



INSTITUTIONAL DEVELOPMENT PLAN

2022-2027

KANNUR UNIVERSITY, KANNUR, KERALA

CONTENTS

Sl No		Page Number
	PREFACE	3
1.	INSTITUTION'S VISION AND MISSION	4
2.	INSTITUTIONAL BASIC INFORMATION	5-22
3.	NEED ASSESSEMENT – Metrics and Targets – Gap Analysis /SWOC Analysis	23-26
4.	INSTITUTIONAL DEVELOPMENT – STRATEGIC PLANNING	25-36
5.	INSTITUTIONAL PROJECT BUDEGT - PRIORITY	40-41
6.	BUDGET PLANNING AND PROPOSALS	42-46

PREFACE

Kannur University came into existence by the name "Malabar University" on 9 November 1995 through the promulgation of an Ordinance by the Governor of Kerala and later under the present name through the Act 22 of 1996 of Kerala Legislative Assembly. The objective of the Kannur University Act 1996 is to establish in the state of Kerala, a teaching, residential and affiliating University, to promote advance knowledge in Science & Technology, Arts, Humanities and other relevant disciplines” in Kasargod and Kannur revenue districts and the Mananthavady Taluk of Wayanad District.

The University is unique in the sense that it is a multi-campus university with its campuses spread over at various locations under its jurisdiction. The University has established campuses at Kannur, Kasaragod, Mananthavady, Mangattuparamba, Payyannur, Thalassery, Nileshawaram and Manjeswaram. The University has completed 25 years of its academic service in the most backward areas of the state strives to raise the level of higher education in northern Malabar. In the course of its existence, the educational base of the University has expanded manifold and has emerged as a University with a hundred percent rural reach.

The University has twenty-nine teaching Departments and seven Centres in eight campuses offering programmes of study ranging from fine arts to computational biology and nanoscience. The multi-campus structure of the University has ensured the wider reach of University education in this region which lags behind the rest of the state in terms of higher education.

The University has adopted the latest pedagogical practices and technology in ensuring quality instruction and assessment. The administration of the University is completely digital and this has exponentially quickened administrative communications, decision making and implementation. The University is fortunate to have a large digital library that is accessible to students and teachers in all the campuses. Similarly advanced laboratories, an instrumentation centre and computational facilities are available for the use of faculty and students.

Based on the GAP analysis / SWOT analysis done and on the basis of the self-assessment of need analysis, strategic goals have been formulated and the institutional development plan for five years (2022 to 2027) is prepared for bridging the resource gap.

1. INSTITUTION'S VISION AND MISSION

Institution Vision:

"To develop as a premier socially inclusive public university offering world-class education committed to the pursuit of excellence in teaching and research while nurturing critical inquiry to make socially meaningful innovations and interventions".

Kannur University aspires to nurture education, research, and innovation through its multi-campus concept located in three different northern districts of Kerala.

The university offers multi-disciplinary programmes at undergraduate, post-graduate, and research levels in Arts, Natural Sciences, Social Sciences, Technology, and other relevant disciplines. It has uninterruptedly tried to develop and upgrade the infrastructure, equipment, and other relevant facilities to ensure facilitation of an optimal level of teaching and learning to incessantly keep the students, teachers and researchers inspired and striving to enhance their creativity and innovation

Institutional Mission:

1. Providing inclusive high quality Higher Education to all sections of society.
2. Creating national and global research platforms.
3. Continued emphasis on technology as a tool for pedagogic advancement and efficient governance.
4. Empowering the rural community to acquire and enhance the skillsets for sustainable development with emphasis on accessibility and inclusiveness.

The University has constituted different programme committees and schools and has empowered them to develop relevant curriculum suitable to meet the demand in the market. The curriculum of the University is revised with inputs of the stakeholders such as students, alumni, and eminent scholars from various domains. Institutions such as Academic Council, Faculty and Boards of Studies have been constituted and authorized to review, analyze,

inspect and improve teaching and learning aspects frequently. The University leadership organizes meetings with teachers and students to ensure expressiveness and responsiveness of the teaching and learning facilities

and processes. The University has close tie-ups with the industries in the region to empower the students with practical knowledge and experience in various state of the art industrial technologies.

To promote students' competencies, the University continuously organizes different skill development programmes by way of collaborating with the external and internal agencies. Additionally, to improve teaching and learning, the University empowers its teaching staff by imparting contemporary knowledge through various development programmes on teaching pedagogy and other necessary specific-field skills and knowledge. Besides, the University regularly conducts a skill development programme for its non-teaching staff to smoothen the administrative affairs.

2. INSTITUTIONAL BASIC INFORMATION

2.1 Location and Campus Information

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.	Programmes offered	Date of Establishment	Date of Recognition by UGC/MHRD
Main campus	Thavakara, Civil Station P.O, Kannur 670002	Urban	13.74	30137.22	MLISc, PhD	15.05.2015	25.08.2009 for University
Satellite Campuses	Mangattuparamba Campus Mangattuparamba Campus P O, Kannur-	Rural	22.315	28645.13	B.P.Ed, M.P.Ed, MA MSc, MCA, MBA, M.Phil PhD, BEd, Med	27-11-1998	28-11-1998
Satellite Campuses	Dr Janaki Ammal Campus, Palayad Thalassery, Kannur(dt)	Rural	10.17	13905.86	MA, MSc, MBA, MCA, M.phil, PhD,	06-03-1997	09-09-1998

					<i>BA LLB, LLM</i>		
--	--	--	--	--	------------------------	--	--

<i>Satellite Campus</i>	<i>Swami Anandatheertha Campus Payyannur P O, Edat, Kannur-</i>	<i>Rural</i>	<i>10</i>	<i>5663.8</i>	<i>MA, MSc, Ph.D</i>	<i>31-03-2000</i>	<i>01-04-2000</i>
<i>Satellite Campus</i>	<i>Kasaragod Campus Chala Road, Vidya Nagar Kasaragod-</i>	<i>Rural</i>	<i>3</i>	<i>3122.95</i>	<i>BEd</i>	<i>14-10-2005</i>	<i>15-11-2005</i>
<i>Satellite Campus</i>	<i>Dr P K Rajan Memorial Campus Nileswarem, Kasaragod Dt-</i>	<i>Rural</i>	<i>12</i>	<i>9645.86</i>	<i>MA, M Sc MBA, PhD</i>	<i>14-11-2008</i>	<i>15-11-2008</i>
<i>Satellite Campus</i>	<i>Mananthavady Campus, Edavaka Wayanad (dt)-</i>	<i>Hill</i>	<i>5.25</i>	<i>5361.56</i>	<i>BEd, MSc MA, PhD</i>	<i>28-07-2001</i>	<i>29-07-2001</i>
<i>Satellite Campus</i>	<i>Manjeswram Campus</i>	<i>Rural</i>	<i>10.0</i>	<i>785.08</i>	<i>LLM</i>	<i>20.11.2021</i>	

2.2 Affiliated Institutions and types of Colleges

Type of Colleges	Permanent	Temporary	Total
Education/Teachers Training	3	10	13
Specification of Degree with Sanskrit/Urdu/Persian/Arabic Nomenclature	2	6	8
General	19	61	80
Professional	0	6	6

TYPE OF COLLEGES	NUMBERS
Constituent Colleges	0
Affiliated Colleges	107
Colleges Under 2(f)	4
Colleges Under 2(f) and 12B	24
NAAC Accredited Colleges	19
Colleges with Potential for Excellence (UGC)	0
Autonomous Colleges	0
Colleges with Postgraduate Departments	66
Colleges with Research Departments	13
University Recognized Research Institutes/Centers	26

2.3 ACADEMIC PROFILE

At present, University has 29 teaching departments offering programmes of study ranging from Fine arts to Computational Biology and Nanoscience. In addition, the University has an Inter University Centre for Bioscience, Bio-innovation Centre & Technology and Business Incubation Centre. The University is also conducting many new courses since the last five years, which have direct link to employability and skill development. The programmes offered by the University include Doctor of Philosophy, Master of Philosophy, Post Graduation, Under Graduation and Diploma in various disciplines.

All departments of the University are well equipped with sufficient number of classrooms, seminar halls, laboratories, equipment, workshops, studios and museums as per statutory guidelines. There are Seminar halls of varying capacities in the different departments. The University has also set up ICT-enabled classrooms across different departments in all the campuses.

The University has the Hermann Gundert Central Library at its Thavakkara Campus, Kannur, five campus libraries and sixteen Department libraries. The Central Library at main campus (Thavakkara) has a huge collection of library resources, digital resources, reading hall and a computer centre.

Kannur University has 108 affiliated colleges offering programmes in Pure and Applied Science, Arts and Humanities, Commerce and Management Studies, Law and Pedagogical Studies. The University has student strength of 1492 in the Departments, 49675 students in the affiliated colleges for UG programmes, 7378 students for PG programmes and 5028 students enrolled under Private Registration programmes. The University has 161 Research Supervisors and 630 Research Scholars in 37 research centres.

