Annamalai University
90th Anniversary Celebrations

Annamalai University

(A State University Accredited with 'A' Grade by NAAC)

Visión

2030

Roadmap of Annamalai University for Realising Chancellor's Vision 2030

Annamalai University

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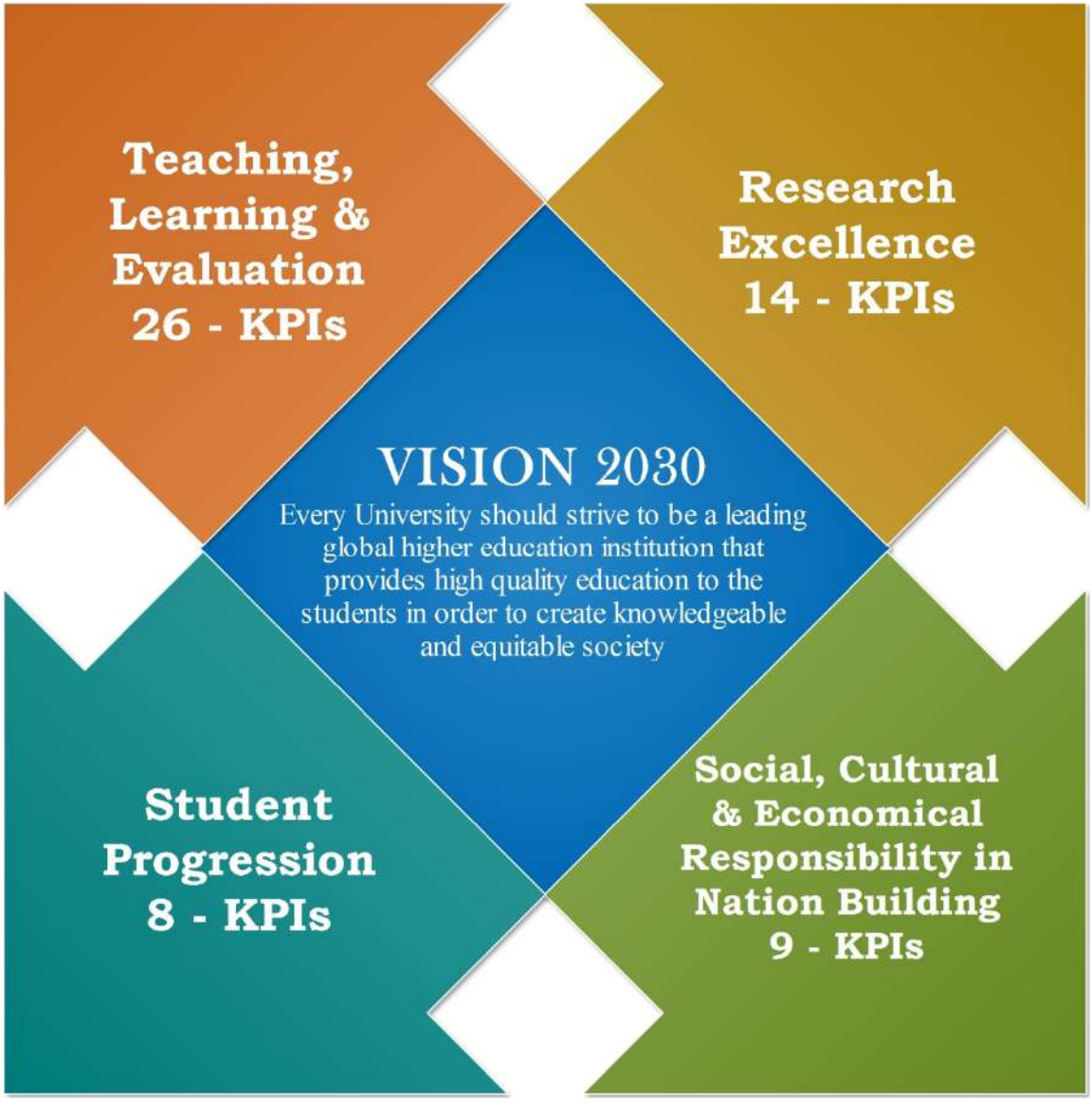
VISION 2030

Rajah Sir S. R. M. Annamalai Chettiar founded Sri Minakshi College, Sri Minakshi Tamil College and Sri Minakshi Sanskrit College at Chidambaram in the early 1920s. In 1928, Rajah Sir S. R. M. Annamalai Chettiar agreed with the local Government to handover the above said institution for establishing a University. Thus, Annamalai University was established as per Annamalai University Act 1928 (Tamil Nadu Act 1 of 1929), on 01.01.1929. One of the most significant developments is the enactment of the Annamalai University Act, 2013 (Tamil Nadu Act 20 of 2013), which has come into force from September 25, 2013.

