



SNDT Women's University, Mumbai

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2022-23 to 2026-27

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I. PREAMBLE

S.N.D.T. Women's University, founded by Maharshi Dr. Dhondo Keshav Karve, was established in 1916. It was the culmination of an odyssey that began with the establishment of the Hindu Widow's Home Association in 1896 and the Mahila Vidyalaya in 1907. The Women's University was modeled on the Women's University in Tokyo. Dr. D. K. Karve's dream was realized with the financial support of the philanthropist Sir Vithaldas Thackersey. With its headquarters at the Churchgate campus, it also has campuses at Juhu, Pune, Palghar, Shriwardhan, and Chandrapur. The university continually responds to changing social needs through the development and application of knowledge. Staying true to the university's motto, "An Enlightened Woman is a Source of Infinite Strength", SNDT Women's University is committed to women's empowerment through access to education-particularly higher education-via relevant courses in both formal and non-formal streams. Furthermore, the university is dedicated to providing a wide range of professional and vocational courses for women to meet evolving socio-economic demands. The purpose of this engagement is to create an inclusive society that promotes and protects dignity, equality, social justice, and human rights for all, with a special emphasis on the empowerment of women. This is achieved through professional courses such as Nursing, Pharmacy, Engineering, Law, and Management, as well as vocational courses like Fashion Design, Jewellery Design, and many more.

The main goal of the university is to enhance purposeful education infused with human values and social responsibility by participating in outreach programs and achieving excellence in academics, research, and extension activities, with an emphasis on quality in every activity. The university has always emphasized women's roles as contributors to national economic and productive development and family income. To meet this demand, career-oriented courses such as Home Science, Nursing, Fine Arts, Library Science, Special Education, and Education Management have been introduced. The university also continuously strives to incorporate contemporary subjects into its curriculum-such as Educational Technology, Law, Management Studies, and Engineering-to stay relevant in changing times. The university has organized major events like Saufest, Indradhanushya, Avhan, and Avishkar, where its students have earned widespread acclaim. The university strives to inculcate a positive self-concept among women, foster awareness of women's issues and rights, and promote a rational outlook toward society. SNDT Women's University, established in 1916, holds the distinction of being India's first women's university. Over a century of academic excellence and social impact has shaped its legacy. The Institutional Development Plan (IDP) for 2022-2027 outlines the university's strategic direction, aligned with the National Education Policy (NEP) 2020 and the UGC's Institutional Development guidelines. This plan provides a structured roadmap to enhance the university's capacity in academic, administrative, research, infrastructure, and digital domains, with an emphasis on gender equity, community service, sustainability, and global relevance.

Vision

Today we visualise the SNDT Women's University as a world class university that continually responds to the changing social realities through the development and application of knowledge. The purpose of such engagement will be to create an inclusive society that promotes and protects the dignity, equality, social justice and human rights for all, with special emphasis on empowerment of women.

Mission Statement

SNDT Women's University is committed to the cause of women's empowerment through access to education, particularly higher education, through relevant courses in the formal and non-formal streams.

Further the university is committed to provide a wide range of professional and vocational courses for women to meet the changing socio-economic needs, with human values and purposeful social responsibility and to achieve excellence with "Quality in every Activity"

Strategic Goals

- Ensuring equitable access to high-quality, affordable higher education
- Foster entrepreneurship and research excellence.
- Expand global collaborations and interdisciplinary learning.
- Align institutional mission with NEP 2020 and National Credit Framework (NCrF).
- Enhancing gender parity, diversity, and environmental awareness in alignment with Sustainable Development Goals (SDGs)

Development Objectives

- Strengthen digital and physical infrastructure for learning.
- Strengthen skill-based education and industry integration.
- Improve faculty capacity and research culture.
- Foster institutional partnerships and alumni engagement.
- Enhancing core learning outcomes, critical thinking skills, creativity, scientific temper, and adaptability of the students.
- Enabling global mobility of students and teachers through partnerships and global academic exposure.
- Promoting social transformation through contextually relevant research.
- Creating workplace-ready human resources and promoting entrepreneurship.
- promoting internationalization

VI. IDP FRAMEWORK - MAJOR Enablers

A. Governance Enablers

- Participatory and Decentralized Governance
- Policy and Regulatory Framework
- Leadership Development
- Quality Assurance and Continuous Improvement
- Transparency and Accountability Mechanisms
- Stakeholder Engagement
- Ethical and Inclusive Governance
- Digital Transformation in Governance
- Resource Mobilization and Financial Sustainability

B. Financial Enablers & Resource Generation

C. Academic Enablers

- Enhancing the Learning Management System (LMS) for interactive learning.
- Capacity-building programs for faculty on innovative pedagogies.
- Introduction of interdisciplinary and industry-aligned courses.
- Strengthening distance and open learning programs.
- Emphasis on blended learning and digital education.

D. Research & Intellectual Property (IP) Enablers

- Establish dedicated Research & Innovation Centres.
- Provide financial and administrative support for patents and publications.
- Collaborate with national and international institutions for joint research.
- Develop a University Incubation Centre to promote entrepreneurship.

E. Human Resource Management Enablers

- Implement structured training programs for teaching and non-teaching staff.
- Encourage industry-academia collaboration for skill development.
- Enhance faculty and staff welfare schemes.

F. Networking & Collaborations

- Strengthening linkages with industries, research organizations, and global universities.
- Encouraging faculty and student exchange programs.
- Collaborating with NGOs and government agencies for social impact initiatives.

G. Physical Infrastructure Enablers

- Expansion of classrooms, laboratories, and hostels.
- Development of new campuses in Chandrapur and Palghar.
- Establishment of green and sustainable infrastructure.
- Upgradation of sports and wellness facilities.

H. Digital Enablers

- Strengthening IT infrastructure and digital learning resources.
- Expansion of online examination and evaluation systems.
- Development of an AI-driven academic and administrative system.

A. GOVERNANCE ENABLERS

SNDT Women's University exemplifies a comprehensive governance model integrating policy compliance, participatory leadership, transparency, quality assurance, inclusivity, stakeholder engagement, digital transformation, leadership development, and financial sustainability. Guided by statutory frameworks and democratic principles, the University leverages e-governance, decentralized management, strategic leadership initiatives, and continuous quality improvement to ensure academic excellence, operational efficiency, and gender-inclusive empowerment, aligning with both national directives and institutional goals.

Policy and Regulatory Framework

SNDT Women's University operates under the policy and regulatory framework of the Maharashtra Public Universities Act, 2016, which provides the legal foundation for its governance and administration. Policies and procedures are designed to align with the University's vision and mission, focusing on academic excellence, innovation, employability, and entrepreneurship. Various statutory bodies and authorities have been established under this Act to ensure the University's smooth functioning and to support student development. The governance framework also adheres to the directives issued by regulatory authorities like the UGC, ensuring compliance and institutional accountability.

Participatory and Decentralized Governance

Governance at SNDTWU promotes democratic leadership and participatory approaches to management. The leadership structure includes the Advisory Council, Senate, Management Council, Board of Deans, Academic Council, Finance and Accounts Committee, and Purchase Committee, providing a multi-layered participatory governance system. Departments function with decentralized authority while maintaining tight financial accountability, empowering them to operate independently within an oversight framework. The University connects all campuses through video conferencing and weekly online campus-level meetings to foster better communication and fast solutions.

Leadership Development

SNDTWU cultivates leadership at all levels by encouraging rotational leadership roles and offering strategic training opportunities. Leadership excellence is incentivized through the Best Teacher and Best Non-Teaching Staff awards, conferred annually on the University's Foundation Day based on performance evaluations. This approach enhances leadership capacity and recognizes contributions to institutional goals, motivating faculty and staff toward continuous improvement.

Quality Assurance and Continuous Improvement

Institutional quality at SNDTWU is overseen by the Internal Quality Assurance Cell (IQAC), which conducts regular audits, facilitates feedback mechanisms, and ensures compliance with national frameworks such as UGC, NAAC, and NIRF. The University emphasizes career advancement for faculty and non-teaching staff, supported by structured feedback systems that enable continuous faculty performance improvement and student-centric decision-making. An active IQAC, including industry leaders and academic experts, ensures that the University stays aligned with current educational and market trends.

Transparency and Accountability Mechanisms

SNDTWU maintains transparency and accountability through e-governance and paperless administration implemented via the E-Samarth Portal. This digital platform covers administration, finance and accounts, student admissions and support, hostel management, and examinations to enhance operational efficiency. Key Performance Indicators (KPIs) are systematically tracked to support institutional planning and academic management. The University's website shares

maximum information on a user-friendly platform to ensure accessibility and transparency. Regular risk reviews are conducted to address legal, financial, and environmental concerns, promoting accountability and preparedness.

Stakeholder Engagement

Stakeholder engagement is integrated into SNDTWU's governance through the Advisory Council, established under the Maharashtra Public Universities Act, 2016, which includes representation from industry leaders and academics external to the University. This structure facilitates diverse perspectives in institutional decision-making. Additionally, the IQAC brings together industry and academic experts to ensure the University remains responsive to evolving educational and market demands. Regular campus-level online meetings and video conferencing foster continuous dialogue and collaborative problem-solving with stakeholders.

Ethical and Inclusive Governance

Ethical and inclusive governance is evident in SNDTWU's commitment to addressing grievances of students and staff on a regular basis through the Legal Cell. The University promotes inclusivity and empowerment through the WISE incubation center, which supports entrepreneurship and economic empowerment among women. The University also conducts periodic risk reviews covering legal, financial, and environmental aspects, ensuring ethical management and institutional integrity while promoting a safe and inclusive environment.