The University has a well-established Examination branch. The computerization and systematic approach of scheduling the examination process leads to timely publication of results. The University has facilitated the student community for downloading admission tickets and results from the University website. Bar coding system in answer scripts, online transfer of grade points to the server from the centralized valuation camps, issue of highly secured holographic degree certificates is successfully introduced.

The University is proud of introducing its pioneering new scientific assessment via a totally automated Question Bank generation system.

All the UG and PG programmes are under the CBCS system. All the PG programmes are under Outcome Based Education system with effect from 2020. The University has successfully implemented much software in the areas such as, Administration, Finance, Examination and Student Services. The University was the first in Kerala to begin the Digital Document Filing System (DDFS) and this has facilitated administration and paperless office.

2.3.1 GRADUATE ATTRIBUTES

These following graduate attributes are stated as objectives for equipping students to work in a chosen area and become critical and responsible citizens, contributing to the social and economic wellbeing of society. The Graduate Attributes of Kannur University will seek to be actualized in terms of the framing of course curricula, learning outcomes, admission criteria and other related administrative regulations of the University.

Graduate attribute 1 – Scholarship

Kannur University graduates will be able inquire critically into their area of study, while being aware of changing state of knowledge both in their own chosen discipline as well as related disciplines. Kannur University graduates will have the ability to actively engage in the generation of innovative and relevant knowledge and understanding through inquiry, critique and synthesis going beyond their discipline of specialization.

Graduate attribute 2 - Critical citizenship and the social good

Kannur University graduates will be engaged, committed and accountable agents of social good. They must aspire to contribute to social justice and environmental sustainability, appreciative of the complexity of historical contexts and societal conditions through their roles as professionals and members of local and global communities. Kannur University graduates will be committed to furthering gender and social equality and empathetically engage with all forms of difference including, conflicting intellectual traditions, religious and cultural practices, language, region and nationality.

Graduate attribute 3 - Lifelong learning

Kannur University graduates will be Lifelong Learners, committed to and capable of continuous collaborative and individual learning and critical reflection for the purpose of furthering their understanding of the world and their place in it.

2.4 ESTABLISHMENT DETAILS

Name and Address of the University	KANNUR UNIVERSITY
Address	THAVAKKARA, CIVIL STATION P.O., KANNUR. PIN 670002
City	KANNUR
State	Kerala
Pin	670002
Website	www.kannuruniversity.ac.in
Establishment date of the University	09-11-1995
Date of Recognition as a University by UGC or Any Other National Agency :	2f of UGC :09-09-1998 12B of UGC : 03-02-2004

2.5 ACCREDITATION DETAILS

Cycle information and date	Accreditation Grade	CGPA
Cycle 1, March 29, 2016	B Grade	2.19
Cycle 2, October 16, 2021	B++ Grade	2.85

2.6 FACULTY STATUS

A. Faculty Details

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned	5				30				60			
Recruited	1	0	0	1	14	2	0	16	30	23	0	53
Yet to Recruit	4				14				7			
On Contract	0	0	0	0	0	0	0	0	30	39	0	69

B. Non-Teaching Staff Details

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned				716
Recruited	268	402	0	670
Yet to Recruit				46
On Contract	49	147	0	196

C. Technical Staff Details

Technical Staff				
	Male	Female	Others	Total
Sanctioned				59
Recruited	26	22	0	48
Yet to Recruit				11
On Contract	16	22	0	38

2.7 Programmes Details

University Departments and Programmes offered

No	DEPARTMENT NAME	COURSES OFFERED
1	Department of Anthropology	MA Anthropology, MPhil, Ph.D
2	Department of Biotechnology and Microbiology	M.Sc. Biotechnology, M.Sc. Microbiology, PhD
3	Department of Chemistry	M.Sc. Chemistry, Ph.D Chemistry . Ph D Biochemistry
4	Department of Economics	MA Applied Economics, PhD
5	Department of English	M.A. English, M.Phil, PhD
6	Department of Environmental Studies	M.Sc. Environmental Science
7	Department of Geography	M.Sc Geography, PhD
8	Department of Hindi	MA Hindi, PhD
9	Department of History	MA History & Heritage Studies, M.Phil, Ph.D
10	Department of Information Technology and I T Education Centre	M.Sc. Computer Science, MCA, M.Phil, Ph.D
11	Department of Kannada	M.Phil, PhD
12	Department of Law	B.A. LLB, LLM, PhD
13	Department of Library and Information Science	M.L.I.Sc, Ph.D
14	Department of Malayalam	M.A. Malayalam, Ph.D
15	Department of Management Studies and Centres in Various Campuses	MBA
16	Department of Mass Communication and Journalism	MA Journalism and Mass Communication
17	Department of Mathematical Sciences	M.Sc. Mathematical Sciences, PhD
18	Department of Molecular Biology	M.Sc. Molecular Biology, PhD
19	Department of Music	M.A. Music, PhD
20	Department of Physics	M.Sc. Physics (Advanced Materials), PhD
21	Department of Plant Science	M.Sc. Plant Science (Ethnobotany)
22	Department of Rural and Tribal Sociology	M.A. Tribal and Rural studies, PhD
23	Department of Statistical Sciences	M.Sc. Statistics, PhD
24	Department of Zoology	M. Sc. Applied Zoology, PhD
25	Dr Hermann Gundert Central Library	-
26	Kannur University Teacher Education Centres in three Campuses	B. Ed.
27	Research Centres	-
28	School of Behavioral Sciences	M.Sc. Clinical and Council Psychology,

		PhD
29	School of Pedagogical Sciences	M.Ed, PhD
30	School of Physical Education and Sports Sciences	BPed, MPed, MPhil, PhD, PG Diploam In Yoga Edn, Certificate Courses, MPES
31	School of Wood Technology	M. Sc. Wood Science and Technology
32	Centre for Legal Studies	LLM

2.8 Student Profile

Programme		From the State Where University is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	114	1	0	0	115
	Female	339	0	0	0	339
	Others	0	0	0	0	0
PG	Male	299	0	3	0	302
	Female	1140	2	8	0	1150
	Others	0	0	0	0	0
PG Diploma recognized by statutory authority including university	Male	8	0	0	0	8
	Female	12	0	0	0	12
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	51	1	0	1	53
	Female	129	0	0	1	130
	Others	0	0	0	0	0
Diploma	Male	5	2	0	0	7
	Female	9	3	0	0	12
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	8	0	0	0	8
	Female	11	0	0	0	11
	Others	0	0	0	0	0

2.9 Facilities (Labs/Library/Hostels)

2.9.1 Laboratory Facilities

Name Of The Lab	Name Of Equipment	Date Of Purchase
General Physics Lab	Electronic Balance	25-07-2016
Modern Physics Lab	Geiger Counting system 602 A Nucleonix	27-09-2016
General Physics Lab	Quincks apparatus with travelling microscope	01-02-2019
General Physics Lab	Magnetic susceptibility of solids by guoys method	01-02-2019
Modern Physics Lab	Four probe apparatus DFP-RM-200	01-02-2019
Modern Physics Lab	NMR experiment NMR-01	01-02-2019
Modern Physics Lab	Geiger counting system model G.C.602A	01-02-2019
Modern Physics Lab	Hall effect experiment	13-02-2019
Thin film Lab	Analytical weight balance	09-05-2019
Thin film Lab	XY stage of the spray- pyrolysis equipment (Ho-TH-04)	28-09-2019
Research lab	Sputtering Machine (1 Nos)	2019
Research lab	Light Intensity Measuring Unit (1 Nos)	2019
Research lab	Horizontal Tube Furnace (1 Nos)	2019
Research lab	Vacuum Oven (1 Nos)	2019
Research lab	Battery Cyclor (1 Nos)	2019
Research lab	Manual Crimper (1 Nos)	2019
Research lab	Box type High temperature Vacuum Furnace (1 Nos)	2019
Research lab	Microwave Hydrothermal (1 Nos)	2019
Research lab	Electrospinning Machine (1 Nos)	2020
Research lab	Xenon arc lamp (1 Nos)	2019
Research Lab	Microtome	31-10-2018
Laboratory 1	Non-refrigerated Centrifuge	31-10-2018
Research Lab	Photomicrography Unit	27-09-2018
Laboratory 2	Digital balance Shimadzu	22-02-2019
Laboratory 1	Stereozoom Microscope Model ST-6	22-02-2019
Class room 1	Wall Mount LCD Projector (EPSON EBWOS)	23-11-2019
Research Lab	Video Camera (Sony)	01-12-2018
Laboratory 1	Portable generator	11-12-2018
Laboratory 1	Nikon NIU Eclipse Phase Contrast Microscope with photomicrography facility and drawing tube attachment	16-08-2017
Signal & Image Processing Lab	MATLAB SOFTWARE	02-07-2017
Signal & Image Processing Lab	MATLAB (25 USERS)	21-03-2018
Signal & Image Processing Lab	MS WINDOWS 10 PRO (35)	18-03-2018
Advance Computing Lab	MS VISUAL STUDIO PRO	11-07-2018
Server Room	DGS1210-29 DLINK SWITCH (2 Nos)	29-09-2020
Server Room	DGS 1024 UNMANAGED SWITCH	29-09-2020
Artificial Intelligence Lab (14 Nos)	MICRO COMPUTER XU5I - 7200 (53 Nos)	31-03-2020
Signal & Image Processing Lab (15)		
Data Science Lab (24)		
Computer Lab	SOLAR PANEL CANADIAN (12 Nos)	31-03-2020

