MEDICAPS UNIVERSITY

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INSTITUTIONAL DEVELOPMENT PLAN 2025-35



Medicaps University

AB Road, Pigdamber, Rau, Indore, Madhya Pradesh-453331

INTRODUCTION

Medicaps University, Indore is one of the most reputed organizations for technical and professional education in central India. Since its inception, the group has constantly sought to foster an environment that assist nascent technocrats develop into society ready professionals. Started from 1999, four colleges were established: International Institute of Foreign Trade and Research, Medi-Caps Institute of Technology and Management, Medi-Caps Institute of Science and Technology, and Medi-Caps Institute of Techno Management. Medicaps University was established in 2015 with a mission to build a conducive environment for aspiring technocrats and help them to become true society ready professionals. Faculty at University are its greatest asset. They are highly competent. Since last 25 years, this has aided in honing the credentials of our graduating students in a variety of sectors, including engineering, management, pharmacy, agriculture, and sciences.

University offers 46 UG, 24 PG, 1 Integrated PG and 17 Doctoral programs in across 8 faculties i.e., Engineering, Management Studies, Commerce, Science, Pharmacy, Agriculture, Arts & Humanities and Law. Presently, university had around 500 faculty members and around 13,000 students.

There are seven Departments of Engineering i.e. Civil Engineering, Computer Science & Engineering, Electrical Engineering, Electronics and Communication Engineering, Information Technology, Mechanical Engineering, Computer application; seven Departments of Science i.e. Biotechnology, Computer Science, Chemistry, Forensic Science, Mathematics, Physics, Allied & Health Care; one Department of Management Studies i.e. Management Studies; one Department of Agriculture i.e. Agriculture; two Department of Art and Humanities i.e. Communication Skill and Journalism & Mass Communication; one Department of Commerce i.e. Commerce; one Department of Pharmacy i.e. Pharmacy and one Department of Law.

B. Pharm. Program is PCI approved and remaining programs are approved by UGC. The University is also recognized in 2(f) category of UGC Act. Campus area of University is 28.62 acres and build up area is 83513.78 sq. mts.

VISION

To build an institutional ecosystem that equips and inspires the next generation of society-ready professionals with a core belief that knowledge is power.

MISSION

- Emerge as the most sought-after higher education institution in central India with state-of-the-art resources and experienced faculty members.

- Nurture an academic environment at par with global standards of pedagogy that is conducive to experiential learning, and research to create a positive impact in the journey of nation-building.

- Cultivate a vibrant ecosystem for professional and intellectual growth beyond the classrooms to empower individuals to become responsible global citizens, lifelong learners, and ethical leaders.

- Engage and collaborate with academic institutions, business organizations, and communities to address contemporary challenges through research and growth initiatives.

CORE VALUES

- Excellence
- Ethical
- Innovation
- Integrity
- Diversity
- Teamwork and Collaboration

SWOC Analysis

Institutional Strength

1. One of the prestigious private universities of Central India.
2. 80+ academic programs across 21 departments in areas of technology, management, agriculture, science, pharmacy, and arts.
3. Choice Based Credit System (CBCS) and Outcome Based Education is implemented in all programmes. All the courses have components which enhance employability, entrepreneurship and skill development.
4. Remarkably good Faculty Student Ratio leading better student mentoring
5. Highly qualified faculty members
6. Good faculty retention
7. Transparency in Examination system (answer books are shown to the students before the declaration of results)

8. 100% automation in Examination system leading to quick release of results
9. Innovative practice of giving seed money to teachers for their research work
10. Technology Business Incubation facilities in the name of Medi-Caps Innovation and Incubation Centre (MIIC) with 08 start-ups incubated during the last five years.
11. 170 MoUs with national and international research laboratories/ institutes/industries
12. All the building of the campus are Wi-Fi enabled with 1 GBPS internet support
13. Decentralized and participative management with representation from government, academicians, experts from industries, local bodies, students etc.
14. Strong alumni network
15. Geographic location advantage such as well-connected location on national highway Mumbai-Agra Road and near to Special Economic Zone (SEZ) Pithampur.
16. Affordable fee structure
17. Able leadership

Institutional Weakness

1. Being a state private university, success in attracting diverse talent from other states is limited
2. Slow dependence on self-funding for sustenance
3. Limited scope for infrastructure expansion due to land constraints.

Institutional Opportunity

1. Student admissions and faculty recruitments from other states and abroad need to be improved for better diversity
2. From being a reputed state private university, potential to emerge as an Institution of Eminence in India.
3. Strengthen the Make in India and Atmanirbhar Initiatives by introducing new programmes and courses aimed at national requirements
4. Make the best out of the Start-up India initiative by scaling up existing incubation centre and actively promoting entrepreneurship
5. Take benefit from the Digital India flagship programme of the Government of India started with a vision to transform India into a digitally empowered society and knowledge economy and start a Digital University
6. Potential to tap into the emerging skill development market opportunities by aligning with policies of Central and State Governments
7. Scope for more prospective faculty-research/community project funding at national and international levels.
8. Scope for enhanced alumni engagement in academic and research projects
9. Scope for increase in accommodation facilities available for outstation students
10. Improving accommodation for faculty in the campus

Institutional Challenge

1. Attracting the best students from outside states and countries
2. Direct competition from more aggressive styles of private chain of universities.
3. Attracting diverse national and international faculty and promoting diversity.
4. Providing a global learning ambiance to students/ scholars/ faculty
5. Achieving 100% placement for the registering candidates
6. Lack of Online programs
7. Less number of MOOC courses run by faculties
8. Challenge to adopt sustainable development due to shortage of land area

The Medicaps University Institutional Development Plan

Higher education in India is undergoing significant changes due to new learning approaches, global developments, and advances in technology. Universities are expected to go beyond providing quality education and contribute to innovation, equal opportunities, environmental sustainability, and social development. In this context, the Institutional Development Plan (IDP) of Medicaps University, Indore, sets out a clear direction for the University's development over the next ten years. The plan aims to align the University's growth with the objectives of the National Education Policy (NEP) 2020, the Sustainable Development Goals (SDGs), and the vision of Viksit Bharat.

Medicaps University aims to strengthen its position as a leading multidisciplinary institution by improving teaching and learning, encouraging innovation, promoting research, and providing a supportive environment for students and faculty. The IDP identifies the University's strengths and areas requiring improvement and outlines a planned approach to future development. It focuses on improving academic quality, ensuring inclusive education, encouraging interdisciplinary collaboration, maintaining financial stability, adopting digital technologies, and promoting research that addresses real-world challenges. Through these efforts, the University seeks to achieve sustainable growth and make a meaningful contribution to society and the nation.

