



ACHARYA INSTITUTE OF GRADUATE STUDIES
(NAAC Re-Accredited 'A+' Grade & Affiliated to Bengaluru City University)
Soladevanahalli, Bengaluru-560107

INSTITUTIONAL DEVELOPMENT PLAN

2025-30

Edition
JANUARY 2026



VISION

Acharya Institutes, committed to the cause of value-based education in all disciplines, envisions itself as fountainhead of innovative human enterprise, with inspirational initiatives for academic excellence.

MISSION

To take learning beyond the boundaries and to provide exposure to the students that would help them remain focused and gain knowledge in all respects. To help them learn professional ethics, social values and societal commitment so that they become globally acceptable and competent professionals.

MOTTO

Nurturing Aspirations, Supporting Growth.

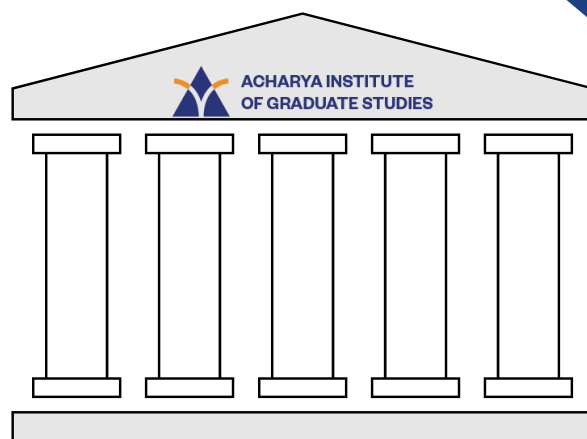


OBJECTIVES

- Encourage academic rigor , interdisciplinary Syllabus and innovation for top performance in all disciplines.
- Provide international exposure to equip students with global competencies.
- Instill professional ethics, social values, and societal commitment in students.
- Use advanced methods and technology to extend learning beyond classrooms.
- Offer diverse activities to promote leadership, teamwork, and personal growth.
- Engage students in community service to build societal commitment.

CORE VALUES

- **Excellence:** Pursuit of the highest standards in teaching, research, and service.
- **Inclusivity:** Providing equitable access and opportunities to students and staff from diverse socio-economic and cultural backgrounds.
- **Innovation:** Encouraging creativity, experimentation, and technology-enabled solutions.
- **Integrity:** Upholding transparency, accountability, and ethical practices in all endeavors.
- **Sustainability:** Promoting environmental consciousness, social responsibility, and resource optimization.



FIVE STRATEGIC PILLARS (2025–2030)

- **Academic Excellence & Curriculum Innovation** Transform AIGS into a fully NEP-compliant, choice-based, flexible academic ecosystem. Introduce new-age programmes (Data Science, AI & ML, FinTech, Clinical Psychology, etc.) by integrating 40% skill and value-added courses in collaboration with IBM, AWS, Microsoft, and Google, and achieve 100% OBE implementation with measurable graduate attributes.
- **Research & Innovation Ecosystem** Elevate AIGS from a teaching-focused to a research-intensive institution. Target 300+ Scopus-indexed publications, 40 granted patents, ₹5 crore in external research grants, and establishment of a Centre of Excellence in Artificial Intelligence & Data Science by 2028. Strengthen the incubation centre to support student/faculty start-ups by 2030.
- **Infrastructure & Digital Transformation** Develop a future-ready, green, and smart campus. Construct a new academic and research block, upgrade all classrooms to smart-interactive mode, implement ERP Phase-II and a comprehensive Learning Management System, improve solar energy capacity substantially, and become a zero-plastic, water-positive campus by 2029.
- **Industry–Academia Partnership & Employability** Attain 100% placement and position AIGS as the preferred talent partner for Global technology and knowledge industry. Increase the number of MoUs and Research Collaborations extensively and expand industry-tied certification programmes to 30, establish a Centre for Industry 4.0 Skills, strengthen alumni engagement and increase international student intake to 500 by 2030.
- **Governance, Autonomy & Global Benchmarking:** Enhance the quality of Research, Teaching and Education, thereby securing NAAC A++ (CGPA ≥ 3.51) in the fourth cycle (2028–29). Align governance with global best practices, implement a performance-linked incentive system, achieve NIRF ranking below 100, and active international academic partnerships for student-faculty exchange and joint research.

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Executive Summary

Acharya Institute of Graduate Studies (AIGS), established in 2005, has evolved from a promising young institution into one of Bengaluru's respected centres for undergraduate and postgraduate education. In its third cycle of NAAC accreditation (November 2023), AIGS secured an A+ grade with a CGPA of 3.31, placing it just 0.20 points below the A++ threshold (≥ 3.51). This remarkable progress, achieved in less than two decades, surpasses many older institutions and reflects sustained focus on quality enhancement.

Current Position & Key Achievements (2020–2025)

AIGS currently offers 9 UG and 9 PG programmes with a total student strength of 4017 (3493 UG + 524 PG). Academic excellence is driven by a highly qualified faculty of 40 PhD holders (six new doctorates awarded in 2025 alone), 20 ongoing PhD scholars, and 37 NET/SLET-qualified members. Students secured 27 university ranks in 2023–24 (12 UG + 15 PG), bringing the cumulative total to 128 Ranks since inception. Industry readiness is strengthened through partnerships with IBM, Amazon, Microsoft, and AWS, delivering value-added certification programmes. Most students were placed with leading recruiters such as PhonePe, Cognizant, Amazon, and Wipro, while the others moved abroad in prestigious universities to pursue Higher education. The institution remains socially engaged through NSS, NCC, and Unnat Bharat Abhiyan (five adopted villages), earning the prestigious Perennial Fund Award from the Ministry of Education, Government of India. The college is permanently affiliated to Bengaluru City University. The college is also recognized by UGC under 2F, 12B.