Annamalai University is accredited with 'A' Grade by NAAC in 2014. "The NIRF-2019" by the Ministry of Human Resource Development (MHRD) has ranked the University in the band 101 - 150 in the overall category as well as the University Category. In the Pharmacy Category the ranking is 12th in India. In the Medical Category the ranking is 25th. "The Times Higher Education World University Ranking - 2020" has ranked Annamalai University in 1000+ for Overall category. In the Subject category Ranking, 2019, the University is ranked in the band of 501-600 for Life Sciences, 601+ in Pre-clinical, clinical & Health Subjects. 801+ in the Physical Sciences subject and Engineering. "The QS World University Ranking - 2020" has ranked Annamalai University in the band of 291 - 300 in Asia Ranking, and 39 in India Ranking. "The CWTS Leiden Ranking 2019", on scientific impact of universities and on universities' involvement in scientific collaboration & scientific performance, has ranked the University at 23rd based on the number of publications and 7th based on the proportion of publications that, compared with other publications in the same field and in the same year, belong to the top 10% most frequently cited. Among the top 212 ranked institutions for Higher Education in India the "SCImago Institutional Ranking (2019)" has ranked Annamalai University as 9th in Tamil Nadu and 29th in India.

Annamalai University is one of the largest unitary, teaching, and residential Universities in Southern Asia comprising of 10 Faculties and 49 departments of study. This University has played a pivotal role in providing access to higher education to thousands of youth cutting across the social spectrum, especially from economically and socially disadvantaged classes. In this respect, this University's service to the Nation is tremendous.



Prelude:

- To attain the Chancellor's Vision 2030, following the mission statements, Annamalai University has translated it into 4 broad heads of goals with various Key Performance Indicators (KPIs)
    - Teaching, learning & evaluation – 26 KPIs
    - Research excellence – 14 KPIs
    - Student progression – 8 KPIs
    - Social, cultural & economical responsibility in Nation building – 9 KPIs

- An action plan with the task owners and time factor has been defined.

ROADMAP

1. TEACHING, LEARNING AND EVALUATION

On Teaching, Learning and Evaluation, the Teaching and Learning is treated into two subheads, namely, Curriculum and Internationalization, Infrastructure and Faculty together as one. Evaluation is treated separately and specific goals are spelt as per the heads. The goals are as follows.

Teaching, Learning
- Curriculum

1. Curriculum that provides the students with skill sets encompassing technical, economical, social and cultural attributes by offering courses cutting across ten disciplines of study

2. The curriculum design will have defined programme specific outcomes and will be complemented by course outcomes to synchronise with the learning objectives to enhance creativity and problem solving capabilities thus making them industry ready

3. To accommodate a mix of courses with conventional class room pedagogy with that of online / virtual teaching - learning in the curriculum

4. Curriculum design to impart graduate attributes to enable the students to explore beyond the disciplinary expertise or technical knowledge often confined to traditional design of courses.

5. Curriculum to accommodate value added courses to cater to the desire of the students to equip themselves on domains which is beyond their scope of their programmes.

6. Bring in the much needed flexibility to the curriculum to allow students to opt for elective courses cutting across disciplines to attain knowledge on certain domains related to their chosen field of study.

7. Curriculum to permit students to opt for courses from other Higher Education Institutions of repute in India and abroad to exploit the expertise from outside the University for a semester of the programme they pursue.

8. To offer twinning programmes by faculties from the University in tandem with faculties from other institutes of repute in the state of Tamil Nadu.

9. Curriculum should imbibe Higher Order Thinking Skills, HOTS to students to empower them pursue successful career.

Teaching, Learning
- Internationalisation, Infrastructure, Faculty

10. Curricula to be internationalized to meet the global academic benchmarks set by the schools abroad and provide flexibility in the curriculum so as to embrace the paradigm shifts and make provisions that calls for life-long learning

11. Create state - of - the art infrastructure in terms of smart / virtual classrooms roping ICT enabled pedagogy to provide an enhanced ambiance of learning

12. Incorporate slots in the academic calendar for invited expert lectures from academia and industry. Also appoint adjunct faculty from industries and national laboratories to expose students to real time problems.

