution of committee and MoM  Compare the Existing document with the revised and updated version.  Review the revised document in line with the regulatory guidelines.	.....
<i>Incorporate new aspects on a provisional basis and give it wide publicity</i>	<i>Partial implementation done</i>	<i>By the end of 2025, implementation of the revised plan shall be targeted and it's dissemination shall start by end of 2023</i>	<i>include activities introduced through workshops and resultant outcomes/changes in the revised document.</i>	Yes	Powerpoint presentation of the workshop  Feedback of the workshop attendees.	.....
			<i>Revise the document and share with stakeholders</i>		revised document.	
			<i>Share the revised document in all University's regulatory meetings.</i>		MOM of Regulatory meetings	
			<i>Upload the revised document on the university website.</i>		Link of University Website	
<i>Discuss with all members of the institution and with external stakeholders,</i>	<i>Yet to be done</i>	<i>Before the end of December 2023</i>	<i>Organize a consultative committee meeting to discuss with senior Leadership at the University</i>	Yes	<b>MOM of the consultative committee meeting.</b>	.....

collect suggestions and incorporate them			Conduct focus group discussion with external stakeholders to receive suggestion and feedback		Transcript/Recording of the focus group discussion.	
			Share the revised document along with feedback form PAN institution and receive comments and suggestions		Feedback form.	
Present the finished document to the appropriate authorities as necessary	Not yet done	Before December 2024	Core Team to present final document before the leadership and management	Yes	Presentation of Final Document.	.....
			Core Team to present Final document before the Regulatory Bodies.		Presentation of Final Document	
			Initiate process of Regulatory approvals		Final approved document	
Post prominently on the homepage of the IES website, and update as needed	yet to be done	Before April 2025 the new strategy document will be published on the homepage of Institution website.	Publish the new strategy	Yes	link of the published Document.	.....
II International Offices and academic services						
Strengthen the structure of the International Offices. Redesign the organization chart of	Current organization structure provisions for the office of	By the End of 2025 implement student International mobility and	Revise the organization structure as required per revised plan	Yes	Revised Structure	
			Draw specific student & Faculty mobility plans		Revised Document	

<b>the Offices according to the various functions:</b>	<i>International Partnerships and student mobility lead by Director and is presently active</i>	<b>internationalization plans as per the published final document.</b>	Strengthen international partnership through engagements with the international office.		<b>MOM of Meetings.</b>	
			Explore re organizing the international affairs office and align with the international partner guidelines		<b>Revised organogram</b>	
<i>Cooperation and partnerships</i>	<i>IPSM is actively engaging with existing international partners and is forging new collaborations office of international admissions is actively recruiting students from foreign countries</i>	<b>By the end of 2025 active collaborations with international partners for joint degree, collaborative research, Student and faculty mobility, pathway programs, collaborative projects, setting up of offshore campus, undertaking more Erasmus funded projects</b>	Inline with NEP2020 embedded programs which allow multiple entry and exit opportunities	Yes	MOU for Collaborative research	
			Common Entrance exam to provide equal opportunity to students and achieve sustainable education system		<b>Common Entrance Exam</b>	
			Webinars and workshops for academic and research rigor and dissemination activities		<b>Webinar brochure and attendance sheet</b>	
			Explore the opportunity for multi-country campus		<b>Program Brochure</b>	
			Submit application for new Erasmus Funded Project.		<b>Submission proof</b>	
			Mobilize internal intellectual resources to different territorial contexts.		<b>Dissemination proof</b>	
<i>Communications</i>	<i>presently measures for capacity</i>	<b>by the end of 2025 have a significant</b>	Setup communication channels in the identified countries through partners	Yes	<b>Action taken Report</b>	

	<i>building of non English (ESL) Speakers is in progress. International office also organizes cultural integration and assimilation programs and is strengthening relationships with embassies of various countries through engagement and participation. Our foreign students and alumni represent the university in their home countries.</i>	<b>presence in the space of higher education.</b>	Increase outbound activities of faculty and staff Setting up language labs Incorporate a consortium of foreign students for cultural exchange and integration.		<b>Report</b> <b>Labs setups</b> <b>Link on the website of University</b>	
<i>International mobility</i>	<i>we have an office of international Admissions</i>	By the end of 2024 International admissions office shall prepare and	Student mobility options to be embedded in the curriculum Faculty exchange program	Yes	updated curriculum as per NEP 2020 Guidelines/ Report of Faculty exchange	