Gap Analysis

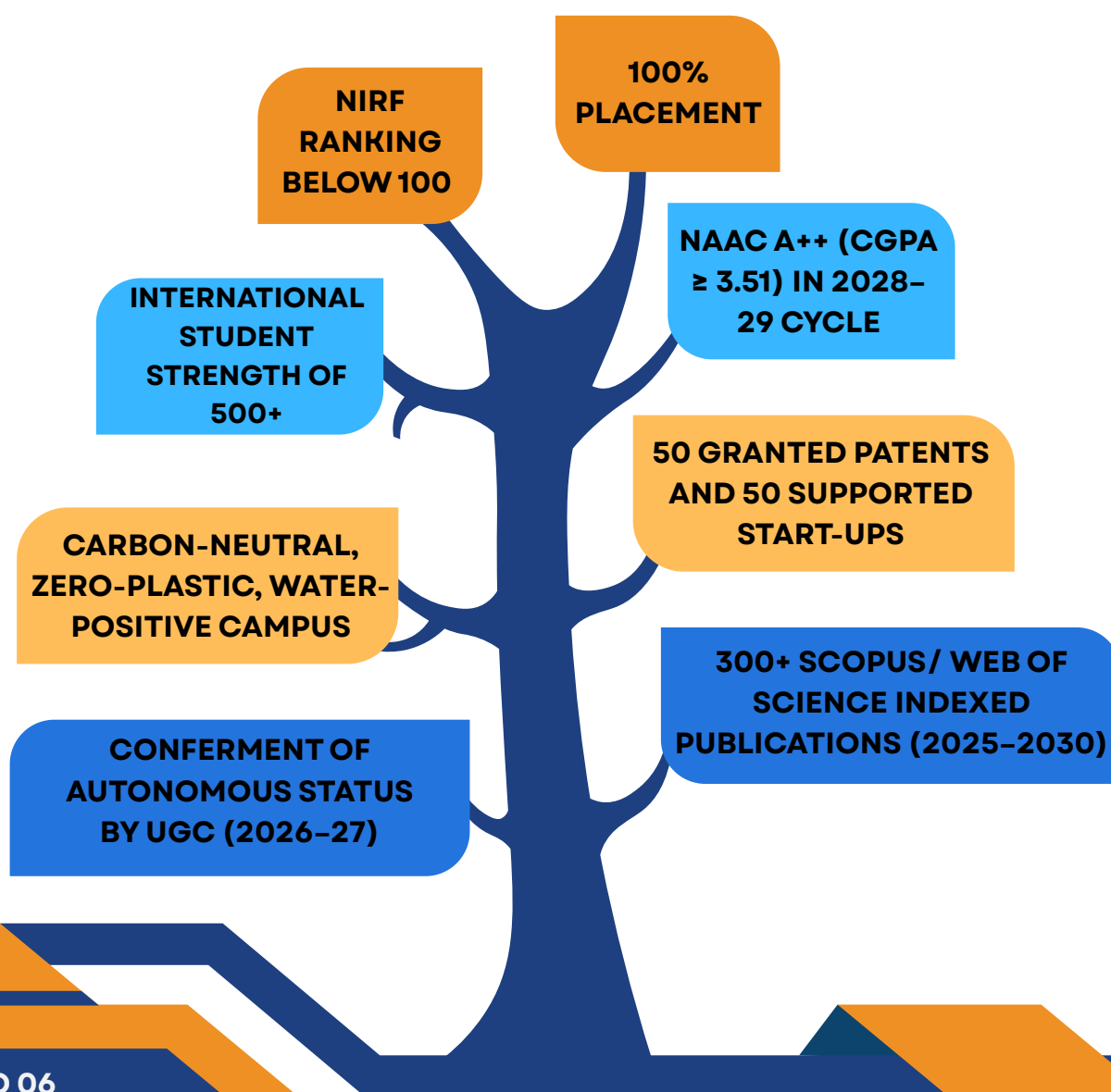
Despite these achievements, a detailed metric-wise analysis against NAAC A++ benchmarks reveals a cumulative gap of approximately 0.20 CGPA (roughly 80–100 marks). Key gaps exist in:

- **Research:** Scopus-indexed publications per faculty and external research funding remain moderate.
- **Infrastructure:** Additional dedicated research laboratories required.
- **Internationalization:** Increasing foreign student intake and global MoUs.
- **Governance:** Preparation for autonomous status and revenue diversification in progress.

Roadmap to NAAC A++

The next accreditation cycle (2028–29) will target a CGPA of 3.51–4.00. A criterion-wise, time-bound action plan with quarterly monitoring by IQAC will close identified gaps within 42 months. Priority interventions include doubling Scopus publications annually, securing ₹5 crore in external grants, constructing a new research block, introducing eight new-age programmes, and implementing full academic autonomy by 2027–28.

MAJOR TARGETS BY 2030



SECTION 1

Institutional Profile & SWOC Analysis

1.1 Historical Evolution (2005–2025)

Acharya Institute of Graduate Studies was established in 2005 under the JMJ Education Society as an independent institution dedicated exclusively to undergraduate and postgraduate education in Arts, Science, Commerce, and Management streams. Born during Bengaluru's emergence as India's knowledge capital, AIGS was conceived with the vision of providing high-quality, value-based, and employment-oriented higher education to students from both urban and rural backgrounds.

