# Institutional Development Plan

## The University of North West Himalayas

Sangaon Bhagwanpur, Dharkot Road, Thano,
Dehradun – 248143, Uttarakhand, India.
https://unwh.edu.in

# C O N T E N T S

# 1. Introduction

The **University of North West Himalayas (UNwH)** is a recently established private multidisciplinary university located in Dehradun, Uttarakhand. The University offers academic programmes across a wide range of disciplines including Agriculture, Commerce, Engineering & Technology, Health Care, Humanities, Pharmacy, Applied Sciences, and other allied fields.

University had been accorded approval by the State Government through the **Uttarakhand Private Universities (Amendment) Act, 2025 (Uttarakhand Act No. 13 of 2025), as notified vide Notification No. 245/XXXVI (3)/2025/16(1)/2025 dated 03 July 2025, thereby amending the Uttarakhand Private Universities Act, 2023 (Act No. 2 of 2024).**

**Recognized under Section 2(f) of the University Grants Commission Act, 1956, by the University Grants Commission (UGC), New Delhi, vide letter No. F.8-15/2025 (CPP-1/PU)/166709 dated 30 September 2025.**

The University of North West Himalayas is situated at Village Sangaon Bhagwanpur, Dharkot Road, Thano, Tehsil Doiwala, Dehradun—a scenic and intellectually vibrant region of Uttarakhand. Conceived as a centre of academic excellence, the University is dedicated to fostering interdisciplinary learning, innovation, and global leadership.

Established with the vision of creating a transformative educational ecosystem, UNwH is committed to empowering students through quality education, research, innovation, and inclusivity**.** Nestled amidst the serene Himalayan foothills, the modern campus offers an ideal blend of natural inspiration and state-of-the-art infrastructure**.**

The University provides a rich spectrum of undergraduate, postgraduate, doctoral, and professional programmes, designed to meet the academic and professional aspirations of students from across India and abroad.

At the University of North West Himalayas (UNwH), education extends well beyond textbooks and classrooms. The University's academic philosophy places strong emphasis on critical thinking, ethical leadership, social responsibility, and environmental sustainability. Supported by a team of highly qualified faculty members, state-of-the-art laboratories, digital classrooms, and robust industry partnerships, UNwH provides a stimulating environment that fosters both intellectual excellence and personal development.

The Institutional Development Plan (IDP) serves as a structured roadmap for the University's growth, quality enhancement, and long-term sustainability over the medium term of three to five years. The IDP is aligned with the University's mission and vision, applicable regulatory and accreditation requirements (including UGC, PCI, and other statutory bodies), stakeholder expectations, and local as well as regional development priorities.

This document is intended to function as a guiding framework rather than a rigid blueprint. It is designed to remain dynamic and responsive, evolving through continuous feedback and inputs from faculty members, students, industry partners, and the University's governing and statutory bodies.

## 2. Preamble

The higher education landscape in India is undergoing rapid transformation, driven by globalization, technological advancements, policy reforms, and evolving societal expectations. In this changing environment, higher education institutions are required to move beyond conventional teaching methodologies and focus on nurturing critical thinking, creativity, ethical values, and social responsibility among learners. Recognizing these imperatives, the University of North West Himalayas (UNwH), Dehradun, Uttarakhand, has adopted a strategic and forward-looking Institutional Development Plan (IDP) aligned with national priorities and global benchmarks of excellence.

As a young and dynamic private university, UNwH is uniquely positioned to emerge as a centre of academic innovation and a catalyst for regional development. This Institutional Development Plan reflects the University's commitment to quality education, impactful research, meaningful community engagement, and sustainable development. It provides a structured framework to guide the University's academic, administrative, and infrastructural growth in a coherent and systematic manner.

The University Grants Commission (UGC) and the National Education Policy (NEP) 2020 underscore the importance of institutional planning to ensure quality assurance, accountability, and continuous improvement in higher education. In alignment with these guidelines, the present IDP outlines the strategic direction for UNwH's progress, with a strong focus on excellence, equity, inclusivity, and innovation.