Purpose of the Institutional Development Plan (IDP)

The Institutional Development Plan provides a clear framework for the long-term growth of Medicaps University. Its main objectives are to:

- Ensure that the University's vision and mission are in line with national educational priorities and international standards.
- Prepare a step-by-step plan for improving academics, administration, infrastructure, and financial management.
- Set clear targets and timelines to support planned and measurable development.

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

- Involve students, faculty, alumni, and industry partners in decision-making and institutional development.

Guiding Principles

The IDP is based on the understanding that higher education should:

- Provide equal learning opportunities, promote inclusion, and contribute to community welfare.
- Encourage lifelong learning, creativity, ethical conduct, and respect for constitutional values.
- Support interdisciplinary education, innovative research, and the effective use of digital technologies.
- Promote transparent governance, financial stability, responsible resource management, and international collaboration.

Institutional Background

Medicaps University, Indore, has a strong foundation for further growth and development. Its key strengths include:

- A commitment to quality education and academic excellence.
- A modern, green campus that supports an inclusive learning environment.
- A growing range of programmes in emerging areas such as Artificial Intelligence, the Internet of Things (IoT), Data Science, and Cybersecurity.
- Collaborations with national and international institutions to support research, internships, and academic exchange.
- Active efforts to promote community development, environmental sustainability, and the well-being of students and staff.

The University also recognises the need to address certain challenges, including improving accessibility, expanding international academic engagement, and strengthening research activities and outcomes. The IDP provides a structured approach to addressing these areas through focused planning in key areas such as governance, financial management, academic development, research and innovation, human resource development, infrastructure, and institutional partnerships. These efforts will help the University achieve its long-term goals and build a stronger foundation for sustainable growth.

Measurable Outcomes of the Institutional Development Plan (IDP)

The Institutional Development Plan of Medicaps University aims to achieve measurable improvements in academic quality, research, innovation, infrastructure, and institutional development over the next ten years. Progress will be reviewed periodically against defined targets, using the baseline data available at the time of implementation.

The proposed outcomes are as follows:

1. **Academic Excellence:** Improve teaching and learning through outcome-based education, curriculum updation, skill development, and industry-oriented programmes. Target at least 90% of academic programmes to undergo periodic curriculum review and updating by the end of the plan period.
2. **Research and Innovation:** Increase research publications, funded projects, patents, technology development, and interdisciplinary research. Aim for a 100% increase in annual research publications and externally funded research projects over the established baseline, subject to periodic review.
3. **Industry Collaboration and Employability:** Strengthen partnerships with industries and professional organisations to improve internships, practical training, consultancy, and placements. Establish at least 25 new active industry partnerships during the plan period.
4. **Faculty Development:** Encourage faculty members to participate in professional development, research training, and advanced technology programmes. Ensure that at least 100% of faculty members participate in one or more recognised development activities each year.
5. **Digital Transformation:** Expand the use of digital learning platforms, smart classrooms, online academic services, and data-based decision-making. Aim to digitise all major academic and administrative processes by the end of the plan period.
6. **Infrastructure Development:** Improve laboratories, research facilities, libraries, learning spaces, and campus amenities in line with academic and research needs. Review infrastructure requirements annually and ensure that all priority development projects are completed within their approved timelines and budgets.
7. **Internationalisation:** Increase international academic partnerships, joint research, student and faculty exchanges, and collaborative programmes. Establish at least 10 active international academic or research partnerships during the plan period.
8. **Student Development and Employability:** Improve student participation in internships, skill development, entrepreneurship, and placement activities. Set annual targets for placements, higher education progression, entrepreneurship, and student satisfaction based on baseline performance.
9. **Sustainability and Social Responsibility:** Promote energy efficiency, water conservation, waste management, environmental awareness, and community engagement. Introduce annual sustainability assessments and implement measurable improvement targets for energy and water consumption.
10. **Governance and Financial Sustainability:** Strengthen transparent governance, timely decision-making, financial planning, and the effective use of institutional resources.

Conduct annual reviews of financial performance, budget utilisation, and progress against institutional objectives.

11. **Quality Assurance and Accreditation:** Strengthen internal quality assurance and institutional performance monitoring. Ensure timely completion of annual reviews, accreditation-related activities, and corrective actions identified through internal assessments.
12. **Inclusive and Accessible Education:** Improve access to learning resources, campus facilities, and student support services for learners from diverse backgrounds and students with disabilities. Conduct regular accessibility audits and address identified gaps through time-bound action plans.

Monitoring and Evaluation

The University will establish measurable indicators for each outcome, along with baseline values, annual targets, responsible departments, and timelines. Progress will be reviewed annually by the designated institutional authorities. Mid-term and final evaluations will help identify gaps, assess achievements, and revise targets where necessary. The outcomes will be supported by verifiable evidence, including academic records, research data, financial reports, stakeholder feedback, and institutional quality reports.

Suggested target framework

For effective implementation, the University can use the following monitoring structure.

IDP area	Proposed indicator	Target period
Academics	Programmes reviewed and improved	90% by Year 10
Research	Annual publications and externally funded projects	100% growth over baseline by Year 10
Industry engagement	New active industry partnerships	25 by Year 5
Faculty development	Faculty participating in development activities	100% annually
Digital transformation	Major academic and administrative processes digitised	100% by Year 2
Internationalisation	Active international partnerships	10 by Year 5
Sustainability	Energy, water, and waste performance indicators	Annual improvement targets
Governance	Annual IDP performance review	Every year

A. Governance Enablers

Medicaps University, Indore, is committed to transparent, inclusive, and participative governance. The University promotes decentralised decision-making by involving faculty members, students, administrators, and other internal and external stakeholders in institutional planning and development. Statutory bodies such as the Board of Management, Academic Council, and Board of Studies, along with other committees, support policy formulation, implementation, and review in line with the University's vision and mission.

The Internal Quality Assurance Cell (IQAC) plays a key role in maintaining and improving the quality of academic, research, and administrative activities. It works with departments and other stakeholders to identify areas for improvement and implement appropriate quality measures. Regular academic and administrative audits, departmental reviews, and structured feedback from students, faculty, employers, and other stakeholders help assess performance and improve institutional processes. These practices support accountability, effective decision-making, and continuous improvement in teaching, research, sports, and extension activities.