13. Keep the faculty abreast of recent advances in respective disciplines of study to disseminate knowledge in line with the emerging trends by ensuring effective delivery in both conventional class room environment and in virtual class room environment using ITES and encourage faculty exchange programme.

Evaluation

14. Make the evaluation process to match the knowledge attainment of students conforming to the Bloom's Taxonomy of cognizance levels

15. Introduce Computer Based Testing to end usage of papers and to make the evaluation system robust and transparent.

16. Standardize the Question Paper setting so as to test the knowledge, problem solving abilities, lateral thinking and application to real time problems.

17. To have a robust academic audit system with members drafted from reputed institutes to scrutinize the standards of the Question Paper and ensure fair evaluation.

Key Performance Indicators (KPIs):

Sl.No.	KPI	2019-20	2023-24	2029-30
1	Offer programmes with courses that can be picked from Ten Faculties of Study as the University is Multi Faculty in nature.	30%	55.%	70%
2	Introducing Programmes like AI, Big Data Analytics, Machine Learning, Data Science, Business Analytics and others to meet the evolving industrial demands.	2	10	20
3	Constant Updating of the syllabi of the courses by Board of Studies constituted with members from Academia, Industry and Alumni.	75%	100%	100%
4	Revisit and recalibrate the Programme Specific Outcomes and Course Outcomes frequently to suit the paradigm shifts.	50%	100%	100%
5	Keep a constant check to make suitable modifications in curriculum to imbibe graduate attributes in line with the changing business models.	20%	60%	100%
6	Introduction of Value Added courses periodically to suit the evolving trends.	35%	60%	75%
7	Introduction of Open Electives to enable students to pick them cutting across disciplines to acquire holistic knowledge.	30%	55%	100%
8	Facilitate students to take up courses offered by other institutions either in India or abroad for one semester for the benefit of knowledge acquisition of the students by ensuring credit sharing between those institutions and parent institutions.	10%	50%	90%
9	Introduction of Collaborative programmes involving faculties from the parent department and other institutes of higher education in Tamil Nadu.	5%	40%	80%
10	Imbibe and evaluate in students the Higher Order Thinking Skills encompassing analytical, problem solving and lateral thinking abilities.	5%	55%	90%
11	Credit sharing provisions to encourage students to take up online courses.	10%	60%	90%
12	Increase the proportion of online resources like MOOCs, Coursera and others in the regular curriculum.	5%	30%	50%

Sl.No.	KPI	2019-20	2023-24	2029-30
13	Revamping the curricula to meet global demands.	30%	60%	100%
14	Exploring tie- ups with Global Institutions of repute for Student Exchange Programmes.	2	20	40
15	Developing ICT enabled smart / virtual classrooms.	10	50	90
16	Procurement of Simulation Tool kit for Engineering and Technical Courses.	20	60	80
17	Invited Lectures delivered by experts from Academia and Industry and adjunct faculties in each department per semester.	3	20	30
18	MoUs with Academic Institutions and Industries for enhanced exposure and hands on training.	22	50	100
19	Organizing FDPs and Refresher Courses for holistic improvement of Faculty per department for one year.	2	20	30
20	MoUs with Academic Institutions and Industries for on – site training of Faculties and faculty exchange programmes.	2	40	60
21	Set benchmarks for question paper standards to ensure robust evaluation.	10%	35%	90%
22	Conduct academic audit to check the consistency in standards defined for setting of Question Paper.	10%	45%	100%
23	Compliance with Outcome Based Education in terms of Question Paper Setting and Valuation	40%	90%	100%
24	Conduct of exams to evaluate the cognizance levels as per the Bloom's Taxonomy.	40%	80%	100%
25	Creation of Infrastructure to introduce Computer Based Testing.	10%	60%	80%
26	Modifications in the Evaluation Process to culminate in Computer Based Testing.	10%	60%	100%

