

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(2026–2033)



Plaksha University, Punjab

Institutional Development Plan (2026–2033)

This Institutional Development Plan (IDP) outlines the strategic vision, priorities, and implementation roadmap for Plaksha University for the period 2026–2033. The document serves as a guiding framework for institutional growth, academic excellence, research leadership, and societal impact.

Definitions

University	Plaksha University, Punjab.
IDP	Institutional Development Plan (2026–2033).
AI	Artificial Intelligence.
Deep-Tech	Innovation and research involving advanced scientific and engineering technologies to address complex societal and industrial challenges.
KPI	Key Performance Indicator.
Extramural Funding	External research funding.
Endowment	Donated financial assets for long-term income.
Flagship Research Centers	Strategically important, well-funded research units.

Plaksha's Vision & Mission

Vision

To shape leaders, researchers and entrepreneurs - bold enough to transform the world and wise enough to do it responsibly.

Mission

Plaksha exists to:

Cultivate fearless, ethical leaders by bringing together exceptional minds in an environment where technology, humanities, and entrepreneurship converge around problems that matter.

Advance knowledge that matters and create real-world impact through multidisciplinary research and ventures that address the grand challenges of our times.

Build an institution that is nimble, inclusive and anchored in humanistic values.

1. Vision and Strategic Direction (2026-2033)

Plaksha University aspires to become Asia's benchmark institution for transformative technology education, driving innovation, research, and entrepreneurship with global relevance. The University aims to nurture exceptional talent, foster cutting-edge research in Artificial Intelligence (AI) and deep-tech, and build a robust industry-academia ecosystem to address large-scale societal challenges.

The strategic direction for 2026–2033 is anchored on three core pillars:

- **Transformative Tech Education:** Delivering a differentiated, interdisciplinary learning experience with strong global exposure.
- **AI & Deep-Tech Innovation:** Advancing cutting-edge research and innovation in AI and deep-tech, alongside startup incubation.
- **Industry-Academia Collaboration for Impact:** Translating research into deployable solutions and policy outcomes.

2. Academic and Talent Development

The University will significantly expand its academic ecosystem to cultivate a high-quality, globally competitive talent pool.

- **Student Strength:** The student body is projected to grow from 650+ to 3,000+ students.
- **Student Outcomes:** Plaksha's graduating students progress into careers across technology, consulting, analytics, finance, in established corporations and emerging ventures, alongside pathways in higher education, research and entrepreneurship. Over the Plan period, the University will further strengthen career development, industry engagement, research exposure and entrepreneurship support to prepare students for a wider range of professional, academic and innovation-led pathways.

- **Internationalisation:** The proportion of international students will rise from 2–3% to 10–15% of total student strength, supported by full-time enrollments and exchange programs with leading global institutions.
- **Faculty Expansion:** Faculty strength will increase from 50+ to 175+ full-time members, alongside 50+ guest faculty and professors of practice, enhancing teaching quality and industry integration.
- **Academic Programs:** Undergraduate offerings will expand from 4 majors and 6 minors to 6–8 majors and 10–15 minors, aligned with emerging interdisciplinary domains including AI, data science, sustainability, and business innovation. The University will also progressively expand its postgraduate and doctoral offerings in areas aligned with its academic and research priorities.

3. Research, Innovation, and Entrepreneurship

Plaksha University will strengthen its position as a leading hub for AI and deep-tech research, innovation and entrepreneurship in India, addressing grand challenges through collaboration with industry, government and academia.

- **Research Excellence:** The University aims to achieve 10+ globally recognised AI and deep-tech breakthroughs, contributing to technological advancement and national competitiveness.
- **Research Infrastructure:** The University will expand its research centers from 4 to 6–8, aligned with its strategic research priorities.
- **Interdisciplinary Research Initiatives:** The University is advancing interdisciplinary research initiatives that bring together AI, engineering and the sciences to address complex societal challenges. Over the Plan period, the University will continue to strengthen interdisciplinary research through institutional investment, specialised infrastructure and collaboration with leading academic, industry and research partners.

- **Startup Ecosystem:** A robust innovation ecosystem will be established to incubate 250+ AI and deep-tech startups.

4. Partnerships and Global Engagement

Strategic partnerships will be critical to achieving institutional goals.

- **Global Collaborations:** The University will expand its network of partnerships with leading global institutions to facilitate joint research, student exchange and academic collaboration.
- **Industry Engagement:** The University will strengthen its industry linkages to enable co-developed curricula, internships and the commercialisation of research outcomes.
- **Multi-Stakeholder Platforms:** The University will bring together researchers, policymakers and industry leaders to address system-level challenges and develop scalable solutions.

5. Infrastructure and Campus Development

The University's built-up area will expand from 6.5 lakh sq. ft. to 15 lakh sq. ft. through the development of additional academic blocks, research laboratories and innovation hubs, supported by strengthened digital infrastructure.

- **Residential Infrastructure:** Expansion of the University's residential infrastructure is already underway, including the development of additional student accommodation and supporting amenities. This ongoing development will support the planned growth of the student community over the IDP period.
- **Innovation Facilities:** Development of advanced laboratories, maker spaces, and incubation centers to support experiential learning and research.

