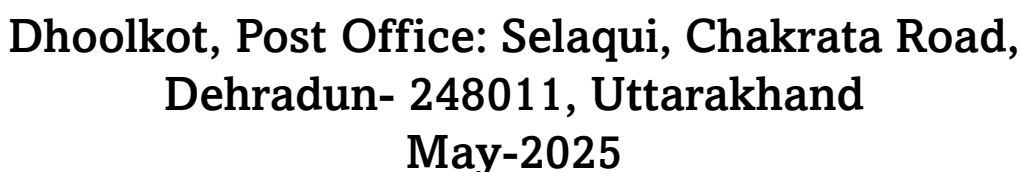


**Submitted to  
Secretary  
Higher Education  
Government of Uttarakhand**



## Detailed Project Report (DPR) for establishment of Tula's University, Dehradun

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# CHAPTER I

## PREAMBLE

### 1.1 Introduction & Background of Tula's Institute

Tula's Institute, established in 2006 under the aegis of the Rishabh Educational Trust (founded by Shri Sunil Kumar Jain in 2004), is a premier educational institution located in Dehradun, India. The institute is committed to delivering high-quality academic programs while promoting the holistic development of its students. Affiliated with VMSB Uttarakhand Technical University, Sri Dev Suman Uttarakhand University, and the Board of Technical Education (UBTER), Tula's Institute is recognized under Section 2(f) of the UGC Act, 1956. It is approved by the AICTE, Ministry of Education (MoE), and the University Grants Commission (UGC).

The institution's pursuit of academic excellence is evident through its NAAC accreditation with an A+ grade (3.36/4) for the period 2022–2027, and NBA accreditation for its UG Computer Science and Engineering program from 2024 to 2027. Consistently ranked among the top 50 private engineering colleges in India, Tula's Institute continues to be a benchmark in technical education.

The academic offerings at Tula's Institute are diverse and comprehensive, including undergraduate programs in Engineering, Agriculture, Computer Applications, Business Administration, Journalism & Mass Communication, and Pharmacy. Additionally, the institute offers postgraduate programs in Engineering, Computer Applications, and Business Administration. The institute's commitment to quality education is complemented by its state-of-the-art infrastructure, featuring advanced laboratories, modern classrooms, and well-equipped auditoriums spread across a lush green campus spanning 14.6 acres. The central library, housing over 1,10,000 books and e-books, journals, and digital resources, serves as a hub for research and learning.

Tula's Institute has demonstrated a strong commitment to research and innovation through various funded initiatives and collaborations. It hosts an AICTE-funded Idea Lab worth 90 Lacs, a Cyber Physical System Lab supported by iHub-IIT Ropar and DST with funding of 60 Lacs, and a UCOST-funded Technology Resource Center (TRC). Additionally, the institute has established industry-supported Centers of Excellence (CoE) focusing on emerging technologies such as UI Path, Drone Technology, UAV, and Merico's Women Empowerment. The Center for Innovation, Research & Entrepreneurship (CIRE) further facilitates interdisciplinary research and entrepreneurial ventures.

The institute fosters an entrepreneurial ecosystem through the Tula's Technology Business Incubator Foundation (TTBIF), approved by MSME, Govt. of India, and Startup Uttarakhand. TTBIF supports startups by offering co-working spaces, mentorship, funding assistance, and

networking opportunities. It has successfully nurtured startups in diverse sectors, including EdTech, AgriTech, and FinTech. Additionally, Tula's Institute actively engages in national missions through its participation in NCC, NSS, and UBA, having adopted five villages under UBA to contribute to rural development.

Tula's Institute's commitment to excellence is further highlighted by Three Star Rating from MoE-IIC (Govt. of India) for 2024-25. The institute maintains strategic MoUs and collaborations with leading industries and research organizations, promoting research in both core and emerging areas. By leveraging its strong academic foundation, state-of-the-art infrastructure, and strategic industry partnerships, Tula's Institute continues to advance its mission of nurturing innovative thinkers and responsible global citizens.

## **1.2 Vision, Mission and Core Values Framework**

- **Vision of Institute**

To emerge as an academic centre producing world class professionals promoting innovation and research.

- **Mission of the Institute**

- To promote intellectual and skilled human capital generating employment and entrepreneurship.
- To be educational centre of excellence of multi ethnicity and diversity.
- To establish as technology driven teaching learning institution.
- To provide world class platform for research and innovation.
- To inculcate social, environmental and heritage values

- **Core Values**

- Leadership and Ethics
- Achieve Academic Excellence
- Promote Cultural heritage
- Respect and tolerance for the views of every individual
- Spirit of exploration and enterprise

## **1.3 Education Steps and Industry Scenario of Tula's Institute**

Tula's Institute is at the forefront of technical education, bridging the gap between academia and industry by offering industry-oriented programs in Engineering, Computer Applications, Business Administration, and more. Aligned with the latest technological trends, the institute provides state-of-the-art infrastructure, advanced laboratories, and industry-sponsored projects to enhance experiential learning. Tula's Institute equips students with the skills and global competencies required to excel in the rapidly evolving industry scenario.



### **1.3.1 Holistic Education Approach**

Tula's Institute adopts a holistic education approach that focuses on the all-round development of students by integrating academics with extracurricular and co-curricular activities. It emphasizes intellectual, emotional, social, and ethical growth through a balanced curriculum that fosters critical thinking, creativity, and leadership skills. The institute promotes experiential learning through state-of-the-art laboratories, industry collaborations, and research-driven projects while encouraging participation in cultural events, community outreach programs, and leadership development initiatives. By nurturing social responsibility, ethical values, and professional competencies, Tula's Institute prepares students to become responsible global citizens and future leaders.

### **1.3.2 Industry Collaboration**

Tula's Institute recognizes the dynamic nature of industries and actively collaborates with leading companies and organizations to enhance the employability of its students. These collaborations include strategic partnerships with top-tier companies that provide internships and industrial training, ensuring that students gain real-world exposure and practical experience through live projects. The institute also organizes guest lectures and workshops where industry professionals engage with students, offering valuable insights into the latest trends and emerging technologies. To equip students with specialized skills, Tula's Institute facilitates industry-specific certifications in high-demand areas such as artificial intelligence, data science, and cybersecurity. Additionally, the institute hosts industry-supported Centers of Excellence (CoE) for advanced technologies like UI Path, Drone Technology, and Merico's Women Empowerment, providing hands-on training with state-of-the-art tools. Tula's Technology Business Incubator Foundation (TTBIF) further supports entrepreneurship by nurturing startups in sectors like EdTech, AgriTech, and FinTech, offering mentorship, funding assistance, and networking opportunities. By integrating academic knowledge with industry requirements through strategic collaborations, Tula's Institute ensures that its graduates are well-prepared to excel in the competitive and evolving industry landscape.

### **1.3.3 Research and Innovation**

Tula's Institute fosters a culture of research and innovation, encouraging students and faculty to work on projects with societal and industrial impact. The institute provides a world-class platform for research and development through state-of-the-art laboratories, industry-supported Centers of Excellence (CoE), and strategic collaborations with leading research organizations and technology firms. It actively offering co-working spaces, mentorship, funding assistance, and networking opportunities. Facilities such as research labs and funding opportunities empower students and faculty to explore advanced technologies and develop solutions with real-world applications. Additionally, the institute houses an AICTE-funded Idea Lab and a Cyber Physical System Lab supported by iHub-IIT Ropar and DST, which provide access to cutting-edge tools and resources. Tula's Institute encourages participation in national and international conferences, research competitions, Hackathons and publications in reputed journals, ensuring that students and faculty contribute to the global knowledge economy. By integrating research-driven education with real- world applications, Tula's Institute empowers its students to become innovators and

leaders in their respective fields.

#### **1.3.4 Placement Excellence**

Tula's Institute is committed to ensuring high employability and career success for its students through a robust placement strategy. The institute has a dedicated Training and Placement Cell that actively collaborates with leading companies and industry experts to provide students with ample job opportunities and career guidance. It adopts a comprehensive approach that includes skill

development, industry exposure, and professional networking. To enhance employability, Tula's Institute conducts regular training sessions on soft skills, aptitude, and technical skills, ensuring that students are well-prepared for competitive recruitment processes.

The institute has established strong ties with top-tier companies across diverse sectors, facilitating internships, industrial training, and campus recruitment drives. It regularly organizes placement drives, job fairs, and recruitment events, attracting leading companies from IT, engineering, management, and other industries. Additionally, Tula's Institute invites industry professionals for guest lectures, workshops, and seminars, providing students with valuable insights into industry trends, emerging technologies, and career opportunities.

The placement process at Tula's Institute is transparent and student-centric, with dedicated career counseling and mentorship programs. The Training and Placement Cell offers personalized guidance on resume building, interview preparation, and career planning. It also maintains a strong alumni network of 7500+, enabling students to connect with successful professionals for mentorship and networking.

Through strategic industry collaborations, skill enhancement programs, and a well-structured placement process, Tula's Institute ensures that its graduates are industry-ready with the competencies required to excel in the competitive job market.

#### **1.3.5 Focus on Entrepreneurship**

Recognizing the growing importance of startups in driving economic growth, the institute supports budding entrepreneurs through its incubation center. Students receive mentorship, resources, and networking opportunities to transform their innovative ideas into viable businesses.

### **1.4 Chronological Milestone of Tula's Institute**

Tula's Institute is a premier educational institution in Dehradun dedicated to providing world-class education and holistic student development. The institute offers diverse undergraduate and postgraduate programs, fostering academic excellence, research, and innovation are given in the tabular form as appended below:

Academic Session	Particulars	Programme	Intake
2006-07	Institute Established and Started	<ul style="list-style-type: none"> <li>♦ Bachelor of Technology (Computer Sc. &amp; Engineering)</li> <li>♦ Bachelor of Technology (Electrical &amp; Electronics Engineering)</li> <li>♦ Bachelor of Technology (Electronics &amp; Comm. Engineering)</li> <li>♦ Bachelor of Technology (Mechanical Engineering)</li> </ul>	60 60 60 60
2007-08	Introduction of New Programs	<ul style="list-style-type: none"> <li>♦ Master of Business Administration</li> <li>♦ Bachelor of Technology (IT)</li> </ul>	60 60
2008-09	Introduction of New Programs	♦ Master of Computer Application	60
2009-10	Increase in Intake and Introduction of New Programs	<ul style="list-style-type: none"> <li>♦ Bachelor of Technology (Computer Sc. &amp; Engineering)</li> <li>♦ Bachelor of Technology (Mechanical Engineering)</li> </ul>	+60 120
2012-13	Increase in Intake and Introduction of New Programs	<ul style="list-style-type: none"> <li>♦ Bachelor of Technology (Civil Engineering)</li> <li>♦ Bachelor of Technology (Electronics &amp; Comm. Engineering)</li> <li>♦ M.Tech. (CSE)</li> </ul>	+60 +60 24
2013-14	Introduction of New Programs	Diploma in Mechanical Engineering Dipoma in Electronics & Communication M. Tech. (Civil Engineering) M.Tech. (Mechanical Engineering - Specialization in Thermal Engineering) Bachelor of Business Administration Bachelor of Computer Applications	60 60 24 24 60 60
	Introduction of New Programs	BBA BCA B.Sc.(Agriculture)	120 120 60
2019-20	Increase in Intake	BBA BCA BA(Hons)Journalism & Mass Communication B.Com.	+60 120 +60 60 60

Academic Session	Particulars	Programme	Intake
2022-23	Increase in Intake and Introduction of New Programs	MBA B.Tech. CSE (AI&ML)	+30 60
2023-24	Increase in Intake and Introduction of New Programs	B.Tech. CSE (AI&ML) B.Tech. CSE (Cyber Security) B.Tech. CSE	60 60 +120
2024-25	Introduction of New Programs	B. Pharm. D.Pharm.	100 60

## 1.5 SWOC Analysis of Tula's Institute, Dehradun

### 1.5.1 Strengths

- Accreditation & Recognition: NAAC 'A+' grade accredited; recognized by AICTE and affiliated to Uttarakhand Technical University.
- Diverse Programs: Offers a wide range of undergraduate and postgraduate courses in Engineering, Management, Agriculture, and other streams.
- Industry Tie-ups: Collaborations with industry bodies and regular industrial visits help bridge the gap between academia and real-world applications.
- Research & Innovation Culture: Encourages research activities through R&D cells, student projects, and conferences like ICACCM.
- Campus Infrastructure: Modern facilities including well-equipped labs, digital classrooms, hostels, sports complexes, and an eco-friendly campus.
- Strong Student Support: Active placement cell, training programs, mentoring, and personal development initiatives.
- Inclusive and Diverse Student Body: Attracts students from across India (from 20+ States) and abroad, fostering a vibrant multicultural environment that encourages collaboration, empathy, and global perspectives.
- Robust Extension and Outreach Activities : Actively engages in more than 25 events annually including community development through rural immersion programs, agricultural training camps, awareness drives, and skill development workshops aligned with national missions.