ACTION PLAN – TEACHING, LEARNING & EVALUATION

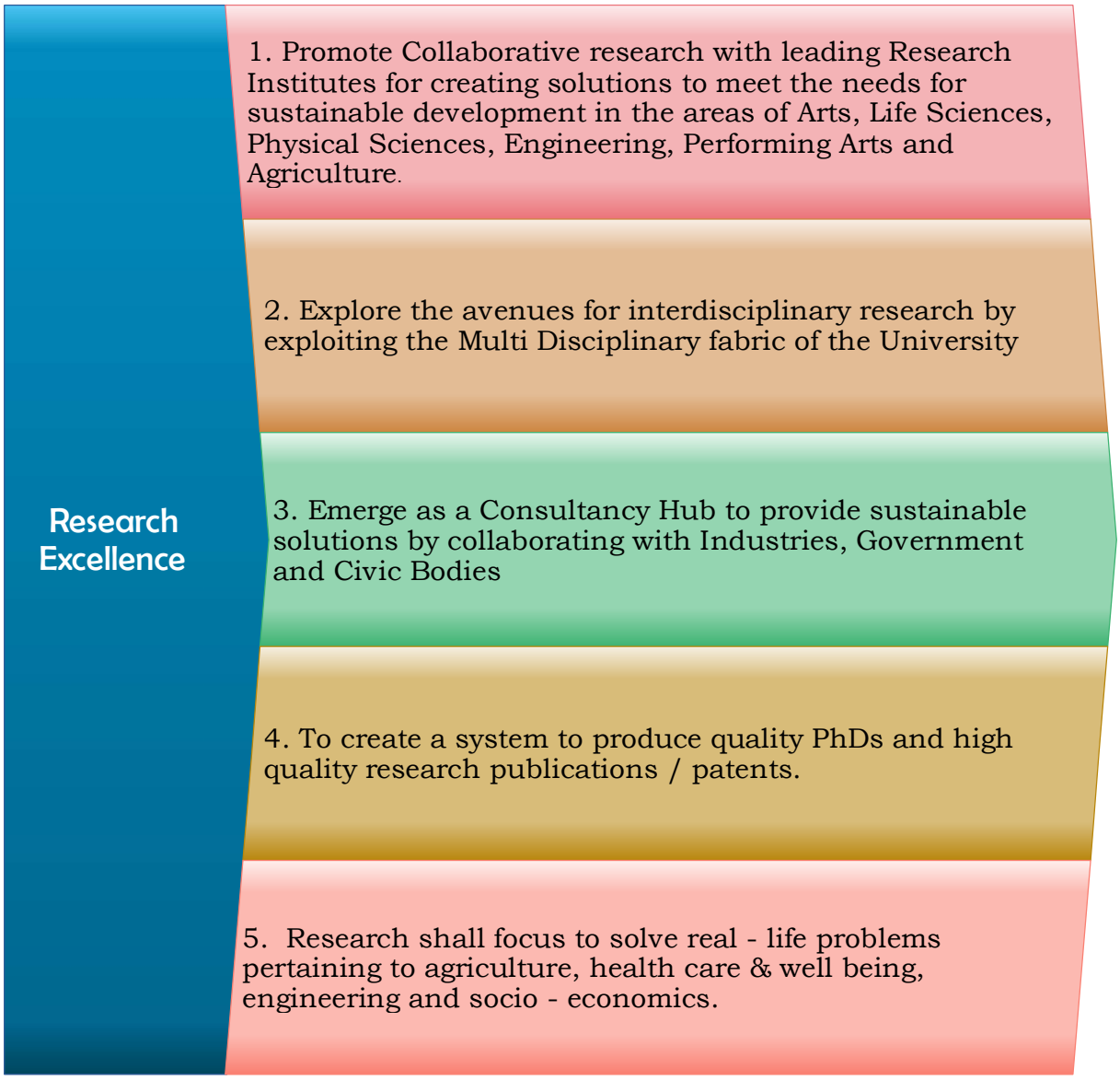
KPI	MODALITY	TASK OWNER	TIME FRAME
KPIs 1 – 7	The first four parameters of the TLE aims at designing curricula for the courses with a pragmatic approach which has to be unique to the University in order to attract potential customers, who on graduation become the torch bearers of the institution. The curricula should be such that it provides the fundamentals of the courses taught and leaves space for to be analytical, hone lateral thinking along with problem solving abilities.	Academic Council, Director, Academic Affairs, Deans of Faculties, Heads of Departments, Members of Faculty and Board of Studies.	January 2020 onwards
KPI 8	The students have to be at liberty to pick up courses from outside the University to acquire specialized knowledge and credit sharing has to be ensured.	Academic Council, Controller of Examinations, Director, Academic Affairs, Deans of Faculties, Heads of Departments, Members of Faculty and Board of Studies.	January 2020 onwards
KPI 9	Design curriculum to promote programmes jointly offered by faculties from and outside the university for synergetic knowledge acquisition.	Academic Council, Director, Academic Affairs, Deans of Faculties, Heads of Departments, Members of Faculty and Board of Studies.	January 2020 onwards
KPI 10	Curricula design to test and evaluate the students on Higher Order Thinking Skills to make them Industry Ready enabling them to pursue successful career.	Academic Council, Controller of Examinations, Director, Academic Affairs, Deans of Faculties, Heads of Departments, Members of Faculty and Board of Studies.	January 2020 onwards