Digital Transformation in Governance

SNDTWU exemplifies digital transformation through the adoption of e-governance and paperless administration across academic and administrative operations via the E-Samarth Portal. This system covers key operational areas such as administration, finance and accounts, admissions, student support, hostel management, and examinations, leading to enhanced transparency, accountability, and operational efficiency. Additionally, robust IT systems support data-driven decision-making, while ICT integration and faculty training for blended learning further enhance academic delivery through digital innovation.

Resource Mobilization and Financial Sustainability

The University actively seeks funding from government and private sources to support infrastructure, scholarships, CSR initiatives, donations, and student aid, ensuring financial sustainability. Departments operate with decentralized authority under strict financial accountability, promoting responsible financial stewardship. Regular risk reviews are conducted to proactively address legal, financial, and environmental risks, ensuring the University's resilience and preparedness to navigate operational challenges.

Key Governance Practices

- 1) Adoption of eSamarth software for administrative work like recruitment in online form, HR services, and Uni-Suite Software is used to streamline finance operations. It helps to optimize the utilization of resources and reduces manpower dependency.
- 2) Interim staff appointments on vacant positions are done using university funds to maintain seamless academic and administration work.
- 3) Leadership experience is broadened by rotating departmental heads every three years.
- 4) Regular workshops and development programs support professional growth of teaching and non-teaching staff.

Short-Term Goals

- Integrate select modules of the E-Samarth Portal for smoother administrative workflows.
- Implement a dedicated Affiliation Software System for efficient data handling from affiliated colleges.
- Digitization of data by doing scanning of old documents

- Develop infrastructure by revamping the present networking for better connectivity of internet.
- Adopt E-office system for document tracking and approval. Provide hustle free facility for PIO/NRI students along with foreign students during admission.

Mid-Term Goals

- Establish new campuses in Chandrapur and Palghar, especially for girls and tribal students.
- Strengthen digital connectivity between the University and affiliated colleges to streamline operations.
- Establish satellite Center at remote places to enhance accessibility of education.

Long-Term Goals

- Establishment of Data Centre for storing data. Create data recovery Centre and provide for data storage purposes.
- Fully implement E-Office for all conducted colleges and departments.
- Upgrade the data tracking system to enhance decision-making capabilities.
- Expand the university's presence across more Indian States to improve access to higher education.

Future Plans:

- Introduce programs based on industry needs.
- Integrate IT-enabled processes across all campuses.
- Secure management of confidential records.
- Implement the "Earn & Learn" scheme.
- Provide more scholarships via Bhaubeej Fund.
- Establish centers for Yoga, Indian Knowledge Systems, and Multidisciplinary studies under NEP-2020.
- Link biometric attendance with payroll systems.
- Provide structured training for new non-teaching staff.
- Maintain robust audit and finance documentation to strengthen audit mechanisms and dead stock maintenance.
- Review IDP periodically for alignment and implementation effectiveness.
- Promote sustainable governance with centralized data systems.
- Maintain real-time biometric and surveillance systems across campuses.
- Provide digital self-service portals for employees.
- Maintain timely accreditation and compliance data through software.
- Develop student amenities based on feedback and feasibility.
- Incorporate student voices in academic and administrative planning.

Expected Outcomes

- Operationalization of E-Samarth and Affiliation Software Systems.
- Establishment of the Maharshi-Karve Data Centre.
- Expansion of institutional centers and digital infrastructure.
- Launch of new, demand-driven academic programs to include tribal students.
- Significant growth in volume of University budget through fund mobilization and utilization.
- Establishment of new campuses within and beyond Maharashtra.
- Curriculum modernization aligned with NEP-2020 and global standards.
- Develop pollution free campus for better environment.

B. FINANCIAL ENABLERS AND FUNDING MODELS

To ensure long-term institutional growth, SNT Women's University recognizes the importance of building a resilient financial ecosystem rooted in innovation, sustainability, and inclusivity. This vision requires a multifaceted financial strategy centered around five key enablers: diversification of funding sources, internal revenue generation, strategic partnerships and collaborations, robust financial planning and governance, and the development of an Institutional Development Fund (IDF) with a focus on sustainability. Diversifying revenue streams beyond traditional grants enables risk mitigation and flexibility, while strengthening internal revenue channels empowers departments to directly contribute to the university's self-sufficiency. Meaningful collaborations with industries, governments, and alumni open new opportunities for funding, infrastructure, and knowledge exchange. A transparent, tech-driven financial governance framework ensures accountability and optimized resource use. Finally, the creation of a strong IDF, paired with eco-conscious financial practices, will help safeguard the university's financial future while advancing its mission. Together, these enablers position the university to thrive amid changing economic landscapes and deliver high-quality, inclusive education.

Diversification of Funding Sources

The university acknowledges that relying solely on traditional government funding is neither sustainable nor adequate for its long-term growth. Hence, a diversified approach to funding is being adopted, wherein multiple streams of revenue are pursued based on relevance, institutional capacity, and alignment with strategic priorities. Among the most promising sources are government grants and private sector partnerships, which offer substantial support and are closely aligned with the university's academic and research aspirations. At the same time, the monetization of research through consultancies and patent commercialization is gaining traction, providing valuable avenues for both financial gain and knowledge dissemination. Alumni engagement, though a long-term endeavor, is being cultivated with the aim of generating flexible support through donations, endowments, named fellowships, and Chairs. Fundraising campaigns in major Indian cities and abroad will be organized, leveraging the alumni network and tapping into philanthropic interest. Additionally, continuous engagement with ministries, funding agencies, and international organizations is prioritized to secure financial support for key university initiatives.

Internal Revenue Generation

Internal revenue generation is a critical pillar of financial self-reliance for the university. Academic departments are being encouraged to develop and conduct funded workshops, industry-relevant training programs, and short-term certificate courses that meet contemporary market demands. Existing course fee structures are being reviewed for optimization, and new self-financing programs in emerging fields are being introduced to tap into unmet educational needs. Faculty members are incentivized to undertake consultancy assignments, providing expert services to industries and governmental bodies, while contributing to the university's financial resources. Translation services offered by the university's language experts will generate additional revenue by supporting government agencies and research institutes. Further, the commercialization of university assets-such as research laboratories and sports facilities-will enhance institutional income. Emphasis is also being placed on generating institutional revenue through innovation, promoting patent filings, and licensing intellectual property to industry partners through a dedicated IPR office.

Partnerships & Collaborations

Building strategic partnerships with government bodies, industries, and international academic institutions forms the cornerstone of the university's approach to sustainable financial growth and academic advancement. These collaborations are expected to yield a range of benefits including joint research projects, faculty and student exchanges, dual-degree programs, and access to

additional funding streams. The university is also setting up dedicated structures like an Office for Alumni Relations to mobilize alumni as partners in growth-particularly for fundraising, mentorship, and infrastructure development. Incubation centers and entrepreneurship cells will further act as catalysts for innovation, generating new business ventures and university-affiliated startups that can contribute financial returns. Institutional research priorities will be realigned to match governmental and industrial agendas to unlock targeted consultancy and project-based funding. Active liaison with government departments and international bodies will be maintained to remain eligible for competitive grants and to ensure the university is considered a preferred partner in national and global academic initiatives.

Financial Planning & Governance

Efficient financial planning and strong governance mechanisms are central to the university's vision for a robust and transparent financial ecosystem. A think tank comprising academic and finance teams will be established to provide informed policy recommendations and support strategic infrastructure investments. Distinct policies for aided and unaided programs will be developed to ensure clarity and financial accountability. The university is committed to adopting technology-driven systems such as ERP to streamline financial operations and reporting, and to comply with statutory and accreditation requirements. Faculty and staff training in financial planning, grant writing, and resource utilization will be institutionalized to ensure optimum usage of available funds. A performance-based budgeting approach will be introduced to tie resource allocation with outcomes and impact. Asset and space utilization will be managed via a central dashboard, ensuring optimal deployment of resources. Recognizing staffing limitations, administrative staff will be trained to handle financial operations efficiently, and succession planning will be prioritized to maintain continuity.

Institutional Development Fund (IDF) and Sustainability

The creation and growth of an Institutional Development Fund (IDF) are vital to ensure long-term financial sustainability and resilience. The university is actively working to strengthen its Endowment Fund through targeted fundraising, alumni donations, and CSR contributions. Named fellowships, scholarships, and academic Chairs are being instituted through philanthropic support, creating a lasting legacy for donors and a sustained financial cushion for the institution. Professional development of faculty and staff in financial literacy and sustainable resource management is being emphasized to nurture in-house financial expertise. Environmental sustainability is being embedded into financial planning through investments in energy-efficient infrastructure, renewable energy projects, and the reuse and recycling of assets. These initiatives not only reduce operational costs but also align with the university's commitment to social and ecological responsibility. The integration of financial transparency, innovation, and environmental consciousness into the university's financial strategy ensures a balanced and future-ready approach to institutional growth.

Short-Term Goals

- Conduct department-specific workshops, trainings, and certificate courses.
- Encourage and reward faculty and researchers for advancing research.
- Tap alumni funds, endowment funds, and CSR funding.
- Optimize course fee structures and improve collection efficiency.
- Launch focused fundraising campaigns targeting alumni, corporations, and philanthropists.
- Offer consultancy services through faculty expertise.
- Provide translation services by university language experts to external bodies.

Medium-Term Goals

- Promote income generation via Patents and IPRs.
- Establish an IPR and technology licensing office.
- Launch self-financing, market-oriented programs in emerging sectors.
- Build partnerships for joint research, student exchanges, and dual degrees.
- Create incubator and entrepreneurship cells for innovation and commercial research.
- Align university research with governmental priorities for grants and consultancy.