Governance Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

S. No.	Types of Infrastructure	Details of its usage	
1.	BoG/ Senate/ Syndicate	• full functional	
		• fully/ Majorly staffed	
		• defined roles and responsibilities and accountability	
		• involvement of alumni as major stakeholder	
2.	Quality	• Well defined Processes	

	Assurance	• Processes to capture various aspects of governance	
		• Clearly defined deliverables and outcomes	
3.	**Financial autonomy**	• Striving for self-sustainability	
		• Generating external revenue sources	
		• Creation of Chair for Research in specific areas	
4.	**Leadership**	• Effective leadership	
		• Strategic management	
		• Laying down objectives and targets	
5.	**Vision, Mission and Roadmap for the HEI**	• Prepare Vision and mission document.	
		• Evolve Shared Vision through detailed discussions with stakeholders.	
		• Short, medium and long-term (2, 5, and 10 years) Plan document	
		• To reliable consultants of repute and or insource capability as needed.	
		• Templates designed and given to HODs/ Section In-charges for Roadmap preparation.	
6.	**Close monitoring by IT/ Web-based based Management Information System**	• Parameters for performance to be finalized by appropriate Committee. Source of feedback, Also UGC, and AICTE guidelines to be kept in mind.	
		• Academic system should be implemented on priority.	
7.	**Risk Management Analysis**	• At least yearly meeting with insurance company representatives to discuss scenarios for mitigating risks (legal, safety, financial, natural disaster preparedness, environmental, hazards, etc.)	
8.	**External Advisory Boards**	• Establish an external advisory board consisting of prominent industrialists, academics, and governmental officers to advise on the running and make-up of the School.	

		• Board to meet at least once per semester in conjunction with a student presentation or other function	
9.	**Student Feedback**	• Evolve Regular 360 Degree feedback for all faculty and consistently monitor and act upon the observations.	
		• Methodology to be proposed by Faculty members through HODs.	
		• Feedback to be taken on a regular basis and faculty members to be motivated to improve their delivery	

B. Financial Enablers and Funding Models (Resource Generation)

Medicaps University, Indore, aims to ensure long-term financial sustainability through effective financial planning, responsible resource management, and the development of diverse funding sources. The University will focus on strengthening existing revenue streams, including tuition fees, professional development programmes, executive education, and industry-sponsored initiatives, while exploring new opportunities for generating resources.

Efforts will be made to secure research grants, consultancy projects, corporate social responsibility (CSR) funding, alumni contributions, and support from philanthropic organisations. The University will also encourage industry partnerships, the commercialisation of intellectual property, and public-private partnerships (PPPs) for infrastructure development and research advancement. Funding support for priority research areas and specialised research facilities will be encouraged to strengthen institutional capabilities.

Transparent budgeting, digital financial management systems, periodic audits, and regular reviews will help ensure accountability and the efficient use of available funds. These measures will support academic development, research activities, infrastructure improvement, and the University's long-term growth.

Financial Enablers and Funding Models

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

S. No.	Types of Financial Infrastructure	Details of financial infrastructure	
1.	**Financial Policies**	• The policies shall outline the roles and responsibilities of various university/ institution officers and organizations in managing the university's financial assets.	
2.	**Action Plan and Budgets**	• Finalize Action Plan based on the proposed IDP	
		• Define budget line items (Income: fees, grants if any, research projects, endowments, CSR funds, donations, etc., Expenses: salaries, utilities, maintenance, etc.)	
		• Budget granularity to be monthly for the first year, quarterly for the next 4 years	
		• Indicate clear responsibility, milestones, and timelines for each activity	
		• Finalize 1-year and 5-year budget forecast	
		• Detail out one year Capital Budget, Recurring Budget	
		• Allocate funds and put these in a separate account	
		• Utilize funds and track spending against milestones per budget.	
		• Revisions to the budget are to be approved only after a meeting and discussion with the budget committee.	
		• Planning of recurring and non-recurring expenditures for each department. Consumables, etc.	
		• Separate budget for Non-Recurring and Recurring expenditures.	
		• HODs to prepare details for departments.	
3.	**Main sources of revenue to be developed**	• tuition and other fees from the students	
		• government grants and subsidies	

		• consultancy fees and overheads earned on the sponsored research and development projects from the Government and private/ corporate sector	
		• endowments, philanthropic contributions, and other income like CSR, royalties on intellectual property (IP)/ patents etc.	
4.	**Close liaison with GOI ministries/ agencies and others for funding and Access to external grants and funding**	• More than 20 ministries of the Government of India offer Projects/	
		• Proforma for financial assistance is to be procured from the concerned	
		• Widening the responsibility for getting grants from all appropriate source	
		• Standardized proforma/ template for new R& D / Modernization proposals for funding by the Government of India/	
		• Templates to be designed and prescribed in consultations with respective heads and deployment of SOPs.	
5.	**IRG scheme in each department**	• Commercial Utilization of existing facilities: Collection of information indicating the strength of each department & the lab equipment/instruments available for use by external agencies	
		• Consultancy by Each Department: The strength of each department May be circulated and advertised in Newspapers.	
		• Funding from external funding agencies	
6.	**Financial/ Investment Committee**	• A financial/investment committee is responsible for making decisions regarding the investment and reinvestment of funds, purchasing and selling securities belonging to the endowment, or other long-term university assets, as well as prescribing and approving investment policies for university investment agents.	
7.	**Staff providing financial services**	• Finance team need some specific roles and incumbents like a chief financial officer, treasurer, assistant treasurer as dedicated resources; and /or access to capabilities like chief investment officer, accountants, clerks, Data Entry Clerks, CA, etc.	

C. Academic Enablers

Medicaps University, Indore, aims to provide quality education that prepares students to meet the changing needs of industry and society. Academic programmes will be regularly reviewed and updated in line with the National Education Policy (NEP) 2020, relevant regulatory guidelines, and emerging developments in different fields. The University will promote outcome-based education, interdisciplinary learning, practical training, and skill development to improve students' knowledge, employability, and problem-solving abilities.
Emerging areas such as Artificial Intelligence, Data Science, Cybersecurity, sustainable development, and other interdisciplinary fields will be encouraged wherever relevant. Academic flexibility will be promoted through the Academic Bank of Credits (ABC), online courses, Massive Open Online Courses (MOOCs), and blended learning using platforms such as SWAYAM and NPTEL, in accordance with applicable regulations. Opportunities for vocational training, internships, industry projects, and experiential learning will also be strengthened.

The University will encourage collaboration among departments to support interdisciplinary teaching and research. Along with academic knowledge, students will be guided in developing ethical values, communication skills, critical thinking, leadership, and entrepreneurial abilities. Faculty development programmes, training in modern teaching methods, and the use of information and communication technology (ICT) will help improve teaching effectiveness.