KPI	MODALITY	TASK OWNER	TIME FRAME
KPIs 11 & 12	Encourage students to register for Online Courses for credit sharing and make suitable arrangements to accommodate the same in the evaluation process.	Controller of Exams, Deans of Faculties and Heads of Department.	July 2019 onwards
KPIs 13 & 14	Internationalization of the curriculum is imminent to facilitate the students to take up admissions abroad and also admit students from foreign schools. Internationalization to be done in consultation with experts from Academia and Industry abroad besides the alumni of the University settled abroad. MoUs emphasising on the student exchange programmes to be signed with foreign institutions.	Academic Council, Director, Academic Affairs, Director, Alumni Affairs, Deans of Faculties, Heads of Departments, Members of Faculty and Board of Studies along with experts and alumni.	July 2019 onwards
KPIs 15 & 16	There is an urgent need to establish smart / virtual class rooms equipped with ICT enabled pedagogical aids. In order to provide hands – on training, simulation soft ware need to be procured in consultation with experts from Industry.	Deans of Faculties, Heads of Departments along with experts and alumni.	July 2019 onwards
KPIs 17 & 18	Increase the exposure levels of the students and faculty by keeping them abreast of the recent developments taking place in their chosen domain and encourage collaboration through networking.	Director, Academic Affairs, Deans of Faculties, Heads of Departments along with experts and alumni.	July 2019 onwards
KPIs 19 & 20	Conduct a series of Refresher Course and FDP in house and encourage Faculties to compulsorily attend those conducted by other institutions without affecting their regular routine.	Registrar, Director, Academic Affairs, Deans of Faculties, Heads of the Departments.	July 2020 onwards

KPI	MODALITY	TASK OWNER	TIME FRAME
	Identify and sign MoUs with institutions and research facilities for faculty exchange.		
KPIs 21 & 22	Set standards in question Paper setting to evaluate students on various attributes and conduct of Academic Audit periodically to assess the Question Papers thus set.	Controller of Exams, Director, Academic Affairs, Deans of Faculties, Heads of Department and Faculties.	July 2020 onwards
KPIs 23 & 24	Adopt Outcome based Education to bring in accountability in the TLE System and test the level of cognizance of the students as per the Bloom's Taxonomy and make course correction in delivery patterns.	Controller of Exams, Director, Academic Affairs, Deans of Faculties, Heads of Department and Faculties.	May 2019 onwards
KPIs 25 & 26	To develop end – to – end paperless evaluation, the system should be evolved to go fully computer based. Thereby imminent to incorporate suitable changes in testing patterns and create infrastructure so that the entire evaluation system is Computer Based.	Controller of Exams, Director, Academic Affairs, Deans of Faculties, Heads of Department and Faculties.	May 2021 onwards

2. RESEARCH EXCELLENCE

In this competitive environment, the role of research plays an important role for sustainable development. Innovation is imminent to adopt knowledge-driven growth. The quality of research improves the quality of teaching and learning in the classroom, thereby benefiting the students, the society and the country. The following goals are set to emerge as an Institution with impetus on Research.



Key Performance Indicators (KPIs):

Sl.No.	KPI	2019-20	2023-24	2029-30
1	MoUs signed for Collaborative Research with leading Research Institutes across the globe.	18	50	75
2	No of Patents / Technology Transfer as a result of path breaking research.	2	35	60
3	Establishment of Centre for Advanced Studies in all the ten Faculties of Study.	2	4	8
4	Establishment of Centres of Excellence in thrust areas of research.	2	7	2
5	No of Publications in online databases such as Scopus, Web of Science or Pub Med in a year.	871	1500	2000
6	No. of awards for innovation won by institution/ teachers/ research scholars/ students.	6	20	35
7	No. of Consultancy Projects handled.	106	200	300
8	Revenue generated out of Consultancy Projects Handled.	5.48 Cr	10 Cr	18 Cr
9	NIRF Ranking.	101 – 150	70	20
10	QS Ranking (India).	39	25	10
11	Times Higher Education WUR.	1000 +	<600	<200
12	h – index (Scopus).	119	150	200
13	Number of papers with impact factor >5.	373	500	750
14	Creating a robust evaluation system for quality PhDs.	20%	55%	80%