	<b><i>and Marketing headed by a director Constantly looking after the mobility a IPSM as mentioned earlier</i></b>	disseminate a mobility guide handbook based on good practices adopted by partner universities, Conduct smooth academic recognition and credit mapping	Setup Travel assistance desk		Constitution/ Travel desk Email/Details/Weblink	
			conduct workshops on study abroad options		Workshop material	
			Organize preparatory workshops for students moving to other countries,		Workshop material	
			Create a working group with key people facilitating mobility.		Constitution/ office orders	
<b><i>Strengthen the Communication strategy of the International Office</i></b>	<b><i>Currently all communication about mobility happens centrally through the office of IPSM and universities websites</i></b>	<b><i>By the end of 2025 establish well articulated mobility documents and regulations along with strengthening the mobility portfolio and generate visibility through rigorous internal and external communications</i></b>	Design mobility regulation in consultation with key people and design dissemination schemes.	<b>Yes</b>	Draft of mobility regulations	
			<b>Involve partner institutions in designing mobility schemes with internal staff for greater visibility of internal policies</b>		<b>Minutes of the meetings conducted</b>	
			<b>Experience sharing with partners and all stakeholders for increasing incoming and outgoing mobility</b>		Feedback forms / recorded video bytes	
			<b>International students consortium to organize cultural interaction forums</b>		<b>Report/ attendance sheet</b>	
			To appoint a mobility officer for coordinating programs that are outward and inward bound.		<b>program documents</b>	

			Constitution of language and communication advisory board(LCAB) in consultation with institutional partners		<b>Constitution papers</b>	
<i>Reformulate regulations</i>	<i>Not yet done</i>	<b>By the end of 2025, approved regulations to be included in the final document.</b>	<b>Core Team to present final document before the leadership and management and thereafter to regulatory bodies.</b>	<b>Yes</b>	<i>MOM of the meeting conducted</i>	
			<b>Initiate process of Regulatory approvals</b>		<i>Final document/ Regulation</i>	
<i>Streamline communication channels</i>	<i>Currently all communication happens centrally through the office of IPSM and universities websites</i>	<b>By the end of 2023 have a calendar of Internationalization activities; by the end of 2025 have IRO/ICO /IAO strengthen communication channels by adopting the guidelines.</b>	<b>Annual activities and incorporate in the calendar</b>	<b>Yes</b>	<b>Activity calendar proposal</b>	
			<b>Establish Protocols and KRA's of IRO and ICO/ IAO</b>		<b>Document</b>	
			<b>Have periodic meetings with partner institutions on the information sharing.</b>		<b>MOM of the meetings</b>	
			<b>Strengthen social media engagement and website communication</b>		<b>Website and social media update</b>	
<i>Raise awareness on the areas involved in the processes</i>	<b>Currently one email id is in use for all kind of internal communication with international</b>	<b>By the end of 2024 Dedicated social media handles and a separate section/Tab on the university website shall be in use.</b>	<b>National dissemination events</b>	<b>Yes</b>	<b>Event documents/ Workshop material</b>	
			<b>International symposia</b>		<b>Event documents/ Workshop material</b>	