Academic Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

S.No.	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage	

1.	**Courses catering to professional/future requirements**	• The institutions need to provide for giving a varied choice of relevant programs.	
		• Courses to allow for in-depth learning of students as per their interest allowing for future growth of the student.	
		• Multidisciplinary and relevancy of programs	
2.	**Curriculum- updated as per industry requirements**	• The curriculum should be updates regularly to cater to the dynamic requirement of the changing employment landscape.	
		• programs to suit the industry requirements both in short term and for future readiness.	
		• Industry linked/ internship/ apprenticeship embedded programs.	
		• Modularization of curriculum to enable Multiple Entry-Multiple Exit options	
3.	**Curriculum embedded with Employability Skill**	• The curriculum needs to focus on inculcating basic skills important for increasing the employment avenues and readiness.	
		• Adding Employability Skills (ESs) across all disciplines like Constitutional values/ Citizenships, universal values; Career Development & Goal Setting; Becoming a professional in 21st Century; Communication Skills; English Skills; Inclusivity and Diversity including Gender sensitization, PwD etc.; Digital Literacy/ Skills/ digital fluency; Financial & Legal Literacy; Start-up management and Entrepreneurship; Customer Service orientation; and Job readiness and exam preparation	
		• Curriculum to focus on competencies and skills like Critical thinking and problem solving; Creative thinking and innovation; Analytical Thinking; Adaptive Thinking; Design Thinking & Creativity; Computational thinking; Social intelligence; Cross cultural competency; New media literacy; Virtual collaboration; Decision Making; Conflict resolution and negotiations etc	

4.	**Curriculum embedded with Skill Enhancement Courses**	• HEIs in education & skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI, Block-Chain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital	
5.	**Curriculum embedded with emerging technologies to be integrated with future of work**	• The future skills would need to be developed in the emerging technology areas keeping in view the important foundational technologies fundamentally changing the nature of	
		• Some of these technologies are Artificial Intelligence and machine learning; Robotic Process Automation/ hyper automation; Data Analytics; IoT/ IIoT; Blockchain; Cyber Security; Cloud Computing; Social & Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality (AR/VR/ XR); Digital content development: simulators, digital twins, Metaverses. etc	
		• Development of centers that will continuously upgrade the curriculum and at the same time incorporate 21st century skills in the credit system – which includes communication, collaboration, creativity, problem solving, initiative, emotional stability, physical fitness, confidence to be best at the world	
6.	**Center for Curricular & Life Skills Development**	• Full strength as per sanctioned post	
7.	**Faculty/ teaching Staff**	• Qualified, Experienced, and committed faculty is an asset of the	
		• Regular upgradation of knowledge	
		• Focused on research activities and motivated students to involve in research to create new knowledge or to	
		• SMEs from the industry may be engaged as teaching staff/trainers/	
		• Be role models for students by providing appropriate guidance	
		• Create new projects (aligned to COE), develop expertise and present it in peer conferences and create a platform for continuous improvement	

8.	**Center for Faculty Development (CFD)**	• Exchange/internship programs with industry to cross pollinate skills	
		• Facilities to learn from the best in the world, with appropriate tools for research as well as tools for imparting new age education such as videography, games, AI, robotics,	
		• Appropriate non-teaching staff to support the organization.	
9.	**Non-teaching staff**	• Must have requisite qualification, experience for the relevant post	
		• Systematic planning in teaching and learning process is required which includes session wise teaching plan	
10.	**Session wise teaching plan**	• Relevant and updates course material and books	
11.	**Learning material like Study books**	• To provide equal amount of essential information to all the students in a	
		• essential to provide study books prepared as per the syllabus of the	
		• Question bank- to have a resource pool of all possible questions prepared as per the examination pattern.	
12.	**Question bank**	• Such question bank eliminates the chance of asking questions out of the	
		• Question bank should be such that it enables evaluating the holistic	
		• Relevant assignment of varying types and nature to be conducted	
13.	**Assignments**	• This could include term papers, practicums, or assigning students with task of preparing answers for question	
		• The students are encouraged to work more by answering all question bank questions in the form of assignments.	
		• Periodic assignment submission with	
		• Internal assessment for these assignments for doing work time bound	
		• Timely and relevant assessments.	
14.	**Assessments**	• All kinds of assessment strategies to	
		• Mode of assessment could be online, offline or blended.	
		• Opportunities like on demand assessments, make-up assessments etc	

		• The syllabus must not be restricted to core and elective subjects.	
15.	**Value added skills enhancement Papers**	• Provision of providing modules on general skills for enhancing the employability of the students by	
		• can be introduced as skill development-based value-added papers should be offered as separate papers and taught by industry or professional	
		• The teaching – learning pedagogy should contain substantial amount of experimental learning part related to their specialization trough either real environment or virtual	
16.	**Pedagogy**	• The pedagody should be an appropriate mix of traditional and modern methods	
		• Usage of technology must be encouraged	
		• enhanced usage of blended mode of learning	
		• Teaching learning material for PwDs to be made available	
		• Must be learner centric	
		• Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum.	
17.	**Other activities as part of learning**	• Integration of these activities as core	
		• Proper assessment and weightage of marks to be assigned	
		• Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances	
		• Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility	
		• These activities support all-round development of students and enhance their competency and confidence in	
		• To support students who are from financially weaker background	

18.	**Earn while learn facility & flexibility**	• Earn while learn model has dual objectives: it gives working skills for a student with responsibility and it also supports financial needs of a student so that he need not depend on	
		• The course design needs to be varied, multi-disciplinary in nature	
19.	**Flexibility and multidisciplinarity**	• Universities can design and implement UG/PG programs to suit the requirement of students at various levels	
		• Additional certificate programs across the field may be offered.	
		• Universities can also offer certificate programs by having MoUs with industries, reputed international	
		• The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance	
20.	**Opportunities to develop & utilize Research & innovative thinking skills.**	• students should be encouraged to work either individually or in a team.	
		• Enhancing the innovative ability of students and increasing their competency and confidence.	
		• Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in	
		• Organising Hackathons and other similar competitions	
		• Overseas Exchange programs	
21	**International Exposure**	• International Collaboration	
		• Foreign Faculty (visiting)	
		• International Scholarships	
		• International Conferences	

D. Research, and Intellectual Property Enablers

The Research and Intellectual Property Enablers at Medicaps University, Indore, actively promote a culture of basic and applied research for societal development. The University's research priorities are aligned with the Sustainable Development Goals (SDGs)

and national missions such as Viksit Bharat, with the aim of contributing to national development, global competitiveness, and societal progress. The University encourages faculty members to secure national and international research grants and promotes industry–academia collaboration through faculty internship programmes. Faculty members and students are also encouraged to undertake socially relevant research projects with the potential for wider application and impact.