From a modest beginning with three undergraduate programmes (B.Com, BBA, BCA) and fewer than 200 students, AIGS has grown exponentially. By 2010, more postgraduate programmes were introduced, followed by affiliation to Bangalore University (now Bengaluru City University) and recognition under UGC 2(f) & 12(B) in 2012. The first NAAC accreditation cycle in 2011 awarded a 'B' grade (2.66 CGPA), which improved dramatically to 'A' grade (3.18 CGPA) in the second cycle (2017) and further to 'A+' grade with 3.31 CGPA in the third cycle (November 2023). This 20-year journey from a new entrant to securing a position just 0.20 CGPA points away from A++ reflects disciplined growth, strong leadership under the Acharya Group, and an unwavering commitment to quality enhancement.

1.2 Current Academic Profile (as on January 2025)

- **Programmes Offered:** 9 Undergraduate programmes (BA Journalism, BA Criminology, B.Sc, B.Com, BCA, BBA, BBA Aviation, BBA Sports Management, BSW) and 9 Postgraduate programmes (M.Com, M.Sc Chemistry, M.Sc Psychology, M.Sc Physics, M.S. Mass Communication, MA English, MSW, MBA, MCA).
- **Student Strength:** 4017 (3493 UG + 524 PG); gender ratio 52:48 (F:M).
- **Faculty Strength:** 153 permanent faculty members, of whom 40 hold PhD, 18 are pursuing PhD, and 37 are NET/SLET qualified.
- **Academic Results:** Consistent university rank production — 128 ranks since inception, including 27 in 2023–24 alone. Average pass percentage for the last 5 years is 85%.
- **Accreditation & Recognition:** NAAC A+ (3.31 CGPA, 2023), permanent affiliation, recognized by ugc under 2f, 12B, recognised research centre for PhD in Commerce and Management.

1.3 Awards and Recognitions

- **Ministry of Education Recognitions:** Designated as a SES REC Institution (2020) and honored with the District Green Champion Award (2021) for exemplary performance in the Swachhta Action Plan.
- **PRCI Excellence Awards:** Recipient of the Chanakya Award for Excellence in Diplomatic Communication and a Green Certificate in association with the NGO SankalpTaru (2019).
- **Government Empanelment:** Successfully empanelled with the Ministry of Women and Child Development (2018) and the Karnataka Evaluation Authority (2019) for executing state-sponsored survey and development projects.
- **National Grant Awards:** Secured funding grants from the National Commission for Women (2020) and received the perennial fund award for the UBA Project (2021).
- **Health & Community Service:** Recognized by NIMHANS (Department of Transfusion Medicine & Haematology) in 2023 for noble contributions as a Voluntary Blood Donation Camp Organizer.

1.4 Governance Structure

AIGS operates under the JMJ Education Society, governed by a Governing Council chaired by the Chairman of the University and comprising academicians, industry representatives, UGC nominee, and faculty representatives. The Principal serves as Member-Secretary. Day-to-day administration is decentralised through statutory bodies (IQAC, Academic Council, BoS, Finance Committee) and functional committees (Examination, Research, Placement, Anti-Ragging, Grievance Redressal, etc.). The IQAC, reconstituted post-2023 accreditation, plays a pivotal role in quality monitoring and strategic planning.

1.5 SWOC Analysis (2025)

Strengths

- Young, dynamic, and highly qualified faculty (46 PhDs, six new doctorates in 2024–25)
- Strong research momentum (53 publications, 8 patents filed, 8 books in last three years)
- Proven track record of university ranks (100 cumulative) and excellent placement with top-tier companies
- State-of-art Laboratories
- Digital library facilities
- Wi-Fi enabled campus with high intranet facility

- Information and Communication Technology (ICT) enabled classrooms
- Olympic size Stadium for sports
- Auditorium for the conduct of cultural and co-curricular activities
- Qualified, experienced and committed Faculty
- Strategic industry partnerships (IBM, AWS, Microsoft, Google) for certification programmes
- Location advantage in Bengaluru — proximity to IT corridor and multinational companies, Peenya Industrial Area
- Vibrant extension activities and national recognition (Perennial Fund Award, Unnat Bharat Abhiyan)
- Indigenously developed Acharya Live (ALive) platform for virtual classes
- Supportive management with willingness to invest in infrastructure and faculty development
- NAAC A+ (3.31) within 18 years of establishment

Weaknesses

- Limited number of high-impact (Scopus Q1/Q2) publications per faculty
- Moderate external research funding and consultancy revenue
- Low percentage of international students and faculty exchange programmes
- Delay in introducing new-age inter-disciplinary programmes

Opportunities

- Full implementation of NEP-2020 and preparation for autonomous status
- Growing demand for skill-based programmes in AI, Data Science, FinTech, and Clinical Psychology
- Availability of government schemes for infrastructure and research
- Expanding start-up ecosystem in Bengaluru and scope for incubation centre
- Rising CSR funding for higher education and community development projects

Challenges

- Intense competition from established autonomous and deemed universities
- Rapid changes in technology requiring continuous upgradation of faculty skills and infrastructure
- Attracting and retaining high-calibre PhD faculty in a competitive market
- Regulatory delays in approvals for new programmes and autonomous status
- Economic fluctuations affecting student affordability and placement packages

SECTION 2

Strategic Goals and Key Performance Indicators

The Institutional Development Plan (IDP) 2025–2030 is anchored by five interconnected Strategic Goals designed to catalyze excellence in pedagogy, research, and academic rigor. This roadmap meticulously aligns our institutional growth with NEP-2020 mandates and NAAC A++ standards, propelling us toward autonomous status and international distinction.