Long-Term Goals

- Departments to develop their own endowment funds via alumni, philanthropists, and industry support.
- Align funding sources with institutional goals like internationalization and innovation.
- Introduce performance-based budgeting.
- Automate administration via technology for cost-efficiency.
- Invest in sustainable, cost-effective infrastructure and renewable energy.
- Create revenue-generating university assets accessible to other organizations.
- Maintain close liaison with national and international funding bodies.
- Target large-scale research grants from ministries and funding agencies.
- Invest in a robust technology transfer office for IP commercialization.
- Provide incentives to faculty for innovation and patents.
- Establish long-term relations with global funding agencies.
- Advocate for higher government funding in education and research.
- Develop central dashboards for asset and space inventory management.

Action Plan

- Deploy trained administrative staff to ensure financial operations despite recruitment constraints.
- Create guidelines and a centralized checklist system to streamline grant utilization and procurement.
- Strengthen coordination between the Research Cell and Grants Department.
- Conduct finance staff training in modern accounting and fundraising techniques.
- Provide professional development for staff in financial management.
- Build internal financial expertise through recruitment and upskilling.
- Implement ERP for financial and academic resource automation.
- Integrate sustainability goals such as reuse and energy-saving into the financial system.

C. ACADEMIC ENABLERS

SNDT Women's University (SNDTWU), India's first women's university, has a legacy of empowering women through inclusive, transformative education. This Institutional Development Plan outlines SNDTWU's strategic framework for academic excellence through innovative pedagogy and multidisciplinary approaches. The plan is structured in three progressive phases- Short-Term, Mid-Term, and Long-Term Goals.

Short-Term Goals

- Learner-centric pedagogy and faculty capacity, already strong across SNDTWU campuses, will be further strengthened.
- Multidisciplinary and vocational collaborations are being expanded to offer more inclusive, career-oriented education.
- Digital infrastructure is being enhanced to support blended and flexible learning, thereby increasing accessibility for women learners.

Strengthening Learner-Centric Pedagogy and Faculty Capacity at SNDTWU

Building upon a well-established foundation of interactive and inclusive teaching methodologies, SNDTWU continues to prioritize diverse learning needs of women students. Faculty Development Programs (FDPs) have already incorporated constructivist and cognitivist approaches and will be further enriched to ensure continued active student participation through discussions, group activities, and collaborative learning environments. These ongoing efforts reaffirm SNDTWU's commitment to student-centered education while enhancing critical thinking and leadership among learners.

Faculty and students are already engaged in creating and utilizing user-generated content through synchronous and asynchronous digital activities. These practices, which have significantly improved digital literacy, are being deepened to further support active learning. Blended learning models- successfully piloted-are being scaled up to ensure flexibility and accessibility for women balancing multiple roles.

A comprehensive student learning needs analysis is being conducted across SNDTWU campuses to align curricula with real-world skills. As faculty continue to adopt learner-centric strategies, SNDTWU's mission of inclusive, empowering education for women remains at the forefront.

Initiating Multidisciplinary and Vocational Collaborations

Interdisciplinary committees have been formed and are actively engaged in designing new multidisciplinary and vocational programs that respond to women's aspirations and professional goals. These programs foster collaboration among SNDTWU's faculties-such as Education, Arts, Commerce, Science, and Technology-ensuring holistic academic experiences that cultivate leadership and entrepreneurship.

Guidelines for the design and implementation of skill-based, cross-disciplinary courses have been developed and are being actively utilized to promote employability and lifelong learning. Proposals for SWAYAM and e-Content development have been submitted, extending SNDTWU's contributions to national digital platforms and online education access.

Regular interdisciplinary workshops and faculty interactions are underway, reinforcing SNDTWU's reputation as a pioneer in multidisciplinary women's education, and enabling the creation of relevant, diverse academic pathways.

Building Digital Infrastructure for Blended and Inclusive Learning

Phased introduction of a Learning Management System (LMS) is currently being implemented across Churchgate, Juhu, and Pune campuses. Orientation sessions for faculty and students are

ongoing to ensure effective use of LMS for learning and communication. Digital tools are being leveraged to develop inclusive learning environments, especially benefiting learners requiring flexibility.

Infrastructure such as smart classrooms and digital learning hubs is being upgraded and expanded to facilitate blended learning approaches. These enhancements are reinforcing SNDTWU's reputation as a technologically advanced, inclusive institution.

Pilot programs integrating online and face-to-face learning have been initiated and are being refined to personalize learning experiences and improve student engagement. These blended learning practices build upon SNDTWU's long-standing innovation in women's education, strengthening access and flexibility.

Mid-Term Goals

- Ongoing digital learning initiatives will be scaled and accompanied by transformed assessment practices across faculties.
- Multidisciplinary and vocational programs are being expanded and aligned with industry and regional demands.
- Pedagogical strategies are being increasingly research-informed, with work-based learning elements being systematically integrated.

Scaling Digital Learning and Transforming Assessment Practices

By Year 3, LMS usage is expected to encompass 75% of faculty and student engagement, building upon the substantial adoption already achieved. Faculty are being equipped with the skills to leverage LMS for delivering dynamic courses and diversified assessments that support continuous learning.

SNDTWU's digital learning ecosystem is being deepened to remain aligned with its mission of accessible, flexible, and empowering education for women. Reforms in assessment are already underway, emphasizing Continuous Comprehensive Evaluation (CCE), and incorporating innovative tools like peer evaluations, project work, and reflective assignments-moving beyond traditional examination formats.

Advanced FDPs on adaptive learning technologies and inclusive pedagogies are being delivered to further equip faculty. These efforts ensure that SNDTWU's digital and assessment frameworks address the diverse needs of all women learners, particularly those from marginalized backgrounds.

Expanding Multidisciplinary and Vocational Programs Aligned with Industry Needs

At least 10 new vocational degree programs are being launched at undergraduate and postgraduate levels, designed in close alignment with evolving industry needs and regional priorities. These programs aim to empower women in fields such as IT, healthcare, fashion, education, and entrepreneurship.

To promote academic mobility and lifelong learning, flexible credit transfer systems and modular learning structures are being developed and implemented. These innovations allow women learners to tailor educational journeys that blend vocational training with formal degrees.

Support infrastructure such as innovation labs, maker spaces, and incubation centers is being scaled up to enable experiential learning and enterprise development, ensuring that women students are well-prepared for future challenges.

Promoting Research-Driven Pedagogy and Work-Based Learning

A strong research culture at SNDTWU continues to be enriched through pedagogical innovation and interdisciplinary inquiry with a special focus on women's empowerment. Faculty are increasingly publishing studies on inclusive, tech-enabled education-solidifying SNDTWU's position as a thought leader.

Work-Based Learning (WBL) frameworks have been introduced and are being integrated into various vocational and multidisciplinary programs. Industry partnerships and field-based learning components are strengthening employability and real-world skill acquisition.

Proposals for additional SWAYAM and funded e-Content initiatives are in development, expanding SNTDWU's digital learning offerings. These advancements reinforce the university's excellence in research-informed, practice-based women's education.

Long-Term Goals

- Academic flexibility and lifelong learning opportunities are being institutionalized across all programs.
- International collaborations and digital innovation in pedagogy are being advanced to position SNTDWU globally.
- Leadership in multidisciplinary, transdisciplinary, and digital women's education will continue to be sustained and expanded.

Institutionalizing Academic Flexibility and Lifelong Learning at SNT Women's University

In alignment with its long-term vision, SNT Women's University (SNTDWU) will institutionalize flexible academic frameworks that enable dual degrees, multidisciplinary pathways, and modular credit-based learning. A robust Academic Bank of Credits (ABC) system will be implemented to facilitate lifelong learning, supporting multiple entry and exit points-particularly beneficial for women balancing education with familial and professional responsibilities.

An Open Educational Resources (OER) portal will be launched to host high-quality, SNTDWU-generated content and foster collaborative knowledge-sharing. This platform will offer inclusive and multilingual learning resources, ensuring equitable access and personalized learning experiences for diverse learners.

Academic programs will undergo regular reviews to remain relevant, competitive, and aligned with national and global best practices. These reviews will ensure responsiveness to the evolving aspirations and needs of women learners in India and abroad.

Expanding Global Collaborations and Advancing Digital Innovation

SNTDWU will actively build global academic partnerships with leading universities, industries, and research institutions. These collaborations will enable joint degree programs, international academic exchanges, and collaborative research with a strong emphasis on gender equity, women's leadership, and digital education.

An Experience Centre will be established on campus as a hub for pedagogical innovation. This space will support hands-on experimentation with emerging technologies such as virtual reality, AI-driven analytics, and adaptive learning tools, empowering faculty and students to engage in next-generation teaching and learning practices.

Enhanced digital infrastructure will support virtual classrooms, collaborative learning environments, and real-time student progress tracking. These initiatives will strengthen SNTDWU's leadership in digital education, promoting academic freedom, innovation, and excellence.

Sustaining Leadership in Multidisciplinary and Digital Women's Education

SNTDWU will continue to develop and offer SWAYAM courses and expand its portfolio of online and hybrid programs to ensure a sustainable digital learning ecosystem. Academic offerings will include industry-integrated programs at the undergraduate, postgraduate, doctoral, and post-doctoral levels, embedding interdisciplinary and transdisciplinary approaches that address real-world challenges.

International collaborations will further be expanded to promote cross-border learning and research, reinforcing SNDTWU's identity as a global leader in women's higher education. These strategic efforts will position the university as a center of excellence in multidisciplinary and digital education, equipping women learners for dynamic careers and lifelong success.

Through the realization of these goals, SNTD Women's University will reinforce its pioneering role in advancing digital pedagogy and multidisciplinary learning, shaping an inclusive, future-ready academic ecosystem for women.