Computer Lab	PANEL STRUCTURING (6 Nos)	31-03-2020
Computer Lab	MPPT DEVICE	31-03-2020
Computer Lab	DC POINT WIRING	31-03-2020
Wood Science Laboratory	Research Microscope	14-11-2018
Environmental Chemistry	Weather monitoring system	30-11-2018
Environmental Chemistry	Centrifuge	30-11-2018
Environmental Chemistry	High Volume Air Sampler-PM 2.5	30-11-2018
Environmental Biology	Rotek Vertical Autoclave	08-03-2019
Environmental Biology	Bacteriological Incubator	11-09-2018
Environmental Chemistry	Hot Air Oven	11-09-2018
Environmental Chemistry	Water bath	25-02-2019
Psychometric testing Lab	California Psychological Inventory	05.12.2016
Psychometric testing Lab	Stanford-Binet Intelligence Scale for Early Childhood	05.12.2016
Psychometric testing Lab	Stanford-Binet Intelligence Scale Fifth Edition	05.12.2016
Psychometric testing Lab	Taylor-Johnson Temperament Analysis	05.12.2016
Psychometric testing Lab	Sentence Completion Series	05.12.2016
Psychometric testing Lab	Hospital Anxiety and Depression Scale	05.12.2016
Psychometric testing Lab	Diagnostic Test of Learning Disability	05.12.2016
Psychometric testing Lab	College Adjustment Scale	05.12.2016
Psychometric testing Lab	Brief Scoring Method to Screen Psychopathology	05.12.2016
Psychometric testing Lab	Psychiatric Diagnostic Screening Questionnaire	05.12.2016
Psychometric testing Lab	Chinrest (Adjustable)	05.12.2016
Psychometric testing Lab	Memory Drum Electrical 4Speed	05.12.2016
Psychometric testing Lab	Bem Sex Role Inventory	05.12.2016
Psychometric testing Lab	Ways Of Coping Questionnaire	05.12.2016
Psychometric testing Lab	Multi-score Depression Inventory for Children	05.12.2016
Psychometric testing Lab	Vocational Preference Inventory	05.12.2016
Psychometric testing Lab	Career Decision Scale	05.12.2016
Psychometric testing Lab	Marital Satisfaction Inventory Revised	05.12.2016
Psychometric testing Lab	Five Factor Wellness Inventory	05.12.2016
Psychometric testing Lab	Friedman Well Being Scale	05.12.2016
Psychometric testing Lab	Social Skills Inventory	05.12.2016
Psychometric testing Lab	Wellness Evolution of lifestyle	05.12.2016
Psychometric testing Lab	Seguin Form Board Test	05.12.2016
Psychometric testing Lab	Behavioural Checklist for Screening Learning Disabled	05.12.2016
Sports Physiology Lab & Rehabilitation Centre	Rehab Wellness Station, Stability Trainer, Wooble Board, Trampoline, Rocker Board, Resistance Band	07.03.2018
Sports Physiology Lab & Rehabilitation Centre	RP Lite System (SN2112), RPLite (SN2109), Recovery Tub Solo , Carry Bag	08.09.2019
Sports Physiology Lab & Rehabilitation Centre	G E Bosu Ball 58 cm	20.07.2019
Sports Physiology Lab & Rehabilitation Centre	MAX TRAC 2D Video Analysis System	25.10.2016
MSc lab 2	Thermal Cycler -PCR	07-09-2018
MSc lab 2	Micropipettes	29-08-2018
MSc lab 2	BOD Incubator	15-09-2018
MSc lab 2	-20 degree Vertical deep freezer	15-09-2018
MSc lab 1	Precision electronic balance	12-04-2019
MSc lab 2	Refrigerated centrifuge	03-04-2019

2.9.2 Library facilities

The university has a Central Library at the main campus at Kannur, and five campus libraries and sixteen department libraries. The Central Library at main campus, has a huge collection of library resources, digital resources, reading hall and computer centre. The campus and department libraries have good collection of subject specific books, journals and other learning resources including e-resources. The libraries have a total collection of 1,97,918 books, 5,541 journals and bound volumes, 15 digital databases which include 2,07,067 e-books, 23,115 e-journals. Central library is fully automated with KOHA open-source library management system which offers the facility of Web OPAC with individual user login facility for services like self-renewal and reservation. Kannur University signed an MOU with INFLIBNET for uploading theses to the Shodhganga platform in the year 2011. The library has a digitized collection of previous years' question papers, which can be accessed from the library or provided as pdf version on request. The library services enable students and faculty to access all leading e-databases and online gateways in the country and outside. For promotion of quality and maintaining academic integrity in research, the university has implemented the "Anti-Plagiarism Policy", and has been using TURNITIN software for checking plagiarism.

2.10 Hostels

The university has five guest houses and eight hostels in the different campuses and it also has well equipped health centres and counselling centres in all campuses with doctors, nursing staff and qualified counselling professionals. The Students Amenity Centre at headquarters ensures the effective delivery of student related services using a Queue Management System, minimising the physical presence of students in the administrative block of the University. Computing is provided with adequate computers, printers, scanners, and photocopiers in the teaching departments and other learning centres. All the facilities are put to optimal use through a proper allocation based on the requirements. The central facilities at the main campus at the headquarters and all the facilities in the different campuses adequately caters to the teaching- learning, personal and professional needs of the students and faculty.

2.11 Research and Development

Kannur University focuses on a blended combination of teaching and research for the benefit of the student community at large. With the university's commitment to long-term research as the foundation for future development, research facilities are updated and several policies for the promotion of research are implemented in the University. The University established a Research Directorate in 2018 to bring together all the research activities of the University under a single

umbrella, and for a single point of contact with reference to research activities of the university. Among the various policies and measures involved for promotion of research, the university has substantially increased the number of research fellowships to research scholars. University is also supporting teachers in research by providing seed money for initiating research activities. A new research portal is developed, and high-speed Wi-Fi connectivity being provided to research scholars. For the promotion of quality and maintaining academic integrity in research, the university has implemented the "Anti-Plagiarism Policy"; for encouraging inter-disciplinary research, the "Interdisciplinary Research Promotion Policy"; to encourage research projects funded by external agencies "Policy on Externally Funded Research Projects"; and to provide provisions for consultancy "Consultancy Policy" are implemented in the University. For checking plagiarism, the university is currently using TURNITIN software. The university level ethics committee is also constituted (Kannur University Research Ethics Committee) as an overarching Committee for consideration of ethical issues arising from research that involves animal, human participants, and personal data. The Research Directorate has developed transparent guidelines for registration of research scholars, submission of thesis and for timely evaluation and award of Ph.D. The directorate encourages teachers to take up externally funded projects and enables fast routing and endorsing of documents and proposals for faculty members. To enhance manpower and to provide opportunities to the young and the experienced, Kannur University has instituted Postdoctoral Research Fellowship and Emeritus Professorship. During the past five years there is a substantial increase in Research Publications and Patents from Kannur University and the faculty and students of Kannur University are always motivated by way of providing financial support for ambitious research plans and for filing patents. Researchers are frequently updated on emerging trends in concerned discipline and quality assurance in publishing articles.