	<b>partner institutions</b>					
<i>Develop printed and / or digital material of the institution in the strategic languages</i>	<b>Yet to be done</b>	<b>By the end of 2025 IRO/ICO /IAO will endeavor have material in Strategic languages</b>	<b>Identify the countries of origin of incoming/outgoing students</b>	<b>yes</b>	<b>Constitution of student committees , feedback</b>	
			<b>identify the strategic languages</b>		<b>MOM of LCAB</b>	
			<b>material creation, approval and publication</b>		<b>Draft document in consultation with student committee to be vetted by LCAB. Section on tab of University website.</b>	
<b><i>Training Activities for the staff and students involved</i></b>	<b>Internal workshops for SL1 to SL4 already done for staff, students and all stakeholders</b>	<b>By the end of 2025 conduct multiple training sessions for various stakeholders on revised institutional internationalizati on strategy activity of international office academic services redesign of learning teaching and assessment programs and grooming global citizens</b>	<b>Training session and workshopson revised institutional internalization strategy activity</b>	<b>Yes</b>	<b>Training materials</b>	
			<b>Redesign the Learning teaching and assessment programs</b>		<b>Revised document</b>	
			<b>Internal statutory bodies Approval</b>		<b>MOM of Meetings</b>	
<i>Develop language skills</i>	<b>presently through our english language lab</b>	<b>By the end of 2025 we will focus on language certification</b>	<b>Embed multi-language options through ability enhancement courses as</b>		<b>revised curriculum document</b>	

	we deliver ESL Training for foreign incoming students and offer options of studying foreign languages to our existing students	programs and increase the percentage of students excelling in language placement tests.	per the NEP2020 Guidelines			
			Allow student presentations in Classrooms in multi languages along with integrated english translation app/using subtitles.		Session recordings/Presentations	
Propose training spaces on internationalization strategies	Presently we have delivered the SL1 to SL4 to internal Stakeholders and made them trainer	By the end of 2024 identity and organize sessions for Internationalizati on strategies to neighboring HEI	Conducting the workshops and training sessions to other HEI	Yes	Training session/Recordings and session presentation	
			MOU with foreign partners to enhance the internationalization		MOU Signed	
			Periodic round table meeting with partner on exchanging IP and discussions		MOM of the Meetings	
Generate staff mobility for shadowing work	not yet started	By the end of 2024 under core team supervision next in line trainer faculty will conduct in house session and assist in National dissemination workshop and online workshops	Developing of workshop materials	Yes	Presentation material /schedule of workshop	
			Mentoring the next inline trainer faculties		Mentor mentee records	
			Schedule and conduction of National dissemination workshop		Schedule and training materials	
III International mobility and internationalization of the institutional culture						

<b>Strengthen the capacities of the different mobility schemes in the HEI members of the project</b>	Current policies with regard to mobility schemes in the HEI consider only the simplistic way of incoming/outgoing mobility for both staff and students	by the end of 2024 a well articulated mobility documents will be published which will guide future directions of student and staff mobility and shall be published on the university website	Pre Final document to be prepared in consultation universities stakeholders	Yes	Draft document and feedback	
			final document to be presented to the relevant authorities for policy approval		Approved document	
			Empower the IRO/ICO /IAO for implementation of mobility schemes		policy/regulation document	
<i>Design mobility regulations in its different schemes, considering the available mobility schemes</i>	<i>Not yet done</i>	by the end of 2025 implement approved regulations as per the final institutional internationalization plan	Strengthen existing mobility schemes for staff and students	Yes	MOM of Meeting Of working committee	
			IRO/ICO/IAO's to prepare a mobility guide		document	
			Regulatory Stipulations to be kept in mind while drawing up staff and student inbound and outbound mobility schemes		Mobility guide and regulation	
			Obtain approvals for proposed Schemes and include in the final plan		final document	
<b>Generate mobility schemes with existing partners</b>	<b>partially done</b>	<b>By the end of 2024 initiate mobility</b>	Review the regulatory guidelines and draw up mobility schemes	Yes	MOM of Working committee	

		agreements as per the provision of Multiple entry exits of NEP 2020	Through our project partners we identify prospective areas of collaboration		MOM of Meeting with partner institution	
<b>Schedule construction</b>						
<i>Staff Mobility</i>	<i>Yet to be done</i>	<b>By the end of 2025 HEI will endeavor to achieve inbound /outbound mobility</b>	Review the regulatory guidelines and draw up mobility schemes	<b>Yes</b>	MOM of Working committee	
			Through our project partners we identify prospective areas of collaboration		MOM of Meeting with partner institution	
<i>Teaching-Researcher Mobility Scheme (to generate trust among HEIs).</i>	<b>Yet to be done</b>	<b>by the end of 2025 HEI will endeavor to achieve through joining research and teaching initiatives mobility</b>	Review the regulatory guidelines and draw up mobility schemes	<b>Yes</b>	MOM of Working committee	
			Through our project partners we identify prospective areas of collaboration		MOM of Meeting with partner institution	
<i>Student Mobility Scheme</i>	<b>partially implemented where our students visit international partner institutions for immersion, semester</b>	<b>by the end of 2025 HEI will endeavor to achieve student mobility</b>		<b>yes</b>		