Existing status of enabler:

All programs are being planned to be revised in alignment with the National Education Policy (NEP) 2020, ensuring flexibility and facilitating multiple entry and exit options. Elective courses are being designed to nurture students' interests and help them recognize their potential. The CHETNA Centre supports this flexibility by offering a pool of need-based and value-added courses. The Academic Bank of Credits (ABC) system is functional, and registration at the time of admission is mandatory. Various assignments are structured to enhance creativity, encourage critical thinking, and broaden students' understanding of society. Programs such as Engineering and Technology are being expanded by introducing new branches in emerging technologies. A dual degree program has also been implemented.

The university hosts a PMMMNMTT Centre that conducts Faculty Development Programs (FDPs) to equip teachers with the necessary competencies required in evolving social and technological contexts. Faculty members are developing Open Educational Resources (OERs). The university employs the Moodle Learning Management System (LMS), enabling faculty to deliver courses in online and blended modes.

Multidisciplinary degree programs are being planned and will be strategically publicized to increase awareness among stakeholders. An Open Educational Resources (OER) portal will be developed to provide learning materials in multiple languages, promoting inclusivity and personalized learning. An Experience Centre will be established on the SNTD Women's University campus to serve as a hub for pedagogical innovation and experimentation with emerging digital tools. Global collaborations will be expanded to support cross-border learning and research, enhancing the university's identity as a global leader in women's higher education. Existing and forthcoming Memoranda of Understanding (MoUs) with other universities will serve as catalysts for international learning and research initiatives.

D. RESEARCH, INTELLECTUAL PROPERTY AND SUPPORTIVE ENABLERS

The vision of SNDTWU is to be a World Class University engaged in nationally and internationally significant research, recognized for its impactful contributions. The University is committed to further strengthening its inter- and multidisciplinary research culture in domains such as Women Empowerment, Healthcare and Nutrition, Artificial Intelligence and Machine Learning, Computer Applications, Education, Innovations in Science and Technology, Sustainable Development, and more. These efforts aim to enhance the capabilities of faculty and students as high-impact researchers, with a balanced focus on discovery, intellectual property creation, application, knowledge transfer, and measurable societal impact.

The ongoing research activities across the University will continue to reflect its ambition, focus, and distinctive character. Our efforts will increasingly be acknowledged for:

- A continually enriched environment conducive to outstanding research, supported by advanced facilities
- The growing strength, quality, and diversity of research output across faculties including science, humanities, engineering, management, pharmaceutical sciences, social sciences, education, applied and performing arts
- Continued excellence in inter- and multi-disciplinary research, and in training faculty and students as impactful researchers
- The diversity, competence, and contributions of our undergraduate students, postgraduate students, and research scholars in addressing real-world societal challenges
- Being a globally recognized institution that significantly contributes to the transformation of the state and the nation
- Promoting a research ecosystem that leads to social, economic, and cultural benefits through quality enhancement, capacity building, and community engagement

Short Term goals:

1. To further enhance an ecosystem in the University that promotes research excellence, innovation, and intellectual property generation.
2. To revise and strengthen the existing Research Policy, Consultancy Policy, and IPR Policy to align with national and global benchmarks.

Strategy:

1. Organize regular workshops/seminars/programs (quarterly, 50–100 participants) on topics including intellectual property rights, research ethics, cyber security, lateral thinking, and research for societal good-including themes aligned with the Sustainable Development Goals. These events will involve national/international experts, and their outcomes will be documented and shared on the University portal. Activities will include establishing journal clubs, article discussions, and integrating a dedicated time slot in the academic timetable to facilitate participation by students and faculty. Communication and presentation skills development-both verbal and written-will be a key focus for effective dissemination and publication.
2. Committees will be formed at the University level to revisit and strengthen the existing research-related policies. A dedicated Research Cell for PG and Ph.D. research will be established to regularly review and refine rules, regulations, and guidelines to improve implementation and impact.

Mid Term goals:

1. To further cultivate and reinforce the research culture focusing on Women Empowerment and research benefiting society at large.
2. To enhance the quality and visibility of University research output through the publication of a peer-reviewed Inter/Multidisciplinary Research Journal.

Strategy:

1. Undertake systematic renovation and upgradation of existing research infrastructure at least once in five years. The University will provide dedicated space to strengthen the 'Research Centre of Excellence and Extension', with necessary staffing and support. Procurement of research-related software-including advanced tools like supercomputing and statistical analysis platforms-will be facilitated through University funds or grants.
2. A University-level editorial board will be constituted to manage the publication of an Inter/Multidisciplinary Research Journal. Faculty members and PG/Ph.D. researchers will be actively encouraged to contribute their work to this journal, enhancing the visibility and academic footprint of the University's research.

Long Term goals:

1. To reinforce and expand the activities of the 'Center of Excellence and Extension' to lead cutting-edge research, teaching, and extension efforts with measurable outcomes.
2. To institutionalize and scale best practices in research, innovation, and IPR for sustaining and enhancing the University's long-term research capabilities.

Strategy:

1. A defined University budget will be allocated annually to strengthen the Center. University departments/institutes will be encouraged to increase research contributions, with suggested benchmarks such as 10–15 research publications and 15–20 presentations per year per unit, and at least one MoU annually. Strategic partnerships will be cultivated with regional, national, and international institutions, innovation hubs, and through outreach and extension activities.
2. Alumni engagement will be deepened to bring in expertise and funding support. Eminent alumni working in reputed national/international organizations will be invited to contribute through CSR initiatives, mentoring, serving on strategic advisory committees, and sharing success stories to promote the University's research identity and impact.

The focus of Research, Intellectual Property and Supportive Enablers under SNDTWU's Institutional Development Plan is to enhance and strengthen the existing foundation of research across the University. The strategies are aimed at promoting an environment that builds upon the University's established efforts, while nurturing research that addresses women's empowerment and societal needs. The implementation of proven best practices will ensure the University sustains and scales its research capacity and global relevance over time.

E. HUMAN RESOURCE AND SUPPORTIVE-FACILITATIVE ENABLERS

This framework outlines a comprehensive strategy for institutional excellence by strengthening human resource and supportive-facilitative enablers. It emphasizes faculty recruitment and retention through strategic hiring, career growth pathways, and recognition systems; promotes faculty development and capacity building via continuous training, research incentives, and global exposure; and enhances administrative and technical staff training with structured upskilling programs. It also implements transparent performance management and appraisal systems to align individual and institutional goals. Investment in supportive infrastructure and digital ecosystems ensures technology-enabled education and operations. A focus on well-being and motivational ecosystems prioritizes holistic wellness, mental health, and work-life balance. Finally, robust policy and governance support drives accountability, quality enhancement, and stakeholder participation. Together, these enablers create a resilient, innovative, and future-ready academic environment.

Faculty Recruitment and Retention

To meet the institution's aspirations of academic excellence, an emphasis on strategic faculty recruitment and structured retention policies is paramount. Efforts focus on identifying skilled individuals aligned with the institution's values, while promoting a supportive ecosystem that offers equitable growth, recognition, and advancement opportunities for all. Encouraging research publication and recognizing performance are integral to building an engaged faculty base.

Action Plan:

- Offer promotion and career advancement for Self-Financing stream staff.
- Conduct a skills gap analysis with potential employers.
- Encourage PG/Ph.D. scholars and faculty members to publish in the University's interdisciplinary journal; offer internal grants to retain research-active faculty.
- Develop clear guidelines for tenure and promotion; circulate regularly.
- Create a mentorship program linking senior and early-career faculty.
- Host annual faculty recognition events to acknowledge research, teaching, and community contributions.
- Create a faculty recruitment portal with clear eligibility and evaluation rubrics.
- Introduce faculty induction programs aligned with UGC and NAAC guidelines.
- Provide seed grants for newly recruited faculty to establish research labs or projects.
- Offer relocation assistance and housing support to attract talent from other regions.
- Establish faculty grievance redressal and ombudsperson mechanisms.

Faculty Development and Capacity Building

Developing a globally competent, digitally fluent, and pedagogically innovative faculty is a cornerstone of institutional growth. Faculty are encouraged to pursue higher studies and specialized certifications. Training on ICT pedagogy and AI tools, as well as grants for research, ensures that faculty continue to evolve professionally and contribute meaningfully to teaching, research, and innovation.

Action Plan:

- Organize ICT pedagogy and AI tools workshops; encourage advanced certifications.
- Include a "Contemporary Global Issues" course taught by internationally experienced faculty.
- Offer college-funded research grants aligned with strategic themes; support participation in global academic forums.
- Conduct training need assessments annually and customize faculty development programs accordingly.
- Facilitate joint research proposals and sabbatical opportunities.
- Establish an internal resource center for e-learning content and MOOCs.
- Partner with national and international institutions for visiting faculty exchanges.

- Conduct Faculty Development Programmes (FDPs) recognized by UGC/AICTE.
- Incentivize NPTEL/ARPIT/online certification completions through credits or allowances.
- Host annual pedagogy innovation competitions with awards.
- Establish interdisciplinary research clusters to foster collaboration.

Administrative and Technical Staff Training

Administrative and technical staff form the institutional backbone, and their continual upskilling is essential for operational excellence. Structured training in communication, soft skills, and digital tools like Tally, as well as corporate-style workshops, ensures that staff stay competent, motivated, and aligned with institutional goals.

Action Plan:

- Conduct workshops on communication, soft skills, and Tally; offer corporate training.
- Promote professionalism through regular workshops, seminars, and refresher programs.
- Encourage administrative staff to pursue higher education and certifications; integrate training with strategic staff development plans.
- Establish an annual training calendar based on department-wise skill audits.
- Implement an internal recognition system for exemplary staff performance.
- Create digital onboarding modules for new recruits.
- Designate staff mentors for peer support and induction.
- Implement ISO-certified training modules for administrative process improvement.
- Introduce leadership training pathways for aspiring senior administrators.
- Facilitate industry visits for technical staff to keep abreast of latest technologies.
- Provide scholarships for IT certifications relevant to administrative roles.