The University provides a supportive research environment through internal seed funding to establish research laboratories and conduct feasibility studies. It also promotes interdisciplinary and applied research through dedicated research centres, laboratories, seed funding schemes, and faculty incentive policies. Throughout the year, the University organises capacity-building activities to strengthen research methodology, scientific writing, and research proposal development skills. It also has an active Intellectual Property Rights (IPR) framework supported by the IPR Cell, which facilitates patent filing and creates awareness about intellectual property protection. The University follows a zero-tolerance policy towards plagiarism and uses authorised plagiarism-detection software recommended by the University Grants Commission (UGC). Its centralised research infrastructure includes high-speed internet connectivity and a modern library equipped with Koha Library Management Software. Institutional subscriptions to leading academic resources, including Springer, IEEE, ACM, EBSCOhost, and J-Gate, provide researchers and students with access to a wide range of global scientific literature

Research and IP Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

No.	Types of intellectual property	Details of intellectual property infrastructure & its generation	

	infrastructure		
1.	**Quality Research**	• increased intake of students in research-based curriculum	
		• undertaking quality research projects	
		• establish a portfolio approach to research projects and quality research facilities and research labs	
2.	**Research oriented experienced faculty members**	• self-sustaining model	
		• undertake basic and applied	
		• enable development of disruptive and affordable technologies	
		• Faculty members who are research oriented are usually research inclined.	
3.	**API based faculty compensation**	• They encourage participation in research and innovation among academics, staff, and students, strengthening the university's framework for intellectual property.	
		• The creation and implementation of a faculty compensation scheme based on Academic Performance Indicator (API) scores encourages faculty participation in research and publication activities.	
		• API based compensation creates healthy competition among the faculty members for accelerated IP contribution.	
4.	**Targeted research and collaborative research**	• The institution finds some new fields in several disciplines and helps the competent faculty members in such fields do research, publish papers, and file patents.	
		• In the portfolio approach this is called targeted research and the university can create IPR as well as an international brand through such efforts based on a strategic approach.	
5.	**More Ph.D. & post-doctoral research scholars**	• The university must admit more research scholars within its capacity of support.	
		• The institution should exercise its autonomy to appoint more research professors, who may eventually retire from active employment, only for the purpose of supervising research scholars.	

		• Universities should create post-doctoral research programmes as well to maintain the Ph.D. graduates' contributions to ongoing research.	
6.	**More Faculty members with Ph.D.**	• The university ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty.	
		• The Ph.D. degree holders are ready to mentor the research scholars for Ph.D. programmes in addition to acting as teaching faculty.	
7.	**Faculty encouragement for Book Publications, Research Publications and Patents**	• The university should have a policy to promote IPR contributors, who are none other than UG & PG Students, Research scholars, and Faculty members, in order to increase the intellectual property rights (IPR) of the institution.	
		• The institution can improve its IPR infrastructure by setting up supportive policies that stimulate research and publications at all of the aforementioned levels. Such a task will be assisted by numerous incentives and funding plans.	
8.	**More conferences (At least two conferences per year per college**	• Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers.	
		• These conferences offer an opportunity for goal-setting and networking with other academics.	
9.	**Student involvement in Research**	• The most valuable resource in the university system is its students, who, when properly supervised, can create innovations by creating patented inventions. Similarly, through systematic research, they can also come out with scholarly publishable results.	
		• By involving students at the graduate and postgraduate levels, the university can boost its IPR infrastructure.	
10.	**Industry and institutional collaboration & Consultation**	• Supports collaboration-based research so that the university can create IPR along with industry personnel. This also gives the opportunity to use industry	

		research facilities by university personnel.	
		• Further collaborative research leads to more patents & publications.	
		• Industries' contribution to the research activities so as to do the research on live projects and quantify the output.	
11.	**University Incubation centres**	• University business incubators assist students who want to establish their own companies after graduation.	
		• Any ideas generated while working on a project or an internship might be fostered and encouraged as a business plan to initiate self-employment.	
12.	**University Publication through its own press**	• To hasten scholarly publications, many colleges launch their own publishing houses. Additionally, this streamline or lowers the cost of publishing and encourages academic members to use their press for the dissemination of newly developed knowledge.	
		• Online and digital publications are prevailing and recognized as one of the most significant initiatives of top colleges.	
13.	**University publications & Citation service**	• Universities have been offering citation services to their academic members, stakeholders, and the general public as a convenience to researchers that will aid researchers in improving the caliber of their articles.	
14.	**Target patent claim for UG & PG projects in Professional subject areas**	• Setting goals for undergraduate and graduate students in terms of internships and regular mentoring and supervising them as they prepare and submit patent applications for their inventions enhances the outcome.	
15.	**Faculty Ranking (Annual) system**	• Faculty members generate a winning spirit and constantly strive for excellence when their annual API rankings are announced and they are graded according to different levels.	
		• Faculty oversight at every stage can be reduced in such scenarios.	
		• Technology transfer office (TTO) with experienced professionals to manage IP protection, licensing, and technology transfer	

		activities	
16.	**Chief Technology Officer (CTO) Research Monetisation**	• Training programs to educate researchers and staff about research monetization and IP protection	
		• Clear processes and guidelines for licensing and technology transfer, including royalty structures and licensing fees	
		• Internal & External funding mechanisms in place	
		• Mode of assessment could be online, offline or blended.	
		• Opportunities like on demand assessments, make-up assessments etc. to be given	
		• The syllabus must not be restricted to core and elective subjects.	
17.	**Value added skills enhancement Papers**	• Provision of providing modules on general skills for enhancing the employability of the students by improving their professional knowledge.	
		• can be introduced as skill development-based value-added papers should be offered as separate papers and taught by industry or professional people in the field.	
		• The teaching – learning pedagogy should contain substantial amount of experimental learning part related to their specialization trough either real environment or virtual environment	
18.	**Other activities as part of learning**	• Integration of these activities as core	
		• Proper assessment and weightage of marks to be assigned	
		• Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability	
		• Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility in them.	
		• These activities support all-round development of students and enhance their competency and confidence in facing any	

		challenges.	
		• To support students who are from financially weaker background	
19.	**Earn while learn facility & flexibility**	• Earn while learn model has dual objectives: it gives working skills for a student with responsibility and it also supports financial needs of a student so that he need not depend on his parents for his pocket money.	
		• The course design needs to be varied, multi-disciplinary in nature	
20.	**Flexibility and multidisciplinarity**	• Universities can design and implement UG/PG programs to suit the requirement of students at various levels	
		• Additional certificate programs across the field may be offered.	
		• Universities can also offer certificate programs by having MoUs with industries, reputed international organisations, etc.	
		• The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide	
21.	**Opportunities to develop & utilize Research & innovative thinking skills.**	• students should be encouraged to work either individually or in a team.	
		• Enhancing the innovative ability of students and increasing their competency and confidence.	
		• Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.	
		• Organising Hackathons and other similar competitions	
		• Overseas Exchange programs	

E. Human Resources and Supportive- Facilitative Enablers

Medicaps University, Indore, recognises that qualified, motivated, and capable faculty and staff are essential for institutional growth. The University will focus on recruiting and retaining competent academic and administrative personnel through transparent, merit-based processes in accordance with applicable UGC regulations and institutional policies.