### **1.5.2 Weaknesses**

- **Limited International Collaboration:** Relatively fewer global academic partnerships or student exchange programs.
- **Rural Location:** While peaceful, its location might pose challenges for students looking for urban exposure or internships in metropolitan hubs.
- **Research Publications:** Research output in top-tier journals and patents can be further enhanced.
- **Faculty Development:** Need for more faculty with PhDs and international exposure to boost research and academic delivery.

### **1.5.3 Opportunities**

- **Emerging Technologies:** Can expand into domains like AI, IoT, Cybersecurity, Robotics, and Renewable Energy through new courses and labs.
- **Start-up & Incubation Support:** Develop incubation centers to support student-led start-ups under government initiatives like Start-up India.
- **MOOCs & Hybrid Learning:** Integration of online platforms (e.g., SWAYAM, NPTEL) to enrich learning and provide flexibility.
- **International Expansion:** Scope for tie-ups with foreign universities for joint research and dual- degree programs.

### **1.5.4 Challenges / Threats**

- **Growing Competition:** Rising number of engineering and management colleges in North India can dilute student base.
- **Changing Educational Trends:** Rapid shift toward skill-based learning and industry certifications may challenge traditional curriculum formats.
- **Student Retention & Employability:** Maintaining quality intake and aligning education with employability metrics remains a continuous challenge.
- **Regulatory Changes:** Frequent changes in education policy and accreditation norms can affect long-term academic planning.

## **CHAPTER II**

### **THE PROMOTING BODY**

#### **2.1 Introduction of promoting body including its Registration Status**

Rishabh Educational Trust is dedicated to nurturing academic excellence and holistic development. With a vision to bridge innovative teaching with time-honored values, the trust has established its reputation by creating institutions that offer both rigorous academics and a supportive learning environment. The trust's core mission is to empower students with the skills, knowledge, and values required to excel in an increasingly competitive world. Rishabh Educational Trust, through its flagship institutions—Tula's Institute and Tula's International School—embodies a steadfast commitment to educational excellence. By continuously evolving and embracing innovation, the trust not only shapes academic futures but also contributes to the overall development of individuals, preparing them to meet the challenges of tomorrow.

Rishabh Educational Trust's success is measured not only by the institutions it has built but also by the impact it has had on the community:

- **Establishment of Flagship Institutions:**

The establishment of Tula's Institute and Tula's International School marked significant milestones in expanding quality education to diverse age groups.

- **Awards and Recognitions:**

The trust has received accolades for its contributions to education, underlining its commitment to excellence.

- **Innovative Educational Initiatives:**

Continuous updates in curriculum, infrastructure, student welfare initiatives, faculty welfare initiatives and teaching methodologies reflect the trust's forward-thinking approach.

- **Alumni Success:**

The achievements of its alumni in various professional fields further underscore the trust's effectiveness in nurturing talent and leadership.

## 2.2 Details of the Promoters including their Background & Profile

S. No.	Name of Member	Designation	Designation in Trust	Address of Trustee
1	Mr. Sunil Kumar Jain	Founder and Chairman	Chairman	Flat No. A-11, Jakhan Road, Johri Gaon, Tula's Green, Johri Dehradun - 248003
2	Mrs. Sangeeta Jain	Secretary	Member Secretary	Flat No. A-11, Jakhan Road, Johri Gaon, Tula's Green, Johri Dehradun - 2048003
3	Mr. Raunak Jain	Vice Chairman	Vice Chairman	Flat No. A-11, Jakhan Road, Johri Gaon, Tula's Green, Johri Dehradun - 2048003
4	Mrs. Silky Jain Marwah	Executive Director	Member	M3M Merlin Tower 6 -801, Sector 67 Golf Course Extension Gurgaon - 122012
5	Dr. Raghav Garg	Vice President Technology	Member	92, Deeplok Colony Ballupur Road, Dehradun -248001

### 2.2.1 Background of Promoters

- **Mr. Sunil Kumar Jain - Founder and Chairman**

Sh. Sunil Kumar Jain is a visionary leader, who has elevated himself to a prominent position in our nation's educational arena. His extraordinary contributions have been recognized through numerous prestigious accolades, including:

- The Indira Gandhi Sadbhavna Award in 2008
- The Rajeev Gandhi Shiromani Award in 2010
- The Edupreneurs Award in 2013, honoring his influence on engineering education
- The Sardar Vallabhbhai Patel Rashtriya Ekta Award in 2015
- The Dr. APJ Abdul Kalam Excellence Award in 2016
- The Lifetime Achievement Award by Jain Samaj

- **Mrs. Sangeeta Jain - The Secretary**

Smt. Sangeeta Jain is a distinguished social worker. She is the prominent member of numbers of NGO's. She is the recipient of Women's Leaders Award by Lions Club International.

- **Mr. Raunak Jain - Vice Chairman**

Mr. Raunak Jain is alumnus of Royal Holloway, University of London, with an M.Sc. in International Management, he has consistently demonstrated an inspiring pursuit of excellence. His impressive achievements include being named among the Top 10 Influential Entrepreneurs in India by India Today in 2022, and receiving multiple accolades such as:

- Education Stalwart Award by Education Today
- Uttarakhand Achievers Award by Himalayan Buzz
- Most Inspiring Leaders in Education by Higher Education Digest
- Uttarakhand Icon Award by the Department of Tourism
- Uttarakhand Swarnim Award by Dharma Creations icon of the Year by Discover Uttarakhand Magazine
- Entrepreneur of the Year by CEO Review

- **Mrs. Silky Jain Marwah -Executive Director**

Ms. Silky Jain Marwah began her career early and has grown into a global leader in education. She is known for her strategic, analytical, and results-driven approach. Her notable achievements include:

- 'Women Eduleader' by Engineering Watch
- 'Education Evangelist' by SkillTree
- 'Today's Woman Award' by I-next
- 'Academic Excellence Award 2020'
- 'India's Top 20 Women Leaders in Education 2022'
- Enterprising Edupreneur Award 2023
- Recognition by Outlook magazine, Business Standards, and ANI News as one of the 40 under 40 for exceptional talent, innovation, and leadership in India.
- Her studies at Oxford and Harvard have greatly contributed to Tula's academic success.

- **Dr. Raghav Garg - Vice President (Technology)**

Dr. Raghav Garg is MS from the University of Texas, and he completed his MBA from the prestigious IIM Kashipur. Dr. Garg is instrumental in developing the intrinsic potential of Tula's students. His vision is to transform Tula's into a premier centre of excellence in learning, innovation, technology, agriculture, and management. Under his leadership, Tula's emphasizes holistic student development, preparing them to tackle global challenges and excel as



entrepreneurs and contributors to the workforce. His contribution in academic excellence are

- He has 5 Indian and 2 international Patents under his name.
- He has published 7 Research Papers in International Journals.
- He has Authored a Business Case Study that got listed in the Harvard Business Review
- He is the Author of a Book on Software Engineering published in Scientific International Publishing House.

## **2.3 Activities of the Promoting Body including a listing of major educational promotion activities undertaken till now**

Rishabh Educational Trust, the promoting body of Tula's Institute, has been dedicated to advancing higher education, research, and skill development since its inception. The trust established Tula's Institute in 2006 with a vision to create a center of excellence in engineering, management, and applied sciences. Over the years, it has continuously invested in modern infrastructure, including smart classrooms, well-equipped laboratories, a central library, and dedicated research centers, ensuring that students have access to a world-class learning environment. To bridge the industry-academia gap, the trust has forged collaborations with leading organizations, facilitating internships, expert lectures, and real-world exposure for students.

A key focus of the trust has been the promotion of research and innovation, encouraging faculty and students to engage in cutting-edge research projects and publish in Scopus and SCI-indexed journals.

Additionally, it has played a crucial role in organizing national and international conferences, such as the International Conference on Advances in Computing, Communication & Materials (ICACCM), along with hackathons, technical fests, and workshops on emerging technologies. To support meritorious and underprivileged students, the trust offers various scholarship programs, fostering inclusivity in education.

Committed to social responsibility, the trust actively engages in rural education programs, health awareness camps, and environmental sustainability initiatives, reinforcing its mission to contribute to society. Moreover, the establishment of Centers of Excellence, such as IoT and Embedded Systems Lab, Cyber Security Research Center, and AI & Robotics Lab, reflects its commitment to emerging technologies and future-oriented learning.

Looking ahead, Rishabh Educational Trust aims to expand international collaborations, introduce new academic programs in futuristic domains, and develop a research park and innovation hub to foster entrepreneurship and technological advancements. Through these sustained efforts, the trust continues to shape the future of education, equipping students with the skills and knowledge to thrive in an ever-evolving global landscape.

## 2.4 Vision of the Promoting Body

**Rishabh Educational Trust** envisions “To promote and nurture quality education, innovation, leadership, and societal impact through world-class education empowering students with knowledge, values, ethics and skills to drive sustainable development and shape a better future.”

## 2.5 Mission of the Promoting Body

**Rishabh Educational Trust** is committed:

- **To impart transformative education** through innovative teaching methodologies, cutting-edge infrastructure, and industry-aligned curricula that blends contemporary global practices with the timeless wisdom of the Indian Knowledge System (IKS).
- **To foster research, innovation, and entrepreneurship** that address real-world challenges and contribute meaningfully to regional and national development.
- **To cultivate ethical leadership and critical thinking** by embedding values, integrity, and social responsibility into every aspect of learning.
- **To promote sustainable practices and community engagement**, particularly through agriculture and rural development initiatives, supporting inclusive growth and environmental stewardship.
- **To build strong industry-academia partnerships** that bridge the skill gap, enhance employability, and prepare students for global opportunities.
- **To empower students from diverse backgrounds** with equitable access to education, mentorship, and opportunities for personal and professional growth.

## CHAPTER III

### OBJECTIVES AND SCOPE OF THE PROPOSED UNIVERSITY

#### 3.1 Objectives of the proposed University

- To provide high-quality education with an industry-driven curriculum, advanced research facilities, and interdisciplinary innovation in emerging technologies, sciences, and management.
- To develop strong partnerships with industries, foster internships and real-world training, and establish incubation centers to support startups and entrepreneurial ventures.
- To enhance international collaborations, student exchange programs, and multidisciplinary education models, offering flexible and technology-driven learning experiences.
- To promote eco-friendly initiatives, community engagement, and ethical leadership, ensuring graduates contribute positively to societal and environmental development.
- To develop a world-class university campus with modern classrooms, research labs, libraries, and extracurricular facilities, encouraging sports, arts, and personality development for a well-rounded educational experience.

#### 3.2 Technical and Professional Education Scenario of the State

Uttarakhand, renowned for its rich educational heritage, has rapidly emerged as a key hub for higher education and research in India, fostering excellence in technical and professional education through premier institutions like IIT Roorkee, NIT Uttarakhand, AIIMS Rishikesh, GB Pant University of Agriculture & Technology, and Doon University, alongside a robust network of private institutions; the state is home to one central university, approximately nine government universities—including Hemwati Nandan Bahuguna Garhwal University, Uttarakhand Technical University, Uttarakhand Sanskrit University, Uttarakhand Open University, Uttarakhand Ayurved University, Doon University, and Veer Chandra Singh Garhwali University—and around 24 private universities, collectively creating a dynamic academic ecosystem that emphasizes industry integration, skill development, innovative research, and holistic academic growth through strategic government initiatives and public–private partnerships, thereby establishing Uttarakhand as a fertile ground for nurturing talent, fostering innovation, and driving socio-economic progress.

##### 3.2.1 Opportunities

The establishment of Tula’s University in Uttarakhand presents numerous opportunities to strengthen the state’s academic and research ecosystem. Some key areas include:

##### *Academic Excellence & Research Leadership*

1. Establishing centers of excellence in emerging fields like AI, Data Science, IoT, Cybersecurity, and Renewable Energy.