STRATEGIC GOAL 1

Academic Excellence & Curriculum Innovation

Transform AIGS into a fully flexible, skill-integrated, OBE-driven academic ecosystem. **Key Performance Indicators (KPIs):**

- 100 % implementation of NEP-2020
- Launch of 8 new-age programmes (B.Sc Data Science, AI & ML, FinTech, etc.) by 2028
- 30 industry-partnered value-added certificate courses (IBM, AWS, Microsoft)
- Attainment of Graduate Attributes ≥ 80 % in all programmes (measured annually)
- Student satisfaction index (curriculum & teaching) $\geq 4.5/5.0$ by 2030



STRATEGIC GOAL 2

Research & Innovation Ecosystem

Shift from teaching-intensive to research-intensive institution. **Key Performance Indicators (KPIs):**

- Cumulative 300+ Scopus/Web of Science indexed publications (2025–2030)
- An average of 2 publications per faculty per year by 2030
- At least 50 patent grants and 5 transferred/commercialised technologies
- Secure at least ₹5 crore external research grants (DST, DBT, ICSSR, UGC-STRIDE, industry)
- Establish a Centre of Excellence in AI & Data Science
- Incubate student/faculty start-ups with at least 10 receiving seed funding



STRATEGIC GOAL 3

Infrastructure & Digital Transformation

Create a future-ready, green, and fully digital campus. **Key Performance Indicators (KPIs):**

- Addition of a dedicated research & innovation block by 2027
- 100 % smart classrooms and 1 GBPS leased line + campus-wide Wi-Fi 6
- ERP Phase-II and LMS with AI-driven analytics fully operational by 2027
- Library digital resources: 50,000 e-books, 25,000 e-journals, Scopus & WoS subscription
- Achieve zero-plastic and water-positive status by 2029
- Green & energy audit score ≥ 4 star (GRIHA/IGBC) by 2030



STRATEGIC GOAL 4

Industry–Academia Partnership & Employability

Position AIGS as the preferred talent source for Global Knowledge Economy. **Key Performance Indicators (KPIs):**

- 95 % placement with average package ₹8–10 LPA and highest \geq ₹20 LPA
- New industry MoUs and 50 internship-to-PPO conversions annually by 2030
- 500+ international students (degree + exchange) on campus by 2030
- Establishment of Centre for Industry 4.0 Skills by 2027



STRATEGIC GOAL 5

Governance, Autonomy & Global Benchmarking

Attain academic and administrative autonomy with world-class governance practices. **Key Performance Indicators (KPIs):**

- NAAC A++ accreditation (CGPA ≥ 3.51) in fourth cycle (2028–29)
- NIRF ranking below 100 (College category) by 2030

SECTION 3

Criterion-wise Development Plan



Curricular Aspects

1.1 Full NEP-2020 Implementation Roadmap

- 2025–26: Complete rollout of 4-year UG Honours with Research, Academic Bank of Credits (ABC), and multiple entry-exit for all programmes.
- 2026–27: Introduce 40 % skill/vocational component in every programme (minimum 24 credits).
- 2027–28: Launch new-age programmes
- 2028 onwards: Offer 2-year PG with research dissertation as default option.

1.2 Value-Added & Certificate Ecosystem

- Expand from current 8 to 30 industry-partnered certificate courses (IBM, AWS, Microsoft, Google, Cisco, NSE, Tally, Bloomberg).
- Make at least two certificate courses mandatory for degree award.

1.3 Curriculum Enrichment

- Annual Board of Studies with 40 % external experts (industry + academia).
- Integrate UN SDGs, Human Values, Gender Studies, and Environmental Studies as compulsory audit courses.
- Feedback analysis automation → 100 % incorporation of stakeholder suggestions.



CRITERION 2

Teaching-Learning and Evaluation

2.1 Faculty Development & Qualification Upgradation

- Increase PhD holders from 40 (2025) to 75 by 2030 (net addition of 6–7 PhDs every year).
- 100 % faculty to complete two 2-week MOOCs/ARPIT/FDP courses annually.
- International exposure: Minimum 20 faculty members to attend conferences/training abroad by 2030.

2.2 Pedagogical Transformation

- 100 % smart classrooms with interactive panels, LMS (Moodle/Blackboard), and lecture-capture facility by 2026.
- Implement flipped classroom and case-study method in at least 60 % courses.
- Introduce AI-based proctoring and continuous internal evaluation through ERP.

2.3 Student-Centric Initiatives

- Structured mentoring: 1 mentor : 15 students with documented mentoring diary.
- Remedial coaching for slow learners and honours track for advanced learners.
- Attainment of Course Outcomes and Programme Outcomes measured every semester → target ≥ 80 % attainment across all programmes.



CRITERION 3

Research, Innovation and Extension

3.1 Research Output Targets (2025–2030)

Year	Scopus/WoS Papers	Patents to be Filed	Expected Granted
2026–27	75	10	8
2027–28	100	20	15
2028–29	120	25	20
2029–30	150	30	25
Cumulative	300+	70+	60+

3.2 Research Infrastructure & Incentives

- Establish at least five department-level research labs by 2027.
- Research incentives: ₹15,000 per Scopus Q1/Q2 publication; ₹50,000 per granted patent, amounts are adjusted yearly.
- Seed funding ₹1–5 lakh for every approved faculty research project.
- Creation of “Acharya Research Excellence Award” (cash prize + citation) annually.
- Incentive for applying for, and post approval support for Research Projects.

3.3 Innovation & Entrepreneurship

- Upgrade existing incubation centre into NIDHI-TBI (DST-supported) by 2027.
- Target: 50 start-ups incubated, 20 funded, 5 revenue-generating by 2030.
- Annual National-level Hackathon & Start-up Expo.

3.4 Extension & Societal Impact

The institution is committed to fostering a culture of social responsibility and civic engagement. By bridging the gap between academia and the community, we aim to transform students into socially conscious leaders while contributing to rural and urban development.

3.4.1 Strengthening the Unnat Bharat Abhiyan (UBA)

To deepen our commitment to rural development, the institution will scale its participation in the **Unnat Bharat Abhiyan (UBA)** program, moving beyond basic engagement to high-impact intervention.