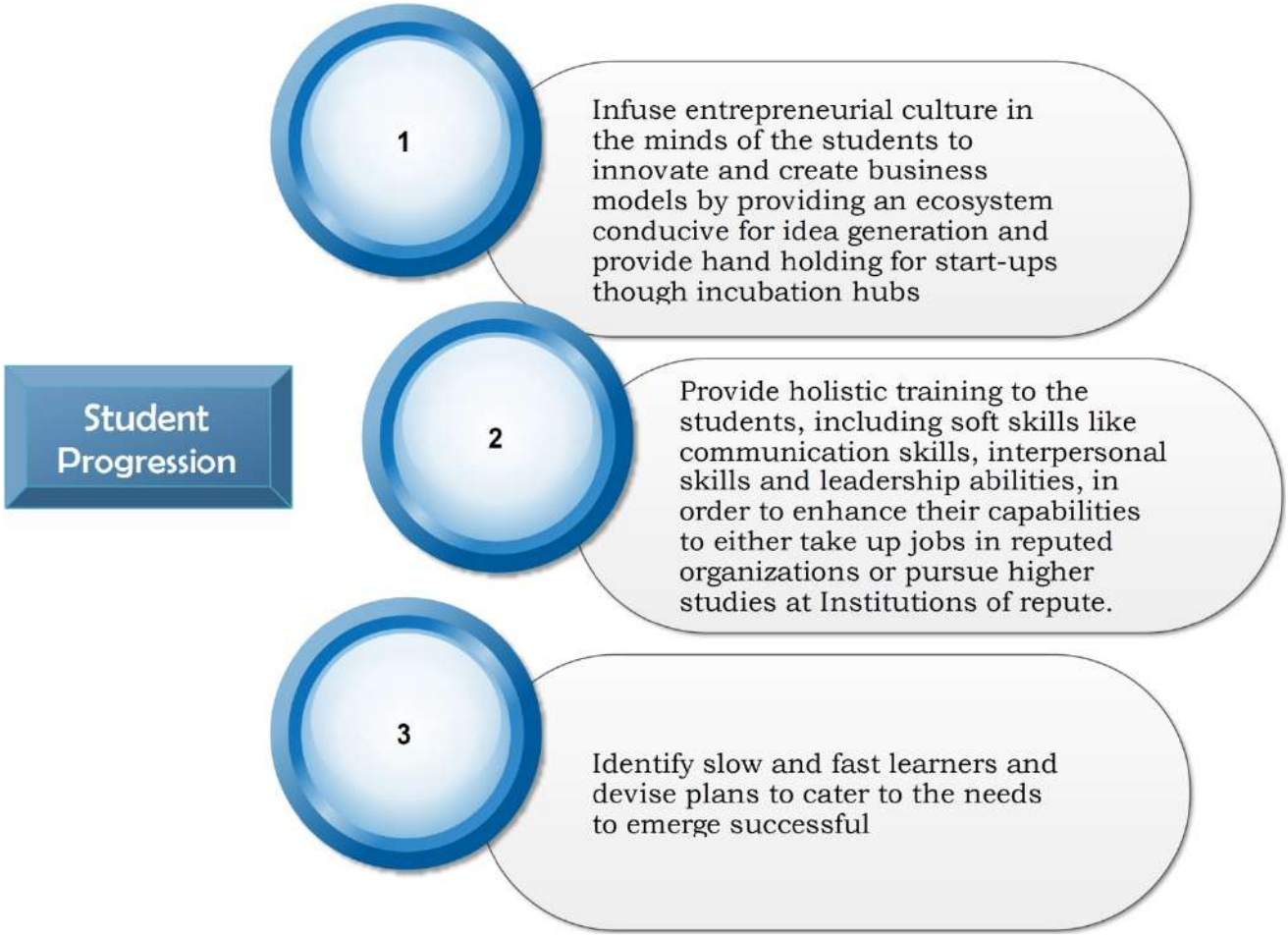
ACTION PLAN – RESEARCH EXCELLENCE

KPI	MODALITY	TASK OWNER	TIME FRAME
KPI 1	Create synergy on research by increasing the tie – ups with leading research institutions across the globe. Explore funding agencies to carry out collaborative research which can be shared among institutions according to their strengths.	Director, R & D, Deans of Faculties, Heads of Departments, and Faculty Members.	January 2020 onwards
KPI 2	Create awareness on the importance of patenting process / product which is the logical end of research. Conduct training on applying for patents by creating an IPR Cell.	Director, R & D, Deans of Faculties, Heads of Departments, and Faculty Members.	July 2019 onwards
KPIs 3 & 4	Work towards obtaining Centre for Excellence for all the Faculties of Study. Faculty of Marine Sciences and Faculty of Indian Languages have Centres for Advance Studies. Also establish Centres of Excellence in thrust areas of research. Increase in CAS and Centres of Excellence in research will enhance the reputation of the Institution at the global level.	Director, R & D, Deans of Faculties, Heads of Departments, and Faculty Members.	March 2019 onwards
KPIs 5 & 6	In order to increase the visibility, the quality of the publications has to improve and hence the faculty should be encouraged to publish papers in indexed journals. Also equally important is being innovative tin research to provide out of the box solutions to problems.	Director, R & D, Deans of Faculties, Heads of Departments, and Faculty Members.	July 2019 onwards
KPIs 7 & 8	As research is one of the arms of an academic institution, consultancy is another arm which will be promising for the institution to set benchmarks using the intellect. Consultancy paves way for revenue generation and will lead to be financially self sustained.	Director, R & D, Deans of Faculties, Heads of Departments, and Faculty Members.	July 2019 onwards
KPIs 9,10 & 11	Ranking of Universities play a great role in positioning of an institution at the	Controller of Examinations,	July 2019 onwards

KPI	MODALITY	TASK OWNER	TIME FRAME