UNwH's educational philosophy is firmly rooted in a student-centric approach, encouraging learners to explore new ideas, innovate, and contribute meaningfully to society. The University aspires to nurture graduates who are not only professionally competent but also ethically grounded and socially responsible. Through education, research, and community engagement, UNwH seeks to contribute actively to nation-building.

This IDP is conceived as a living and dynamic document, responsive to changing institutional needs and external developments. It delineates strategic goals and action plans for achieving academic excellence, strengthening research and innovation, enhancing infrastructure, promoting faculty development, and expanding community outreach. Collectively, these initiatives support UNwH's vision of becoming a leading centre of learning, innovation, and societal impact in Uttarakhand and beyond.

The plan encompasses all key dimensions of university functioning—including curriculum design, research, industry collaboration, innovation ecosystems, and sustainable campus development—ensuring alignment with long-term institutional objectives. It serves as a guiding framework for integrated, purposeful, and outcome-oriented growth, enabling the University of North West Himalayas to effectively realize its mission of providing quality education and contributing to national development.

### 3. Vision and Mission

### Vision:

The University of North West Himalayas (UNwH), Dehradun, is committed to academic excellence, interdisciplinary learning, and global leadership. The University offers a dynamic educational ecosystem that fosters innovation, research, and inclusive learning across undergraduate, postgraduate, doctoral, and professional programmes. At UNwH, education goes beyond classrooms, nurturing critical thinking, ethical leadership, social responsibility, and sustainability. With expert faculty, advanced infrastructure, and strong industry linkages, the University provides an environment that supports holistic academic and personal growth.

#### Key Highlights:

- Multidisciplinary programmes across Science, Engineering, Computer Applications, Management, Education, Humanities, and Health Sciences

- Research and innovation with real-world impact

- Student-centric approach with scholarships, mentorship, and career support

- Eco-smart campus aligned with Sustainable Development Goals (SDGs)

### Mission:

To provide high-quality, multidisciplinary education that nurtures critical thinking, innovation, and ethical leadership. The University of North West Himalayas is committed to advancing research, promoting social responsibility, fostering industry engagement, and creating an inclusive, sustainable learning environment that prepares students to meet global and regional challenges.

### 4. Core Values

The following core values guide the University's behaviour, decision-making, and institutional culture:

- **Integrity and Ethics**: Upholding honesty, fairness, and transparency in all actions.

- **Excellence**: Striving for the highest standards in teaching, research, and service.

- **Innovation and Creativity**: Encouraging new ideas, experimentation, and adaptability.

- **Inclusivity and Equity**: Ensuring equal opportunities for all learners, irrespective of background.

- **Sustainability**: Commitment to environmental, social, and financial sustainability.

- **Collaboration and Engagement**: Fostering meaningful partnerships within and beyond the University.

- **Accountability and Responsiveness**: Taking responsibility, acting in a timely manner, and remaining open to feedback

## 5. Quality Policy

The University of North West Himalayas, Dehradun, is committed to excellence in education, inclusivity, and societal development through high-quality teaching, research, and community engagement. Guided by its founding vision, the University's Quality Policy is based on the following principles:

**Inclusive Education**:

Ensuring equitable access to higher education for students from economically and socially disadvantaged backgrounds, including persons with disabilities.

**Societal and Rural Relevance**:

Offering education and training that address social challenges, rural development, and sustainable community growth.

**Holistic Student Development**:

Nurturing responsible, ethical, and compassionate individuals equipped with contemporary knowledge and professional competence.

**Industry Collaboration**:

Designing and delivering need-based programmes in collaboration with industry to align education with emerging market trends and employability.

**Interdisciplinary and Flexible Curriculum**:

Promoting interdisciplinary learning, research, and innovation, linking "lab to land" and "lab to product," while ensuring curricular flexibility in line with NEP and stakeholder needs.

**National and International Linkages**:

Establishing academic collaborations and exchange programmes with reputed national and international institutions for global exposure and mutual growth.

**Industry and Service Sector Engagement**:

Strengthening partnerships with industry and service sectors through periodic curriculum review aligned with evolving professional standards.

**Integration of Indigenous Knowledge**:

Incorporating relevant aspects of Indian traditional knowledge and indigenous practices into modern curricula to blend heritage with innovation.