Performance Management and Appraisal Systems

A transparent, accountable, and motivational performance management system is key to institutional effectiveness. By implementing department-wise KPIs, feedback loops, and 360° appraisal systems, the institution ensures that performance is recognized, and development is data-driven. Succession planning and inclusion are embedded within this appraisal system.

Action Plan:

- Implement 360° performance evaluation; reward top five faculty with appreciation and trophies.
- Align department goals with institutional development plan (IDP); conduct biannual feedback meetings.
- Institutionalize succession planning, diversity, and inclusion through the appraisal system.
- Introduce digital dashboards to track performance indicators in real time.
- Provide individualized development plans post-appraisal.
- Establish external review panels for unbiased evaluations.
- Organize orientation sessions for staff on appraisal methodology.
- Incorporate student feedback into teaching performance appraisals.
- Link appraisals to eligibility for research grants and sabbaticals.
- Use peer observation reports as part of continuous assessment.
- Benchmark appraisal outcomes against NIRF and NAAC quality metrics.

Supportive Infrastructure and Digital Ecosystem

Modern education demands robust digital infrastructure. Upgrading classrooms, enabling paperless administration, and building digital repositories ensure that faculty, staff, and students operate in a tech-enabled ecosystem. These enhancements directly impact teaching quality, research productivity, and administrative efficiency.

Action Plan:

- Upgrade classrooms with interactive whiteboards and projectors.
- Maintain a digital archive of all submitted student projects; enhance the Project Development Cell.

- Establish paperless administration across departments; digitize all HR and academic services.
- Introduce Learning Management Systems (LMS) for blended learning.
- Conduct user training for all faculty and staff on newly deployed systems.
- Establish a central IT helpdesk and SOPs for tech maintenance.
- Develop a roadmap for adopting AI-based academic analytics tools.
- Implement biometric attendance and access control systems.
- Deploy plagiarism detection software campus-wide for academic integrity.
- Establish smart library systems with RFID-enabled book tracking.
- Create virtual labs and simulation tools for practical courses.

Well-being and Motivational Ecosystem

promoting physical, emotional, and mental well-being enhances motivation and long-term retention of staff. Wellness programs, mental health support, health insurance, and rejuvenation workshops ensure a caring and compassionate institutional climate. These practices go beyond compliance and reflect the institution's commitment to holistic human resource development.

Action Plan:

- Organize wellness and rejuvenation workshops for staff at the end of each academic year.
- Launch a comprehensive wellness policy with annual refreshers.
- Offer health insurance schemes for staff; integrate well-being as a formal component of HR strategy.
- Partner with local hospitals for annual health check-ups.
- Provide access to mental health counselling and support groups.
- Designate a wellness officer in HR to monitor implementation.
- Develop feedback systems to assess the effectiveness of wellness programs.
- Set up a yoga and meditation center on campus.
- Conduct regular stress management and work-life balance seminars.
- Provide maternity, paternity, and child care leave beyond statutory minimums.
- Include well-being KPIs in institutional performance metrics.

Policy and Governance Support

Effective human resource development requires strong policy frameworks, structured feedback mechanisms, and alignment with institutional strategic plans. Governance initiatives like research publishing boards, industry-academia collaboration, internationalization, and student-alumni engagement are pursued to support a resilient and future-ready ecosystem.

Action Plan:

- Organize feedback meetings with students, faculty, alumni; initiate industry interaction day with MIDC and Chambers of Commerce.
- Develop pilot student exchange programs with Asian universities; identify partners for research and extension work.
- Set up a University-level editorial board; publish a multidisciplinary research journal; establish formal governance structures for continuous improvement.
- Develop and publish institutional HR and research policies with periodic reviews.
- Digitize grievance redressal and policy feedback mechanisms.
- Encourage faculty and student representation in policymaking committees.
- Benchmark institutional policies against national and global best practices.
- Establish an Internal Quality Assurance Cell (IQAC) with active faculty and student participation.
- Integrate policy review cycles aligned with NAAC and NBA accreditation frameworks.
- Adopt an academic audit system to evaluate departments annually.
- Create a policy repository accessible to all stakeholders online.

F. ENABLERS FOR NETWORKING & COLLABORATIONS

SNDT women's University through its University Departments, conducted colleges/institutions and affiliated colleges value networking within and outside the University. The university recognizes and values importance and significance of networking, and attempts to keep all its stakeholders; students, parents, teachers, non-teaching staff, donors, funders, vendors, State and non-state players and society at large, informed and engaged. The university has in its long existence has developed core set of its 'friends' for the institution and keep its efforts ongoing to initiate and engage local, regional, national, and international individuals as well as institutions contributing to university's teaching, research and extension activities.

The policies, regulations, guidelines and schemes for alumnae, internationalization and industry collaborations stipulated by various Indian regulatory bodies, are changing the facets and dynamics of education system in India are/would be adopted by SNDT Women's University (SNDT WU). The alignment with them aim to enhance global engagement, academic excellence, and research collaboration to foster an environment conducive to international cooperation and cultural exchange while retaining focus on the University's motto.

SNDTWU unlike other universities in the country have all-India jurisdiction which has given the university partners beyond geographical boundary of the state as well as country. Most of the activities undertaken at the undergraduate as well as postgraduate level has in-built component of community outreach. Civil society organisations, corporate foundations, community-based organisations, other academic institutions, SNDTWU has connected with them all due to multi-disciplinary nature of its curriculum and diversity of academic endeavours. The linkages as for academic activities like field interventions, curricular practices, research, community outreach and so on. SNDTWU students undertake most of the formal education with community outreach which are marked which incentivises them towards their degree/diploma.

Internationalization Efforts

The university already has number of Memorandum of Associations with foreign universities across the world. SNDTWU is open to collaborate with international organisations and universities. NEP 2020 highlights the critical need to promote India as a "global study destination providing premium education at affordable costs thereby helping to restore its role as "Vishwa Guru". The policy also aims to make our young generation of learners aware and understand global issues and make them truly global citizens committed to human rights, sustainable development and global well-being.

A few of the major policies, regulations, guidelines and schemes adopted/ to be adopted by SNDT WU are listed below:

- National Education Policy (NEP), 2020 - stipulates various measures, which include facilitating research/teaching collaborations and faculty/student exchange with high-quality foreign higher educational institutions (HEI) and signing of relevant mutually beneficial MOUs with foreign countries; setting up of an International Student Office at each HEI for welcoming and supporting students arriving from abroad.
- UGC Guidelines for Internationalisation of Higher Education, 2021
- UGC Regulations on Academic Collaboration between Indian and Foreign Higher Educational Institutions to offer Twinning, Joint Degree and Dual Degree Programmes, 2022.
- The Maharashtra Public Universities Act, 2016 – pertaining to establishing centers or institutions in foreign countries with the permission of the Central and the State Government
- Scheme for Promotion of Academic and Research Collaboration invites talented foreign academics to improve the competitiveness of the Indian Education system.

- Global Initiative of Academic Networks aims to increase the footfall of reputed international faculty in the Indian academic institutes, and further invite international academic excellence into India's higher education institutions.
- Scheme for Promotion of Academic and Research Collaboration (SPARC), by facilitating academic and research collaborations between top ranked Indian Institutions and globally ranked Foreign Institutions, through Joint Research Projects involving mobility of students and faculty.
- University Grants Commission (Setting up and Operation of Campuses of Foreign Higher Educational Institutions in India) Regulations, 2023 - for collaboration with such institutions.

Short term Goals:

- Develop and Strengthen Global Academic Partnerships and International Engagement
- Integrating Global Perspectives to Prepare Effective Global Citizens

Strategies:

- Setting up of the Office of International Relations/International Cell
- Each department to pursue at least two International initiatives/collaborations/MOUs in their respective subject areas with foreign academic Institutions in an academic year.
- Organizing International Conferences
- Integrating International Perspectives into Curriculum by developing academic programs that incorporate global issues and perspectives, thereby preparing students to be effective global citizens
- New programs considering local, national, and international needs.
- Strengthen the Office of International Relations/International Cell with more manpower and resources to foster tie-ups with reputed Universities abroad.
- Enhancing Global Partnerships through Memorandums of Understanding (MoU) with international universities for academic collaboration.
- Faculty participation in international seminars/conferences; promote joint publications and reports.
- Empanelment on Government of India portals viz., Study in India Portal for International student enrollment.

Mid-term Goals:

- Strengthen Academic Excellence to reach international standards in teaching, research and publishing.
- Enhance Infrastructure and Facilities to Support Internationalization
- Collaborative research processes and building newer theoretical models.

Strategies:

- Internationalization come with a hefty demand that banks on the basic infrastructure and facilities for carrying out the rituals of teaching, learning and recreation. Necessary infrastructure to be developed to support the internationalization initiatives commencing with a dedicated hostel for International students.
- Each department to strive for accreditation and higher rankings in their respective domains to enhance the department and in turn University's brand image.
- Faculty internationalization by having Professors from foreign Universities as visiting Professors and SNDTWU faculty teaching in foreign universities.
- Explore possibilities of offering Twinning and Joint Degree Programme in collaboration with Foreign Higher Educational Institution(s) in accordance to the prescribed regulations.

Long term Goal:

- Expand the University's global presence in terms of
- Space for international students for 'study India' programmes

Strategies:

- Work towards establishment of Centre of SNDT WU in a foreign country in accordance to the extant rules and regulations.
- Centre for Study India at SNTDWU and promoting it to foreign partners for sending their students to India for short courses.