	<b>abroad programs</b>					
<b>Generate visibility policies in HEIs</b>	<b>Not yet done</b>	By the end of 2024 IRO & ICO will prepare and disseminate a mobility guide which will include visibility policy	obtain approval visibility policies	Yes		
			include policy in mobility guidelines			
			publish policy			
<i>Establish internal and external communication guidelines, framed in a mobility regulation</i>	<b>Currently all communication happens centrally through the office of IPSM and universities websites</b>	<b>by the end of 2024 have IRO/ICO strengthen communication channels by enlisting the guidelines.</b>	<b>Policy/ Guidelines formation</b>	Yes	<b>Policy document</b>	
			<b>Approval from the relevant authority</b>		<b>Approved document</b>	
<i>Design a mobility area on the university website where you can show the offers of each partner university</i>	<i>Not yet done</i>	<b>By the end of 2024 a separate tab on the University website is intended be created to show opportunities at each partner University.</b>	Enter into mobility agreements with partner universities	Yes	agreement documents	
			IRO/ICO/IAO to maintain mobility opportunities and students records		Records/ Documentation by the IRO/ICO	
			IRO to update mobility options received from partner Universities on the website.		website links	
<i>Build mobility portfolio according to your capacity with each of your partners</i>	<i>Not yet done</i>	<b>By the end of 2025, a mobility portfolio shall be built as per alignment of programs, student needs and</b>	In consultation with partner universities build the HEIs' mobility portfolio.		portfolio documents	
			Finalize partnership agreements		agreement documents	
			Publicize the mobility options			

		regulatory provisions				
<i>Spread news through social networks</i>	Currently one email id is in use for all kind of internal communication with international partner institutions	By the end of 2024 Dedicated social media handles and a separate section/Tab on the university website shall be in use.	National dissemination events	Yes	Event documents/ Workshop material	
			International symposia		Event documents/ Workshop material	
<b>Design reports of good practices, periodically exchanging joint experiences with partners</b>	Not yet done	By the end of 2025, good practices shall be exchanged periodically with partners.	<i>Areas of common interest to be identified with partner institutions and calender of bi-annual meetings to be formalize</i>	Yes	published calendar	
			<i>Joint round table experience sharing and good practices meetings with partner institutes</i>		MOM of Round table meeting	
			<i>Joint report assessment conducted in conjunction with relevant regulators</i>		final document	
<i>Identify the most suitable areas to share good practices with partners</i>	Not yet done	By the end of 2025, as per the discussion during the SL5 identify platforms for exchange of knowledge and	information dissemination during consultative meetings	Yes	MOM of the Consultative meetings	
			National dissemination events		Documents of National Dissemination events	
			Social media platforms		Social media	
			University internationalization tabs		University tab links	

		area of common interest				
			annual IRO Meeting of University partners		MOM of IRO MEeting with university partners	
<i>Sharing good practices in the field of mobility of each partner HEI</i>	<b>Not yet Done</b>	<b>By the end of 2025 identify the key areas to sharing good practices in the field of mobility of each partner HEI</b>	National dissemination workshop	Yes	workshop documents	
			Good practice conferences		Conference papers	
<i>Feedback and self-assessment</i>	<i>Not yet done</i>	<b>By the end of 2025 a comprehensive feedback mechanism will be institutionalize for obtaining feedback from students, staff, partner institutions , mobility partners and all stakeholders</b>	a comprehensive feedback form will be developed on the internationalization tab on university LMS	Yes	feedback forms	
			Self assessment through internal consultative review of the internal targets to be done periodically		self assessment form/ reports	
			Regulators HEI's performance as per accreditors and regulators feedback		Regulator feedback comments	
<b>Project sustainability</b>	<b>Common entrance test at the time of admission to allow equal opportunities to all and achieve a sustainable model.Restru</b>	Mapping of International pedagogical approaches and Indian pedagogical strategies and identify gaps.	Quality Assurance documents	Yes	Documents	
			Assessment rubrics		Assessment	