2. Encouraging collaborative research with government agencies, industries, and international institutions.

#### *Industry Collaboration & Employability*

1. Forming partnerships with leading industries to create job-ready graduates.
2. Introducing co-op education models, internships, and live projects with corporations.

#### *Skill Development & Vocational Training*

1. Launching skill-based programs aligned with industry needs and government skill missions.
2. Offering certifications in professional courses, increasing the employability of students.

#### *Entrepreneurship & Innovation*

1. Establishing an Innovation & Incubation Center to support startups and entrepreneurship.
2. Encouraging students to develop patents and innovative solutions to real-world problems.

#### *Global Outreach & International Collaboration*

1. Expanding global partnerships with universities for exchange programs, dual degrees, and collaborative research.
2. Providing international exposure through faculty exchange and joint research initiatives.

### **3.2.2 Status at Entry Level**

The entry-level education system in Uttarakhand is witnessing increasing demand for quality education, particularly in technical and professional fields. With a rising number of students pursuing higher education, the need for a well-structured, research-oriented university is greater than ever. Tula's University can cater to this demand by offering:

- Undergraduate programs with strong industry linkages.
- Specialized courses in high-demand fields like AI, cybersecurity, and renewable energy.
- Integrated programs combining technical knowledge with management and entrepreneurship.

### **3.2.3 Status of Technical Level manpower**

Uttarakhand has a significant pool of technically skilled graduates, but many face challenges in job placement and industry-readiness due to a lack of practical exposure and research opportunities. Tula's University aims to:

- Produce highly skilled professionals through industry-relevant training and hands-on learning.
- Bridge the skill gap by incorporating technical certifications, workshops, and live industry projects into the curriculum.
- Enhance employability by ensuring graduates meet global industry standards.

With Tula's University, Uttarakhand can further strengthen its position as an education hub, driving innovation, research, and skill development to prepare a workforce ready for the global job market.

### 3.3 Industrial Scenario of the State

Uttarakhand, a rapidly growing state in northern India, has emerged as a major hub for industries and investments due to its strategic location, business-friendly policies, and abundant natural resources. The state offers diverse investment opportunities across key sectors, including agro-based industries, pharmaceuticals, healthcare, electronics, tourism, and IT & IT-enabled services (ITeS). With strong logistical connectivity and the third-highest hydropower potential in India, Uttarakhand plays a pivotal role in the country's industrial and energy landscape. The state's Gross State Domestic Product (GSDP) for 2024-25 is projected to be ₹3,94,675 crore, marking a 14% growth over 2023-24.

The manufacturing sector, including automobile components, textiles, and food processing, is a major contributor to the state's economy. Industrial hubs like Haridwar, Pantnagar, and Rudrapur are home to leading companies, including Tata Motors and Hero MotoCorp. In 2023-24, the manufacturing sector grew by 9.2%, up from 8.1% in 2022-23, contributing 47% to the state's economy. Uttarakhand is also a pharmaceutical hub, hosting companies like Patanjali, Himalaya, and Windlas Biotech, which play a crucial role in domestic and international markets.

Tourism and hospitality are vital economic drivers, with destinations like Rishikesh and Mussoorie attracting religious, adventure, and wellness tourism. Information Technology (IT) is an emerging sector, supported by IT parks in Dehradun, fostering technology startups and software exports. Renewable energy, especially hydropower, is a key strength, with an installed capacity of 3,400 MW, 74% from renewable sources. The state produces 3,750 MW of hydropower and has the potential to generate over 18,000 MW.

To attract investments, Uttarakhand has established multiple industrial areas and Special Economic Zones (SEZs). The State Infrastructure and Industrial Development Corporation of Uttarakhand Ltd. (SIDCUL) manages key industrial zones with over 2,000 companies operating in its estates. The Uttarakhand Industrial Policy 2023 provides tax incentives, capital subsidies, and single-window clearances, while the Mega Industrial & Investment Policy offers financial support, including capital subsidies and interest rebates for large-scale industries. The MSME Policy supports small businesses with lower power tariffs and tailored incentives.

The state ranks among the top 10 under India's Business Reform Action Plan and secured ₹86,000 crore in grounded investments at the Uttarakhand Global Investors Summit (UK-GIS) 2023, promising 75,871 new jobs. Foreign Direct Investment (FDI) inflows have risen, particularly in pharmaceuticals, automobiles, and FMCG, with major investors like Tata Motors, Nestlé, ITC, and Hero MotoCorp.

Uttarakhand boasts strong infrastructure with a national highway network of 3,608 km and an expanding rail network, including the 125 km-long Rishikesh-Karnaprayag broad gauge rail link. The state is recognized as a Top Achiever in the LEADS (Logistics Ease Across Different States) 2024 ranking.

The state promotes innovation and entrepreneurship, with over 1,237 DPIIT-recognized startups, including 550+ women-led enterprises. The Uttarakhand Venture Fund, with a ₹200 crore corpus, supports emerging startups, and UHUB in Dehradun facilitates networking and resource sharing.

The MSME sector is a significant employment generator, with 87,458 MSMEs contributing ₹14,124 crore in investments and employing over 3.37 lakh people. The Mukhyamantri Swarojgar Yojana has

created 91,215 jobs, supporting over 31,200 enterprises.

Looking ahead, Uttarakhand aims to enhance industrial infrastructure, offer policy incentives, and promote new-age industries like IT, renewable energy, and biotechnology, solidifying its position as a leading industrial and investment hub in India. The state's balanced approach to economic growth, environmental sustainability, and social development ensures long-term prosperity for its citizens.

### **3.4 Scope of the proposed University vis-à-vis the Industrial Scenario and Educational facilities already available in the State**

#### **1. Bridging the Industry-Academia Gap**

- Uttarakhand's growing industrial sectors, including automobile, pharmaceuticals, IT, and renewable energy, require a technically skilled workforce.
- Tula's University can play a pivotal role by designing industry-integrated programs and fostering collaborative research with leading companies and startups.

#### **2. Enhancing Research & Innovation Ecosystem**

- While Uttarakhand hosts premier institutions like IIT Roorkee and GBPUAT, there is a need for more R&D-focused universities.
- Tula's University can establish centers of excellence in AI, cybersecurity, biotechnology, and sustainable technologies, contributing to cutting-edge research.

#### **3. Meeting Skill Development & Employment Demands**

- With 1,500+ industrial projects and a capital outlay of ₹50,000 crore, the state's industries need skilled professionals.
- The university can introduce vocational training, industry certifications, and startup incubation to boost employability and entrepreneurship.

#### **4. Expanding Higher Education Opportunities**

- Uttarakhand has limited multidisciplinary universities offering flexible, global-standard education.
- Tula's University can provide multidisciplinary programs, integrating technical, management, and applied sciences to cater to diverse career pathways.

#### **5. International Collaborations & Global Exposure**

- With increasing foreign investments and startup ecosystems in Uttarakhand, students need global exposure.
- The university can partner with international institutions for exchange programs, joint research, and dual-degree options, preparing students for global careers.

## 6. Supporting Uttarakhand's Sustainable Development Goals

- The state's focus on green energy, eco-tourism, and smart cities presents opportunities for specialized academic programs.
- Tula's University can contribute by developing expertise in environmental science, renewable energy, and AI-driven smart technologies, aligning education with state development goals.

By leveraging Uttarakhand's industrial expansion and educational landscape, Tula's University can establish itself as a leading multidisciplinary institution, driving academic excellence, research innovation, and industry collaboration.

## CHAPTER IV

### ACADEMIC PROGRAMMES

#### 4.1 Basic Academic Philosophy of the Proposed University

The proposed Tula's University will emphasize outcome-based education, experiential learning, and industry-integrated curricula to ensure students acquire practical skills and real-world expertise. It will adopt an interdisciplinary approach, fostering research-driven education and innovation ecosystems through Centers of Excellence in AI, Cybersecurity, Data Science and Renewable Energy. With a strong focus on global exposure, the university will establish international collaborations, student exchange programs, and dual-degree options. Technology-enabled smart learning will be integrated through AI-driven platforms, digital classrooms, and virtual labs. Additionally, the university will promote ethical leadership, sustainability, and holistic development, preparing students for careers in academia, industry, and entrepreneurship.

#### 4.2 Programmes

The existing programs of the proposed university is diploma in Engineering, Pharmacy , UG courses in Engineering, Agriculture, Computer Applications, Business Administration, Journalism & Mass Communication and Pharmacy and PG courses in Engineering, Computer Applications, Business Administration. The proposed program will be including Doctorate in all PG programs, and new courses in technical, professional and social sciences.

#### 4.3 Phase wise introduction of programs (Existing and New) & Intake

S. No.	Programs	Existing / New	Year of Introduction	Intake	Increase in Intake (if any)	Year of Increase
1.	Diploma in Computer Sc.& Engineering	Existing	2024-25	60	NA	NA
2.	Diploma in Civil Engineering	Existing	2020-21	30	NA	NA
3.	Diploma in Mechanical Engineering	Existing	2013-14	30	NA	NA
4.	Diploma in Pharmacy	Existing	2025-26	60	1	-



S. No.	Programs	Existing / New	Year of Introduction	Intake	Increase in Intake (if any)	Year of Increase
5.	B.Tech in Civil Engineering	Existing	2011-12	30	+30	2028-29
6.	B.Tech. in Computer Sc.& Engineering	Existing	2006-07	300	+300	2027-28
7.	B.Tech in Computer Sc.& Engineering (AI & ML)	Existing	2024-25	60	-	-
8.	B.Tech in Computer Sc.& Engineering (Data Science)	Existing	2023-24	60	-	-
9.	B.Tech in Computer Sc. & Engineering (Cyber Security)	Existing	2024-25	60	-	-
10.	B.Tech in Electrical & Electronics Engineering	Existing	2006-07	30	-	-
11.	B.Tech in Electronics & Communication Engineering	Existing	2006-07	30	+30	2028-29
12.	B.Tech in Mechanical Engineering	Existing	2006-07	30	-	-
13.	Bachelor of Business Administration	Existing	2012-13	180	+120	2028-29
14.	B.Com (Hons.)	Existing	2019-20	60	-	-
15.	Bachelor of Computer Application	Existing	2012-13	180	-	-
16.	B.Sc. (Hons.) Agriculture	Existing	2016-17	120	-	-
17.	B.A. (Hons.) Journalism & Mass Communication	Existing	2019-20	60	-	-
18.	Bachelor of Pharmacy (B.Pharm)	Existing	2025-26	100	-	-
19.	M.Tech. in Civil Engineering	Existing	2013-14	18	-	-
20.	M.Tech. in Computer Sc.& Engineering	Existing	2012-13	6	+6	2027-28
21.	M.Tech in Thermal Engineering	Existing	2013-14	18	-	-
22.	Master of Business Administration (MBA)	Existing	2007-08	90	+90	2027-28

S. No.	Programs	Existing / New	Year of Introduction	Intake	Increase in Intake (if any)	Year of Increase
23.	Master of Computer Applications (MCA)	Existing	2008-09	60	-	-
24.	B.Arch.	New	2024-25	60	NA	NA
25.	B Design	New	2026-27	60	NA	NA
26.	B.Tech. Civil Engineering (AI & Geoinformatics)	New	2027-28	60	NA	NA
27.	B Tech CSE Blockchain & IoT	New	2027-28	60	NA	NA
28.	B.Tech. Electrical and Computer Engineering	New	2027-28	60	NA	NA
29.	B Tech CSE Game Design & AR/VR	New	2028-29	60	NA	NA
30.	BA (Hons)	New	2026-27	60	NA	NA
31.	B.A. (Hons.) in English	New	2026-27	60	NA	NA
32.	B.A. (Hons.) History	New	2026-27	60	NA	NA
33.	B.A. (Hons.) Geography	New	2026-27	60	NA	NA
34.	BA (Hons.) Mathematics	New	2026-27	60	NA	NA
35.	BFA(BA-Fine Arts)	New	2027-28	60	NA	NA
36.	BBA (Tourism & Travel)	New	2027-28	60	NA	NA
37.	BBA (Digital Marketing)	New	2027-28	60	NA	NA
38.	BBA Business Analytics	New	2028-29	60	NA	NA
39.	BBA Computer Science and Entrepreneurship	New	2028-29	60	NA	NA
40.	BBA -Aviation	New	2028-29	60	NA	NA
41.	BCA Artificial Intelligence & Machine Learning	New	2027-28	60	NA	NA
42.	BCA -Data Science	New	2028-29	60	NA	NA
43.	BSc (Hons)	New	2026-27	60	NA	NA
44.	<a href="#">B.Sc.</a> (Hons) Clinical Psychology	New	2027-28	60	NA	NA
45.	B.Sc - Nursing	New	2029-30	60	NA	NA
46.	Bachelor of Physiotherapy	New	2029-30	60	NA	NA
47.	B.Sc - (Hons.) (Medical Lab	New	2029-30	60	NA	NA