- **Sustainable Campus:** Infrastructure development will integrate sustainability principles, including energy efficiency and green practices.

6. Financial Sustainability

The University will adopt a sustainable financial model to support long-term growth.

- **Fundraising:** The University aims to more than double institutional fundraising from its current level of ₹1,500 crore through philanthropy, grants and partnerships.
- **Revenue Generation:** The University will diversify its revenue streams through tuition fee, research funding, executive education, and industry collaboration.
- **Financial Health:** The University will strengthen its long-term financial sustainability by aligning institutional growth with available resources, diversified revenue streams and prudent financial planning.

7. Societal Impact and Public Good

Plaksha University is committed to achieving measurable societal impact.

- **Digital Public Goods:** Development of 10+ scalable digital solutions to address national challenges in areas such as education, healthcare, and governance.
- **Policy Impact:** Research outcomes will inform public policy and contribute to national development goals.
- **Entrepreneurial Ecosystem:** Research, innovation and entrepreneurship will contribute to employment generation, economic development and scalable solutions to societal challenges.

8. Year-wise Phasing

The Institutional Development Plan will be implemented across three progressive phases between FY 2026–27 and FY 2032–33. Each phase will build on Plaksha's established academic and institutional base while advancing student and faculty growth, academic programs, research, partnerships, infrastructure and financial sustainability.

- **Phase I – FY 2026–27 and FY 2027–28:** Building on the University's progress during its first five years, this phase will accelerate priority academic and research initiatives, strengthen faculty and doctoral capacity, and enhance the infrastructure and institutional capabilities required for continued growth.
- **Phase II – FY 2028–29 to FY 2030–31:** This phase will scale academic and research activity through the progressive introduction of specialised undergraduate and postgraduate programs, growth in student and faculty strength, increased research support, expanded residential capacity and additional academic partnerships.
- **Phase III – FY 2031–32 and FY 2032–33:** This phase will deepen the impact of established initiatives by strengthening research outcomes, expanding global partnerships, advancing institutional and financial sustainability, and achieving the planned growth of academic, residential and campus capacity.

9. Detailed Key Performance Indicators

The University will monitor implementation through measurable indicators aligned with its academic, research, talent, infrastructure and financial priorities.

- **Academic Growth:** Indicators will include student enrollment, number of undergraduate and postgraduate programs, student–faculty ratio, international student representation and doctoral student strength.
- **Faculty Capacity:** Faculty strength, visiting faculty and professors of practice, faculty distribution across academic areas, and recruitment against projected requirements will be monitored.
- **Research Performance:** Research progress is monitored through publications indexed in recognised databases, citations, externally funded projects, patents filed and granted, technology transfers, research partnerships and doctoral outcomes.
- **Infrastructure and Financial Progress:** Indicators will include the completion of planned infrastructure, residential capacity, year-wise funding requirements, research support and progress towards long-term institutional sustainability.

10. Risk Assessment and Mitigation

Institutional growth involves financial, talent and regulatory considerations that require ongoing assessment and mitigation.

- **Financial Risks:** The planned expansion requires significant investment in academic programs, research, faculty, student support and infrastructure. Potential land-related charges and other costs with uncertain timelines may create additional financial exposure. The University’s Finance Committee and relevant statutory committees review major financial commitments and projections, ensuring decisions align with institutional priorities, available resources, and long-term financial sustainability.

- **Talent Acquisition Challenges:** The expansion of the University's academic and research activities will require the recruitment and retention of accomplished faculty, researchers and specialised professionals. Compared with the FY 2026–27 projection, faculty capacity is expected to nearly triple by FY 2032–33, requiring a sustained talent-acquisition strategy across emerging technology and interdisciplinary research domains.
- **Regulatory Considerations:** Changes in regulatory and qualification requirements may affect the design or implementation timelines of new academic programs. The University addresses these considerations through its established academic and statutory review mechanisms.
- **Mitigation Strategies:** Identified risks are managed through established governance mechanisms, sequenced institutional planning, diversified funding, academic and industry partnerships, and the alignment of academic, research and infrastructure commitments with available resources.

11. Human Resource Strategy

The University's human resource strategy supports the expansion of its academic, research and administrative capabilities over the Plan period.

- **Faculty Recruitment:** Recruitment is aligned with academic priorities and the phased expansion of programs, with emphasis on relevant academic, research and industry expertise, extending to administrative and professional talent as the University scales.
- **Retention and Development:** Research support, interdisciplinary collaboration, professional development and participation in institutional initiatives contribute to an enabling environment for faculty and staff, supported by learning opportunities and regular engagement to guide retention efforts.
- **Leadership Development:** As the University expands, opportunities will be created for faculty and professional staff to take responsibility

for academic programs, research initiatives, institutional partnerships and administrative functions, underpinned by clear governance of people-related decisions to support this growth in a sustainable way.

12. Inclusion and Diversity

The University will seek to ensure that institutional growth is accompanied by equitable access, diversity and an inclusive academic environment.