**Extension and Outreach Activities**:

Undertaking extension, outreach, and field-based initiatives that promote community engagement and social responsibility.

## 6. Strategies to Achieve the Vision and Mission

a) **Foster Innovation and Research Excellence:**

Promote interdisciplinary research, encourage funded projects and publications, and build strategic partnerships with national and international institutions and industries.

b) **Promote Social Responsibility and Community Engagement:**

Integrate community-based learning and outreach programmes aligned with social justice, national priorities, and sustainable development goals.

c) **Attract and Develop Academic Talent:**

Recruit and retain eminent faculty, provide continuous professional development, research support, and establish visiting scholar and chair professorship initiatives.

d) **Strengthen Infrastructure and Academic Resources:**

Develop state-of-the-art laboratories, digital learning platforms, modern classrooms, enhanced library resources, and smart, sustainable campus systems.

e) **Enhance Internationalisation and Global Mobility:**

Promote faculty and student exchange programmes, joint academic and research initiatives, and host international academic events.

f) **Encourage Interdisciplinary Learning and Skill Development:**

Offer flexible curricula, cross-disciplinary courses, value-added programmes, and innovative learning models aligned with emerging career pathways.

g) **Build Strong Academia–Industry Linkages:**

Integrate experiential learning through internships, live projects, industry partnerships, and advisory boards to enhance employability and relevance.

## 7. SWOC (Strengths, Weaknesses, Opportunities, and Challenges) Analysis
Strengths:

a) The University of North West Himalayas (UNwH), Dehradun, as a newly established institution, is strategically positioned to develop as a centre of academic excellence, innovation, and social transformation.

b) Visionary Leadership and Governance: Progressive leadership with transparent, accountable, and participatory governance aligned with NEP 2020.

c) Flexible and Contemporary Academic Framework: Multidisciplinary, outcome-based curricula emphasizing skill development, experiential learning, and employability.

d) Technology-Enabled Learning: Smart classrooms, ICT-enabled teaching, LMS, and

integration with SWAYAM and NPTEL for blended learning.

e) Focus on Research, Innovation, and Entrepreneurship: Emphasis on interdisciplinary research, innovation centres, incubation, and start-up promotion aligned with regional and national priorities.

f) Student-Centric Approach: Mentorship, academic counselling, continuous assessment, and co-curricular activities for holistic development.

g) Modern Infrastructure and Sustainable Campus: Development of advanced laboratories, digital libraries, innovation hubs, and eco-friendly campus practices.

h) Industry and Community Linkages: Emerging collaborations with industry and local enterprises for internships, training, placements, and outreach.

i) Commitment to Regional Development: Focus on equitable access to education, entrepreneurship, and socio-economic development of Uttarakhand.

j) Inclusive and Value-Based Education: Integration of ethical values, discipline, equality, and social responsibility.

k) Growth and Global Collaboration Potential: Strong scope for national and international academic and research partnerships.

## Weaknesses:

a) As a developing institution, UNwH faces challenges typical of its formative stage.

b) Limited physical and research infrastructure in the initial phase

c) Challenges in faculty recruitment and long-term retention

d) Limited research output and funded projects

e) Absence of a strong alumni network

f) Developing brand recognition and visibility

g) Limited industry and international collaborations

h) Low student enrolment in early years

i) Community outreach and extension activities at an early stage

## Opportunities:

a) UNwH has significant opportunities to shape its future strategically.

b) NEP-Aligned Programme Design: Ability to introduce flexible, multidisciplinary, and skill-based programmes in emerging areas such as AI, Data Science, Cybersecurity, Agri-Tech, Renewable Energy, and Entrepreneurship.

c) Research and Innovation Ecosystem: Establishment of centres of excellence, incubation hubs, and access to government funding schemes (UGC, AICTE, DST, RUSA).

d) Digital and Smart Campus Development: Adoption of e-governance, LMS, virtual labs, smart classrooms, and green campus initiatives.

e) Industry and Academic Collaborations: Partnerships with regional industries, national institutions, and global universities for research, internships, and mobility programmes.

f) Institutional Identity Building: Opportunity to develop a strong brand based on inclusivity, innovation, research, and social responsibility.

g) Regional and Rural Development: Engagement in skill development, rural innovation, agriculture, and sustainability projects benefiting local communities.

h) Quality Assurance and Accreditation: Early adoption of OBE, CQI, and alignment with NAAC, NBA, and NIRF frameworks.