S. No.	Programs	Existing / New	Year of Introduction	Intake	Increase in Intake (if any)	Year of Increase
	Technology)					
48.	B.Sc. (Hons.) - Psychology and Behaviour	New	2029-30	60	NA	NA
49.	B.Sc. Nutrition and Dietetics	New	2029-30	60	NA	NA
50.	BMRIT	New	2029-30	60	NA	NA
51.	Bachelor of Hotel Management	New	2027-28	60	NA	NA
52.	Diploma in Hotel Management	New	2027-28	60	NA	NA
53.	Integrated BBA +LL.B (Hons)	New	2029-30	60	NA	NA
54.	Integrated BA+ LLB	New	2029-30	60	NA	NA
55.	B.Com., LL.B. (Hons)	New	2026-27	60	NA	NA
56.	LLB	New	2027-28	60	NA	NA
57.	Master of Commerce	New	2027-28	60	NA	NA
58.	MA Journalism & Mass Communication	New	2027-28	60	NA	NA
59.	M.Sc. Psychology	New	2027-28	60	NA	NA
60.	MBA (Pharma & Healthcare)	New	2028-29	60	NA	NA
61.	MBA-Tourism	New	2028-29	60	NA	NA
62.	MBA (Business Analytics)	New	2027-28	60	NA	NA
63.	MBA -Agri Business	New	2027-28	60	NA	NA
64.	MBA- Digital Marketing	New	2026-27	60	NA	NA
65.	MBA (Finance)	New	2026-27	60	NA	NA
66.	MBA in Family Business and Entrepreneurship	New	2027-28	60	NA	NA
67.	MBA(Executive)	New	2027-28	60	NA	NA
68.	MCA (Artificial Intelligence)	New	2026-27	60	NA	NA
69.	MSc Agriculture Agronomy	New	2027-28	60	NA	NA
70.	MSc Agriculture Genetics & Plant Breeding	New	2028-29	60	NA	NA
71.	M.Tech-Structural Engineering	New	2027-28	30	NA	NA
72.	M.Tech-Embedded & VLSI	New	2027-28	30	NA	NA

S. No.	Programs	Existing / New	Year of Introduction	Intake	Increase in Intake (if any)	Year of Increase
73.	M.Tech-Data Science	New	2028-29	30	NA	NA
74.	M.Tech-AI&ML	New	2028-29	30	NA	NA
75.	M.Pharm.-Pharmaceutics	New	2029-30	15	NA	NA
76.	M.Pharm.-Pharmacology	New	2029-30	15	NA	NA
77.	M.Pharm.-Pharmacognosy	New	2029-30	15	NA	NA
78.	Pharm.D.	New	2030-31	60	NA	NA
79.	Ph.D. Civil	New	2026-27	As per Norms	NA	NA
80.	Ph.D. CSE	New	2026-27	As per Norms	NA	NA
81.	Ph.D. Data Sciences	New	2026-27	As per Norms	NA	NA
82.	Ph.D. Management	New	2026-27	As per Norms	NA	NA
83.	Ph.D. CA	New	2026-27	As per Norms	NA	NA
84.	Ph.D. Mechanical	New	2026-27	As per Norms	NA	NA
85.	Ph.D. Pharmacy	New	2031-32	As per Norms	NA	NA

## 4.4 Central library

- **Tula's Bibliotheca**

The Library of Tula's Institute is well-managed and acts as the knowledge hub of the entire institute with an infrastructure of 1017.74 sq mt built up area. It has a rich and comprehensively high quality of information and resources in the field of Engineering, Management and Agriculture. It serves as a creative and innovative partner in supporting the teaching, learning and research activities of the Institute.

- **Library Collection**

With over 62878 volumes library is a veritable powerhouse of knowledge. It provides a vast and constantly updated resource to all users to ensure their overall development. Tula's believe that it is the brain of the institution and acts as a center of knowledge for all disciplines. Tula's library has well experienced librarian, assistant librarians and library attendants. They attend

workshops/seminars for exchange of ideas and knowledge enhancement.

The Institute has a separate reference library meeting the needs of the respective departments. Tula's library has its own Vision and Mission statement. It visualizes empowering, encouraging, inspiring and excelling being the fountain head of teaching-learning resources for

the academic and student community".

The vision and mission are displayed in the library. Library conducts annual events such as Librarian Day and World Book day where its vision and mission are disseminated to new students.

- **Digital library**

Digital library has e-books and e-journals available 24\*7, whereby students can access the material and books anytime from anywhere.

E-books: 18458 e-books have been provided by EBSCO, KOPYKITAB & DELNET. E-Journals: 3696 e-journals available by EBSCO, Sage & DELNET & MAT Journals.

- **NPTEL & Open Educational Resources (OER):** The NPTEL, video-based teaching material by the IIT and Technical Teacher Training Institutes (TTTI), is also available in the library. This keeps students and faculties abreast with new technologies and provides them with better understanding.

- **Library Committee:**

Institute has a library committee headed by the registrar, having members from different departments and three members from the student council. Meetings are conducted bi-annual and minutes of meeting are recorded and circulated as well. The recommendations provided by the library committee are shared with the management for further action.

- **Library is automated using Integrated Library Management System (ILMS)**

The institute has automated library using KOHA Cloud software which is upgraded from time to time. The following are the versions utilized.

S. No.	Name of ILMS	Nature of Automation (Full or Partial)	Version	Year of Automation
1	KOHA Cloud	Fully	22.11.03.000 Rosalie	2023-24

• **Available Books**

<b>Program</b>		<b>No. of Titles</b>	<b>No. of volumes</b>	<b>No. of Hard Journals</b>	<b>No. of E-Journals</b>	<b>No. of eBooks</b>
B.Tech.	UG	5259	43166	92	2445	8061
M. Tech.	PG					
MCA	PG	243	1533			
BCA	UG	225	1543			
MBA	PG	1035	4877	14	893	10271
B. Com (Hons)	UG	81	1108			
BBA	UG	232	1896			
B. Sc.(Hons) Agriculture	UG	231	3385	6		36
B.A (JMC)	UG	83	1023	2	5	15
B. Pharm.	UG	294	2167	10	338	50
D. Pharm.	Diploma	78	861	5	15	25
Donated	UG/PG	115	525	*****	*****	***** *
<b>Total</b>		<b>7737</b>	<b>62878</b>	<b>129</b>	<b>3696</b>	<b>18458</b>

## CHAPTER V

### SALIENT FEATURES OF ACADEMIC DIVISIONS

#### 5.1 Classification of Academic Division i.e. Departments, Centre, Schools, Central Academic Facilities.

1. School of Engineering & Technology
2. School of Computer Applications
3. School of Applied Sciences
4. School of Journalism & Mass Communication
5. School of Agriculture Sciences
6. School of Business, Economics and Commerce
7. School of Pharmacy
8. School of Nursing
9. School of Applied Health Sciences
10. School of Law
11. School of Humanities and Arts
12. School of Architecture & Design

#### 5.2 Details of each-Academic School /Centre like:

S. NO.	ACADEMIC SCHOOL	ACADEMIC OBJECTIVE
1.	<b>School of Engineering &amp; Technology</b>	This school will excel in technical and applied sciences, offering robust programs in engineering and related fields.
2.	<b>School of Computer Applications</b>	Committed to computing and information technology, this school will offer comprehensive programs in computer science, software engineering, and cybersecurity.
3.	<b>School of Applied Sciences</b>	Emphasizing natural sciences, this school will provide rigorous programs in biology, chemistry, physics, and environmental sciences.
4.	<b>School of Journalism &amp; Mass Communication</b>	Dedicated to shaping future media professionals, this school will train students to lead in journalism, reporting, editing, and mass communication.

5.	<b>School of Agriculture Sciences</b>	Focused on education, research, and innovation in agricultural sciences, this school will cover crop production, soil science, agribusiness, sustainable farming and every aspect deemed necessary related to Agriculture science.
6.	<b>School of Business, Economics and Commerce</b>	With an emphasis on business, economics, and management, this school will prepare students for impactful careers in the corporate world and entrepreneurial ventures.
7.	<b>School of Pharmacy</b>	Providing education and research in pharmaceutical sciences, This school will focus on drug development, clinical pharmacy, and healthcare innovation.
8.	<b>School of Nursing</b>	This school will aim to train healthcare professionals in patient care, clinical practices, and medical ethics, preparing them for diverse healthcare environments.
9.	<b>School of Applied Health Sciences</b>	At the forefront of healthcare education, this school will provide training in medicine and allied health professions, driving progress in medical science and clinical practice.
10.	<b>School of Law</b>	Dedicated to legal education, this school will equip students with deep understanding of legal systems, practices, and ethics for careers in law and justice.
11.	<b>School of Humanities and Arts</b>	With a broad curriculum, this school will foster creativity and critical thinking in disciplines such as literature, philosophy, history, and languages.
12.	<b>School of Architecture &amp; Design</b>	This school aims to cultivate creative, critical, and sustainable design thinking among students by integrating traditional architectural wisdom with modern design practices. The school is committed to fostering innovation in built environments, spatial aesthetics, and user-centric design.

### 5.3 Faculty Requirement & Phase-wise Recruitment

As per AICTE/PCI/UGC and other Statutory body Norms and Uttarakhand Board for Technical Education.



# CHAPTER VI

## QUALITY AND HUMAN RESOURCE DEVELOPMENT

### 6.1 Academic Values

At Tula's University, academic excellence and intellectual rigor form the foundation of our educational philosophy. Our mission is to empower students to anticipate and shape the future, preparing them for leadership roles across diverse sectors of society. This vision is realized through our distinguished faculty, who serve as the cornerstone of our academic community, embodying a wealth of knowledge and a strong service orientation. With a diverse mix of educators from premier institutions such as **IITs, NITs, and Central Universities**, our faculty brings unparalleled expertise and experience to our classrooms.

Aligned with the vision of the **National Education Policy - 2020**, which seeks to re-establish teachers as the most respected and influential stakeholders in Higher Educational Institutions (HEIs), Tula's University recognizes the indispensable role of educators in shaping the next generation of leaders and citizens. Our faculty recruitment strategy is centered on attracting and retaining the brightest minds, prioritizing those with significant research and industry experience. This commitment ensures that our students receive an education that is both cutting-edge and impactful.

As a leading institution in the state of Uttarakhand, Tula's University is cognizant of its responsibility to contribute to societal advancement and to reinvent management education in response to the dynamic global landscape. To fulfill this mission, we are dedicated to fostering a culture of academic excellence and innovation through the following strategic initiatives:

- **Pioneering Research and Global Collaboration:** We are committed to advancing knowledge by establishing **Centres of Excellence** and collaborating with renowned international educational institutions to adopt best practices in research and pedagogy.
- **Attracting and Nurturing Talent:** Our strategy to recruit top-tier faculty involves offering competitive compensation packages, robust research opportunities, and state-of-the-art academic infrastructure, designed to inspire excellence in teaching and scholarly pursuits.
- **Dynamic Learning Environment and Curriculum Innovation:** We are dedicated to creating a vibrant learning ecosystem by investing in modern facilities and continuously updating our curriculum to include contemporary elective courses and advanced digital teaching methodologies.
- **Global Recognition and Impact:** Through strategic partnerships with prestigious global universities, Tula's University seeks to enhance its international reputation, fostering a culture of cross-border knowledge exchange and innovation.
- **Interdisciplinary Approach and Social Relevance:** We are committed to expanding the scope and quality of education through an interdisciplinary approach, ensuring that our academic offerings

remain relevant to societal needs and contribute to sustainable development.

Our vision is to establish Tula's University as a premier **leadership think tank**, addressing the intellectual demands of economic, social, and governance institutions. Through this commitment, we aim to promote economic efficiency and drive meaningful change in people's lives, nurturing future leaders who are not only well-informed but also socially responsible.