Regular faculty development programmes (FDPs), professional training, leadership development, and capacity-building activities will help enhance teaching, research, administrative, and digital skills. A structured performance appraisal system will support the assessment of individual contributions and identify opportunities for professional growth, career advancement, rewards, and recognition.

The University will promote a supportive work environment through mentoring, effective grievance redressal mechanisms, employee welfare measures, and initiatives that encourage work-life balance. Equal opportunities will be encouraged for individuals from diverse backgrounds, including persons with disabilities (PwDs). Faculty and staff will also be supported through access to digital resources, opportunities for professional development, and participation in national and international academic collaborations. These measures will help build a skilled, inclusive, and motivated workforce that contributes to institutional development, professional growth, and a positive working environment.

Human Resources and Supportive- Facilitative Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

1	**Student and Learner Enablers:**	• ***Holistic Admissions Framework***: Streamline the student selection process with a holistic approach, assessing academic prowess alongside extracurricular talents, ensuring diversity and inclusion.	
		• ***Merit and Equity-Based Financial Aid:*** Deploy merit-based scholarships and financial aid for underrepresented groups to democratize access to education and attract a rich tapestry of student talent.	
		• ***Academic Success Programs***: Institute robust academic advising, mentorship, and tutoring programs that provide tailored support from entry through graduation, ensuring learners can navigate their educational paths successfully.	
2	**Staff Empowerment Enablers:**	• ***Competency-Based Recruitment***: Adopt a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	

		• ***Professional Development and Growth***: Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention.	
		• ***Inclusive Induction Protocols***: Ensure a seamless integration of new staff with comprehensive induction protocols, fostering a sense of belonging and commitment to the HEI's mission.	
3	**Faculty and Researcher Enablers:**	• ***Transparent Recruitment and Appointment***: Implement transparent procedures for faculty recruitment and appointments that prioritize excellence and diversity in educational backgrounds, research expertise, and pedagogical skills.	
		• ***Continuous Professional and Pedagogical Development***: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	
		• ***Tenure and Promotion Mechanisms***: Create equitable tenure and promotion mechanisms that recognize diverse achievements in research, teaching, service, and community engagement, motivating faculty to pursue long-term careers within the institution.	
4	**Cross-Functional Enablers:**	• ***Recognition and Reward Systems***: Introduce comprehensive recognition systems that celebrate a wide array of achievements, such as research innovation, exceptional mentorship, community service, and transformative leadership.	
		• ***Resilience and Well-Being Programs:*** Incorporate resilience-building initiatives and mental health support services to foster an environment of well-being for all members of the HEI community.	
		• ***Leadership and Collaborative Opportunities***: Develop leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects.	
5	**Strategic Funding and Emotional Support Enablers:**	• ***Innovative Funding Strategies***: Cultivate funding strategies and incubation grants that empower early-career researchers and attract pioneering projects, enhancing the institution's research profile.	

		• ***Emotional Intelligence and Support Networks***: Embed emotional intelligence training and establish support networks to aid students, staff, and faculty in managing the demands of academia with resilience.	
6	**Enablers for Pedagogical Innovation:**	• ***Pedagogical Excellence Initiatives***: Promote teaching excellence through specialized fellowships and programs that encourage innovative curriculum design, leveraging the latest educational technologies.	

Supportive- Facilitative Enablers

S. No.	Types of emotional strength enablers	Details
1.	**Accessibility/ Proximity**	**Accessibility/ Proximity:** leaders being readily available and approachable as a collective leadership style where leaders to make themselves available for support, creating a pull-based (by choice) interaction rather than a push-based (forced) one.
2.	**Rich Communication**	**Rich Communication:** real-time, interactive communication. Messages are not only conveyed clearly but also understood as intended. Importance of immediate and interactive communication, promoting collaboration among engaged individuals.
3.	**Role Model**	**Role Model:** developing leaders who share a vision for the university's planned growth who motivate and set targets for others, serving as examples for the entire community.
4.	**Institutional values (Core Values)**	• **Institutional Values (Core Values):** The belief system foundation of the institution to guide the behaviour and decisions of all stakeholders.
5.	**Vision**	• **Vision:** A well-articulated and ambitious vision.to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.
6.	**Trust among stakeholders and utsiders**	• **Trust among stakeholders:** Building trust among all stakeholders, based on their commitment and contributions to the institution. Fosters a sense of unity and responsibility toward Institutional development.

7.	**Institutional Tradition Rituals**	• **Institutional Tradition Rituals:** upholding the traditions, established by the institution as emotional bonds among stakeholders and enhance commitment to the institution.
8.	**Alternative strategy & Support network**	**Alternative strategy & Support:** prepared with backup plans to ensure the delivery of commitments including includes facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.
9.	**Goal setting in every student**	**Goal setting in every student:** Encouraging students to set and work towards their goals by creating awareness about opportunities.
10.	**Safety & Security**	**Safety & Security:** safe and secure campus environment. Such that it contributes to the well-being of all stakeholders.
11.	**Search for proximity (Local friends. Local food, local culture)**	• **Search for proximity:** Students often seek a sense of belonging during their initial year. The institution needs to facilitate connections by encouraging friendships, providing local cuisine, and celebrating local culture
12.	**Legacy of the system**	• **Legacy of the system:** Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully.
13.	**Legacy of the system**	• **Respect & perception :** Ensuring that every individual stakeholder has a positive perception of the institution and holds it in high regard as their alma mater
14.	**Openness in Terms of information**	• **Openness in terms of information** The institution should maintain transparency in its operations, including admission, teaching, examinations, research, and financial matters.

15.	**The Ability of the institution to deliver on promises**	• **Ability to deliver promises: Addressing and** rectifying any failures promptly building a good reputation. Using the autonomy of the university to resolve issues effectively.
16.	**Accountability measures**	• **Accountability measures: Systems to determine,** evaluate accountability of all stakeholders and their consequence.
17.	**Mental Health**	• **Mental Health: Ensuring students mental health, providing appropriate infrastructure and support.**

F. Networking and Collaborations Enablers

Medicaps University, Indore, aims to strengthen its academic, research, and industry connections at national and international levels. Collaborations with universities, research institutions, industries, professional bodies, and government organisations will be encouraged to promote knowledge sharing, innovation, and the development of practical skills.