Alumni Networks

SNTDWU recognize that Alumnae are significant stakeholders of the university who can contribute to the overall progress of the University. They may be considered as a major feedback channel in the quality assurance process. Their association with their alma matter can be at multiple levels. Apart from being active participants in university academic, governance and image building. They can also contribute to the economy of the university by means of start-ups, donations, collaborations with their workplaces, and so on.

SNTDWU departments and conducted colleges/institutions had informal alumni groups but the formal registered Alumnae Association is aimed. This university has a tradition of students joining undergraduate and completing their doctoral research within the system. SNTDWU hopes to establish virtual as well as official alumnae networks, the hope is stronger contribution from alumni members in governance, management and growth of university.

Strategic Goals

- Recognize alumnae of the University as a resource to reckon for the future.
- Facilitate time and space for alumnae to contribute to the current processes of university governance, academics and societal connections.
- Establish connections between alumnae and University Authorities, current students, faculty members and other stakeholders.
- Create an avenue for bringing together time, money, technical and human resources from alumnae for the benefit of current students and the University system.

Short-Term Goals:

- Identification of Space for Alumnae Association across campuses
- Initiation of City/ Zone chapters
- Organisation of student guidance programme where in alumnae can become Dissertation/ Internship/ Project Guide
- Provision of accommodation to alumnae at Hostel with defined norms especially during vacations on a charged basis

Strategies:

- Presentations in the Farewell meets of outgoing students in incorporate them within the Association before they leave the University
- Generation of financial resources in order to make campus offices for Alumni affairs.
- Establishment of Campus core teams who work as federation for the larger association
- Expansion of membership across campuses to be part of alumnae work
- Registration of SNTDWU Alumnae Association with Charity Commissioner
- Development of Virtual Portal for Alumnae members for the ease of connection
- Creation of Membership base for physical as well as virtual association.
- Felicitate founding alumni by inviting nominations through portal/association
- Open bank account and fund-raising events
- Create projects for alumni engagements
- Identify members interested in region/city chapters
- Conduct at least two annual programmes
- Mobilize the current and past students to become members for virtual as well as registered Association

- Divide the work amongst existing members of vision as well as management committee for management of Alumnae work

Middle-Term Goals:

- Consolidation of Alumnae members from website to web portal, other social media spaces to Vaave portal.
- Encouragement to institutions and departments to consolidate their alumni on the portal in order to build the database.
- Creation of an operational bank account and funds from members as well as University to initiate the alumnae processes.

Strategies:

- Create
- Mentor Club- Internships, Jobs
- Sponsor Club- sponsoring Lab/student/in kind
- Networking Club- Business, joint ventures
- Experts Club- Share expertise with others
- Initiate City/Zone chapters
- Launch life membership drive
- New Managing Committee to take over from current committee
- Recruit staff to manage affairs
- Involve tech trained alumna to build symbiotic relationship
- Organise the formal student guidance programme wherein alumni can become Dissertation/ Internship / Project Guide
- Formalize Annual Activity Calendars
- Channelise the clubs to take up activities of their own interest and execution of specific projects
- Create the direct payment link through online portal to Alumnae Bank a/c for membership/ life membership fees

Long-Term Goals:

- Manage the alumni affairs office staff
- Execute the club and project systems
- Implement annual activity calendars
- Announce the ambassadors who will represent diversity of SNDTWU

Strategies:

- Establishing active Association that synergizes its virtual as well as physical processes
- Creation of local networks which are linked to University level networks
- Integration of Alumnae members as active members to propagate University globally and locally leading to enrollments, visibility, resources for University

SNDTWU has an Alumni Association was registered with Charity Commissioner in 2019. Alumni data is also managed in dynamic mode online on <https://alumnae.sndt.ac.in/>. Any Alumni can register for free on the portal (currently having 3000+ members) whereas they can become member of the Registered Association by paying membership fee. After founding members management body, new elected body will be taking the association forward. The alumni who are running their own organisations or businesses are also associated with the university.

Industry Collaborations

It needs to be recognised that the 'industry' is a dynamic concept for diverse subjects offered at SNDTWU. The Civil society organisations, food/chemistry/research laboratories, hospitals, Banks,

manufacturing units, marketing agencies, media organisations and so many cross-sectoral firms form the very concept of 'industry' for the curricular subjects offered at the University. There is a prevailing practice of involving industry professionals as board of studies members. There are field based live projects, training, internships and placements in collaboration with the industries. Industry collaboration in offering short-term value addition courses prevail at various University Departments and conducted institutions.

G. PHYSICAL ENABLERS

Physical enablers form the foundational infrastructure that supports the university's academic, research, and community engagement missions. A robust physical environment enhances learning experiences, promotes innovation, and ensures inclusivity and accessibility for all stakeholders. The following key aspects are critical:

Campus Infrastructure Development

The university comprises six campuses strategically located across the region, each with its own geographical importance to facilitate access to quality education. The core campus is situated at Churchgate, covering 1.49 acres in the heart of the city. The details of all campuses are as follows:

Sr. No.	Campus	Area (acre)
1	Churchgate	1.49
2	Juhu	15.41
3	Pune	15.91
4	Shriwardhan	21.86
5	Palghar	50
6	Chandrapur	3

The Institutional Development Plan (IDP) addresses the unique challenge of integrating old and new campuses, as Churchgate, Juhu, and Pune were developed in the early 1900s, while Palghar, Shriwardhan, and Chandrapur are recent additions. The university is committed to providing a better environment and world-class learning amenities. Given the age of structures, it plans to modify and renovate old buildings, classrooms, laboratories, and study areas in compliance with local authority norms and to create new spaces in upcoming structures.

The existing infrastructure across campuses is summarized below:

Sr. No.	Campus	Buildings	Approximate Year of Construction
1	Churchgate	3 Buildings	More than 40 years
2	Juhu	10 Buildings	More than 40 years
3	Pune	16 Buildings	More than 40 years
4	Shriwardhan	Under Construction	N/A
5	Palghar	Under Construction	N/A

The university aims to create smart campuses with modern infrastructure while preserving and upgrading existing assets.

Technology-Enabled Facilities

The infrastructure roadmap prioritizes the creation of digital libraries, smart classrooms, computer labs, laboratories, seminar rooms, and studios across all campuses. The university envisions a smart campus ecosystem equipped with:

- Adequate electricity supply through solar energy solutions
- Reliable internet connectivity and ICT infrastructure

- Integration of rainwater harvesting, STP plants for wastewater recycling, and water supply from municipal sources to ensure sustainability
- Provision of hazard-free, accessible pathways for students and persons with disabilities (PwD)

Additionally, plans include installation of new lifts, refurbishment of university departments, and modernization of existing academic and administrative spaces.

Student-Centric Amenities

The university is committed to enhancing the holistic student experience by developing:

- Hygienic cafeterias, mess facilities, and hostel accommodations
- Recreational spaces and wellness centers across all campuses
- Inclusive infrastructure that meets the needs of students with disabilities

Future expansions include sports complexes, particularly planned at the Pune campus, and auditorium facilities at the Juhu campus to support cultural and academic activities.

Safety and Security Infrastructure

Ensuring campus safety remains a top priority with plans to:

- Install modern security systems such as CCTV surveillance, biometric access controls, and emergency response systems
- Conduct regular safety audits and disaster preparedness measures integrated into campus design
- Upgrade campus entries with features like main gates refurbishment (Churchgate campus) and enhanced boundary security (compound wall repairs and development at Juhu, Pune, and Palghar campuses)

Sustainable Transportation and Accessibility

The infrastructure roadmap includes development of:

- Good quality internal roads for better commuting
- Pedestrian-friendly pathways and cycling tracks
- Planning for electric vehicle charging stations to promote sustainable mobility
- Enhanced connectivity between campuses and surrounding urban areas

Each campus will also benefit from compound development projects involving new boundary walls, drainage systems, street lighting, and paving works, ensuring safe and accessible movement within the premises.

Environmental and Green Spaces

Environmental stewardship is reflected through initiatives such as:

- Self-sustaining green energy solutions (solar) planned at Juhu and Pune campuses
- Rainwater harvesting and STP installation projects at various campuses
- Landscaped gardens, green corridors, and biodiversity spaces planned as part of new campus developments
- Incorporation of plinth protection for all buildings (Pune campus) to enhance structural longevity

Maintenance and Lifecycle Management

A proactive approach to maintenance is embedded in short, mid, and long-term plans across campuses:

Churchgate Campus

- Short-term: Periodic repair and maintenance; replacement of RCC overhead tanks with HDP tanks
- Mid-term: Repair and reinstallation of AC roofing (8th floor); refurbishment of all university departments and Patkar Hall; main gate enhancement
- Long-term: Master plan for redevelopment; installation of new stainless-steel lift

Juhu Campus

- Short-term: Periodic repair and maintenance; fencing for Vermicelli Fertilizer Project
- Mid-term: Roadworks; compound development (wall, painting, drainage, streetlights, Tremix); construction of a large auditorium
- Long-term: Master plan for redevelopment; STP installation; implementation of self-sustaining green energy systems

Pune Campus

- Short-term: Periodic repair and maintenance; renovation of the guest house
- Mid-term: Roadworks; compound development; plinth protection for all buildings
- Long-term: STP installation; reservoir construction; extension of JDBIMS; development of a sports complex

Palghar Campus

- Short-term: Compound wall repairs
- Mid-term: Preparation of master plan
- Long-term: Execution of the first building as per master plan

Shriwardhan Campus

- Short-term: Approval for Stage-1
- Mid-term: Commencement of Stage-1 Phase-1 construction
- Long-term: Commencement of Stage-2 Phase-2 construction

The following data summarizes land use and built-up areas across campuses:

Campus	Land Area (acre)	Built-up Area (sq. ft.)	Used F.S.I.
Churchgate	1.49	2,14,165	3.29
Juhu	22.27	5,05,983	0.521
Pune	17.9	2,08,668	0.267
Shriwardhan	23.86	35,66,459.70	0.343
Palghar	3	7,528.68	0.057

These physical enablers align with the university's academic objectives and growth trajectory while promoting an inclusive, sustainable, and future-ready campus environment that balances heritage with modernity.