## Challenges:

a) Infrastructure development and resource mobilisation

b) Recruitment and retention of experienced faculty

c) Financial constraints for research and expansion

d) Accreditation and regulatory compliance timelines

e) Building student trust and enrolment

f) Establishing efficient administrative and governance systems

g) Developing a strong research culture

h) Technology adoption and integration

i) Strengthening industry linkages and placements

j) Expanding community engagement and social impact

## 8. Need Assessment

Conducting a Need Assessment is essential for guiding the systematic growth of a newly established university. Based on the SWOC Analysis and aligned with the University's Vision, Mission, and Core Values, this assessment identifies priority areas across academic, research, infrastructural, and governance domains.

### A) Curriculum, Pedagogy, and Evaluation:

- **NEP-Aligned Curriculum**: Design flexible, inclusive, multidisciplinary programmes that support holistic student development.

- **Relevance and Review**: Periodically update curricula based on stakeholder feedback and local, national, and global needs.

- **Student-Centric Pedagogy**: Adopt learner-focused methods that promote critical thinking, problem-solving, and innovation.

- **Experiential Learning**: Integrate projects, internships, fieldwork, and blended learning approaches.

- **Evaluation Framework**: Implement continuous and diverse assessment methods supported by the Academic Bank of Credits (ABC).

B) **Research and Innovation Ecosystem:**

- **Research Infrastructure**: Strengthen laboratories, libraries, digital resources, and research facilities.

- **Faculty Empowerment**: Provide funding, training, and institutional support for quality research.

- **Sustainability Focus**: Establish research centres aligned with the UN Sustainable Development Goals (SDGs).

- **Collaborations**: Promote inter-institutional, industry, and international research partnerships.

- **Innovation & IPR**: Support patents, start-ups, incubation, and commercialization through innovation hubs and parks.

C) **Community Engagement and Stakeholder Partnerships:**

- **Lifelong Learning**: Promote adult education, continuing education, and skill development programmes.

- **University Social Responsibility (USR)**: Develop structured policies for outreach and civic engagement.

- **Inclusive Outreach**: Extend programmes to rural and marginalized communities.

- **Collaborative Networks**: Partner with government bodies, NGOs, and international organizations for broader impact.

D) **Infrastructure Development and Sustainability:**

- **Modern Facilities**: Develop advanced academic, research, and digital infrastructure.

- **Sustainable Campus**: Implement green initiatives, renewable energy use, waste management, and eco-friendly practices.

- **Maintenance and Upgradation**: Ensure continuous infrastructure enhancement aligned with academic needs.

**E) Student Development and Support:**

- **Well-being and Inclusivity**: Promote mental health, physical wellness, moral development, and equal opportunities.

- **Academic and Career Support**: Provide mentoring, counselling, skill training, internships, and placement assistance.

- **Global Exposure**: Facilitate workshops, exchange programmes, and industry interaction.

**F) Institutional Leadership and Governance:**

- **NEP-2020 Governance**: Adopt transparent, decentralized, and accountable governance structures.

- **Performance Management**: Implement systematic evaluation of faculty and staff.

- **Capacity Building**: Conduct leadership development, training, and succession planning.

- **Monitoring Systems**: Use data-driven tools for tracking institutional progress.

**G) University Branding and Global Positioning:**

- **Strategic Partnerships**: Build collaborations with reputed national and international institutions.

- **Visibility and Outreach**: Strengthen public relations and communication strategies.

- **Quality and Rankings**: Align efforts with NAAC, NIRF, and global ranking frameworks.

- **Innovation Leadership**: Promote applied research, patents, and start-up culture.

**H) Fostering an Entrepreneurial Mindset:**

- **NEP-Driven Learning**: Integrate entrepreneurship and project-based learning from early stages.