	assessment structure to lay emphasis on Continuous assessment and self assessment rubrics documents. We have in place Office of International Admissions & Marketing and IPSM headed by Director to facilitate the processes.					
	<b>IV Modernization of learning, teaching and assessment programs: Student-centered and competency-based learning, learning outcomes, and measurement of student workload</b>					
<b>Promote curriculum internationalization focused on student learning</b>	presently at the university curriculum is based on international graduate attributed and intended learning program and	By end of 2025 the institution shall aim to have globally at par functional and dynamic learning management system, integration of AI and VR into classroom and	Awareness workshops for academic and nonacademic staff on student centered learning	Yes	workshop material/ Recordings	
			<i>Global competencies and meta profiles to be factored in annual curriculum updates and necessary regulatory approvals.</i>		Curriculum update	
			<i>Formulating internationally relevant degree profiles.</i>		Program Brochures	



	course outcomes	hybrid curriculum delivery formats, curriculum shall be attuned to student needs and industry specific competency requirements	Procurement and implementation of LMS and necessary teaching tools.		LMS Implementation and reports	
			Designing assessments that are student centered and based on learning outcomes		updated assessment rubrics	
Establishment of a repository (unified common space) that contains guidelines, experiences and good practices on curricular internationalization based on the student-centered approach (learning).	Not yet started	By the end of 2025 we will implement the LMS(unified Common Space) that contain guidelines experience and good practices on curricular internalization based on student centered approach(learning)	Create a tab in the LMS to host all documents, policies, Guidelines, forms, calendars, promotional material, announcements related to internationalization	Yes	LMS page link	
			Assign a dedicated resource in the IRON to Maintain and update this tab		mandatory disclosure and user login reports	
Encourage the adoption of the competence approach in the student-centered curricular internationalization process through the sensitization of the directive and academic bodies of the HEI.	Partially done	By the end of 2024 all constituent units have curriculum updated as per NEP2020 Guidelines and ratified by the competent authorities.	Student, Industry & Alumni feedbacks	Yes	Feedback forms	
			Conduction of Board of Studies & approvals and ratification by authorities.		Revised Curriculum document	

Encourage collaborative work between teachers in the framework of subjects applying face-to-face, blended or virtual modalities, and using technologies	Partially implemented, Faculty collaboratively develop lesson plans and assessments for discipline specific papers and interdisciplinary collaborations is encouraged, Several fora for academic and intellectual exchange are organized across HEI constituent units, Core teaching on the existing LMS is Encouraged and peer audit and feedback is practiced	By the end of 2025 necessary additions to the current practice shall be done as per the requirements of the revised documents	Increase weightage of Value added courses, Interdisciplinary project, dissertation and Collaborative research work	Yes	Curriculum structure	
			Industry Academic collaboration can be strengthened by live projects in the respective domains		Project Document	
Promote spaces for learning a second language	Presently some constituent	By the end of 2024 as per the revised plan	List of languages to be offered as approved by the LCAB.	Yes	Shortlisted list of languages by LCAB	

	units provision for courses on second language	options for language programs shall be embedded in the curriculum	Necessary approvals for teaching and curriculum development and resources to be presented for approval before HEI leadership and Management		Approval document	
			Learning material for LMS to be developed and necessary training of faculty to be done		LMS Link	
			Options for University staff to learn a second language to be encouraged by IRO/ICO		Proposal document	
			Promotional material to be posted on university website LMS, and social Media		website and social media link	
V Synergies with the territorial context						
Strengthening the interaction and cooperation with external stakeholders	Currently no footprint with external stakeholders except for adherence to common regulatory guidelines.	To identify appropriate territorial stakeholders from governance, administrative academic and other domains to maximize synergies between different territories. IPSM and IRO/ ICO/IAO to facilitate	Identifying appropriate territorial stakeholders and bifurcation into primary and secondary	Yes	Document classifying primary and secondary stakeholders.	
			Opening the University to territorial communities (globalization)		Global campuses plan, policy, business case	
			Creating activity designed language environments		Updated lesson plans	