2.11.1 Number of research projects per teacher funded by government and non-government agencies during the last five years

Name of the Scheme/Project/Endowments/Chairs	Name of the Principal Investigator/Co Investigator	Name of the Funding agency	Type (Government/Non-Government)	Department	Year of Award	Funds provided (INR in lakhs)	Duration
Morbidity Pattern, Health security and Health service Utilization of elderly tribal population in Kerala: Exploring Strategy for Inclusive Health Care	Dr. K. Gangadharan	ICSSR	Govt.	Economics	2019-20	9	2
Quality of life, Physical Fitness	Dr. Anil Ramachandra	Government of	Govt.	Dept. of Physical	2019-20	9.86	2

and health Status Profiling: Development of E portal to follow Physical Fitness and health Status of Kannur University Students	n and Dr. Joby K Jose(Joint Project)	Kerala		Education and Sports Sciences and Dept. of Statistical Sciences (Joint Project)			
Science behind the musical instrument Morchang	Dr. K.L. Sarala Devi	IUCSS M- Mahatma Gandhi University	NON-Govt.	Music	2019-20	0.5	1
Process Optimization and Scale up of Tannase from Marine Fungi and Evaluation of its application in the Production of Value Added Products from Cashew Apple	Dr. A. Sabu	Government of India Ministry of Science & Technology Department of Biotechnology	Govt.	Biotechnology & Microbiology	2018-19	36.261	3
Cellulase and Tannase from Micro Fungal Resources Collected from Biodiversity Hotspots of Southern Western Ghats of India and Mexican Forest Soils	Dr. A. Sabu	DST	Govt.	Biotechnology & Microbiology	2017-18	25.277	3
Development of titania photoanode on metal substrates for low cost solar cell applications	Dr. Baiju. K.V	KSCST E	Govt.	Nano Science / Chemistry	2017-18	30.594	3
Tribal Rural Urban Complex of Mananthavady: The Nature of Transformation in the Wayand Region of Western Ghats	Dr. Seetha Kakkoth	Anthropological Survey of India, Ministry of Culture, Govt. of India	Govt.	Rural and Tribal Sociology	2016-17	5	2
UGC-BSR Research Start-up-grant for newly recruited faculty at Assistant Professors level in Science	Dr. Baiju. K.V	UGC	Govt.	Chemistry	2016-17	10	1

Departments of various Universities							
UGC-BSR Research Start-up-grant for newly recruited faculty at Assistant Professors level in Science Departments of various Universities	Dr.Nissamudeen K.M	UGC	Govt.	Physics	2016-17	10	1
Investigations for developing therapeutics from herbal compounds targeting inflammation triggered diarrhoea and malnutrition	Dr. A. Sabu	KSCSTE	Govt.	Biotechnology & Microbiology	2016-17	21.9934	3
Release of Grants-in aid in respect of Dr. Sivasdas K.K, Research Awardee	Dr. Sivasdas. K.K	UGC	Govt.	Malayalam	2016-17	2	2
Isolation and Characterization of bioactive peptides from marine fungi and cone snails	Dr. Soorej M. Basheer	SERB	Govt.	Molecular Biology	2016-17	28.56667 (Total cost of project transferred from IIS Bangalore.) University allocated 2.96352	2
Digenetic trematodes infecting frogs of Western Ghats, Wayanad region and their role as indicators of animal diversity	Dr. P.K Prasad	KSCSTE	Govt.	Zoology	2016-17	17.944 + 0.6 - Additional second year grant	2
BWF Sports Science Grant	Dr. Anil Ramachandran	Badminton World Federation	Non-Government	Physical Education and Sports Science	2016-17	3	3
Production Enhancement and Market Promotion of Black Pepper and Ginger Crops among the tribal population in Wayanad District of Kerala	Dr. A. Sabu	Department of Biotechnology, Ministry of Science & Technology, Government of India	Govt.	Biotechnology & Microbiology	2015-16	18.95	3
UGC Research Award	Dr. B. Bindu	UGC	Govt.	Anthropology	2015-16	2	2
Thulunadu and Thulu Language: a comparative	Dr. A.M. Sreedharan	UGC	Govt.	Malayalam	2015-16	9.446	3

analysis							
Design of Acetylcholinesterase Inhibitors Using the Method of Molecular Modelling and Docking	Dr. C. Sadasivan	ICMR	Govt.	Biotechnology & Microbiology	2015-16	29.0175	3
Education Loan and Non Performing Assets of Commercial Banks – A Study on Kerala	Dr.K Gangadharan	UGC	Government	Dept. of Applied Economics	2015-16	6.06261	3
Development of Indigenous knowledge of tribal language of Northern Districts of Kerala	Dr. Babu Anto .P	UGC	Government	Dept. of IT	2015-16	3	3
In <i>silico</i> assessment of inflammatory marker antagonists of herbs used in traditional anti-arthritis therapy and in vitro study of a compound selected from them.	Dr. E. Jayadevi Variyar	UGC	Government	Dept. of Biotechnology and Microbiology	2015-16	10	3

2.11.2 Institutional Facilities to Support Research

Sl.no	Facility	Year of Establishment
1	Business Lab	2015
2	Mootcourt	2016
3	Ethnological Museum	2005
4	Animal House	2012
5	Bioinnovation Center	2012
6.	Sports Science Supported Fitness centre	2018
7	Research/Statistical Databases	2018

2.12 Sports and Culture

2.12.1 SPORTS - FACILITIES

Outdoor Facilities		Dimensions
1	Synthetic Track	400-meter Standard Track
2	BASKETBALL	35m x 22m
3	VOLLEYBALL	25m x 15m
4	KABADDI	25m x 15m
5	KHO KHO	30m x 20m
6	HOCKEY	90m x 60m
7	SOFT BALL	90mtr Square
8	CRICKET PITCH	60m x 40mtr
9	FOOTBALL	95mtr x 65mtr
10	SWIMMING POOL	25mtr x 12.5mtr
Indoor Facilities		Dimensions
Multi-Purpose Hall	BADMINTON	30m x 50mtr
	BASKETBALL	
	VOLLEYBALL	
	FENCING	
	HANDBALL	
	GYMNASRTICS	
	BOXING	
Other& Multipurpose	GYMNASIUM	25m x 15m 20m x 25m 20m x 25m 20m x 25m 10m x 10mtr 10m x 10mtr 25m x 10m
	JUDO	
	WRESTLING	
	KABADDI	
	TABLE TENNIS ROOM	
	CHESS AND CARROMS ROOM	
	YOGA HALL	
	AEROBICS HALL	

2.12.2 Arts and Culture

Every campus has auditoriums and in some campuses open spaces/theatres which cater to the conduct of cultural activities at the department level and at the university level. Literary and cultural activities are organised at department, campus and university level. Many departments have active drama club, literary club and cinema clubs which organises frequent literary and cultural programmes. Considering the rich culture of dance and music in the northern part of Kerala, the university has started a department of music at Payyanur campus. The students of music department have presented compositions of Pancharatna Krities of Thyagaraja at the famous Subrhamanya Swamy Temple at Payyanur on 15-11-2016 and 16-11-2017 in connection with the Aradhana festival at the temple. Students have also participated and presented Pancharatna at Thiruvayyar, the Samadhi of Saint Thyagaraja on 17.01.2017; and at Thyagaraja Samadhi Music festival at Sai Baba Temple, Thiruvarur on 15-01-2017 and at the world famous Brihadeeswara Temple, Thanjavur organized by South Zone Cultural Centre, Ministry of Culture, Government of India on 16-01-2017. Kannur University has adequate facilities for literary and cultural activities; and for promotion of yoga, physical activity and sports participation of students in all the campuses

2.13 FINANCIAL REPORTS

Kannur University meticulously mobilizes its funds to ensure optimal utilization of its resources. University administration is keen to mobilize funds to meet the requirements of the University. The University level planning board with a representative from State Planning Board formulates the budget proposals and the same is wetted, revised and approved by the Syndicate. Team of officials including statutory officers discusses the budgetary requirements with the State Government Finance Department Officials for getting maximal support. The same strategy is adopted for generating funds from other agencies also. The financial requirement of the University is met by the funds received mainly from the following sources:

1. The State Government Funds such as Plan Fund and Non-Plan Fund
2. Financial Support from UGC, RUSA, etc
3. Domestic and international student's fee
4. Affiliation fees from affiliated colleges
5. Fund Received for disbursement of different scholarships
6. Fund generated from providing consultancy/professional services

7. Interest on Corpus Fund
8. CSR Grant
9. Industry Sponsorship
10. Overhead Charges
11. Rent and Utility Charges
12. Endowment Funds
13. Extramural Research Support from DBT, CSIR, KSCSTE, ICAR, ICMR, ICCR, DST, DAE, UGC etc

2.13.1 Utilization of Resources

To ensure the optimal utilization of resources, Kannur University primarily follows the State Government and other funding institutions' financial norms for expenditures. Besides, Syndicate and Finance Committee are the topmost authorities of the University to monitor the University's expenditures. Procurement of major items is made through Government e-Market (GeM) or following tender procedures as per Kerala Government Rules. Different committees and departments oversee the optimal utilization of resources. For instance, the Planning and Development Department is responsible for the allocation of funds received from different sources. The Syndicate, Building Committee, Finance Committee, Technical Committee, etc. closely look into the construction and development of buildings. All financial transactions of the University are subjected to internal and external audits. The University also uses the opinions of the internal and external auditors to determine the pinpoints where funds can be used optimally.

2.13.2 Total Funds / Grants received from government bodies for development and maintenance of infrastructure during the last five years (INR in Lakhs).