	National and Global arena. It is therefore necessary to perform to stay alive and attract funding for research as well as potential customers.	Director, R & D, Director, Centre for Academic Research, Director, IQAC, Deans of Faculties, Heads of Departments, and Faculty Members.	
KPIs 12, 13 & 14	The quality of research is important to attract funding and collaboration which in turn will improve the infrastructure thus triggering much needed impetus for creating a hub of research excellence leading to increased number of patents with world class research.	Director, R & D, Director, Centre for Academic Research, Deans of Faculties, Heads of Departments, and Faculty Members.	July 2019 onwards

3. STUDENT PROGRESSION

Student Progression is a measure of performance of a Higher Education Institution. The number of students taking up higher studies in various institutions of repute, getting placed in prominent organizations and becoming job creators paints a picture on the transformation brought about by the institutions in the students. The University strives to create a niche for itself by the goals set under this head which is as follows.



Key Performance Indicators (KPIs):

Sl.No.	KPI	2019-20	2023-24	2029-30
1	Establish Incubation Centre to commercialize start – ups of the students.	Established Incubation Centre	50	100
2	Awareness on guidance and mentorship in terms of funding, licensing and other relevant documentation to the students.	20%	50%	100%
3	Number of Training programmes conducted for students for making them employable per year.	10	20	40
4	Number of coaching classes and tests conducted to enable students to crack competitive exams per department in a year.	5	20	40
5	Develop a robust Mentor – Mentee system to counsel and handhold students to guide them to set professional goals both long and short term.	25%	60%	100%
6	Creation of dedicated Centres / Cells to provide internship to the students, organize industrial visits and imbibe professional experience.	15%	35%	90%
7	Remedial classes conducted for slow learners to cope with the syllabus.	50%	75%	100%
8	Two credit advanced courses administered for the fast learners to enhance their knowledge base.	20%	60%	100%