		documentation as per Govt norms.				
<i>Training in entrepreneurship for the creation of spin off</i>	<i>Presently the HEI houses a Entrepreneurship cell which conducts periodic trainings</i>	<b>By the end of 2024, develop a comprehensive training framework on entrepreneurship skills focussing on four competency areas of Idea, Resources, Actions and Evaluation.</b>	Creating activity language learning environments for entrepreneurship education.	Yes	Lesson plans	
			Creating resources for training module		Resource list	
			Assigning Responsibilities for implementation monitoring and feed back			
			Evaluating Training session outcomes and obtaining internal and external feedback in cooperating insight success and failure		rubrics	
<i>Organize events between the university, communities, companies and organizations for the transfer and exchange of knowledge</i>	<i>presently at the university industry academia partnerships are actively gaining momentum</i>	<b>by the end of 2025 target to spread the umbrella in the particular Region Specifically and and strengthen the existing collaboration</b>	<b>Organize online webinars activities to increase visibility and enhance synergies with the territorial context</b>	Yes	<b>Webinar Documents</b>	
			<b>Joint projects with Foreign partner institutions</b>		<b>Partnership documents</b>	
<i>Create meeting spaces for the opening of the university to society</i>	<i>Partially done presently university had opened up admission for the international students and recruitment of</i>	<b>By the end of 2025 the university will have vibrant multicultural environment with rapidly expanding student numbers internationalizati</b>	Develop and approve comprehensive internationalization policy	Yes	Policy papers	
			implement strategy for multiple language curriculum embed options		approved curriculum	
			Develop dynamic inclusion and enculturation training modules for		Training material	

	<i>staff from other countries.</i>	<b>on policy multi-language options and a diverse learning community</b>	incoming/outgoing staff and students			
			Strengthen faculty mobility programs		Mobility data reports	
			Upgrade curriculum for creating inclusive learning environments		Updated curriculum	
<i>Promote the participation of civil society organizations in research projects</i>	<i>Currently the University has active consultancy and outreach engagements with civil society organizations</i>	<b>By the end of 2024, some research project proposals will cater to the research gaps identified by civil society organizations.</b>	<b>Develop active linkages with Civil Society Organizations</b>	<b>Yes</b>	<b>MOM of Meeting document</b>	
			<b>Constitute a working committee of researchers</b>		<b>Committee documents</b>	
			<b>Identify research gaps</b>			
			<b>Organize training workshops on drafting project proposals</b>		<b>Training workshop documents</b>	
			<b>Encourage participation and collaboration with ongoing projects in partner HEI's</b>		<b>MOM of meeting with the partner HEI's</b>	
<i>Training for the university community in the "dialogue of knowledge" with the community</i>	<i>Presently University community has been trained from SL1 to SL4</i>	<b>By the end of 2025, have a calendar of quarterly training activities for knowledge dissemination, experience sharing and collaborative learning material creation.</b>	<b>Develop the calendar</b>		<b>Approved calender</b>	
			<b>Arrange workshops and training to train the trainer</b>		<b>Training material</b>	
			<b>Knowledge dissemination seminars and workshops</b>		<b>Workshop attendance</b>	
			<b>Revised Learning material</b>		<b>Learning material prepared</b>	
	<i>Presently the University has</i>	<b>By the end of 2025, document a</b>	<b>Conduct the patent filing awareness and guidance</b>		<b>Workshop papers</b>	