- **Geographic Expansion:** Increase the number of adopted villages from **5 to 10**, focusing on clusters that show significant potential for socio-economic improvement.
- **Data-Driven Development:** Establish a baseline through rigorous socio-economic surveys. Development will be tracked using **measurable indices** such as:
 - Increase in literacy and digital literacy rates.
 - Improvement in local sanitation and waste management systems.
 - Adoption of sustainable agricultural practices and renewable energy.
- **Knowledge Transfer:** Facilitate the transfer of institutional expertise and technology to the village level to solve local challenges (e.g., water harvesting, low-cost housing, or local governance training).

3.4.2 Scaling NSS and NCC Outreach

The **National Service Scheme (NSS)** and **National Cadet Corps (NCC)** wings will serve as the primary vehicles for student-led community service and character building.

- **Volunteer Growth:** Implement a robust recruitment drive to increase the total strength to **500+ active volunteers**, ensuring a diverse representation across all academic departments.
- **Structured Annual Calendar:** Organise a minimum of **50 outreach programmes annually**, focusing on critical areas such as:
 - **Public Health:** Blood donation camps, immunization awareness, and mental health workshops.
 - **Environmental Stewardship:** Massive plantation drives, plastic-free campaigns, and lake rejuvenation projects.
 - **Education:** "Each One Teach One" initiatives and vocational training for local youth.
- **Recognition & Certification:** Introduce institutional awards for "Social Service Excellence" to motivate sustained student participation.

3.4.3 Attaining SES REC 2.0 Recognition

To formalize our commitment to sustainability and rural entrepreneurship, the institution will align its operations with the Mahatma Gandhi National Council of Rural Education (MGNCRE) standards.

- **Strategic Application:** Actively apply for and attain the Social Entrepreneurship Swachhta & Rural Engagement Cell (SES REC) 2.0 ranking.

Key Focus Areas:

- **Campus Sustainability:** Achieving zero-waste status and optimizing water/energy footprints.
- **Rural Engagement:** Integrating rural internships into the curriculum, allowing students to work directly on rural business models and social enterprises.
- **Entrepreneurship Hub:** Creating a cell that supports local artisans and rural startups through mentorship and market-linkage assistance.



CRITERION 4

Infrastructure and Learning Resources

4.1 Physical Infrastructure Expansion

- New Research & Innovation Block by 2030 with 20 research labs, conference halls, and start-up studios.
- Expansion of Boys', Girls' and International Student Hostels.
- Expansion of Sports Infrastructure.

4.2 Digital & Learning Resources

- ERP Phase-II (academics, finance, HR, alumni) fully integrated by 2026.
- Library automation complete; subscription to Scopus, Web of Science, IEEE, Springer Nature, and 50,000 e-books.
- 1 GBPS dedicated internet + Wi-Fi 6 across campus.

4.3 Green & Sustainable Campus

Acharya Institute is committed to evolving into a "Living Laboratory" for sustainability. By integrating eco-friendly infrastructure with academic research, the institution aims to minimize its ecological footprint while fostering environmental consciousness among students and staff.

4.3.1 Energy Autonomy: 1 MW Solar Power Expansion

To achieve carbon neutrality in energy consumption, the institute will undertake a phased expansion of its renewable energy infrastructure.

- **Infrastructure Upgrade:** The current rooftop solar installation (150 KW) will be scaled to a 1 MW grid-tied system by the 2027–28 academic year.
- **Smart Grid Integration:** Implementation of AI-driven net metering and energy-efficient LED lighting across all blocks to optimize consumption.
- **Educational Integration:** The solar plant will serve as a site for hands-on training for Engineering and Science students, focusing on renewable energy management and maintenance.

4.3.2 Water Stewardship: Achieving a Water-Positive Campus

The institute aims to return more water to the local ecosystem than it withdraws through a comprehensive "Reduce, Recycle, Recharge" strategy.

- **Rainwater Harvesting (RWH):** Construction of advanced recharge pits and large-capacity underground sumps to capture 100% of rooftop runoff.
- **Sewage Treatment Plant (STP):** Upgrading onsite STP facilities to ensure that 100% of greywater is treated and reused for landscaping and flushing systems.
- **Groundwater Recharge:** Designating "permeable zones" within the campus architecture to prevent runoff and replenish the local water table.

4.3.3 Circular Economy: Waste Management & Zero-Plastic Policy

In alignment with SDG 12 (Responsible Consumption and Production), the campus will transition to a circular waste model.

- **Zero-Plastic Mandate:** A phased ban on single-use plastics in canteens, hostels, and administrative offices, replaced by biodegradable alternatives.
- **Waste Segregation & Upcycling:** Expansion of vermicomposting and biogas units to process canteen waste into manure for the campus gardens.
 - **E-Waste & Dry Waste:** Formulating MOUs with authorized recyclers for the scientific disposal of electronic and hazardous waste.
- **GRIHA Certification:** All new and existing infrastructure will be audited to meet the **4-5 star GRIHA (Green Rating for Integrated Habitat Assessment)** standards, focusing on site planning, building chemistry, and occupant health.

Implementation Timeline

Phase	Objective	Key Milestone
Phase I (2026)	Audit & Policy	Complete baseline Green/Water audit and implement Zero-Plastic policy.
Phase II (2027)	Infrastructure	Begin solar panel installation and STP modernization.
Phase III (2028)	Certification	Final assessment for 4-5 star GRIHA rating and 1 MW commissioning.



CRITERION 5

Student Support and Progression

5.1 Progression & Employability

The institution is committed to bridging the gap between academia and industry, ensuring every student is not just a graduate, but a “career-ready” professional.

- **Elite Placement Metrics:** Achieve a 95% placement rate by 2030 through the establishment of a Corporate Relations Cell (CRC).
 - Focus on high-value roles to push the average package to ₹8–10 LPA by targeting Fortune 500 companies and niche startups.