## 6.2 Policies for Teaching and Non-Teaching Staff Development

Tula's University is committed to fostering a culture of excellence through well-structured policies for teaching and non-teaching staff development. Our philosophy is centered on attracting, nurturing, and retaining high-quality personnel who are passionate about education, research, and societal impact. We are dedicated to creating a dynamic work environment that promotes continuous learning, innovation, and professional growth.

### 6.2.1 Teaching Staff Development

Our policies for teaching staff are strategically designed to ensure academic excellence, faculty development, and a supportive work environment. The following key areas outline our commitment to nurturing a world-class faculty:

#### 6.2.1.1 Recruitment and Appointment

- **Transparent Selection Process:** Recruitment at Tula's University follows a transparent and merit-based selection process that includes comprehensive outreach, rigorous screening, interactive presentations, and expert panel interviews.
- **Equal Opportunity and Diversity:** We adhere to statutory reservation laws and are committed to promoting diversity and inclusion in faculty recruitment.
- **Competitive Compensation Packages:** Faculty compensation is among the best in higher educational institutions, reflecting our commitment to academic excellence and faculty welfare.

#### 6.2.1.2 Faculty Development and Training

- **Continuous Professional Development:** Faculty members are encouraged to engage in continuous learning through **Faculty Development Programs (FDPs)**, international conferences, workshops, and sponsored higher studies.
- **Technical Excellence and Emerging Technologies:** We prioritize recruiting faculty proficient in advanced teaching methodologies, including the use of **Artificial Intelligence (AI)** and **Natural Language Processing (NLP)** to enhance pedagogical models.
- **Global Exposure and Collaboration:** Faculty exchange programs with top-ranked international institutions are encouraged, fostering cross-border knowledge exchange and global perspectives.

### 6.2.1.3 Workload and Teaching Methodologies

- **Balanced Teaching Hours:** We maintain a balanced teaching workload, ensuring that faculty have adequate time for research, professional development, and student mentoring.
- **Innovative and Student-Centric Approaches:** Emphasis is placed on innovative teaching methodologies, including flipped classrooms, blended learning, and experiential teaching practices.
- **Outcome Based education :** Tula's University is committed to effective implementation of outcome based education.

### 6.2.1.4 Performance Appraisal and Incentive Systems

- **Annual Performance Evaluation:** A transparent and comprehensive performance appraisal system evaluates faculty on multiple dimensions, including:
  - Academic planning and curriculum development
  - Quality of teaching and student engagement
  - Research publications and academic contributions
  - Community engagement and consultancy services
- **Incentive-Based Programs:** High-performing faculty members are rewarded through **incentive-based programs** for research publications, patents, academic excellence, and participation in international conferences.

### 6.2.1.5 Research and Consultancy

- **Pioneering Research Initiatives:** Tula's University encourages faculty to engage in cutting-edge research by establishing **Centres of Excellence** and fostering collaborations with global research institutions.
- **Grants and Funding Support:** Faculty are provided with grants, patent support, and funding for innovative projects and interdisciplinary research initiatives.
- **Industry Collaborations and Consultancy Projects:** Strategic partnerships with industry leaders are promoted to bridge the gap between theory and practice, enhancing faculty research and consultancy opportunities.

### 6.2.1.6 Leave and Welfare Policies

- **Comprehensive Leave Benefits:** Paid maternity/paternity leave, medical insurance, and flexible work options are provided to ensure faculty well-being.
- **Work-Life Balance and Welfare Programs:** Faculty members benefit from a supportive and conducive work environment, fostering a healthy work-life balance.

#### 6.2.1.7 Ethical Conduct and Professional Integrity

- **Code of Conduct:** Tula's University enforces a strict **Code of Conduct** and **Ethical Guidelines** for faculty members.
- **Anti-Harassment and Grievance Redressal:** Comprehensive policies for anti-harassment, gender sensitivity, and grievance redressal mechanisms ensure a safe and respectful workplace.

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#### 6.2.1.8 Leadership and Engagement

- **Academic Leadership Opportunities:** Faculty members are encouraged to take up leadership roles in academic decision-making and administrative responsibilities.
- **Engagement and Participation:** Active participation in university governance, strategic planning, and curriculum development is promoted.

#### 6.2.1.9 Technology and Infrastructure

- **Smart Classrooms and Digital Resources:** Faculty are supported with state-of-the-art infrastructure, including smart classrooms, digital learning platforms, and advanced research facilities.
- **Access to Global Knowledge Repositories:** Faculty members have access to leading digital libraries, academic journals, and global knowledge repositories.

### 6.2.2 Non-Teaching Staff Development

Non-teaching staff play an essential role in ensuring the smooth operation and administrative efficiency of Tula's University. Our policies aim to foster a productive, collaborative, and supportive work environment for all non-teaching personnel.

#### 6.2.2.1 Specialized Training and Skill Development

- **Professional Training Programs:** Specialized training in computing, office management, and soft skills are conducted to enhance job performance and operational efficiency.
- **Continuous Learning Opportunities:** Non-teaching staff are encouraged to pursue higher studies and professional development courses, supported by institutional grants and sponsorships.

#### 6.2.2.2. Performance-Based Rewards and Career Growth

- **Performance Appraisal System:** An objective performance evaluation system is implemented, linking pay increments and incentives to performance metrics.
- **Career Progression and Growth Opportunities:** Clear promotional avenues and career progression paths are established, motivating staff to achieve professional excellence.

### 6.2.2.3 Supportive and Collaborative Work Environment

- **Work-Life Balance and Welfare Initiatives:** A conducive work environment is maintained, ensuring job satisfaction, team collaboration, and overall well-being of non-teaching personnel.
- **Community Engagement and Social Responsibility:** Non-teaching staff are encouraged to participate in community outreach programs and university events, fostering a sense of belonging and social responsibility.

#### iv. Diversity and Community Engagement

- **Preference for Local Talent and Retired Personnel:** In line with our commitment to community engagement, Tula's University prefers hiring non-teaching staff from **Uttarakhand** and retired personnel from **defense services**, recognizing their invaluable experience and dedication.

### 6.3 Permanent and Contractual Employment Practices

- **Core Teaching and Non-Teaching Staff:** All core teaching and non-teaching personnel are employed on a permanent basis, ensuring job security and organizational stability.
- **Outsourcing of Ancillary Services:** Ancillary services, including security, housekeeping, and maintenance, are outsourced to external service providers, maintaining operational efficiency.

### 6.4 Total Quality Management and Continuous Improvement

Tula's University is committed to **Total Quality Management (TQM)** across all aspects of institutional administration. This is achieved through:

- **Strong Faculty Cadre:** A highly qualified faculty that actively engages in knowledge generation, research excellence, and executive education programs.
- **Industry Collaborations and Global Partnerships:** Strategic partnerships with prestigious international institutions and industry leaders to adopt and implement global best practices.
- **Leadership Think Tank and Social Relevance:** Establishing Tula's University as a premier **Leadership Think Tank** that addresses intellectual needs while contributing to economic efficiency and societal impact.

### 6.5 Overall Teaching and Non-Teaching Staff Requirements

Tula's University adheres to **AICTE, PCI, UGC and other statutory body regulations** for faculty and staff requirements:

- **Regular Faculty Members:** Recruited as per statutory norms, maintaining a **Faculty-Student Ratio (FSR) of 1:20**.
- **Visiting Faculty Members and Adjuncts:** Appointed as per institutional requirements, fostering interdisciplinary knowledge exchange and practical industry insights.

# CHAPTER VII

## LINKAGES IN TECHNICAL EDUCATION

### 7.1 Introduction

Tula's University is committed to providing a strong **industry and global perspective** across all its programs and activities. Our vision is to bridge the gap between academic theory and real-world application, empowering students with knowledge that is both relevant and impactful. We aim to achieve this by actively promoting **international exposure** and nurturing valuable industry connections. Through industry visits, exchange programs with leading business schools worldwide, and strategic global partnerships, students will gain insights into **management practices** and understand the significance of addressing **cross-cultural issues** in business, trade, and industry.

### 7.2 Linkages with Industry

Tula's University recognizes that robust industry linkages are crucial to aligning academic learning with professional realities. Our strategic approach to building industry connections involves the following key initiatives:

#### 7.2.1 Curriculum Design and Development

- **Direct Industry Input:** We will actively involve industry leaders in course design and curriculum development, ensuring that our academic programs remain relevant and up to date with evolving market needs.
- **Academic Council Involvement:** Industry professionals will participate in our **Academic Council**, contributing valuable insights that keep our educational approaches aligned with industry trends.

#### 7.2.2 Experiential Learning and Live Projects

- **Industry-Led Sessions:** 20% of our classes will be conducted by industry experts, providing students with first-hand knowledge of corporate challenges and industry dynamics.
- **Live Projects and Internships:** Our strong industry partnerships will offer students opportunities to work on live projects, gaining hands-on experience and practical skills.

#### 7.2.3 Knowledge Sharing and Networking

- **Seminars, Conferences, and Workshops:** Regular seminars, panel discussions, and

workshops will be organized, fostering knowledge exchange and networking between students, faculty, and industry leaders.

- **Round Table Conferences:** Direct dialogues between students and industry experts will be facilitated through round table **conferences, enhancing understanding of current industry challenges.**

#### 7.2.4 Joint Mentoring and Collaborative Learning

- **Industry-Academia Mentorship:** We will initiate Joint Mentoring Programs where students will benefit from guidance by both industry mentors and academic faculty, enriching their learning experience.
- **Guest Lectures and Expert Sessions:** Eminent industry leaders and entrepreneurs will be invited to deliver guest lectures, inspiring **students with real-world experiences.**

#### 7.2.5 Sponsored Industry Research and Innovation

- **Collaborative Research Initiatives:** Tula's University will actively pursue sponsored industry research projects, fostering a culture of innovation and collaborative problem-solving.
- **Product Development and Commercialization:** We will work closely with industry partners on product development initiatives, **driving impactful research that contributes to societal advancement.**

### 7.3 Linkages with the Community

Tula's University firmly believes in the concept of **community ownership** and is dedicated to organizing impactful community development and welfare programs. Our active involvement in community initiatives reflects our commitment to **social responsibility** and **inclusive growth**. Key community engagement activities include:

- **Collaboration with NGOs and Social Initiatives:** Partnering with **Non-Governmental Organizations (NGOs)**, we will organize socially relevant programs such as blood donation camps, environmental awareness drives, and health camps.
- **Community Development Programs:** We will actively participate in community welfare programs, contributing to education, healthcare, and sustainable development throughout the state of Uttarakhand.
- **Management Association Involvement:** Our involvement with the **Management Association** will demonstrate our commitment to promoting technical education and fostering community relationships.

## 7.4 Linkages with Other Technical Institutions in the Region

Recognizing the importance of strategic alliances, Tula's University is committed to forming **collaborative partnerships** with other universities of excellence in the region. These linkages will enhance the educational environment through:

- **Knowledge Sharing and Academic Collaboration:** Continuous interactions among faculty and researchers will be facilitated through seminars, conferences, and collaborative events, promoting knowledge exchange and academic excellence.
- **Inter-Institutional Research Projects:** Joint research projects with regional technical institutions will encourage interdisciplinary collaboration and innovation.
- **Faculty Exchange and Development Programs:** Faculty exchange initiatives will enable our educators to learn from their peers, enriching their teaching methodologies and research capabilities.

## 7.5 Linkages with Institutions of Excellence (IITs and IISc)

Tula's University is dedicated to establishing collaborations with **premier institutions** such as **IITs and IISc** enhancing academic standards and promoting research excellence. Our strategic approach includes:

- **Guest Lectures and Expert Sessions:** Renowned experts from IITs and IISc will be invited for guest lectures, workshops, and conferences, enriching the learning experience with their insights and expertise.
- **Academic Council Engagement:** Distinguished academics from these centers of excellence will be involved in Academic Council activities, ensuring our curriculum reflects the latest advancements in technology and research.
- **Research Collaboration and Exchange Programs:** **Strategic research collaborations and faculty exchange programs with IITs and IISc** will foster a culture of innovation and interdisciplinary research.

## 7.6 Linkages Abroad

To achieve global standards in technical education, Tula's University is committed to forging impactful international linkages through the following initiatives:

- **International Collaborations and Partnerships:** We will actively pursue collaborations with foreign technical universities, focusing on areas of mutual academic benefit and enhancing educational standards.
- **Industry Consultancy and Expertise Database:** A comprehensive database showcasing the university's expertise and consultancy services will be developed, facilitating international consultancy partnerships.