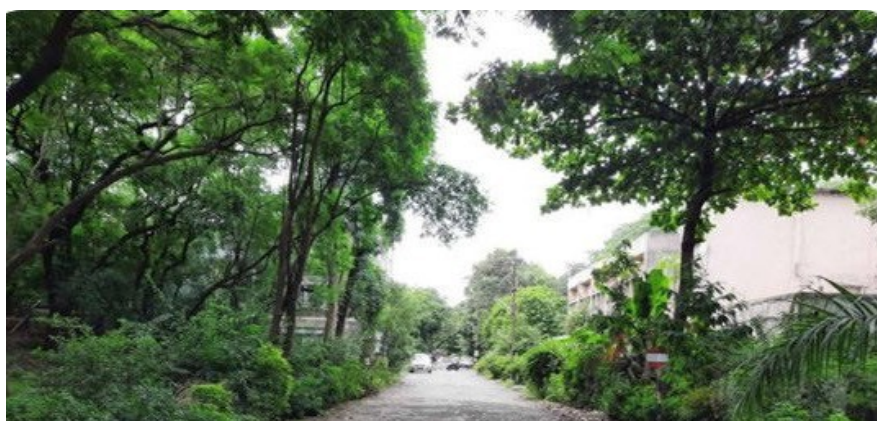
CHURCHGATECAMPUS



JUHU CAMPUS



PUNE CAMPUS



PALGHAR CAMPUS



SHRIWARDHAN CAMPUS



H. DIGITAL ENABLERS

Introduction SNDT Women's University has developed a comprehensive 5-year strategic action plan for digital transformation, aligning with the Institutional Development Plan (IDP) Guidelines and National Education Policy (NEP) 2020. This initiative aims to integrate advanced digital technologies into education, research, and administration, promoting a future-ready learning environment.

Key Focus Areas The action plan emphasizes:

- Strengthening digital pedagogy through faculty training and innovative learning technologies.
- Enhancing e-learning resources via centralized platforms and digital libraries.
- Implementing smart campus solutions for efficient management.
- promoting industry collaborations for skill development.
- Ensuring cyber security and data privacy for a seamless transformation.

Phased Implementation Plan

Phase 1: Digital Infrastructure & Faculty Empowerment (2022-23)

- Establishing robust ICT infrastructure with high-speed internet and cloud-based data servers.
- Providing faculty digital training on AI-powered learning and blended education.
- Upgrading research facilities with AI-driven analytics and VR/AR simulation labs.

Phase 2: Expanding Digital Learning & Security Measures (2023-24)

- Developing an integrated e-learning platform with virtual labs and AI-based learning.
- Implementing automated online examinations and coursework digitization.
- Enhancing cyber security with encryption, compliance policies, and a digital grievance cell.

Phase 3: Enhancing Digital Engagement & National Integration (2024-25)

- Strengthening the university's digital presence through AI-powered navigation and alumni networking.
- Aligning academic records with the National Academic Depository (NAD).
- Promoting multi-lingual digital content for diverse student demographics.

Phase 4: Advanced Digital Innovation & Global Collaborations (2025-26)

- Integrating AI, Big Data, and block chain for academic and administrative efficiency.
- Establishing a digital innovation hub for emerging technologies like IoT and Cloud Computing.
- Ensuring digital inclusion with resources for differently-abled students and eco-friendly initiatives.

Phase 5: Scaling and Sustaining Digital Transformation (2026-27)

- Conducting performance reviews and refining digital strategies based on feedback.
- Expanding high-impact digital initiatives, including adaptive learning models.
- Future-proofing infrastructure with continuous faculty training and global ed-tech partnerships.

Expected Outcomes By executing this strategic plan, SNDT Women's University aims to:

- Establish itself as a leading AI-powered digital institution.
- Enhance student learning experiences with interactive technologies.
- Strengthen research and global academic collaborations.
- Ensure a secure, sustainable, and inclusive digital transformation.

This roadmap positions SNDT Women's University as a pioneer in digital education, empowering future generations with advanced technology.

SUMMARY

A) Governance Enablers

Summary of Governance Enabler (as part of the Institutional Development Plan):

As part of its Institutional Development Plan (IDP), SNDT Women's University outlines a forward-looking governance model grounded in statutory compliance, participatory leadership, transparency, and digital integration. Anchored in the Maharashtra Public Universities Act, 2016, the governance structure ensures strategic alignment with national regulatory bodies like UGC and NAAC, while actively promoting decentralization through well-defined statutory authorities such as the Senate, Management Council, Academic Council, and IQAC. The University emphasizes data-driven decision-making and seamless administration through platforms like E-Samarth and Uni-Suite, enhancing efficiency and accountability across all units. Leadership development is prioritized through role rotation and structured training programs. A strong culture of stakeholder engagement, ethical governance, and inclusivity supports the University's vision for women's empowerment and community-oriented growth. The IDP outlines targeted short-, mid-, and long-term goals focused on digitization, infrastructure modernization, satellite campus development, and expansion into tribal and underserved regions. This enabler positions the University to effectively implement NEP 2020, ensure equitable access to quality education, and build a resilient and responsive governance system.

B) Financial Enablers and Funding Models

As a strategic pillar of SNDT Women's University's Institutional Development Plan (IDP), the financial enabler framework aims to build a sustainable, diversified, and resilient financial ecosystem. The university's vision encompasses five interlinked strategies: diversification of funding sources, strengthening internal revenue generation, promoting strategic partnerships, enhancing financial planning and governance, and establishing a robust Institutional Development Fund (IDF) with a focus on sustainability.

To reduce dependence on traditional grants, the University is expanding its funding base through alumni contributions, CSR partnerships, international collaborations, and patent commercialization. Simultaneously, internal revenue streams are being activated through industry-relevant certificate courses, consultancy services, language translations, and self-financed academic programs. Strategic partnerships with government agencies, industries, and global institutions are being developed to enable research funding, innovation incubation, and entrepreneurial growth.

Transparent, tech-enabled financial governance-supported by ERP systems, performance-based budgeting, and faculty training in financial literacy-is at the core of this framework. The creation of the IDF, endowment building, and sustainability investments in green infrastructure and energy efficiency ensure long-term resilience. The financial strategy aligns with the university's core mission of inclusive, high-quality education while preparing it to thrive in a competitive and dynamic economic landscape.

C) Academic Enablers

SNDT Women's University (SNDTWU), India's pioneering institution for women's education, is advancing its academic mission through a strategic Institutional Development Plan focused on innovation, flexibility, and inclusivity in teaching and learning. This plan outlines a phased approach-short-term, mid-term, and long-term-to enhance academic enablers aligned with the National Education Policy (NEP) 2020.

In the short term, SNDTWU is strengthening its foundation of learner-centric pedagogy and faculty development. Interactive teaching methods, blended learning models, and digital literacy initiatives are being deepened to support women learners, especially those balancing multiple roles. Multidisciplinary and vocational collaborations are being expanded, supported by interdisciplinary committees and faculty interactions that design inclusive, career-focused

programs. Simultaneously, digital infrastructure such as Learning Management Systems (LMS), smart classrooms, and digital learning hubs is being scaled up to promote blended, flexible learning environments.

The mid-term strategy focuses on expanding digital learning and transforming assessment practices. A larger proportion of faculty and students are engaging with the LMS, and assessment reforms emphasize Continuous Comprehensive Evaluation (CCE), peer review, and reflective assignments. New vocational and multidisciplinary programs tailored to industry needs are being introduced, enabling academic mobility and lifelong learning through modular and credit-transfer systems. A research-driven approach to pedagogy is being fostered, and work-based learning is being integrated into the curriculum to enhance employability and real-world readiness.

In the long term, SNDTWU envisions institutionalizing academic flexibility through dual degrees, modular learning, and a robust Academic Bank of Credits system. An Open Educational Resources (OER) portal will offer multilingual, inclusive learning content. The university will also intensify its global engagement by establishing international academic partnerships, joint programs, and collaborative research. A dedicated Experience Centre will support pedagogical experimentation with emerging technologies like AI and virtual reality, positioning SNDTWU as a hub for innovation in women's education.

Currently, the university has revised its programs to align with NEP 2020, introducing flexibility, electives, and multiple entry-exit options. The Academic Bank of Credits is operational, and dual degree programs and emerging technology branches have been launched. Faculty development is ongoing through the PMMNMTT Centre, and faculty are developing open resources while delivering blended courses using Moodle LMS. Plans for multidisciplinary programs, an OER portal, and global collaborations are already underway, supported by existing and forthcoming Memoranda of Understanding. These comprehensive efforts reaffirm SNDTWU's leadership in creating a future-ready, inclusive academic ecosystem for women.

D) Research, Intellectual Property And Supportive Enablers

SNDT Women's University envisions becoming a world-class research institution known for its national and global impact, especially in areas such as women's empowerment, healthcare, AI, education, and sustainable development. The University is committed to strengthening its inter- and multidisciplinary research culture through a structured three-phase plan.

In the short term, it aims to foster a research ecosystem by revising existing policies and organizing regular programs on IPR, ethics, and research communication. A dedicated research cell will be established for postgraduate and Ph.D. work. In the mid-term, the focus will shift to enhancing research quality and visibility through infrastructure upgrades, advanced research tools, and the launch of a peer-reviewed interdisciplinary journal.