Support the generation of patents and intellectual property	an active IPR cell.	significant increase in patent filing percentage from now	workshops for staff and students			
			Empanel IPR experts		Empanel lists	
VI Visibility						
Increase the international visibility of HEI research results	presently completed the SL1 to SL4 to make the trainers	by the end of 2025 Participate in research symposia and conferences in collaboration with international partners and additionally represent the research done at the HEI at multiple international research platforms and fora	Conduct seminar/workshops	Yes	Seminar/ workshop attendance / recordings	
			develop approve and disseminate policies promoting partnership of internal faculty and students in international conferences/Research dissemination events		policy papers	
			organize online collaborative symposia, semina, colloquia for sharing reserach outcomes		recordings and attendance	
			post research results on website and social media platforms		Social media post and website links	
Invite partner universities to participate in open calls for scientific publications and / or artistic and cultural productivity	Presently several such conferences and events are organized in collaboration with partner universities	By the end of 2024 document and increase in open calls for publication and cultural productivity	Call for publication paper to all HEI and Partner institute	Yes	Invitations/ brocher/ website link	
			Increase the no of Collaborative conferences and seminars		conference and seminar papers	
			Focus on events promoting artistic and cultural productivity		Event activity report	
Encourage publications with co-authors from partner universities	Not yet done	by the end of 2025 increase in the participation	the university promotional material to incorporate details of	Yes	promotional material	

		of partner universities in HEI publications	international partner universities			
			International advisory board collaborations and internationalization page to have regular updates and writeups from international partners		Website update link	
			increase co-authorship in research papers and announce open calls for collaborative papers		Research paper calls	
Encourage publications in international co-authorship	Not yet done	Faculty and staff to have clear guidelines of institutional support for international authorships by the end of 2025	Guideline approval	Yes	Approved guidelines	
			Increase the co authorship with the international partners		Published paper links	
			Website and Research tab update		Weblink	
<b>VII Sustainability</b>						
Identify aspects of the work plan that will continue beyond the 3-year Plan	Currently we have a system of lateral entries & migration based on equivalence mapping. Mobility schemes based on well defined regulations.	Mapping of International pedagogical approaches and Indian pedagogical strategies and identify gaps. university will strengthen the system and practices of IRO to ensure	Quality Assurance documents	Yes	Document/policy updated	
			Assessment rubrics		Rubrics	
			Curriculum update as per regulatory guidelines		Curriculum update	
			Strengthen office of IPSM/IAO		Policy documents	
			Benchmarking the institutional performance for global ranking		necessary forms	
			Student and faculty mobility and exchanges		mobility counts	

	Restructuring of assessment structure to lay emphasis on Continuous assessment and self assessment rubrics documents.	sustainability of the project and will focus on full implementation of the institutional strategy on internationalization	Strengthening language resources and diverse student community Encourage collaborative research projects		Language labs Research projects submitted	
Plan the human and financial resources, to support these aspects and activities	Yet to be done	By the end of 2025 Full implementation of strategic plan and approval of its budget	Revise the organogram as per strategic plan Division of task and responsibilities amongst stakeholders for international activities Define KRA's and Deliverables of all proposed departments and officers Fund disbursement and utilization guidelines Develop and implement the project specific financial plan record of expenditure and reporting/auditing obligations Choosing the personale with requisite qualifications and experience	Yes	Revised organogram Responsibilities chart KRA's Documents Revised guidelines documents Financial plan and report List of selected personnels	
Identify future actions to improve	Not done yet	After 2025, institutional visibility policies	Publishing the sustainability policies on the website	Yes	website link	



and extend project results		on the website to show offers of partner Universities. Periodically exchanging joint experiences with partners on good practices to further sustain the incoming and outgoing mobility. A self assessment report should be prepared to evaluate compliance with respect to ECHE principles and work on the gaps.	Joint meeting with partner Universities		Good Practice document	
			Mapping with respect To ECHE principles		Comparative sheet	
			Forming the core team for periodic meetings for self assessment		self assessment report	
Plan the human and financial resources to support these aspects and activities	Yet to be done	By the end of 2025 a territorial plan to maximize the project sustainability benefits of national resources. Emphasis will be laid on Energy efficient systems and infra in order to reduce greenhouse gas emissions, energy	Revise the organogram as per strategic plan	Yes	Revised organogram	
			Division of task and responsibilities amongst stakeholders for international activities		Responsibilities chart	
			Define KRA's and Deliverables of all proposed departments and officers		KRA's Documents	
			Fund disbursement and utilization guidelines		Revised guidelines documents	
			Develop and implement the project specific financial plan record of		Financial plan and report	