Year	2019-2020	2018-19	2017-18	2016-17	2015-16
Amount	1315.65574	1489.07548	2101.73664	1316.59703	2686.19924

Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years

Year	2019-2020	2018-19	2017-18	2016-17	2015-16
Amount	5	2	2	0	0

2.13.3 Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years for development and maintenance of infrastructure (INR in Lakhs)

Year	Name of the Government agencies	Purpose of the Grant	Funds/Grants received (INR in lakhs)
2015-16	Plan Fund	Development and maintenance of Infrastructure	2537.5
2015-16	UGC	Development and maintenance of Infrastructure	148.69924
2016-17	Plan Fund	Development and maintenance of Infrastructure	1300
2016-17	UGC	Development and maintenance of Infrastructure	16.59703
2017-18	Plan Fund	Development and maintenance of Infrastructure	1074.49532
2017-18	UGC	Development and maintenance of Infrastructure	7.30735
2017-18	RUSA	Development and maintenance of Infrastructure	1019.93397
2018-19	Plan Fund	Development and maintenance of Infrastructure	1470.86285
2018-19	RUSA	Development and maintenance of Infrastructure	18.21263
2018-19	Plan Fund	Development and maintenance of Infrastructure	768.83478
2019-20	UGC	Development and maintenance of Infrastructure	37
2019-20	RUSA	Development and maintenance of Infrastructure	509.82096

3. NEED ASSESSMENT

Need assessment has been done based on self-assessment and evaluation of each department and the university in general. The development and achievements in the past years, the financial reports, stakeholder's perspective, and self-study report and the valuative report of the NAAC peer team.

The gap analysis has been done considering the present matrices and the targets to be achieved for the next five years. Accordingly, the broader target for the next five years and the year wise plan with milestones and activities are outlined. The matrix and targets and the compilation of the SWOC analysis of the institution is given below

3.1 METRICS AND TARGETS

Indicator(s)	Present Status	Target Rating (5 years)
Governance Quality Index		
% of faculty position vacant	44%	0%
% of non-teaching staff to teaching staff ratio	6.8:1	?
Total number of undergraduate programmes	13	?
Total number of post-graduate programmes	33	40
Total number of doctoral programmes	34	40
Faculty appointment – turn around / cycle time in months	4 months	3 months
Delay in payment of monthly salary payment of faculty	Nil	Nil
Academic Excellence Index		
Delay in exam conduction and declaration of results	38 days	15 days
Plagiarism check	90%	100%
Teacher – Student ratio	1:28	1:15
% of visiting professors	100%	100%
% of students passing out with 60% or more marks	80%	90%
% of graduates employed by convocation	7.05%	40%
% number of students receiving awards at national and international level	6.86%	2.5%
% of expenditure on library, cyber library and laboratories per year	2%	5%
% of faculty covered under pedagogical training	100%	100%
% of faculty involved in further education	10%	20%
Dropout rate	3%	1%
Number of foreign Collaboration	3	10
Subscription to INFLIBNET	Yes	Yes
Equity Initiative Index		
SC student %	8.7%	15%
ST student %	2.7%	5%
Gender parity	79:1 (female: male)	?
Existence of CASH (Committee Against Sexual Harassment)	Yes	Yes
Existence of Social Protection Cell	Yes	Yes
Language assistance programme for weak students	Yes	To establish a Centre

Indicator(s)	Present Status	Target Rating (5 years)
Research and Innovation Index		
Per faculty publications	1.6 per year	5 per year
Cumulative impact factor of publications	0.5-1	2-3
H index of scholars	33 (univ)	60
% of staff involved as principal investigators	31.5%	60%
% of research projects fully or more than 50% funded by external agencies, industries, etc	20%	50%
Total number of patents granted	2	10
% of faculty receiving national / international awards	4.5%	10%
% of research income	0.5%	2%
Doctoral degrees awarded per academic staff	2	4
% Expenditure on research and related facilities	1.6%	3%
Digitisation of master's and doctoral thesis	16%	100%
UPE/CPE		
% of income generated from non-grant sources	0.1%	1%
Student Facilities		
Number of new professional development programmes	10	33
Existence of Placement Cells and Placement Plans	Yes	
% Expenditure on infrastructure maintenance and addition	6.8%	12%
Availability of hostel per out-station female student	20%	100%
Availability of hostel per out-station male student	10%	100%
Student experience surveys	Yes	More extensive
% of income from training courses	0	1%
% of income from consulting	0	1%
Computer coverage	25%	50%
Internet connectivity of campus	Yes	Increase speed of connectivity

3.2 GAP ANALYSIS / SWOC ANALYSIS OF THE INSTITUTION

Strength

1. Promotion of education and accessibility in rural areas.
2. Wide range of Departments and academic programmes
3. Multi-campus in ideal locations.
4. Adequate physical infrastructure for teaching and research.
5. Publicly available library and reading rooms with robust online resources
6. Clearly established strategic Vision and Mission.
7. Transparent state of the art e-governance mechanism.
8. Qualified, experienced, and competent faculty.
9. Timely assessment and up gradation of the curriculum in response to the societal requirements.
10. Increased local student enrolment catering to first generation learners and students from under privileged categories
11. Proactive student support through student leadership programs.
12. Community service as well as professional development opportunities and programs in the rural areas.

Weakness

1. Number of teachers is limited.
2. Lack of Flexibility of academic programmes
3. Budget Constraints
4. Inadequate accommodation facilities for staff and students.
5. Inadequate number of externally funded research projects and quality publications
6. Lack of inter-disciplinary and multi-disciplinary academic programmes and research
7. Poor national and international student enrolment
8. Weak national-level and international-level branding.
9. Poor national and international academic collaborations and partnerships.
10. Inadequate Consultancy Services

Opportunities

1. Appoint meritorious and competent faculty positions
2. Accreditation of individual programs and departments.
3. Scope for national and international academic collaborations and partnerships.

4. Attract more national and international students for enrolment.
5. Organizing social extension activities through community-student collaborations.
6. Foster Industry-Institute partnerships.
7. Introduction of inter-disciplinary and multi-disciplinary academic and research programmes
8. Development of short term/value added courses and programmes – offline/online and blended mode
9. Build and leverage the community network – local administration, alumni, parents, and voluntary organisations

Challenges

1. Increasingly competitive and open higher education environment.
2. Administrative inconvenience due to larger spread of multi campus in different locations
3. Increasing accessibility, choice, and viability of online/ international academic programs.
4. Backwardness of region in terms of higher education when compared to the State as a whole.

4. INSTITUTIONAL DEVELOPMENT – STRATEGIC PLANNING

A Strategic Development Plan is a roadmap to launch and develop an institution systematically to meet strategic objectives while taking into account the existing advantages and present and future challenges. The SPD should be outcome based with clearly timelines and measurable goals.

After being in existence for just over 25 years, Kannur University is determined to enrich its teaching-learning process to the level of excellence in tune with its stated vision and mission to ensure its graduate attributes in its totality.

The main objective of Kannur University is to raise the level of higher education in northern Malabar by augmenting the critical mass of students in the University by providing socially inclusive high-quality teaching, learning and research to raise the economic well-being in the region and to foster an intellectual climate of critical enquiry leading to fresh knowledge production and new skills.

All the steps and initiatives outlined in the SDP will contribute to this large, proposed set of outcomes. The extent to which it meets the stated outcomes will be its measure of success.

The outcome goals will be set for each criterion and the distance to target will be reviewed every year and corrections will be suggested and will be based on empirically best performing universities in the State, in the after adjusting academic strength.

The following benchmarks are assigned for progress and achievement of the overall development priorities of the university

Social Inclusion Measure: Proportion of students in each social category/Proportion of students in that category in the population. Target > 1

Research Output Measure: Benchmark Research Output of Best performing university weighted by the number of teachers / Research output of Kannur University weighted by the number of teachers. Target $> = 1$.

Regional Inclusion:

Participation share – the proportion of our students within an equity group. Ideally, this proportion is equal to or greater than the share within the general population.

Success rate – The ratio of study passed to study attempted (EFTSL), ideally 100%.

Retention rate – the consecutive enrolment of students in second year after commencing in first year, ideally 100%. Retention rates cannot be determined until the end of the following year.

Critical Mass of Students:

Curricular planning and transaction to be done to reach the diversity of student mass.

- Teaching – Blended mode – flipped classroom – face to face interaction reserved for discussion. Anonymous student feedback – semester end analysis results.
- Learning – Freedom to choose – availability of online courses – continuous evaluation – student assessment review mechanism, Add-on courses. Inter-university programme of study.

- Assessment – Scientific assessment based on levels of cognition. Question bank – Semester end evaluation of results to review of questions and teaching. Normalisation of marks.
- Exposure of student and teachers to other national and foreign advanced teaching-learning institutions via Exchange Programmes.

Adequate Infrastructure

University envisages to provide adequate infrastructure in terms of classrooms, hostels, teachers and supporting staff residence, laboratories/studies, computing facilities for all students and teachers.