- **Socio-economic Inclusion:** The University will promote access for students from diverse socio-economic backgrounds through need-based financial assistance, outreach initiatives and appropriate student support mechanisms. The University will develop detailed measures and targets in consultation with relevant University departments.
- **Scholarships:** Scholarship support will continue to form an integral part of the University's growth plans. The University will work towards maintaining financial assistance for deserving students while ensuring the long-term sustainability of its scholarship commitments.
- **Gender Diversity Targets:** The University will strengthen efforts to improve gender representation across its student, faculty and staff communities.
- **International Student Representation:** The University aims to increase the proportion of international students through full-time enrollments and exchange programs with leading global institutions.

13. Digital Strategy

The University will progressively strengthen its digital capabilities to support teaching, research, administration and campus operations while ensuring the responsible and secure use of technology.

- **AI-enabled Campus:** The University will progressively adopt AI-enabled tools to support academic delivery, research, student services and administrative efficiency. Technology adoption will be undertaken in a phased manner, with appropriate human oversight and institutional safeguards.
- **Platforms for teaching and research:** Digital platforms will be strengthened to support course delivery, academic resources, assessments, student-faculty engagement and blended learning; managing academic tasks such as course scheduling, registration & grading; management of the student life cycle from enrollment to graduation. These systems will be periodically reviewed to ensure accessibility, reliability, and alignment with evolving academic requirements.
- **Platforms for managing university operations:** Digital platforms will be strengthened to support the administrative departments of the university such as residence management, mess management, finance, HR, procurement, etc. Efforts will be made to ensure data security and protection of personal data in all these systems.
- **Data Governance and Cybersecurity:** The University will strengthen frameworks for data ownership, access, privacy, retention and responsible use. Cybersecurity measures, user awareness and periodic reviews will support the protection of institutional, academic and personal data.

14. Regulatory Compliance

The University integrates regulatory compliance and academic quality assurance into the design, approval and periodic review of its academic programs. Relevant academic and statutory bodies review program structures, qualification levels, credit requirements and institutional policies to maintain alignment with applicable higher-education requirements.

- **UGC Regulations:** Academic programs are designed and delivered under the University's degree-granting authority and in accordance with applicable UGC requirements. The University considers new programs and material academic changes through its established academic and statutory approval mechanisms.
- **Qualification Framework:** Program design and academic levels are aligned with applicable national higher-education qualification requirements.
- **NEP 2020:** The University's interdisciplinary curriculum, flexible academic pathways, emphasis on research and innovation, and integration of technology and societal impact reflect key directions of NEP 2020.
- **Accreditation Frameworks:** Institutional quality-assurance practices cover curriculum design, teaching and learning, faculty capacity, research, student outcomes and governance. These practices provide a foundation for engagement with applicable institutional and program-level accreditation frameworks.

15. Alumni and Advancement Strategy

The University's advancement efforts build on its established relationships with alumni, founders, donors and philanthropic partners. These relationships continue to support its academic mission, institutional development and long-term priorities.

- **Alumni Engagement:** Plaksha's growing alumni community remains connected with the University through academic, professional and institutional engagement. Alumni contribute to the wider Plaksha ecosystem through mentoring, career guidance, industry connections, entrepreneurship, research collaboration and support for student-led initiatives. Regular communication and opportunities for alumni participation strengthen their continuing association with the University.

- **Endowment Building Strategy:** The University's established philanthropic and fundraising efforts support scholarships, faculty development, research, academic innovation and campus development. Building on this foundation, advancement efforts are increasingly directed towards long-term giving and endowment growth, supported by clearly articulated funding priorities and transparent communication of impact.
- **Global Donor Network:** Plaksha has an established community of founders, donors, corporations, foundations and individual philanthropists. The University continues to deepen these relationships in India and internationally by connecting philanthropic engagement with shared priorities in education, research, innovation and societal impact.

16. Governance, Implementation and Review

The Institutional Development Plan is implemented through the University's established governance structure, with strategic initiatives coordinated across academic and administrative functions and reviewed through relevant institutional and statutory mechanisms.

- **Institutional Accountability and Responsibility Framework:** Strategic initiatives are mapped to the relevant academic and administrative functions, with clear responsibility for implementation, coordination and review. Major academic, financial and institutional decisions are placed before the appropriate statutory bodies, including the Finance Committee, for review and approval.
- **Monitoring and Review:** Progress is assessed periodically against defined indicators and institutional milestones. This enables priorities, resource requirements and implementation timelines to be reviewed as institutional needs evolve.
- **Academic Quality and Inclusion:** Institutional growth is pursued while maintaining academic standards, research integrity, equitable access,

an inclusive learning environment and the quality of the student experience.

- **Sustainability and Adaptability:** Academic, research, infrastructure and financial commitments are reviewed in the context of long-term institutional sustainability, implementation readiness, available resources and evolving regulatory requirements.

Conclusion

The Institutional Development Plan (2026–2033) provides a coherent roadmap for Plaksha University's next phase of development. Through coordinated investments in academic talent, research, innovation, infrastructure, partnerships and institutional capacity, the University continues to advance its mission of reimagining technology education and contributing meaningfully to India and the world.

The Plan remains a living institutional framework, responsive to evolving priorities and the University's long-term aspirations.