- **Mandatory Experiential Learning:**
 - Institutionalize a 100% internship mandate for all final-year students.
 - Strengthen industry ties to ensure at least 60% of these roles are paid, providing students with financial incentive and professional accountability.
- **Academic Excellence & Recognition:**
 - Implement an Advanced Learners Program to mentor top-tier students, aiming for 50+ University Ranks annually.
 - Provide specialized coaching for competitive exams (GATE, GRE, CAT, NET) to facilitate progression to higher education in premier global institutions.

5.2 Alumni Engagement & Internationalization

The institution aims to cultivate a global footprint by leveraging its legacy and expanding its demographic reach.

- **Global Alumni Network:**
 - Formalize and scale the Registered Alumni Association to exceed 10,000+ active members.
 - Launch an Alumni Mentorship Portal where seniors provide career guidance, project sponsorships, and "Alumni-in-Residence" programs to current students.
- **International Student Diversity:**
 - Aggressively market programs in the Global South and South East Asia to reach a target of 500+ international students by 2030.
 - Establish a Global Student Support Desk to assist with cultural integration and visa compliance.
- **Academic Globalization:**
 - Introduce Credit Exchange Programs with partner universities abroad, allowing students to complete a semester or a year in a different cultural and academic setting.
 - Align the curriculum with international standards (ECTS/US Credits) to facilitate seamless credit transfers and dual-degree opportunities.

Implementation Roadmap

Strategic Goal	2026 Target (Interim)	2030 Vision
Placement Rate	80%	95%
Paid Internships	40%	60%
International Students	150+	500+
Alumni Database	7,000+	10,000+



CRITERION 6

Governance, Leadership and Management

6.1 Journey to Autonomy

- Restructure Academic Council, BoS, and Finance Committee as per UGC Autonomy Guidelines.

6.2 Quality Assurance & Financial Strategy

- IQAC to function as autonomous think-tank with external peers.
- Diversify revenue: consultancy, training programmes, and IPR to contribute 30 % of total revenue by 2030.
- Performance-Based Appraisal System (PBAS) linked to increments and promotions.

6.3 Benchmarking & Certifications

- Achieve NAAC A++ Ranking.
- NIRF ranking <100 by 2030.



CRITERION 7

Institutional Values and Best Practices

7.1 Distinctive Best Practices (to be institutionalised)

- Best Practice: “Industry-on-Campus”
- 50 % PG courses co-taught by industry experts.

7.2 Inclusivity & Sustainability

- Gender Audit, Disability Audit, and Green Audit annually.
- Happiness & Well-being Centre with full-time counsellor.
- 100% inclusive hostels and facilities.
- 100 % Digitization, paper-free campus.

SECTION 4

Implementation, Monitoring & Evaluation Mechanism

The success of the Institutional Development Plan 2025–2030 hinges not just on the ambition of its targets but on the rigour, transparency, and accountability with which it is executed. A robust, multi-layered, technology-enabled implementation and monitoring framework has therefore been designed to ensure that every KPI moves from “planned” to “achieved” within the stipulated timeline.

4.1 Institutional Architecture for IDP Execution

4.1.1 IDP Steering Committee Composition (12 members)

Chairperson: Chairman, JMJ Education Society

Member Secretary: Principal, AIGS

Members: Dean-Academics, Dean-Research, Dean-Student Welfare, IQAC Coordinator, CFO, two senior Professors, one industry nominee, one alumni nominee, one student representative (special invitee) **Role:** Overall policy approval, resource allocation, annual review, and mid-term course correction (2028).

4.1.2 IDP Core Implementation Committee (Monthly Review Body)

Composition (15 members)

Chairperson: Principal

Convener: IQAC Coordinator

Members: All Heads of Departments, Controller of Examinations, Placement Officer, Research Coordinator, Infrastructure Coordinator, International Affairs Coordinator, NSS/NCC Programme Officers, Administrative Officer. **Role:** Monthly operational review, removal of bottlenecks, inter-departmental coordination, and preparation of quarterly progress reports.

4.1.3 Criterion-wise Task Forces

Each NAAC criterion is assigned a dedicated Task Force headed by a senior faculty member reporting directly to the Core Implementation Committee.

4.1.4 Departmental IDP Cells

Every department constitutes a 3–5 member cell (HoD + 2 senior faculty + 1 student) responsible for translating institutional targets into department-specific annual action plans and budgets.

4.2 Technology-Enabled Monitoring Framework: The AIGS IDP Dashboard

A customised, real-time, role-based digital dashboard (developed on Microsoft Power BI / Tableau integrated with existing ERP) will be launched in due time. The dashboard is the single source for the entire IDP.

Key features

- Strategic KPIs and sub-KPIs with baseline (2025), annual targets, and actual achievement
- Automated data ingestion from ERP, research repository, library software, placement portal, and finance module
- Colour coding (Red: <70 %, Amber: 70–90 %, Green: ≥90 %)
- Drill-down facility up to department / faculty / student level
- Predictive analytics and early-warning alerts
- Public view for stakeholders and NAAC peer team