- **Innovation Ecosystem**: Collaborate with industry leaders, entrepreneurs, and professionals.

- **Skill Development**: Encourage interdisciplinary, skill-oriented learning for self-reliance and job creation.

- **Culture of Innovation**: Inspire creativity, experimentation, and real-world problem-solving.

## 8. INSTITUTIONAL GOALS:

### 1. Academic Excellence and Quality Enhancement:

- Design innovative, multidisciplinary, and outcome-based programs aligned with national and international standards.

- Promote student-centric pedagogies that foster analytical thinking, creativity, and experiential learning.

- Benchmark curricula with global trends and industry requirements.

- Achieve NAAC Binary Accreditation within the stipulated timeframe.

- Strive for strong performance in NIRF and progressively pursue global rankings.

### 2. Research, Innovation, and Knowledge Creation:

- Cultivate a vibrant research ecosystem emphasizing interdisciplinary and socially relevant research.

- Establish Centres of Excellence and Innovation Hubs in emerging and priority areas.

- Encourage patents, start-ups, incubation, and research commercialization.

- Align research initiatives with the UN Sustainable Development Goals (SDGs) and national innovation missions.

- Enhance research visibility through quality publications, funded projects, and societal impact.

### 3. Quality Assurance and Ranking Excellence:

- Strengthen the Internal Quality Assurance Cell (IQAC) for systematic monitoring and continuous improvement.

- Achieve and sustain NAAC accreditation standards.

- Regularly evaluate institutional performance against NIRF parameters.

- Pursue international accreditation and global ranking frameworks in the long term.

- Institutionalize evidence-based governance and transparent decision-making.

4. **Student Development and Empowerment:**

- Provide holistic education supporting intellectual, ethical, emotional, and physical development.

- Ensure equity and inclusion for diverse and marginalized learners.

- Strengthen career guidance, mentorship, and placement support systems.

- Promote entrepreneurship, research, leadership, and innovation among students.

- Foster a safe, inclusive, and vibrant campus culture.

5. **Faculty Enrichment and Professional Advancement:**

- Attract and retain competent, research-oriented faculty.

- Facilitate Continuous Professional Development (CPD) through FDPs, workshops, and training.

- Encourage national and international research collaborations.

- Recognize and reward excellence in teaching, research, and service.

6. **Infrastructure and Digital Transformation:**

- Develop state-of-the-art academic and research infrastructure.

- Implement e-governance and digital learning ecosystems.

- Promote green campus initiatives and sustainable infrastructure planning.

- Strengthen IT systems to support blended learning and data-driven management.

7. **Community Engagement and Social Responsibility:**

- Institutionalize University Social Responsibility (USR) initiatives.

- Strengthen partnerships with communities, government bodies, and NGOs.

- Integrate service learning and social internships into curricula.

- Promote environmental awareness, literacy, and gender equity programs.

8. **Industry Collaboration and Employability:**

- Establish strong academia–industry linkages for curriculum enrichment and research collaboration.

- Constitute Industry Advisory Boards to align programs with market needs.

- Promote entrepreneurship through EDCs and Incubation Centres.

- Offer skill-based certification programs to enhance employability.

9. **Internationalization and Global Engagement:**

- Develop strategic academic and research collaborations with global institutions.

- Encourage faculty and student exchange programs.

- Participate in international academic networks and forums.

- Aim for inclusion in global ranking systems through sustained quality benchmarks.

10. **Governance and Institutional Accountability:**

- Adopt transparent, participatory, and decentralized governance aligned with NEP-2020.

- Strengthen strategic planning and administrative efficiency.

- Ensure ethical practices and public accountability.

- Conduct regular audits and ensure statutory compliance.

11. **Sustainability and Environmental Stewardship:**

- Integrate sustainability principles into academics and operations.

- Implement a comprehensive Green Campus Policy.

- Promote environmental research and awareness initiatives.

- Seek recognition through sustainability audits and green rankings.

## 9.     Strategic Roadmap for the Future:

The Strategic Roadmap of the University of North West Himalayas (UNwH) outlines a structured and mission-driven pathway to achieve its Institutional Goals. As a newly established university, UNwH aspires to emerge as a centre of academic excellence, research, innovation, and entrepreneurship, contributing meaningfully to national development and global knowledge systems.