New Programmes of Study: Academic and Research

Inter disciplinary / inter department and multi-disciplinary programmes and promotion of inter and multi-disciplinary research are considered priority with improvement in following areas:

- Research related teaching
- Research Facilities
- Research Quality Assurance
- Research Output

4.1 Priority areas under the Institutional Development Plan

1. Curriculum Excellence
2. Pedagogical Excellence
3. Academic Administration
4. Infrastructure Development and Maintenance
5. Collaboration and Partnering with Knowledge Hubs
6. Automation and Information Technology
7. Stakeholders Involvement
8. Manpower Management
9. Legal Compliances

10. Creating Institution Brand Image and ranking
11. Research and Development
12. Social Outreach Programmes
13. Monitoring and Evaluation
14. Placement and Employment
15. Equity Initiative – Supporting students from disadvantages group

4.2 Strategic Plan - Objectives

4.2.1 Curricular Excellence Objectives

Objective 1	Ensure quality academic transaction through appointing competent faculty and increasing adjunct and visiting faculty
Objective 2	Updating curriculum and syllabus with new educational policies
Objective 3	Starting of new integrated interdisciplinary and multi-disciplinary academic programmes and short term/ add on and value-added courses / programmes in industry relevant disciplines

4.2.2 Pedagogical Excellence Objectives

Objective 1	Adoption of evidence based high impact teaching strategies
Objective 2	Integrating pedagogy of dialogue, partnership and human orientation considering the needs and interest of the students
Objective 3	Flexibility in learning and choosing of courses by offering electives and open elective courses

4.2.3 Academic Administration

Objective 1	Increased faculty involvement in institutional planning and reforms
Objective 2	Empowering faculty leadership through decentralised academic administration
Objective 3	Support and encouragement for faculty development and academic pursuits.

4.2.4 Examination Reforms

Objective 1	Learning outcome based (Blooms revised taxonomy) automated question paper generation through question banks
Objective 2	Transparent conduct of examination and timely publishing of results
Objective 3	Enhanced weightage to continuous assessment and adoption of variety of modes of assessments considering student learning styles.

4.2.5 Infrastructure Development and maintenance

Objective 1	Development of adequate accommodation facilities in all campuses
Objective 2	Implementation of policy framework and procedures for infrastructure utilisation and maintenance
Objective 3	Infrastructure audit through – Inventory software, and asset management policy

4.2.6 Collaboration and Partnering with Knowledge Hubs

Objective 1	Improved collaboration and partnership at departmental and university level – Increasing in the number of functional MoU and Collaboration
Objective 2	Establishment of Inter University Centres for knowledge partnership
Objective 3	Ensure new interdisciplinary academic and research programmes with external collaboration in possible areas.

4.2.7 Automation and Information Technology

Objective 1	Ensure complete E-governance and paperless communication in the university
Objective 2	Ensure online connectivity and video conferencing within

	campuses facilitating academic resource sharing
Objective 3	Facilitate E-governance and technology for planning, implementation and monitoring of academic, administrative and student progress and achievement.

4.2.8 Stakeholders Involvement

Objective 1	Ensure participation of community including parents and alumni quality assurance of institutional academics
Objective 2	Facilitate academic and financial resources of alumni for developmental activities of the department / institution
Objective 3	Harness reciprocal engagement of all stakeholders in policy planning, infrastructure development and overall institutional quality assurance

4.2.9 Manpower management

Objective 1	Attract and recruit meritorious faculty and utilise faculty resources in Institutional planning. Leadership and Governance
Objective 2	Engage student expertise in teaching assistantship and Earn While Your Learn Scheme
Objective 3	Provide encouragement and incentives for faculty and student contribution and achievements

4.2.10 Legal Compliances

Objective 1	Ensure conformity to regulatory bodies in university academics and administration
Objective 2	Ensure conformity to legal regulations in relation to gender, marginalised groups and environmental sustainability
Objective 3	Implement legal policies and address legal issues in mandatory committees as suggested from time to time

4.2.11 Institutional Branding and Ranking

Objective 1	Prepare and equip the university for A Grade accreditation by NAAC
Objective 2	Ensure better ranking of the university in state and national assessment and ranking.
Objective 3	Ensure institutional visibility in terms of achievement, programmes and student support systems

4.2.12 Research and Development

Objective 1	Adopt measures to ensure quality publications and number of projects and patents by faculty
Objective 2	Provide research grants, travel grants and international exposure opportunities for faculty for research and innovation
Objective 3	Facilitate inter disciplinary research and support translational research

4.2.13 Social Outreach Programmes

Objective 1	To stimulate self-reliance and self-development in local communities by community outreach activities
Objective 2	Volunteer and organise campaigns and programmes on sustainability and empowerment
Objective 3	To help uplift and support local community in areas of literacy, health and social welfare.

4.2.14 Monitoring and Evaluation

Objective 1	To conduct academic, administrative and environmental audit periodically and to provide directional feedback for systemic improvements
--------------------	---

Objective 2	To undertake feedback from stakeholders for institutional reforms and improvements
Objective 3	To encourage and ensure accountability of all beneficiaries supporting a culture of transformational leadership

4.2.15 Placement and Employment

Objective 1	To ensure effective functioning of placement cells at the university and department level
Objective 2	To provide skills and competencies to students for diverse employment opportunities
Objective 3	To provide mentoring, counselling and career orientation to students based on individual interest and potential.

4.2.16 Equity Initiatives

Objective 1	To provide financial support for disadvantaged students and to encourage earning while learning opportunities within and outside the institution.
Objective 2	To provide academic assistance for weaker students and medical insurance for all students
Objective 3	To provide scholarship to deserving students for academics and research and hardship support to needy students.

In line with the above strategic plan objectives, necessary revision in policies, guidelines and regulations will be framed. Five-year plan of the university and planning at the department level in line with the University's general strategic plan will be ensured. The plan of the university for five years will be prioritised based on the immediate and long-term requirements. The following action plans will be undertaken to realize the framed objectives

4.3 GOALS AND PLAN OF ACTION

4.3.1 Goals and Plans for Improvement in Teaching and Learning

1. Revision of necessary teaching policies, guidelines, and regulations
 - Development and implementation of 5 years' strategic plans for each department in-line with General Strategic Plan.
 - Operationalize the departmental strategic plan with yearly targets.
 - Need assessment at department level and developing reasonable teaching policy and revise the existing one.
 - Revision of regulations, guidelines and course policies
2. Revision of curriculum in all departments and its implementation
 - Identifying stakeholder's requirement by conducting market research
 - Redraft the curriculum and get approval of the University.
3. Improve the effectiveness of teaching and learning.
 - Review existing teaching and learning methods and physical facilities.
 - Emphasize student-centered learning.
 - Conduct needs assessment from students to identify what improvement they want.
 - Focus and appreciate student outcomes.
 - Use of appropriate teaching and learning technologies.
 - Expand English proficiency trainings for students.
 - Expand IT competency training for students.
 - Needs assessment to identify areas for improvement, including required physical materials, tools and facilities.
 - Implementation of modern teaching methods (possibly Bloom Taxonomy)
 - Provide training to faculty members on Bloom taxonomy and ensure its implementation by all the departments.
4. Develop and implement new examination policy, and procedure to improve transparency.
5. Develop Online Education Platform (OEP)
 - Conduct market research.
 - Select the most appropriate OEP.
 - Decide for courses to be included in OEP.

- Acquire OEP
 - Build capacity for OEP.
 - Utilize OEP
6. Develop reward mechanism to motivate innovation.
 - Prepare objective checklists to measure performance and outcomes.
 - Reward excellent teacher of the year
 - Reward excellent/best student of the year
 - Give publicity to teacher and student achievements.
 - Stimulate healthy competition among Departments.
 7. Improve Library performance (Requires inputs from library personnel)

4.3.2 Goals and Plans for Improvement in Research and Publication

1. Revision of research and publications policy and procedure
 - Review the existing policy and procedure.
 - Identify areas for improvement.
 - Revise and implement the new policy and procedure.
2. Upgrade research infrastructure
 - Review current physical, IT and accessibility facilities.
 - Review minimum requirements for modern research institution
 - Analyse the gap.
 - Identify most reputable journal indexes, facilitating research and publication.
 - Get subscription.
3. Increase the number of research publication in reputable journals from address of Kannur University
 - Develop research and publication database.
 - Collect and include all publications.
 - Make the database available through website.
4. Enhance research partnerships with national and international research organizations by signing MOUs.
 - Identify potential partners for research engagement and improvement.
5. Developing an award system for best research outputs to encourage research and publication.