The University will work towards establishing and strengthening Memoranda of Understanding (MoUs) and other partnerships to support joint research projects, faculty and student exchange, internships, industry-based learning, collaborative academic programmes, and curriculum development. Participation in academic networks, professional forums, conferences, and international exchange opportunities will further expand institutional engagement.

Greater interaction with industry will help identify emerging skill requirements, encourage consultancy and sponsored research, improve placement opportunities, and promote entrepreneurship and start-up development. These partnerships will help strengthen interdisciplinary research, improve the relevance of academic programmes, and create opportunities for faculty and students to engage with national and global developments. The University's collaboration efforts will support the objectives of NEP 2020 while addressing regional and societal needs.

Networking and Collaborations Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

1.	**Strategic Collaborations**	• Integrated Partnerships: Forge partnerships across industry, academia, and communities through MoUs to encourage diverse collaboration for research, curriculum design, and community engagement initiatives.	
		• Alumni Networks: Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.	
		• Industry Integration: Collaborate with industry for curriculum development, internships, apprenticeships, and joint projects that align with dynamic industry needs.	
2.	**Academic and Research Excellence**	• Cross-Institutional Synergy: Pursue academic collaborations for co-research, shared curricula, and intermobility of students, enabling dual degree programs and joint use of facilities.	
		• Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects.	
3.	**Practical Exposure and Experience**	• Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of shared workshops, and live	

		project opportunities.	
		• Earn While Learn Initiatives: Establish programs that allow students to engage in live projects and hybrid learning models to gain professional experience while studying.	
4.	**Community Engagement and Service**	• Social Integration: Collaborate with NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development.	
		• Civic Partnerships: Engage with local bodies and communities to foster sustainable development and implement field-based educational programs.	
5.	**Professional Development and Employment**	• Placement Networks: Build networks with various industry sectors for internships and job placements, leveraging placement cells for networking and employment opportunities.	
		• Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices.	
6.	**Quality and Credibility**	• Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence.	

		• Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes.	
7.	**Innovation and Entrepreneurship**	• Startup Ecosystem: Establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem.	
		• Digital Infrastructure: Provide a strong digital backbone to support startup activities, including access to digital resources and networks.	

G. Physical Enablers

Medicaps University, Indore, aims to develop and maintain a safe, accessible, sustainable, and modern campus that supports teaching, research, innovation, and student development. The University will continue to strengthen its physical infrastructure to meet the needs of its academic departments and other institutional activities.

Key facilities include classrooms, laboratories, research centres, libraries, seminar halls, computer facilities, innovation spaces, and other learning resources. The development and modernisation of laboratories and specialised research facilities will be encouraged to support practical learning, interdisciplinary research, and industry-oriented projects.

The University will also focus on improving campus amenities, including hostels, sports facilities, recreational spaces, healthcare support, and other student services, according to institutional priorities and development plans. Any proposed expansion into new academic or professional fields, including medical education, will require suitable infrastructure and facilities in accordance with the applicable regulatory requirements.

Environmental sustainability will remain an important consideration in campus development. Measures such as solar energy use, rainwater harvesting, energy-efficient buildings, waste segregation, water conservation, and green landscaping will be encouraged. The University will also promote barrier-free access for persons with disabilities, safe and inclusive spaces, appropriate medical and wellness facilities, and effective campus security systems.

Regular assessment and maintenance of infrastructure will help ensure the efficient use of available facilities. These efforts will create a conducive campus environment that supports academic excellence, research, innovation, environmental responsibility, and the overall development of students and staff.

Physical Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

S. No.	Types of Physical digital	Details of physical infrastructure & its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL	
1	**Smart Campus**	• A Smart Campus creates the best balance of cost, comfort, risk and resilience. • When a campus is "smart," it detects and fixes small problems before they grow into big ones or cause distractions for students, staff, and visitors. • It creates a performance infrastructure where building systems "talk to each other" in order to coordinate common outcomes, such as lighting, security, and environmental controls.	

		• It focuses on the uptime of facilities, performance of campus buildings on demand, greenhouse gas reduction targets, protection and mitigation against variable energy prices, and adopting new technologies.	
2	**Green/ Sustainable building**	• Constructing green buildings on university campuses involves using resources as efficiently as possible during the structural process and for future use of the building. (Basic requirements)	
		• It is based on the principle of open environment by using optimum models of water & energy consumption.	
		• Internally, the campus uses green energy, harvested water, renewable and recycled resources to produce and provide air, water, food, light, and electricity in a sustainable way.	
		• Central Air Conditioned High Tech Buildings With modern clean-green environmental concept. (Aspirational requirements)	
3	**Infrastructure to commute**	• Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled	
		• Students and staff should have access to high-quality motorways and bicycle paths so they can commute by bicycle or battery-powered vehicles.	
		• Accessibility for PwD	
4		• Having adequate space for administrative activities (such as admission and counseling activities) is essential.	

	Administrative Block (Admission & Counselling Area)	• Faculty Cubicles in adequate numbers as per the demands (Desirable Requirements) • Different departments may have their own buildings	
5	**Library/ Digital resource centre**	• Adequate in size with reading rooms, stock areas for books & Journals with online information access facility.	
6	**Lecture Complex, Classrooms**	• Students should have access to Lecture complexes, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching-learning facilities.	
7	**Tutorial rooms**	• Video Recording Facilities	
8	**Examination branch**	• There should be a separate examination branch with strong room large enough to accommodate confidential documents and examination papers.	
9	**Facilities to Faculty and Staff**	• There should be an adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, visiting faculty members, part-time faculty members, research scholars, etc. (Basic Requirements) • The Campus shall have 2-3 bedroom facilities/ quarters for the resident faculties/ staffs. (Desirable Requirements)	
10	**Meeting rooms**	• Meeting rooms with enough space (as per standard norms), furniture, and electronic communication/presentation equipment.	
11	**Office Rooms**	• Suitable for meeting the needs of all staff members	
12	**Laboratories and Research Centres**	• Modern laboratories and advanced super specialty research centers in a wide	

		variety of scientific and technological fields. (Basic Requirements) • Departmental Libraries with reference books & online digital information resources. (Desirable Requirements)	
13	**Computer Centre/**	• Computer Centre having appropriate Computer: Student Ratio as per standard norms. (Basic Requirements)	
	Multimedia Studios	• Multimedia Studios for creation of digital contents with optimum sound control & recording facilities. (Aspirational requirements)	
14	**Cafeteria/Dining Room/ Mess Facility**	• Cafeteria/ Dining room/ Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene. (Basic Requirements)	
15	**Games & Sports facility**	• Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements)	
		• Gymnasium and workout center, Swimming Pool, Stadium and High Tech Playgrounds, Modern type indoor stadium with multi-purpose arena (Aspirational requirements)	
16	**Auditorium add conference rooms**	• One auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution (Basic Requirements)	
17	**Hostels**	• Student Hostels : for at least 60 % students, especially for out stationed students. (Basic Requirements)	
		• Research Scholars Hostels with contemporary facilities (Desirable requirements)	
18	**Parking**	• Suitable for meeting the needs of all stakeholders	