- **Student Exchange and Global Exposure:** Exchange programs with leading global institutions will be promoted, providing students with international exposure and cross-cultural learning experiences.
- **Short-Term Training Programs for Entrepreneurs:** Tailored short-term training programs will be designed for entrepreneurs, equipping them with skills **necessary to thrive in the global market.**

## 7.7 Linkages with R&D Laboratories

Tula's University recognizes the pivotal role of **Research and Development (R&D) Laboratories** in driving innovation and scientific advancement. Our strategic linkages with R&D laboratories will encompass:

- **Collaborative Research and Innovation:** Establishing strong collaborations with national and international R&D laboratories to promote joint research, product development, and technological innovation.
- **Cost-Effective Design and Commercialization:** Partnerships with R&D labs will enable the development of cost-effective designs for production, facilitating commercial success.
- **Knowledge Transfer and Resource Conservation:** By leveraging local knowledge and expertise, we aim to reduce dependence on imported technology, conserving valuable resources and promoting sustainability.
- **Global Competitiveness and Market Positioning:** These collaborations will empower us to position our products and research outputs in the global market, ensuring competitiveness and quality.

## 7.8 Total Quality Management in Linkages

Tula's University is dedicated to maintaining **Total Quality Management (TQM)** across all linkages, ensuring excellence in strategic collaborations, industry partnerships, and global networking. Our **TQM approach** involves:

- **Continuous Improvement and Feedback Mechanisms:** Regular assessment and feedback from industry partners, academic peers, and community stakeholders to enhance the quality of linkages.
- **Benchmarking Against Global Standards:** Our linkages will be continuously benchmarked against international standards, ensuring excellence in all collaborative endeavors.

Through these strategic linkages, Tula's University aspires to be a global leader in **technical education, research innovation, and societal impact**, empowering students with a world-class education that prepares them for the challenges of the future.

## CHAPTER VIII

### GOVERNANCE AND ACADEMIC & ADMINISTRATIVE MANAGEMENT

#### 8.1 Philosophy of Governance

Philosophy of Governance of proposed **Tula's University, Dehradun** is to make the board participative, transparent, accountable, socially responsible and to follow ethical practices. The governance will follow the principle of *“To develop strategy in order to create value for all stakeholders.”*

#### 8.2 Board of Governors

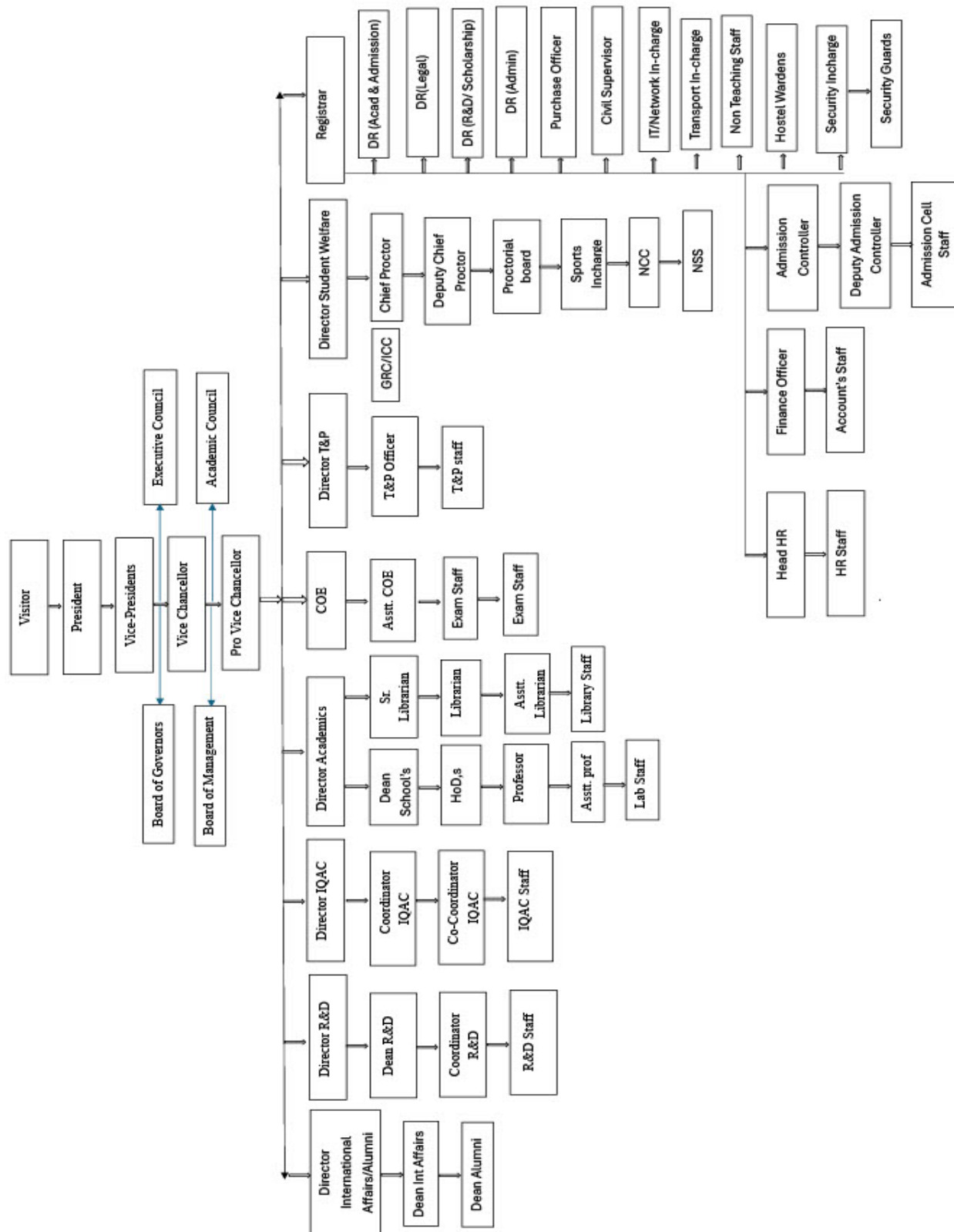
S. No.	Name of the Members	Designation
1	Shri Sunil Kumar Jain	President- Chairman
2	Vice Chancellor	Member Secretary
3	Academician Nominated by Visitor	Member
4	Academician Nominated by Visitor	Member
5	Academician Nominated by State Government	Member
6	Academician Nominated by State Government	Member
7	The Principal Secretary/ Secretary, Deptt. of Higher Education, Govt. of Uttarakhand or a nominee not less than Addl. Secretary	Member
8	Distinguish person nominated by President in field of Administration	Member
9	Distinguish person nominated by President in field of Corporate/IT etc.	Member
10	Distinguish person nominated by President in field of Management	Member
11	Mr. Raunak Jain, Distinguish person nominated by Sponsoring Body in field of Academics	Member
12	Dr. Raghav Garg, Distinguish person nominated by Sponsoring Body	Member
13	Distinguish person nominated by Sponsoring Body	Member
14	Distinguish person nominated by Sponsoring Body	Member
15	Distinguish person nominated by Sponsoring Body	Member

### 8.3 Board of Management

S. No.	Name of the Members	Designation
1	Vice Chancellor	Chairperson
2	Pro-Vice Chancellor (s)	Member (s)
3	Eminent person nominated by Sponsoring Body field 1	Member
4	Eminent person nominated by Sponsoring Body field 2	Member
5	Eminent person nominated by Sponsoring Body field 3	Member
6	Eminent person nominated by Sponsoring Body field 4	Member
	Eminent person nominated by Sponsoring Body field 5	Member
7	The Principal Secretary/ Secretary , Deptt. of Higher Education, Govt. of Uttarakhand or a nominee not less than Addl. Secretary	Member
8	Deans/ Principals/Directors	Member
9	Deans/ Principals/Directors	Member
10	Deans/ Principals/Directors	Member
11	Professors on recommendation of Vice Chancellor nominated by President	Member
12	Professors on recommendation of Vice Chancellor nominated by President	Member
13	The Finance Officer	Member
14	Registrar	Member Secretary

### 8.4 Organizational Structure & Chart or day Operations & Management

The administrative & financial decisions are taken by the top management and circulated to lower management via middle management for implementation. The academic decision are taken by the middle management and implemented by the middle and lower management. The management follows a top down approach where the academic responsibilities are vested on the Vice Chancellor and the hierarchy. The Vice Chancellor with the help of Registrar and supporting Staff take care of all the administrative and financial duties.



## **8.5 Role Responsibilities of the key Senior Positions.**

As per policies , By Board of Governors and under guidance and supervision of the Board of Management , the Vice Chancellor controls the activities of the University with the support of three main departments i.e. Academics, Accounts and Administrative Section.

### **8.5.1. President**

Acts as the ceremonial head of the university.

- Presides over convocations and major university functions.
- Provides visionary leadership and strategic direction for the overall development of the university.
- Oversees governance, institutional growth, policy-making, and stakeholder engagement.
- Represents the university in national and international forums, fostering collaborations and partnerships.
- Ensures financial sustainability, resource mobilization, and regulatory compliance.
- Guides academic, administrative, and research priorities in alignment with the university's mission.
- Acts as a key liaison between the governing body, leadership team, and external agencies.
- Promotes a culture of excellence, innovation, and accountability across the institution.

### **8.5.2. Vice-Chancellor**

- Serves as the chief executive and academic officer of the university.
- Provides leadership in academic, administrative, research, and financial affairs.
- Implements policies approved by the Governing Body and ensures compliance with regulatory bodies (e.g., UGC, AICTE).
- Promotes academic excellence, faculty development, and student success.
- Facilitates strategic planning, quality assurance, and accreditation processes.
- Represents the university in official matters, partnerships, and public engagements.
- Builds a culture of innovation, transparency, and inclusivity within the institution. Responsible for overall academic, administrative, and financial management.
- Leads policy implementation, faculty development, and academic excellence.
- Represents the university in statutory and regulatory matters.

### **8.5.3. Pro Vice-Chancellor(s)**

- Assists the Vice Chancellor in the execution of academic, administrative, and strategic functions.
- Oversees specific domains such as academics, research, international affairs, or student

services, as assigned.

- Facilitates coordination among schools, departments, and centers for smooth academic operations.
- Supports policy implementation, institutional planning, and quality assurance initiatives.
- Represents the university in internal and external meetings when delegated by the Vice Chancellor.
- Promotes interdisciplinary collaboration, innovation, and faculty development.
- Ensures timely execution of academic calendars, program reviews, and institutional goals.

#### **8.5.4. Registrar**

- Serves as the chief administrative officer, managing day-to-day non-academic operations of the university.
- Maintains and safeguards student records, faculty service books, and official university documents.
- Coordinates statutory bodies like the Board of Management, Academic Council, and Governing Body by preparing agendas, recording minutes, and ensuring policy execution.
- Oversees HR functions, legal affairs, admissions, and regulatory documentation.
- Ensures compliance with UGC, AICTE, and other statutory norms.
- Acts as a custodian of the university seal and manages official communication on behalf of the institution.
- Supports smooth functioning of examinations, student services, and general administration.

#### **8.5.5. Deans of Schools**

- Provide academic and administrative leadership to their respective schools (e.g., Engineering, Management, Agriculture, Journalism, etc.).
- Oversee curriculum design, delivery, and periodic revision to ensure academic excellence and relevance.
- Ensure faculty recruitment, mentoring, and performance evaluation in alignment with institutional goals.
- Promote research, publications, consultancy, and industry engagement within the school.
- Facilitate student support services, academic advising, and grievance redressal.
- Ensure compliance with accreditation standards and contribute to quality assurance initiatives.
- Represent the school in university-level committees and decision-making bodies.
- Encourage interdisciplinary collaboration, innovation, and community outreach activities.

#### **8.5.6. Controller of Examinations**

- Responsible for the planning, conduct, and evaluation of all university examinations (internal and end-term).
- Ensures confidentiality, integrity, and transparency in the examination and result processing system.
- Prepares the academic calendar, examination schedules, and supervises question paper setting and moderation.
- Coordinates with departments for smooth conduct of practical, assessments, and evaluations.
- Oversees result declaration, issuance of grade sheets, transcripts, and degrees.
- Maintains records of examinations and supports grievance redressal related to assessments.
- Ensures compliance with academic regulations and examination policies of statutory bodies.
- Integrates digital tools and automation for efficient examination management.