- Develop award system policy.
 - Develop award system procedure.
 - Establish award committee.
 - Implement award system policy and procedure.
 - Provide incentives for best publication and the greatest number of publishing in reputed journals.
6. Establishment of collection and intellectual property right (IPR) management system for Kannur University.
- Develop policy for collection of research publications by KU and establish KU patented IPR management system to ensure receiving award of publication made.
 - Develop the platform.
 - Implement the policy.
7. Establishment of Editorial Board to facilitate and enhance quality of researchers.
- Establish Editorial board members!
 - Develop editorial board procedure to identify the role of editorial board.
 - Improve English language proficiency.
 - Expand English proficiency training
 - Improve capacity of research proposal writing
 - Improve capacity of research paper writing

4.3.3 Goals and Plans for Institutional Governance and Administration

1. Institutionalisation of refined decision making and implementation processes.
 - Determine the extent of authority at various administrative management level.
 - Develop a benchmark decision-making framework.
 - Operationalise the benchmark decision making framework.
2. Rationalise administrative process- Minimize time consuming processes.
 - Review the time consumption of administrative work for various administrative works.
 - Develop and benchmark time consumption mechanism for different processes at central and regional campuses.
 - Operationalise and institutionalize the mechanism to enhance the efficiency

of different administrative processes.

3. Improve control system for online administrative software.
 - Establish a committee from administrative personnel.
 - Determine the roles of the committee.
 - Monitor various affectivities recorded in KU Online soft-ware and encourage follow-up.
4. Develop annual plan by different administrative departments(Requires knowledge of administrative departments).
5. Strengthen internal control system.
 - Review the current internal control system
 - Review strategic and operational plans requirements and internationalbest practices
 - Gap analysis and risk assessment of internal control system.
 - Formulate procedures for revised internal control system
 - Develop new internal control system
 - Implement new internal control system

4.3.4 Goals and Plans for Legal Framework and Stakeholder Participation

1. Establish the stakeholders' relationship improvement policy and procedure
 - Review the existing policy and procedures
 - Redefine key stakeholders and highlight their roles (local/ national/ international)
 - Develop stakeholders' engagement mechanism
 - Finalize the policy and procedure
2. Develop relationship with out-of-state and international academicpartnerships
 - Identify potential national and international potential partners
 - Identify areas necessary for improvement
 - Determine role of the potential partners
 - Sign MOUs with potential new partners
 - Review MOUs with existing partners
 - Identify areas for improvement
 - Keeping a strategic and objective mission, amend MOUs

- Periodically review the extent of MOUs implementation
 - Hold (preferably quarterly or semi-annual) meeting with necessary partners
3. Develop relationship with industry and business
 - Identify the potential business partners
 - Redefine the role of Kannur University by giving maximum publicity to industries and businesses
 - Sign MOUs with corporate and business partners
 - Hold periodic business-education events to strengthen the relationships
 4. Develop relationship with community
 - Develop Corporate Social Responsibility (CSR) mechanism
 - Identify the areas for community capacity building (CCB) and develop CCB framework
 - Define the role of Kannur University in community capacity building, role of various departments, administrative staff, teaching staff and students
 - Identify and approach potential public corporate and business partners when required
 - Implement corporate CSR mechanism
 - Implement community capacity building

4.3.5 Goals and Plans for University Branding and ranking

1. Development and implementation of Marketing Policy.
 - (i) Establish Marketing committee
 - (ii) Develop marketing procedure
 - (iii) Sign MOUs with potential national and international media
 - (iv) Operationalize and implement the marketing procedure
2. Improve the University Website
 - (i) Change the current interface, after assessment
 - (ii) Timely update Kannur University Website
 - (iii) Include posts, research publication, and other necessary inputs that help in optimizing and visibility of the website in search engines
 - (iv) Publish the research and other publication in the website to enhance visibility of the University

3. Enhance the visibility of Kannur using other Social media

- (i) Facebook,
- (ii) Twitter
- (iii) Other social media channels

4.3.6 Goals and Plans for Improvement in Physical and Virtual Infrastructure

1. Development and implementation of a Corporate Infrastructure Investment and Maintenance Policy.

- Identify the extent of underutilization of the existing physical infrastructure
- Develop guideline to fully utilize existing infrastructure
- Implement the guidelines

2. Organizational Reform and Restructuring

- Assess the current organizational structure
- Prepare a model for new organizational structure based international best practices
- Revise the organizational organization
- Get approval of relevant government authorities
- Implement the new organizational structure

5. INSTITUTIONAL PROJECT BUDGET – PRIORITY

On the basis of the metrics and targets and the need assessment done on the basis of gap analysis /SWOC analysis, the following priority areas are identified for institutional budget for the next five years.

5.1 Infrastructure Development

The shortage of student hostels for outstation students both men and women have been a shortcoming of the university. The university being spread in different campuses, providing residential facilities for students becomes a necessity for facilitating education access in the remote campuses. Purchase of computing facilities, purchase of furniture, maintenance of lab equipment and renovation works are also considered as priority. Other infrastructure facilities like, conference halls in all campuses, studio and language lab, sports infrastructure in different campuses, upgradation of library and laboratories, establishment of Campus

Information and Communication Technology Centre are considered priority in the institutional development plan budget priority.

Budget outlay: Rs. 13139 lakhs

5.2 Teaching and Curriculum Development

Keeping holistic and multi-disciplinary education in focus, the university proposes new programmes which are multi-disciplinary / multi-departmental and multi-institutional. Re-orienting campuses with discipline specific departments is also a priority under the institutional plan. Updating and revising curriculum and syllabus, academic collaboration, industry – institution collaboration and new academic initiatives in terms of short-term courses, add-on courses, value added courses are proposed under this head

Budget outlay: Rs 1010 lakhs.

5.3 Research Support

Dearth of quality research has been a shortcoming of the university, which has been largely due to lesser number of faculty and inadequate infrastructure and laboratory facility. With high priority given for infrastructure development in all campuses/ departments, encouraging and supporting research and research output stands a top priority. Continuation of university fellowship for research scholars, introducing post-doctoral fellowships would encourage good scholars to engage in research in the university. Promotion of inter-disciplinary and multi-disciplinary research, supporting publication cost for faculty, enhancing publication outputs and conduct of seminars and workshops, faculty and student exchange programmes, industry-university connect, business incubation centre, translation research centre and grants for start-ups and industry-oriented research are proposed to significantly improve the research output in the university.

Budget outlay: Rs. 2930 lakhs

5.4 Institutional Reforms and Innovation

Quality and effective governance and leadership require transformation of academic and administrative personnel on modern management techniques. Autonomous, decentralised accountable and transparent governance are requirement for institutional development. Leadership training programmes, professional consultancy for university development,

faculty encouragement schemes, promoting faculty for entrepreneurship development, examination reforms, visiting faculty / adjunct faculty scheme, functioning of IQAC and NAAC re-accreditation planning, and preparation are envisaged in the institutional development plan.

Budget outlay: Rs1879 lakhs.

5.5 Other initiatives

Ecosystem of the campus in terms of green initiatives, equity, gender parity is given priority in the institutional planning. Rainwater harvesting, green energy management, waste management and reduction in carbon footprint caters to green initiatives of the university. Teaching assistantship, Earn While You Learn Scheme, student hardship fund, language assistance for weak students, medical insurance for students, travel grants for teachers, fitness and martial arts and adventure activities for girl students, upgradation and functioning of counselling and health centres are all areas of initiatives proposed under this head

Budget outlay: Rs 1145 lakhs

The detailed budget planning and year wise target approaches are shown below:

6. BUDGET PLANNING AND PROPOSALS

Considering the above strategic planning, objectives, goals and plan of action, committee for plan proposal preparation taking suggestions for all stakeholders prepared the following prioritised budget proposal for Institution Development plan for 2022 to 2027.