		• International Student Hostels (Aspirational requirements	
19	**Exhibition Hall**	• In order to fulfill the requirements of all curricular activities (Academic/Vocational/Skilling), there should be an adequate number of exhibition halls/ space.	
20	**Guest Accommodation**	• Suitable guest house for meeting university requirement (Basic Requirements) • Star hotel type guest hostels with accommodation, food, and recreation facility (Desirable requirements)	
21	**Commercial Shops/**	• Convenience Shops for students and staff to purchase essential items (Basic Requirements).	
	centers	• Shopping Complex/ Centers suitable for all kinds of shopping (Aspirational requirements)	
22	**Health and well being**	Modern Dispensary / hospital that offers inpatient and outpatient services 24 hours a day, 7 days a week. (Desirable requirements)	
23	**Student recreation facilities**	Student recreation facilities with appropriate blend of modernity and functionality (Desirable requirements)	
24	**International student centres**	With contemporary student amenities whenever international students are large in number (Aspirational requirements)	
25	**Incubation centre and Research park**	With in-house industry R & D units & collaboration (Aspirational requirements)	
26	**Botanical Park/ Garden**	Natural type, with a documented collection of living plants that may be used for the purpose of scientific research, conservation, display, and education. (Aspirational requirements)	

27	**Vocational Education, Training and Skilling infrastructure**	• Adequate well equipped building space with appropriate equipment, machinery and tools, including computer labs and technology labs for learning skill/ vocational education as part of course curriculum	

H. Digital Enablers

Medicaps University, Indore, aims to strengthen its digital infrastructure to improve the quality, accessibility, and efficiency of academic, research, administrative, and student support services. The University will continue to develop its information technology facilities like Learning Management System (LMS) to support integrated campus operations.

Digital tools will be used to enhance classroom teaching, online learning, assessments, academic communication, and access to learning resources. Faculty and students will be encouraged to use online learning platforms such as SWAYAM, NPTEL, and other relevant educational resources. Virtual laboratories, simulation tools, and artificial intelligence-based applications may also be adopted wherever appropriate to improve learning and research outcomes.
The University will promote the use of digital systems for student records, attendance, examinations, research management, financial administration, and other institutional processes. The LMS dashboards and digital reporting tools will help monitor performance, support evidence-based decisions, and improve administrative efficiency.

Future development will focus on expanding digital learning resources, strengthening data management, improving digital access, and exploring AI-enabled academic and administrative support systems. Strong cybersecurity measures, data protection

practices, regular system maintenance, and digital literacy training will be important parts of this development.

Through these initiatives, Medicaps University, Indore, aims to build a connected, secure, and technology-enabled campus that supports transparent governance, efficient administration, innovative teaching, collaborative research, and continuous institutional improvement.

Digital Enablers

Short-term (0-2 years)	Mid-term (3-5 years)	Long-term (6-10 years)

S. No.	Types of infrastructure digital	Details of digital infrastructure & its usage ESSENTIAL	
1	**Internet usage**	• Connecting external world through an electronic device to the stakeholders	
2	**Website**	• For providing institutional information to the public	
3	**Online Messaging stakeholders' groups**	• For vertical and horizontal communication between Stakeholders	

4	**Online Blogs & sites for every course**	• To provide course information and day to day progress of the students who enrolled in the course to stakeholders and publics.	
5	**Wi-Fi Campus**	• To access online ubiquitous information in the campus and classes.	
6	**Online Study material**	• Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching – learning process. The study material in the form of a PDF book to be stored in a smartphone, tablet, or laptop computer will help provide a ubiquitous reference for the covered portion of the course subjects.	
7	**Digital Library**	• Developing and updating digital library and providing digital library membership to every stakeholder of the university for ubiquitous access of books, periodicals, study materials, magazines, annual/year books of organizations, journals in digital form is the responsibility of University digital library. For this purpose, the University digital library can collaborate with national digital libraries and Global digital libraries.	
8	**Digital Publication**	• The university should have its own publication for books, newsletters, magazines, journal proceedings, and printing question papers for examinations. Online digital publication as open access publication globally is the best practice.,	

		digital publication as open access publication globally is the best practice.,	
9	**Paperless office**	• By developing academic administrative software the university should provide an online office environment to cater the services of stakeholders.	
10	**Paperless exams**	• Adopting a digital examination system eliminates the wastage of papers in the examination process.	
11	**Online Evaluation**	• Automated & digitized online evaluation system eliminates the wastage of time of evaluators & speeds up the evaluation process.	
12	**Website based result announcement**	• Ubiquitous reachability.	
13	**NAD markscards Facility**	• A convenient and completely secure digital academic depository solution.	
14	**Online admission test**	• A ubiquitous facility for global admission	
15	**Education ERP**	• To integrate various departments of the university for timely exchange & access of information.	
16	**Plagiarism software facility**	• A software facility available to every stakeholder to check plagiarism content in the documents.	
17	**Online digital magazine & Student publication**	• In online publication. Digital format through University	
18	**Online placement (Project, internship, & final)**	• Online ubiquitous support.	
19	**Video documentation of each course & each College**	• For open information access from globally	
20	**Video documentation on**	• For open information access from globally	

	online public platforms		
21	**Social Media based promotions**	• Information access & Brand building promotions	
22	**Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR**	• Adopting present technologies in automating the services	
23	**Studio for video online classes**	• Studio for digitization of sound and scene	
24	**Video conference facility**	• For global information exchange in digital format	
25	**Online open Publication system**	• For exchange of new knowledge generated to everybody through open access system	

MEDICAPS UNIVERSITY

WAY FORWARD

The Institutional Development Plan (IDP) of Medicaps University will serve as a long-term guide for the University's growth and development. It will be reviewed and updated regularly to respond to changes in higher education, national priorities, and global developments. Regular monitoring, feedback from stakeholders, and assessment of progress will help the University identify gaps and make necessary improvements.

To ensure effective implementation, an IDP Implementation Committee will be formed with representatives from academic departments, administration, industry, and students. The committee will monitor progress, define measurable targets, coordinate activities, and ensure that planned initiatives are completed within the specified timelines. It will also review short-term, medium-term, and long-term goals and recommend changes wherever required.

Through the effective implementation of the IDP, Medicaps University aims to develop into a recognised, socially responsible, and future-ready institution. The University will continue to focus on quality education, impactful research, innovation, sustainable development, and community service, contributing to the progress of students, society, and the nation.

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