#### **8.5.7. Director – Research & Innovation**

- Leads the university's research and innovation strategy, fostering a culture of inquiry and knowledge creation.
- Facilitates interdisciplinary and collaborative research projects with national and international institutions.
- Promotes funded research, consultancy, and patent filings, supporting faculty and student researchers.
- Oversees research centers, incubation units, and innovation cells, aligning them with institutional goals.
- Encourages the integration of Indian Knowledge Systems (IKS) and sustainable solutions in research.
- Supports capacity-building programs, such as research methodology workshops and proposal writing.
- Ensures ethical compliance, publication quality, and alignment with regulatory frameworks.
- Establishes partnerships with industries, government bodies, and funding agencies for innovation-driven growth.

#### **8.5.8. Director – Student Welfare**

- Ensures the welfare, safety, and overall development of students within and beyond the academic environment.
- Coordinates student-centric activities such as cultural events, clubs, sports, and community outreach programs.
- Addresses student grievances and disciplinary matters, promoting a healthy and inclusive campus culture.

- Facilitates counseling, mentorship, and wellness programs for emotional and mental well-being.
- Oversees hostel, healthcare, and recreational facilities to enhance student life.
- Encourages student participation in governance, leadership roles, and national/international competitions.
- Implements welfare schemes, scholarships, and support systems for underrepresented and deserving students.
- Promotes values of citizenship, ethics, and social responsibility through structured initiatives.
- Facilitates global collaborations, exchange programs, and foreign student outreach.
- Manages MoUs, international marketing, and global accreditation compliance.

#### **8.5.9 Finance Officer (FO)**

- Manages the university's financial planning, budgeting, and expenditure control in alignment with institutional goals.
- Ensures transparent accounting, auditing, and reporting as per regulatory norms and statutory requirements.
- Prepares and monitors annual budgets, financial statements, and resource allocation across departments.
- Oversees grants management, utilization certificates, and financial compliance for funded projects.
- Coordinates with auditors, funding agencies, and statutory bodies on financial audits and submissions.
- Implements cost-effective practices while ensuring financial sustainability and optimal resource utilization.
- Advises university leadership on investment planning, financial risks, and policy decisions.
- Maintains digital financial systems and promotes automation and accountability in all financial operations.

#### **8.5.10. Director – Academics**

- Oversees the planning, implementation, and continuous improvement of academic programs across all schools and departments.
- Ensures alignment of academic activities with the university's vision, mission, and regulatory requirements.
- Leads curriculum development, revision, and benchmarking with national and international standards.
- Coordinates with Deans and faculty to uphold teaching quality, academic integrity, and learning outcomes.
- Implements faculty development programs and academic audits for quality enhancement.



- Facilitates academic collaborations, policy formulation, and accreditation processes.
- Supports integration of innovative pedagogies and digital learning tools.
- Monitors academic calendars, student performance metrics, and academic grievance redressal.

# CHAPTER IX

## MASTER PLAN FOR MAIN CAMPUS DEVELOPMENT

### 9.1 The Site

The University will be established at Mehre Ka Gaon, Dhoolkot, PO, Selaqui, Uttarakhand 248011 as the main campus.

### 9.2 Proposed Land Use Pattern

This land belongs to **Rishabh Educational Trust** meant for use of General & Technical Education which had been given to the Tula's University.

### 9.3 Design Concept

- Approved building plan by MDDA.
- Modern well ventilated RCC Structure building has designed by leading architect.
- Structure is designed as per ground plus three floors. One Building have ground plus seven floors. Three more buildings proposed for the construction.
- Building is well secured boundary wall and check post.

### 9.4 Buildings and Facilities in the Campus

Following building facilities are available on the campus

- Academic Block (C, D, E, F, G, H, J, and Pharmacy Block)
- Administrative Block (A)
- Faculty room
- Research centre (ICPS Labs, Food Testing Lab, Community development Labs-sewing machine and Bakery)
- Library (Central Library and Reference Library)
- Computer centre (I)
- Hostels – boys and girls (4 Boys and one Girls)
- Mess with VIP dining Hall
- Large playgrounds with all outdoor sports facilities
- Auditorium
- Parking blocks
- Cafeteria

- Common room-boys and girls
- Guest house
- First aid/Medical room
- Rainwater harvesting system
- Standby DG sets for 100% back up
- Fire safety equipment
- NSS and NCC units in the campus

## 9.5 Construction Systems and Materials

- RCC frame and load bearing structures
- Material of high-quality bricks, cement and steel with mosaic and tile flooring

## 9.6 Eco friendly Environment.

- Herbal Garden
- Tie-up with Municipality for the waste management
- Bush Plantation by the side on inner rock
- Fountain
- Rock Beautification
- Weather monitoring station
- Categories wise dustbins available in the campus
- ISO certified campus
- Rainwater harvesting system available in the campus

## 9.7 Fifteen Years Detailed Strategic Vision Plan :

For the next 15 years, “Tula’s University” has charted a transformative course, aligning its activities to achieve the following goals, in perfect harmony with the National Education Plan, 2020.

S.No.	Aspect	15 Year Detailed Strategic Vision Plan
1	Academic	Provide customized, interdisciplinary, research-centric, immersive education in a choice-based credit system with multiple entry and exit opportunities.

2	Faculty Recruitment	<ol style="list-style-type: none"> <li>1. Attract faculty and scholars with multi-disciplinary research experience from renowned research institutes and industry.</li> <li>2. Actively seek faculty versed with Indian Knowledge Systems.</li> <li>3. Create an attractive and supportive work environment.</li> <li>4. Implement mentorship and professional development programs.</li> </ol>
3	Student Admission	Increase Diversity and Inclusion
4	Research	<ol style="list-style-type: none"> <li>1. Focus on multidisciplinary research.</li> <li>2. Create an exclusive Research and Development rolling fund.</li> <li>3. MOUs with renowned R&amp;D institutions for collaborative research.</li> <li>4. Improvise Indian science, Indian and Sanskrit knowledge systems.</li> <li>5. All Ph.D. programs will commence after the 5th year from the existence of the Institution deemed to be university. However research will continue as part of UG &amp; PG programs</li> </ol>
5	Campus Information and Communication Technology	<ol style="list-style-type: none"> <li>1. Develop campus wide Robust and cutting-edge IT Infrastructure and Communication Systems.</li> <li>2. Implement advanced learning management systems</li> </ol>
6	Infrastructure Development	<ol style="list-style-type: none"> <li>1. Upgrade campus facilities for growth by creating safe, barrier-free buildings with amenities that foster a convenient and comfortable environment for teaching, learning, research, and administration.</li> <li>2. Construct barrier-free comfortable accommodation for staff and students.</li> </ol>
7	Finance	<ol style="list-style-type: none"> <li>1. Diversify revenue streams through industry translation research, consultancy, and executive training programs.</li> <li>2. Implement cost-effective financial management practices.</li> <li>3. Create endowment fund for long-term financial stability.</li> <li>4. Seek CSR funds from Industry. Administration Implement technology supported administrative systems.</li> </ol>
8	Governance	<ol style="list-style-type: none"> <li>1. Strengthen Governance and Decision-Making Processes.</li> <li>2. Foster transparency, accountability, and answerability with self-responsibility.</li> </ol>
9	Community Engagement	<ol style="list-style-type: none"> <li>1. Implement partnerships and outreach programs to involve the local community.</li> <li>2. Develop service-learning opportunities for local students.</li> </ol>

10	Internationalization	<ol style="list-style-type: none"> <li>1. Established off-campus centres after five years following the inception of Tula's university.</li> <li>2. Expand study abroad programs and international student exchanges.</li> <li>3. Cultivate collaborations with international institutions and research networks.</li> <li>4. Integrate global perspectives into the curriculum while preserving and promoting Indian Knowledge Systems.</li> <li>5. Actively promote the university to attract local and foreign students from diverse cultural &amp; social backgrounds</li> </ol>
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# CHAPTER X

## REQUIREMENT OF STAFF, SPACE & EQUIPMENT AND THEIR COST FOR 5 YEARS

### 10.1 Five Years Rolling Implementation Plans

#### 10.1.1 Academic plan

Year	Objectives and Outcomes	Action Plan	Milestones	Outputs
Year 1	Customized Education	1. Conduct technology audit	-Complete technology audit report	- Adoption rate of new technology
		2.Introduce flexible curriculum based on CBCS	- Develop and communicate new CBCS	- Positive faculty feedback
	Interdisciplinary Programs	3. Form committee for program ideas	- Identify initial program resources	-Committee satisfaction, resource identification
	Research and Publication	4. Organize research workshops	- Increase faculty interest in research	-Number of workshops, faculty engagement
	Academic and Industry Exposure	5. Establish partnerships with industry	- Identify and contact potential partners	- Number of established partnerships
	Partnerships and Outreach	6. Identify local organizations for partnerships	- Compile a list of potential partners	- Number of identified partners
	Customized Education	1. Implement tailored tools	- Assess and refine integration	-User satisfaction, integration success metrics
		2. Refine and optimize CBCS curriculum	- Gather feedback on CBCS	- Positive feedback,

<b>Year 2</b>				curriculum optimization
	Interdisciplinary Programs	3. Establish interdisciplinary program committees	- Launch first set interdisciplinary program	- Number of committees formed, program success metrics
	Research and Publication	4. Expand research culture	- Evaluate and expand academic-industry events	- Increased research participation, event success
	Academic and Industry Exposure	5. Evaluate and expand academic- industry events	- Initiate development of new programs	- Increased event participation, new program initiation
	Partnerships and Outreach	6. Sign partnerships with local organizations	- Execute initial outreach events	-Number of signed partnerships, event success
<b>Year 3</b>	Customized Education	1. Scale up technology integration	- Launch additional research projects	-Successful project launch , increased integration
		2. Optimize CBCS based on feedback	- Refine CBCS based on feedback	-Improved curriculum, positive feedback
		3. Implement multiple exit points in the program	- Establish criteria and communication for exit points	- Successful implementation , student understanding
	Interdisciplinary Programs	4. Gather feedback on first set program	- Explore new interdisciplinary ideas	- Positive feedback, new program proposals
	Research and Publication	5. Launch additional research projects	-Measure impact on faculty	- Increased research output, faculty satisfaction

<b>Year 3</b>	Academic and Industry Exposure	6. Conduct a feasibility study to set up Business Incubation Center	- Secure initial funding	- Positive feasibility study results, secured initial funding
		7. Expand industry partnerships	- Assess student exposure in events	- Number of new partnerships, student feedback
	Partnerships and Outreach	8. Launch service-learning opportunities	- Evaluate and expand outreach programs	- Successful launch, increased community engagement
<b>Year 4</b>	Customized Education	1. Evaluate and refine integration	- Explore emerging technologies	- Integration improvement, identified emerging technologies
		2. Fine-tune CBCS based on outcomes	- Evaluate CBCS outcomes	- Optimized CBCS, positive student outcomes
		3. Evaluate and adjust multiple exit points	- Collect feedback on exit points	- Improved exit point clarity, positive feedback
	Interdisciplinary Programs	4. Launch additional interdisciplinary programs	- Assess and refine program resources	- New program success, resource optimization
	Research and Publication	5. Explore study abroad programs	- Foster international collaborations	- Successful program exploration, international collaborations
	Academic and Industry	6. Develop a detailed plan for the incubation center	- Recruit and train incubation staff	- Completed incubation plan, trained staff



<b>Year 4</b>	Exposure	7. Explore study abroad programs	- Review and refine academic- industry events	-Successful program exploration, improved events
	Partnerships and Outreach	8. Expand service-learning opportunities	-Strengthen international collaboration	-Increased service Learning, successful collaborations
<b>Year 5</b>	Customized Education	1. Implement new technologies	- Assess impact of tech integration	- Successful implementation, positive impact assessment
		2. Evaluate and refine CBCS for long-term use	- Assess the long-term impact of CBCS	- Sustainable credit system, positive long-term outcomes
		3. Enhance and promote multiple exit points	- Promote awareness of exit point options	- Increased awareness, positive student choices
	Interdisciplinary Programs	4. Expand successful programs & add more programs	- Solicit feedback from stakeholders	- Program expansion, positive stakeholder feedback
	Research and Publication	5. Explore advanced interdisciplinary programs	- Evaluate overall research impact	-Successful program exploration, improved research impact
	Academic and Industry Exposure	6. Set up physical infrastructure	- Launch initial incubation programs	- Completed infrastructure, successful program launch
		7. Explore advanced interdisciplinary programs	- Assess success of global perspective integration	-exploration, positive assessment

	Partnerships and Outreach	8. Promote university to attract diverse students	- Monitor diversity metrics	-Increased diversity, positive metric trends
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The institution actively incorporates numerous features outlined in NEP 2020 in its academic plan. This includes the implementation of a Choice Based Credit System(CBCS) to give students more flexibility. Over the next five years, we plan to further improve the existing CBCS to introduce a Bucket System framework for credit selection . This new system has three buckets:

- Core (C) for essential courses,
- Breadth (B) for exploring different subjects, and
- Explore (E) for pursuing personal interests and subjects that enhance knowledge in Indian knowledge systems, etc.