The strategy is aligned with the National Education Policy (NEP) 2020, aims at achieving NAAC Binary Accreditation, and seeks progressive positioning in national and international ranking frameworks such as NIRF, QS, THE, and ARWU.

### 1. Vision-Driven Institutional Growth:

The University's strategic direction is anchored in its Vision and Mission, emphasizing academic freedom, inclusivity, ethical governance, and nation-building through knowledge.

The Institutional Development Plan (IDP) serves as the blueprint for transformation, built upon three foundational pillars:

**Excellence, Ethics, and Empowerment.**

### 2. Academic Excellence and Quality Advancement

- Develop multidisciplinary, flexible academic programs aligned with NEP 2020.
- Implement Outcome-Based Education (OBE) promoting creativity, innovation, and experiential learning.
- Establish and strengthen the Internal Quality Assurance Cell (IQAC) to ensure NAAC accreditation readiness.
- Benchmark curricula with reputed national and international institutions.
- Enhance institutional performance under NIRF through data-driven quality assessment.

### 3. Research, Innovation, and Knowledge Creation

- Establish Research Centres and Innovation Hubs in emerging and priority disciplines.
- Promote interdisciplinary research aligned with national priorities and the UN Sustainable Development Goals (SDGs).
- Encourage patent filing, start-ups, and industry collaboration for research commercialization.
- Provide research grants, fellowships, and incentives to nurture a culture of innovation.

4. **Holistic Student Development**

- Integrate academic excellence with ethical values and social responsibility.
- Strengthen career guidance, mentorship, and skill development initiatives.
- Promote sports, arts, culture, and leadership development.
- Establish comprehensive student wellness and support systems.
- Encourage entrepreneurship and community engagement.

5. **Faculty Development and Academic Leadership**

- Recruit and retain highly qualified, research-oriented faculty.
- Organize Faculty Development Programs (FDPs) and leadership training in modern pedagogies.
- Encourage participation in conferences, research collaborations, and publications.
- Implement transparent appraisal and recognition systems to reward excellence.

6. **Infrastructure and Digital Empowerment**

- Develop state-of-the-art academic and research infrastructure.
- Implement e-governance systems, smart classrooms, and digital learning platforms.
- Establish e-learning centres, virtual laboratories, and IT innovation hubs.
- Promote sustainable and eco-friendly campus development.

7. **Governance and Institutional Accountability**

- Adopt transparent, decentralized, and participatory governance aligned with NEP 2020.
- Strengthen statutory bodies including the Board of Governors, Academic Council, and IQAC.
- Ensure financial integrity, administrative transparency, and periodic audits.
- Institutionalize data-driven decision-making for continuous improvement.

8. **Industry Linkages and Entrepreneurship**

- Develop strong industry partnerships for internships, placements, and collaborative research.

- Establish an Entrepreneurship Development Cell (EDC) and Innovation & Incubation Centre.

- Align curricula with emerging technologies, digital skills, and industry needs.

- Organize industry–academia interactions to bridge the employability gap.

9. **Community Engagement and University Social Responsibility (USR)**

- Implement outreach and rural development initiatives.

- Promote environmental awareness, adult literacy, and social innovation projects.

- Integrate service learning and volunteering into academic programs.

- Collaborate with government bodies, NGOs, and local communities.

10. **Global Engagement and Internationalization**

- Develop academic collaborations and MoUs with reputed international institutions.

- Facilitate faculty and student exchange programs.

- Participate in international academic networks and conferences.

- Aspire for inclusion in global ranking frameworks by maintaining international quality benchmarks.

11. **Strategic Outcomes and Long-Term Vision**

Through systematic implementation of this Strategic Roadmap under the IDP, UNwH aims to:

- Achieve NAAC Binary Accreditation within the prescribed timeframe.

- Secure a competitive NIRF ranking nationally.

- Establish itself as a research- and innovation-driven university.

- Develop a sustainable, green, and digitally integrated campus.

- Attain recognition as a model institution for academic excellence, innovation, and social responsibility.