LEVEL 1 (FULL ACCESS): STEERING & CORE IMPLEMENTATION COMMITTEE

LEVEL 2 (CRITERION-SPECIFIC): TASK FORCE HEADS

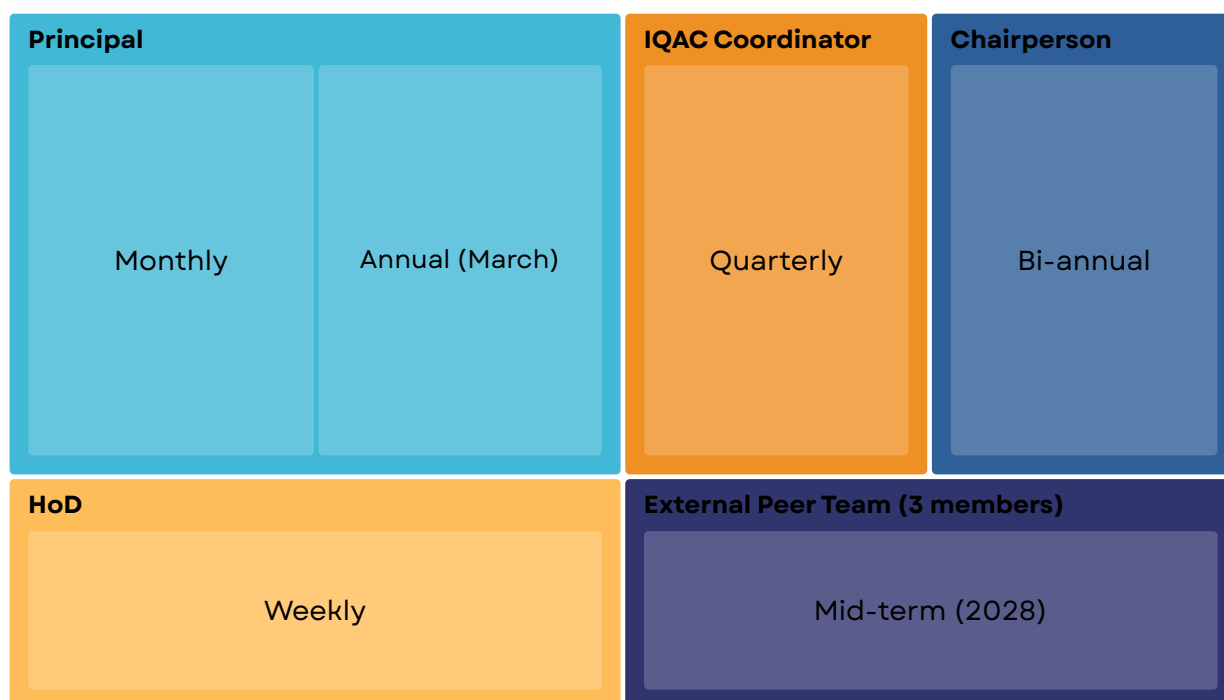
LEVEL 3 (READ-ONLY): ALL FACULTY & STAFF

LEVEL 4 (PUBLIC): IDP SUMMARY PAGE ON AIGS WEBSITE

**ACCESS
RIGHTS**

4.3 Review Calendar & Escalation Matrix

Frequency	Activity	Chair / Convener	Key Output
Weekly	Departmental IDP Cell meeting	HoD	Departmental progress log
Monthly	Core Implementation Committee	Principal	One-page report
Quarterly	IQAC + Task Force presentation to Steering Committee	IQAC Coordinator	Quarterly Progress Report (QPR)
Bi-annual	Extended Governing Council review	Chairperson	Resource re-allocation decisions
Annual (March)	Annual IDP Report release	Principal	Annual report + revised action plan
Mid-term (2028)	Comprehensive external review	External Peer Team (3 members)	Mid-term corrective strategy



4.4 Escalation & Corrective Action Protocol

- Red status for any KPI for two consecutive months → automatic escalation to Principal → corrective action within 30 days
- Red status for three consecutive months → escalation to Steering Committee → special task force constituted
- Persistent non-performance → budgetary freeze for the concerned department / activity until recovery plan is approved

4.5 Capacity Building for Effective Implementation

- Two-day workshop for all HoDs and Task Force members on “Driving Institutional Transformation through IDP”
- Quarterly half-day sensitisation programmes for new faculty and staff

4.6 Integration with Existing Quality Systems

The IDP monitoring framework is designed to subsume and strengthen existing processes:

- AQAR preparation becomes automatic (90 % data pulled from IDP)
- Academic and Administrative Audit (AAA) checklists aligned with IDP KPIs
- All SSR data for fourth cycle NAAC (2028–29) will be readily available in real time

4.7 Risk Management & Contingency Planning

A Risk Register is maintained within the ERP with probability, impact, and mitigation owner for 22 identified risks (regulatory delays, faculty attrition, funding shortfall, etc.). Top five risks reviewed in every quarterly meeting.

4.8 Communication & Stakeholder Engagement

- Annual IDP Progress Report published in printed booklet and e-format
- Quarterly newsletter circulated to all stakeholders
- Dedicated page on AIGS website with live dashboard snapshot and timelines

SECTION 5

Financial Implications, Risk Analysis & Mitigation Strategies

5.1 Financial Implications

The institution's journey toward higher accreditation status, academic autonomy, and a stronger research profile requires a significant expansion of financial commitment supported by a diversified resource mobilization plan. The proposed investment prioritizes infrastructure development, research and laboratory strengthening, student facilities, digital and green campus initiatives, faculty development, internationalization, scholarships, incubation and start-up support, and academic resource enhancement. The emphasis is on building a future-ready academic ecosystem that supports innovation, global engagement, and student success while maintaining financial sustainability.

To support this transformation, funds will be drawn from multiple channels rather than relying on a single source. These include growth in tuition revenue through new academic programmes, government grants and institutional development schemes, consultancy and executive education initiatives, alumni and philanthropic contributions, corporate social responsibility partnerships, and interest from endowment and internal accruals. By tapping into such a diversified range of financial avenues, the institution aims to ensure resilience against market fluctuations and regulatory uncertainties, thereby sustaining its strategic growth plans and operational stability.

In addition to widening the funding base, the strategy emphasises fostering stronger alumni ownership, actively engaging stakeholders, and building robust corpus and endowment mechanisms. Financial prudence remains central to this approach, with recurring surpluses systematically reinvested into academic and research priorities. This method not only strengthens the institution's capacity for innovation and global engagement but also enables continuous improvement in infrastructure, faculty development, and student support services, laying a solid foundation for long-term success and financial sustainability.