Long-term goals include expanding the Center of Excellence and Extension, institutionalizing best practices in research and innovation, and building strategic partnerships with institutions and alumni. A sustained budget, measurable targets, and alumni engagement will support long-term impact. Overall, the University's approach aims to build a research culture rooted in societal relevance, gender equity, and global academic excellence.

E) Human Resource and Supportive-Facilitative Enablers

The framework outlines a holistic strategy to strengthen institutional excellence at SNDT Women's University through integrated human resource and supportive-facilitative measures. It focuses on recruiting and retaining competent faculty by adopting strategic hiring practices, creating clear career advancement pathways, offering internal research grants, and providing recognition through annual awards. A structured mentorship system, induction programs, relocation support, and grievance redressal mechanisms further enhance faculty engagement and satisfaction. Faculty development is prioritized through continuous professional training, including ICT and AI pedagogy, international exposure, interdisciplinary research initiatives, and incentivized online

certifications. Joint research projects, sabbaticals, and access to e-learning resources support ongoing growth and innovation.

Administrative and technical staff are empowered through regular training in communication, digital tools, and corporate practices. Skill audits guide an annual training calendar, while leadership pathways and industry visits help staff stay aligned with institutional goals. Digital onboarding, peer mentorship, and internal recognition systems further improve staff morale and performance. A robust performance management system supports institutional accountability and motivation through 360° appraisals, individualized development plans, real-time dashboards, student feedback, and benchmarking against national quality indicators.

Investment in modern infrastructure and digital systems underpins academic and administrative excellence. Classrooms are being upgraded with smart technologies, paperless administration is promoted, and digital repositories and plagiarism tools ensure academic integrity. Learning Management Systems and simulation labs support blended learning, while an IT helpdesk and training ensure smooth implementation. The framework emphasizes holistic well-being by offering wellness workshops, health insurance, counseling services, and work-life balance initiatives, integrating well-being into HR strategy and institutional metrics.

Policy and governance mechanisms are strengthened through stakeholder feedback, international partnerships, research publishing boards, and digitized grievance systems. Faculty and students are included in decision-making, and institutional policies are regularly reviewed to align with accreditation frameworks and best practices. These collective measures aim to cultivate a resilient, inclusive, and forward-looking academic environment aligned with the vision of NEP 2020.

F) Enablers For Networking & Collaborations

SNDT Women's University promotes networking and collaborations across a wide spectrum of stakeholders including students, faculty, alumni, industry, and international partners. Emphasizing the importance of connectivity within and beyond the university, SNDTWU continuously builds relationships with civil society organizations, academic institutions, corporate foundations, and global universities. These collaborations support the university's teaching, research, and community outreach, aligning with the National Education Policy (NEP) 2020 to position India as a global education hub. The university engages in activities that integrate global perspectives into the curriculum, promotes faculty and student exchanges, and participates in international conferences. Policies such as UGC's internationalization guidelines, SPARC, and GIAN are being adopted, with strategic goals set across short, mid, and long terms to expand academic partnerships, enhance global branding, and develop infrastructure like an international student hostel and dedicated foreign study centres.

Alumni engagement is seen as a key enabler of development, with formal networks being established to channel alumni expertise, mentorship, funding, and industry connections. The SNDTWU Alumnae Association, registered in 2019, aims to create virtual and physical platforms for alumni involvement. Goals range from setting up city chapters and mentorship clubs to hosting annual programs and maintaining a robust alumni portal. Alumni are increasingly contributing to academics, governance, and fundraising, thereby strengthening the university's growth trajectory.

Industry collaborations are approached with a broad perspective at SNDTWU, recognizing 'industry' as context-dependent across disciplines. From laboratories and hospitals to media houses and NGOs, the university integrates real-world practices into its curriculum through internships, live projects, and short-term value-added courses. Industry professionals also serve as advisory members in academic boards, ensuring relevance and applicability of educational programs.

G) Physical Enablers–Summary

SNDT Women's University's physical enablers aim to create a robust and inclusive campus infrastructure that aligns with its academic and developmental vision. With six campuses spread across Maharashtra-three heritage campuses (Churchgate, Juhu, and Pune) and three newer ones (Palghar, Shriwardhan, and Chandrapur)-the university focuses on upgrading aging structures while developing state-of-the-art facilities in newer locations. Renovation of existing buildings, modernization of classrooms and laboratories, and integration of ICT-enabled facilities are central to this effort. The university emphasizes sustainability through solar energy solutions, water conservation systems such as STPs and rainwater harvesting, and development of green spaces and landscaped gardens. Plans also include the construction of new hostels, hygienic cafeterias, wellness centers, and sports complexes to improve the student experience. Security is being enhanced through surveillance systems, biometric access, and disaster-preparedness planning. Transportation within campuses is being improved through better internal roads, pathways, and the introduction of electric vehicle charging stations. Each campus has a tailored development and maintenance roadmap aligned with its specific needs, including short-, mid-, and long-term strategies. This integrated approach reflects a commitment to creating safe, sustainable, and accessible environments that promote academic excellence and well-being.

H) Digital Enablers – Summary

The digital enablers at SNDT Women's University are guided by a comprehensive five-year strategic plan that aligns with the National Education Policy (NEP) 2020 and the university's Institutional Development Plan. The initiative is structured into five progressive phases designed to embed digital technologies into teaching, research, and administration. In the initial phase, the university focuses on strengthening digital infrastructure, including high-speed internet, cloud storage, and faculty training in digital pedagogy. Subsequent phases introduce integrated e-learning platforms, automated examination systems, and robust cybersecurity frameworks. A key goal is to enhance digital engagement through AI-powered tools, alumni networks, and multilingual content delivery, ensuring broader accessibility. Future phases prioritize emerging technologies such as AI, Big Data, blockchain, IoT, and cloud computing, culminating in the establishment of a digital innovation hub. This transformation also includes aligning academic records with the National Academic Depository, expanding adaptive learning models, and ensuring digital inclusion for students with disabilities. Through continuous faculty development and global partnerships, the university envisions becoming a leading AI-driven institution, delivering an enriched, secure, and inclusive digital learning ecosystem.

VII. IMPLEMENTATION STRATEGY

To ensure effective execution of the Institutional Development Plan (IDP), SNDT Women's University will adopt a phased and inclusive approach focusing on continuous improvement, accountability, and strategic alignment with the National Education Policy (NEP) 2020 and the expectations of the University Grants Commission (UGC).

In the short term, the university will roll out e-governance initiatives through the E-Samarth and Affiliation Portals. A revamp of the curricula will be undertaken to ensure they are NEP-compliant, while faculty development programs and digital pedagogy workshops will be initiated. The university will also conduct space and asset audits to optimize physical resources and launch performance appraisal and scholarship initiatives, such as the Bhaubeej Nidhi.

In the mid-term, the university will establish Centres of Excellence for research and innovation, while expanding vocational and interdisciplinary programs. Stronger alumni and industry linkages will be developed into strategic partnerships. Infrastructure upgrades will be prioritized, particularly focusing on creating sustainable campuses at Palghar, Chandrapur, and Shriwardhan. Formal international collaborations and exchange programs will also be formalized to further global engagement.

In the long term and beyond), SNDT Women's University aims to transform into a digitally empowered and globally engaged institution. The full implementation of modular and flexible

academic pathways, integrating the Academic Bank of Credit (ABC) and National Credit Framework (NCrF), will be achieved. The university will work towards strengthening its financial sustainability through endowments, industry engagement, and international funding. Additionally, the institutionalization of innovation hubs will position the university as a leader in women-focused entrepreneurship and research.

This approach ensures that the university will continue to grow, innovate, and uphold its commitment to women's empowerment and academic excellence.

VIII. MONITORING AND EVALUATION

A robust framework will be in place to guide regular review, realignment, and quality assurance of all initiatives under the Institutional Development Plan (IDP). The monitoring mechanisms will include an Institutional Performance Monitoring Committee (IPMC), which will track progress across all enablers in real-time. Annual reports will be prepared to detail achievements against the objectives of the IDP. Feedback loops will be established, involving students, faculty, alumni, and industry partners to ensure continuous improvement. Additionally, digitized data systems will be used for accreditation and rankings, including NAAC and NIRF data management. A strategic review of legal, financial, and operational risks will also be conducted, along with the development of risk mitigation plans.

The key indicators for monitoring the IDP's progress will include faculty and student participation rates in new initiatives, placement and progression outcomes, entrepreneurial success, research publications, patents, and consultancy revenue. Digital adoption and user satisfaction metrics will also be tracked, along with financial efficiency and fund utilization to ensure that resources are being used effectively.

IX. CONCLUSION

The Institutional Development Plan (IDP) 2022–2027 of SNTD Women's University reflects a bold and future-oriented vision rooted in its century-long legacy of empowering women through education. Anchored in the principles of inclusivity, equity, quality, and social relevance, the IDP provides a structured roadmap to achieve academic excellence, foster innovation, and enhance global competitiveness in alignment with the National Education Policy (NEP) 2020.

Through its comprehensive framework-encompassing academic, research, governance, financial, physical, digital, and human resource enablers-the University is poised to transition into a digitally empowered, multidisciplinary, and globally engaged institution. This transformation is designed not only to enhance institutional capabilities but also to contribute meaningfully to national development, gender equity, and the creation of a knowledge-driven society.

The successful implementation of this plan will rely on continuous evaluation, participatory governance, stakeholder engagement, and sustained commitment from all constituents of the University. With this IDP, SNTD Women's University reaffirms its pledge to be a beacon of empowerment, excellence, and innovation in women's higher education in India and beyond.