Courses available in each bucket will be clearly listed for each program, providing students with the flexibility to choose courses according to their interests and career goals. The Explore bucket will include a wide range of course offerings, including performing arts, Indian knowledge systems, vocational courses, science, arts, crafts, humanities, Universal Human Values, sports, linguistics, languages, cultural studies, NCC, NSS, and more etc, that will contribute to well-rounded education as well as allow students to accrue credits within the flexible credit system.

With this curriculum structure, we believe students can tailor their education based on their preferences, ensuring a flexible and personalized learning experience. It also facilitates students to explore **Multiple Entry and Exit options**. The CBCS also provides students with a provision to take breaks of 1 or 2 years to pursue entrepreneurship and seamlessly re-enter the program to complete their studies.

Programs are designed in a blended mode, integrating online and classroom components. This approach not only accommodates diverse learning styles but also offers students the flexibility to engage with courses through Massive Open Online Courses (MOOCs). In the future, the cluster of institutes also plans to offer programs with bi-lingual instruction.

Beyond the initiatives outlined in the implementation plan, we are committed to providing a dynamic learning environment through a rich mix of pedagogical models & programs. These models, highlighted below, have been effective and well-received by students. These models reflect ongoing efforts to deliver innovative and immersive educational experiences and will be continued and enhanced hereon.

- **Induction:** A 21-day induction program designed to familiarize participants with various aspects of the campus and chosen academic discipline through workshops, seminars, and hands-on projects.

- **IIT Ropar in collaboration with Tula’s University** are providing better exposure and opportunities in emerging technologies. Tula’s university entered into an MOU with IIT Ropar, particularly to establish awadh@ihub centre.
- **Teach To Learn:** The program acknowledges that teaching as a powerful tool for deepening their understanding. Throughout the academic year, every student receives multiple opportunities to lead their class, and the enthusiasm of the students to teach their peers reflects the program's effectiveness.
- **AI Server:** Tula’s university provides unlimited access to research-grade AI servers such as Dell R750xA, empowering students with cutting-edge technology for real-life, real-time solutions.
- **Hackathons and Appathons,;** Regular hackathons in collaboration with various companies, provide students with exposure to industry, real-world problem-solving, time management, and skill enhancement.

## 10.2 Faculty Recruitment Plan

The National Education Policy - 2020 envisions to re-establish teachers as the most respected & essential stakeholders in HEI’s. They are the resources who shape the next generation of citizens. The faculty recruitment at Tula’s university embodies plans to attract & recruit the brightest faculty with working and research experience in the relevant domain of knowledge.

Faculty who have completed credit-based courses in teaching or education or pedagogy or writing, related to their subject in Ph. D will be most preferred at Tula’s university. Faculty will be recruited as per the norms of AICTE/PCI/UGC and other statutory bodies.

### 10.2.1 Existing recruitment practices

**Rules of statutory reservation laws will be implemented.**

- **Core Subject Value:**

We recruit faculty members who possess a profound understanding of their respective subjects, ensuring that the students obtain a strong academic foundation. The focus will be on assisting, enabling and empowering the students in “learning to learn skills.”

- **Technical Excellence in AI, NLP, and Related Technologies:**

We prefer recruiting faculty who have the experience & expertise in using teaching & learning technologies such as AI, NLP etc in their pedagogy models.

- **Adjunct Faculty and Industry Experts:**

To bridge the gap between theory and practice, we commit a percentage of recruitment to adjunct faculty and industry experts who will bring real world experience, expertise, practices and insights into the classrooms.

- **Retired Faculty:**

Realizing the vast expertise and experience that retired faculty members can bring into the campus, we will engage them through honorarium based arrangements. Their continuous involvement in academics adds a wealth of wisdom to the campus. Their experience will also help inculcate Indian value systems & traditions in the students.

- **Additional Technical Staff:**

We devote resources for technical and secretarial staff. These positions support the proper operation of existing academic programs and academic & research infrastructure. By developing a diverse and competent faculty group, we empower the students with the information, knowledge, skills, and values they need to flourish in the economy & society.

### 10.3 Faculty requirement for the next 5 years

Period	Faculty Hiring Plan			Total
	Assistant Professor	Associate Professor	Professor	
I year	18	4	2	24
II - III	Based on vacancies that arise	Based on vacancies that arise	Based on vacancies that arise	Based on vacancies that arise
IV - V	Based on vacancies that arise	Based on vacancies that arise	Based on vacancies that arise	Based on vacancies that arise

### 10.4 Teaching & Non-Teaching Staff:

- Selection and promotion of faculty (Teaching posts): in accordance with the relevant MHRD/AICTE/University Grants Commission and Government rules and regulations, as applicable.
- Regular Staff: As per the government and University Grants Commission norms,

- facilitated through the Staff Selection Committee of the Institute, constituted by the Board of Governors as needed.
- Non-Teaching posts: In compliance with decisions made by the Board of
- Governors, aligning with the prevailing norms and regulations at the time of advertisement/recruitment. Minimum/maximum age and educational qualifications of MHRD/AICTE/University Grants Commission & Government norms as applicable at that time will be adhered to.
- Promotions will be based on University Grants Commission and Government rules as adopted and approved by the Executive & Academic Council.
- The Institute will establish General Service Rules/Conditions and a code of conduct for employees, both existing and prospective, to adhere to.

The anticipated count of high-quality faculty members to be maintained / recruited in the coming five years using a transparent open selection process is as follows:

#### 10.4.1 Staff for Existing Programs:

Faculty/Resource Person	Year 1	Year 2	Year 3	Year 4	Year 5
Total [Target FSR 1:20]	185	196	202	206	206
Appointment of Faculty Members (Regular) to be maintained					
(i) Professor	20	21	22	22	22
(ii) Associate Professor	40	42	44	44	44
(iii) Assistant Professor	125	133	136	140	140
Appointment of Adjunct Faculty, visiting Faculty and resource persons from Industry					
(i) Adjunct Faculty from Industry	10%	10%	10%	10%	10%
(ii) Resource Persons from Academia	10%	10%	10%	10%	10%
(iii) Off campus Faculty from Industry	5	5	5	5	5

### 10.4.2 Staff for Proposed Programs

Faculty/Resource Person	Year 1	Year 2	Year 3	Year 4	Year 5
Total [Target FSR 1:20]	72	156	63	68	68
Appointment of Faculty Members (Regular)					
(i) Professor	8	17	7	7	7
(ii) Associate Professor	16	35	14	14	14
(iii) Assistant Professor	48	104	42	47	47
Appointment of Adjunct Faculty, visiting Faculty and resource persons from Industry					
(i) Adjunct Faculty from Industry	-	01	02	04	04
(ii) Resource Persons from Academia	-	01	02	04	04
(iii) Off campus Faculty from Industry	-	02	06	10	15

### 10.5 Projection Fund (in Rupees)

The financial plan has been developed with a comprehensive income and expenditure budget for the five-year period in order to provide guidance for the financial operations of the institution.

	Actual	Projection Fund (in Rupees)				
Fund Sources	F.Y. 2024-25	F.Y. 2025-26	F.Y. 2026-27	F.Y. 2027-28	F.Y. 2028-29	F.Y. 2029-30
		Year 1	Year 2	Year 3	Year 4	Year 5
Tuition Fee	17,54,80,550.00	20,18,10,000.00	23,20,80,000.00	26,68,90,000.00	30,69,20,000.00	35,29,60,000.00
Hostel Fee	6,66,57,700.00	7,66,60,000.00	8,81,60,000.00	10,13,80,000.00	11,65,90,000.00	13,40,80,000.00
Ancillary Activities	17,34,19,696.00	19,94,30,000.00	22,93,40,000.00	26,37,50,000.00	30,33,00,000.00	34,88,00,000.00

Other Income	59,27,956.00	68,20,000.00	78,40,000.00	90,20,000.00	1,03,70,000.00	1,19,20,000.00
<b>Total</b>	<b>42,14,85,902.00</b>	<b>48,47,20,000.00</b>	<b>55,74,20,000.00</b>	<b>64,10,40,000.00</b>	<b>73,71,80,000.00</b>	<b>84,77,60,000.00</b>
	<b>Actual</b>	<b>Projection Expenditure Head (in Rupees)</b>				
<b>Details</b>	<b>F.Y. 2024-25</b>	<b>F.Y. 2025-26</b>	<b>F.Y. 2026-27</b>	<b>F.Y. 2027-28</b>	<b>F.Y. 2028-29</b>	<b>F.Y. 2029-30</b>
		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
Infrastructure Development	9,83,39,184.00	11,30,90,000.00	13,00,60,000.00	14,95,70,000.00	17,20,10,000.00	19,78,20,000.00
Refurbishment & Maintenance of existing Infrastructure	94,56,284.00	1,08,70,000.00	1,25,00,000.00	1,43,70,000.00	1,65,30,000.00	1,90,10,000.00
Up-gradation & Procurement of Learning Resources, Digitization and IT support Facilities	1,38,76,144.00	1,59,60,000.00	1,83,60,000.00	2,11,20,000.00	2,42,90,000.00	2,79,40,000.00
Academic Activities (Faculty & Students)	10,16,46,703.00	11,68,90,000.00	13,44,20,000.00	15,45,80,000.00	17,77,70,000.00	20,44,30,000.00
Expenditure on Salary & Services	13,66,31,245.00	15,71,20,000.00	18,06,90,000.00	20,77,90,000.00	23,89,60,000.00	27,48,10,000.00
Corpus, Reserve, Other Administrative & Operational Expenditure	4,81,06,348.00	5,53,20,000.00	6,36,20,000.00	7,31,70,000.00	8,41,50,000.00	9,67,80,000.00
<b>Total</b>	<b>40,80,55,908.00</b>	<b>46,92,50,000.00</b>	<b>53,96,50,000.00</b>	<b>62,06,00,000.00</b>	<b>71,37,10,000.00</b>	<b>82,07,90,000.00</b>

## CHAPTER- XI

### ACTION PLAN FOR IMPLEMENTATION

Activities	Timeline	Responsibility
Restructuring of Existing Departments into Independent Schools	Month 0-1	Academic Council
Curriculum Revision as per NEP 2020 and CBCS	Month 0-1	Board of Studies
ERP Implementation for University Operations	Month 1–2	IT Department
Upgradation of Existing Facilities (Labs, Classrooms, Libraries)	Month 1–2	Infrastructure & Procurement Teams
Establishment of New Schools/Departments as per Vision Plan	Month 1–2	Academic Planning Committee
Faculty Recruitment Drive (as per University Norms)	Month 1–2	HR Department
Implementation of University Examination and Evaluation Systems	Month 2–4	Examination Cell
First Year Feedback and Strategic Review	Month 4–6	University Review Board
Establishment of Research Centers and Doctoral Programs	Month 6–8	Research & Development Cell
Industry-Academia Collaboration and MoUs	Month 8–10	Industry Outreach Cell
Launch of the Tula’s University	Month 10-12	Sponsoring Body

#### Key Strategic Pillars

- **Transformation with Continuity:** Leverage existing institutional strengths while implementing necessary reforms.
- **Compliance and Autonomy:** Ensure alignment with UGC, State Government, and NEP 2020 while embracing academic freedom.
- **People-Centric Growth:** Prioritize faculty development, student empowerment, and stakeholder participation.
- **Technology Integration:** Establish a digital-first approach for governance, learning, and research.
- **Sustainability and Inclusivity:** Promote green practices, social equity, and inclusive learning environments.