Proposal for Fourteenth Five-year Plan 2022 to 2027 (in Lakh)							
	Components	Budget	2022-23	2023-24	2024-25	2025-26	2026-27
	PROPOSAL P 1						
I	Infrastructure Development at campuses						
	Hostel Facility for students						
	Mananthavady- Extension of women's	450	0	50	50	100	250

	Hostel						
	Palayad- Students hostel	800	0	50	200	250	300
	Developmental activities at Manjeshwaram campus	400	100	50	100	150	0
	Multipurpose building at Thavakkara campus	325	100	50	75	100	0
	Developmental Works at Thavakkara Campus (Road and landscaping)	500	25	50	150	175	100
	Vertical Extension of Academic building at Mananthavady Campus	475	75	100	100	100	100
	Developmental works at Legal Studies, Palayad Campus	35	25	10	0		0
	Matching grant for construction of Instrumentation centre at Payyanur	95	45	50	0	0	0
	Vertical Extension of women's Hostel, Palayad	130	50	80	0	0	0
	Academic Block for the Dept. of Bio Technology & Micro Biology, Palayad	1000	250	250	250	250	0
	Women's Hostel, Dharmasala- Construction of Compound wall	70	40	30	0	0	0
	Light Roofing at Mangattuparamba	120	70	50	0	0	0
	Women's Hostel, Payyannur	1100	205	200	200	200	295
	Students Amenity Centre (Vertical Extension)	65	50	15	0	0	0
	Construction of Academic Block cum Research Centre at Mananthavady Campus, Construction of Open Well & Pump House	75	50	25	0	0	0
	Ground Leveling at Mangattuparamba Campus	100	50	50	0	0	
	Compound wall, gate, ground levelling at Mananthavady, Nileswaram and Manjeswaram campuses	300	0	75	75	75	75
	Pedestrian path and bicycle lane	100	0	0	0	50	50
	Ramp/ Lift facility in Thavakkara & School of Physical Education (Mangattuparamba)	150	0	100	50	0	0
	Mini Conference AC hall (20-25 capacity) in all campuses and major departments	300	0	75	75	75	75
	Studio at MCJ department	150	0	100	50		
	Language lab at Palayad	60	0	10	50		
	Sports Infrastructure						
	Fitness centre, turf playgrounds, yoga hall, indoor court in all campuses Recreation club and facilities at all campuses	400	0	75	100	100	125
	Local Specific sports infrastructure facilities as follows-						
	Mananthavady- Archery	10	0	0	0	0	10
	Palayad- Volleyball	2	0	0	0	2	0
	Nileswaram- Handball	2	0	0	0	0	2

	Upgradation of Lab facilities	350	0	75	75	75	125
	Library						
	Extension of Library at Palayad and Mangattuparamba campuses	500	0	100	100	100	200
	Library facility at Payyanur by vertical extension of Scientific Instrumentation centre	300	0	75	75	75	75
	Digital Infrastructure & Library Modernisation	200	0	50	50	50	50
	Development of Institutional Repository	200	0	50	50	50	50
	Upgradation of E resources	200	0	50	50	50	50
	Upgradation of Library/ Purchase of Books	500	100	100	100	100	100
	Campus Information & Communication Technology Centre IT facilitation centre at Thavakkara campuses with content creation centre and video recording room	200	0	100	100	0	0
	ERP (Enterprise Resource Planning Software)	500	0	100	100	150	150
	To set up facility for conducting online tests at Thavakkara & Mangattuparamba	50	0	20	10	10	10
	Skilled staff, Lab & IT	400	0	100	100	100	100
	E- Governance & Virtualization Program	900	300	150	150	150	150
II	Teaching and Curriculum Development						
	Syllabus revision workshop for UG & PG	60	0	30	0	0	30
	5 year integrated PG programme	125	0	50	25	25	25
	Academic collaboration	100	0	30	30	20	20
	Multidisciplinary/ multi department / multi institutional programs	150	0	0	50	50	50
	Running of Industry Institution Collaboration centre (5000 - 7000 sq m)	200	0	50	50	50	50
	New Academic Initiatives (Short term/Add on Courses/Life Skills/Value added Courses) New Academic Programs- Plant Science, Nano Science & Computational Biology & Integrated M Com program (Nilesware campus)	375	75	75	75	75	75
III	Research Support						
	Fellowships for all research scholars (Rs 10000/-)	550	150	100	100	100	100
	Competitive University Senior Research Fellowship for PhD Scholars	160	0	40	40	40	40
	Post Doctoral fellowships (30 nos.)- Rs. 50,000/-	100	0	25	25	25	25
	Publication cost for teachers (high impact journals)	60	0	15	15	15	15
	Promotion of interdisciplinary, multidisciplinary and trans disciplinary research	300	0	75	75	75	75
	Running of publication division of Kannur University	40	0	10	10	10	10

	Seminar /Workshops	350	50	75	75	75	75
	Networks for Teaching, Research and Student exchange						
	Faculty and student exchange program	200	0	50	50	50	50
	Industry visit to campuses	20	0	5	5	5	5
	Industry University connect- student/ faculty visit	200	0	50	50	50	50
	Business Incubation Centre (BIC)	400	0	75	100	125	100
	Start up Grants						
	Support for Industry oriented reseach	200	0	50	50	50	50
	Startup grant for newly appointed Faculty & Seed Money for Faculty	350	100	100	50	50	50
IV	Institutional Reforms & Innovation						
	Continuous training for Administration & Leadership to teaching and non teaching staff	40	0	10	10	10	10
	Professional Consultancy for University development	100	0	25	25	25	25
	Hiring professional agency for conducting academic and administrative audit	4	0	1	1	1	1
	Promoting faculty for entrepreneurship development program	100	0	25	25	25	25
	Rewards, promotions, recognition to faculty	10	0	2.5	2.5	2.5	2.5
	Digitization of examination process- from point of registration to results	300	0	100	100	100	0
	IQAC	500	50	50	75	75	250
	Visiting Faculty/ Adjunct faculty	450	50	50	100	150	100
V	Green Initiatives						
	Rain water Harvesting and Aquifer recharge in all campuses	45	10	15	10	5	5
	Green Energy Management and Auditing	40	20	5	5	5	5
	Alternative energy utilization- Solar, bio-mass	50	0	15	15	10	10
	Waste management	55	35	5	5	5	5
	Reduction in carbon footprint	20	0	5	5	5	5
	Western Ghats Study Centre for Tropical Bio-diversity, Manathavady Campus	25	25	0	0	0	0
	Harithakeralam	100	20	20	20	20	20
VI	Equity		0	0	0	0	0
	Teaching assistantship/ Earn While You Learn Scheme	330	30	50	75	75	100
	Student Hardship fund	40	0	10	10	10	10
	Language assistance programs for weak students	40	0	10	10	10	10
	Medical insurance for students	20	0	5	5	5	5
	Travel grant for teachers	80	0	20	20	20	20
VII	Gender Parity						

	Fitness, Martial arts and adventure activity training for girl students	40	0	10	10	10	10
	Gender Support-Counselling Centre	200	40	40	40	40	40
	Upgradation of Health Centres	40	0	10	10	10	10
VII	Post Covid Initiatives and Outreach Programme	20	20	0	0	0	0
IX	Purchase						
	Purchase of Computers/Accessories	500	100	100	100	100	100
	Purchase of Furniture	350	150	50	50	50	50
	Purchase/ Maintenance of Lab Equipments	275	75	50	50	50	50
X	Renovation/ Miscellaneous work (For all Campuses)	600	200	75	75	125	125
XI	NAAC Re-accreditation, Planning & Preparation	375	25	25	25	75	225
	Total	20203	2760	4203.5	4238.5	4445.5	4555.5
I	PROPOSALS P II						
	**Thavakkara- International hostel+guest house+Teacher's/ Staff flats (30 units)	1600	0	400	500	500	200
	**IMangattuparamba 50 bed internationalresearch scholars hostel	600	0	150	150	150	150
	**Payyanur 100 bedded men's hostel	750	0	200	200	200	150
	**Manjeswaram 50 bedded women's hostel	500	0	200	200	100	0
	**70 bedded ladies hostel nilswaram	500	0	200	200	100	0
	**Nileswaram 100 bedded men's hostel	750	0	200	200	200	150
	Palayad Teachers Flat (25)	600		150	150	150	150
	Parking space with shelter at all campuses(Two wheeler & four wheeler separate)	400	0	0	100	200	100
	Approach road and ground levelling at Academic blocks at Mananthavady	250	0	150	100	0	0
	Running of skill development centre at Thavakkara- Job oriented courses, Vocational courses, Networking, blended mode	230	0	50	75	70	35
	Establishment of proposed new campus (Greenfield Campus)	1000	0	150	150	200	500
	TOTAL	7180		1850	2025	1870	1435
	PROPOSAL P III						
I	Infrastructure Development at campuses						
	Mananthavady teachers flat	500	0	100	100	150	150
	Library buildings at Mananthavady and Nileswaram	600	0	0	0	200	400
	VC's bungalow	200	0	0	100	100	0

	Teacher's flat 10 units + Guest house	300	0	75	75	75	75
	Teacher's flat 15 units nilswaram	600	0	200	200	100	100
	Teacher's/Staff flat (25) Units Managattuparamba	800	0	200	200	200	200
	Teacher's/ staff flat (30) units Thavakkara	1000	0	250	250	250	250
II	Land Acquisition Compensation	600	0	300	0	0	300
	TOTAL	4600		1125	925	1075	1475
	GRAND TOTAL (PROPOSALS PI+PII+PIII)	31983	2760	7178.5	7188.5	7390.5	7465.5
**PROPOSAL ALREADY BEEN SUBMITTED TO HIGHER EDUCATION FOR CONSIDERATION							

Draft Report of Institutional Development Plan Submitted by

1. Prof Anil Ramachandran (Convener. IDP Committee)
2. Dr Muraleedharan T K (Member, IDP Committee)
3. Dr Soorej M Basheer (Member, IDP Committee)
4. Dr Karthikeyan P (Member, IDP Committee)
5. Dr Malvaka Binny (Member, IDP Committee)