		and waste management. financial model to get approval of budgets. Remodeling of organograms to cater to expansion of departments as per growing needs.	expenditure and reporting/auditing obligations Choosing the personale with requisite qualifications and experience			
					List of selected personnels	
<b>VIII Financial Management</b>						
<i>Structure of the department managing the international projects/activities management</i>	<b>The internationalization project team is closing all the financial issues with the accounts and finance dept at the university as per the defined protocols.</b>	<b>By 2024 the present team will propose a structure for setting up and training a team of finance, admin, academic officers who will given an SOP for managing the entire academic, administrative, financial lifecycle of International projects</b>	Define a process based on the team's experience and expertise.	<b>Yes</b>	Process flow chart	
			Build the SOP in the final document.		Frame SOP	
			Plan necessary trainings for implementing the SOP.		Training Calendar	
			Periodic monitoring report/audit on financial activities.		Audit report	
			Corrective measures based on the feedback		Feedback and corrective measures	
			Reporting of the finances to university board and Management.		Closure Report	
<i>Information flow between the international projects/activities management</i>	<b>Presently we have well established process of interdepartm</b>	<b>By 2025 we will have well established protocols for the internationalizati</b>	Final policy document	<b>Yes</b>	Disclosure on website	
			Review meetings		Calendar and MoM	
			Organogram		Final Document	

<i>department and financial services</i>	<b>ental communication through periodic consultative and review meetings.</b>	<b>on team to function as per the guidelines and polices defined in the final document. Regular communication will also be possible through the institutional LMS internally and through the internationalizati on page on the website externally</b>	<b>Link to LMS and Website</b>		<b>Website link/Page.</b>	
<i>Coexistence of national legislation in force and funding programmes financial rules (E.g., Erasmus+)</i>	<b>Presently account and finance dept</b>	<b>By the end of 2025 The coexistence of national legislation must be integrated in accordance with Erasmus + financial regulations and in a timely manner to bring uniformity for the International collaborations.</b>	<b>Identification of National and Erasmus legislations applicable to the University according to specific areas of intervention.</b>	<b>Yes</b>	<b>Mapping document between Erasmus legislation and university policies.</b>	
			<b>Dissemination of information and resources about Compliance requirements</b>		<b>Final document shared with accounts and finance department.</b>	
			<b>Monitoring compliance</b>		<b>Audit report</b>	
<i>Tools (e.g., software) and instruments (e.g., cost control centers)</i>	<b>The ERP (Enterprise</b>	<b>By the end of 2025 the LMS will be</b>	<b>Reviewing LMS and identifying the additional requirement if any</b>	<b>Yes</b>	<b>Review documents</b>	

that allow to manage an audit in an efficient and effective way (archive/organization of budgets, invoices, transfer receipts, etc. in a digital system)	Resource Planning)	updated/upgrade d time to time as per requirement and need.	Integrate new tabs as per increase requirement time to time.		LMS tabs	
Actors involved in the financial management	The major actors involved in financial management are the GDGU Finance Committee and leadership team	Same as present	Prepare business plans, market evaluations and several external funding options.		Business plan documents, list of prospective External funding agencies. Market feasibility reports.	
			Pro Chancellor- Financial sanctions		Sanction documents	
			Vice Chancellor- Academic sanctions		Sanction documents	
			Rector & Registrar- Coordinating and monitoring of resource mobilization		Associated documents	
			IRO- Mobilizing international funds and resources		Associated documents	
			Project Management Office- Project and financial management		Associated documents	
External Fundings	Presently the university is a private self funded university	By the end of 2025 The university will update the necessary compliances as per local regulators and will endeavor towards	Policy document integrating the local/national legislations and Erasmus+ regulation.		Final policy document, SOP for external funding	
			Formats for application and reviewing of all the documents		Submitted Applications	

		coexistence of national legislation and Erasmus + financial regulations. The final policy document will outline guidelines and formats for application, reviewing, Managing, collaborating for all externally funded projects and grants.				
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