5.2 Risk Analysis & Mitigation Strategies Institutional Development Plan 2025–2030

AIGS has identified 7 high-impact risks that could affect the successful execution of the IDP. Each risk is assessed on Probability (Low/Medium/High) and Impact (Low/Medium/High), and assigned an owner and mitigation plan. The Risk Register will be maintained live on the ERP and reviewed in every quarterly Steering Committee meeting.

No.	Risk Description	Probability	Impact	Risk Owner	Mitigation Strategies	Contingency Trigger
1	Faculty attrition	High	High	Dean-Academics	Strengthening Faculty welfare Schemes	Emergency recruitment drive
2	Lower-than-expected student intake in new-age programmes	Medium	Medium	Admissions Cell	Conduct workshops to further awareness of the need for new - age programmes	Admissions <70 % of sanctioned intake continuously for 3 years → Reduce intake the following year, reallocate resources
3	Economic downturn affecting placements	Medium	High	Placement Officer	Diversify recruiters to 300+ companies, mandatory pre-placement training, 25 % focus on government/PSU jobs	Placement <80 % → Strengthen Alumni Engagement
4	Regulatory delays in new programme approvals	High	Medium	Principal	Pre-emptive submission to Bengaluru City University & Karnataka Higher Education Council	Keep ready syllabus bank in advance and launch as diploma/certificate programmes

5	Inadequate research output (missing 300 Scopus target)	Medium	High	Dean-Research	Mandatory 2 papers/year for faculty and publication incentives	<200 papers by 2029 → External collaboration budget doubled
6	Cost overrun in new academic & research block	Low	High	Infrastructure Head	Fixed-price contract with reputed builder, contingency in budget, monthly site review by Finance Committee	Overrun >15 % → Phase-II deferment
7	Cyber security / data breach in ERP & LMS	Low	High	IT Head	ISO 27001 certification by 2027, annual penetration testing, mandatory Multi Factor Authentication & Data Encryption	Major breach → Immediate switch to cloud backup system

A “Risk Heat Map” is displayed on the IDP Dashboard with live status. Risks rated “High Probability + High Impact” receive monthly monitoring. The Management has committed an Emergency Reserve Fund to handle any unforeseen contingency. With proactive monitoring and agile mitigation strategies, the probability of derailment of core objectives is reduced.

ANNEXURES

Annexure 1: Current Faculty Qualification Profile (as on 01 January 2026)

Total sanctioned faculty: 153 | Filled: 153 | Vacant: 0

Qualification	Professors	Associate Professors	Assistant Professors	Total
Ph.D.	2	22	18	41
Ph.D. pursuing	—	—	19	19
NET/SLET	2	12	25	39
PG only	—	2	67	69
Total	2	22	129	153

Annexure 2: Current MoUs

- IBM India Pvt. Ltd. — IBM Career Education Program
- Amazon Web Services — AWS Academy
- Microsoft IT Academy
- University of Missouri–St. Louis, USA — Student Exchange Program
- Miles Education — CPA & CMA Programs
- NSE Academy — Financial Markets Certifications
- Tally Education Pvt. Ltd.
- Institute for Mind and Brain, Thrissur, Kerala
- INDIC EMS Electronics Pvt. Ltd.
- Vellore Institute of Technology — VIT-AP and Vellore Campuses
- Central University of Kerala
- ICT Academy
- FICCI — Federation of Karnataka Chambers of Commerce and Industry





Target: 50 new MoUs by 2030:

- 2025-27: 20 (including foreign universities and industries)
- 2027-30: 30 (focus on joint degrees, research collaboration, and industry-sponsored labs)

Annexure 3: Year-wise Key Targets 2025-2030 (Consolidated)

Parameter	2025-26	2026-27	2027-28	2028-29	2029-30
New programmes	1	1	2	2	2
Ph.D. faculty	40	54	60	68	75
Scopus/WoS publications (annual)	75	100	120	140	150+
Patents	10	15	20	25	30
External grants (₹ Cr cumulative)	1	2.5	4	5	6
Placement %	80	85	90	95	100
International students	186	250+	350+	450+	500+
NAAC cycle	–	–	–	A++ award	–

Annexure 4: Organogram after Conferment of Autonomy (2026-27 onwards)

Body/Position	Chairman/Head	Related Roles / Notes
Board of Governors	Chairman, JMJ Society	Apex statutory body. Approves strategic plans and budget.
Academic Council	Principal	Highest academic body. Approves curriculum, regulations, and credit structure.
Finance Committee	Principal	Reviews and approves the annual budget, examination fees, and autonomy grants.
Board of Studies (BoS)	Head of Department (HoD)	19 nos. (One per department). Design syllabi and appoint examiners. The Dean-Academics coordinates these boards.
Research & Development Board	Dean-Research	Promotes research culture, approves seed money, and monitors PhD progress.
Planning & Evaluation Board	Principal	Monitors IDP implementation and infrastructure planning.
Examination & Evaluation Board	Chief Controller of Exams (Principal)	Oversees the entire examination process. The Controller of Examinations (CoE) serves as the Member Secretary.
Vice-Principal (Academics)	Principal	Deputy Head. Focuses on day-to-day academic administration and faculty load.
Dean-Research	Principal	Responsible for IPR, publications, patents, and research centres. 5
Dean-Student Affairs	Principal	Oversees student welfare, grievances, scholarships, and alumni relations. 6
Controller of Examinations (CoE)	Principal	Statutory Officer. Responsible for conduct of exams, result processing, and certification.
IQAC Director	Principal	Responsible for quality sustenance, NAAC/NBA accreditation, and ranking data.