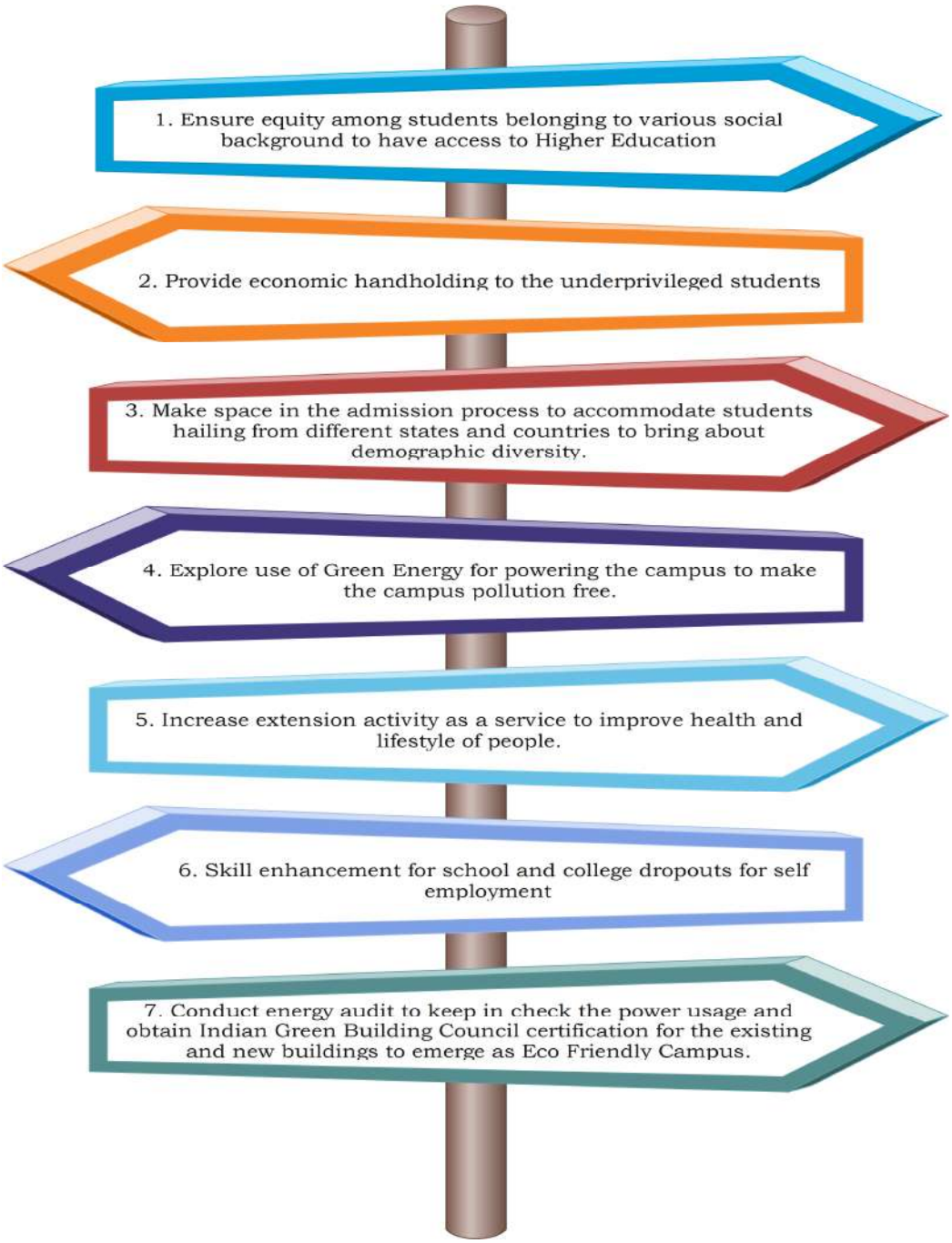
ACTION PLAN – STUDENT PROGRESSION

KPI	MODALITY	TASK OWNER	TIME FRAME
KPIs 1 & 2	Transforming graduates to be job providers is the need of the hour in a country like India. Therefore, it is required to have a strong technological incubator to provide space and hand holding for the innovators to materialize their ideas. Facilitate funding for start – ups is another important responsibility of the incubator and will offer training on effectively present the business plans to apply for funding from institutional / venture / angel capitalist.	CEO, Annamalai Incubation Centre and Director, Alumni Affairs along with Alumni.	November 2019 onwards
KPI 3	Rendering the students employable is of paramount importance. Impart soft skill training classes to the students to improve their personality, boost their confidence and train them to carry themselves successively in personal interviews.	Director, Placement and Training, Placement Officers of Faculties of Study Deans of Faculties, Heads of Departments, and Department Placement Coordinators.	July 2019 onwards
KPI 4	Train the students on their aptitude to gain admission to various Higher Learning Institutions and Public Sector Units by scoring grades in exams like NET / SLET / GATE / CAT.	Director, Placement and Training, Placement Officers of Faculties of Study Deans of Faculties, Heads of Departments, and Department Placement Coordinators.	March 2019 onwards
KPI 5	It is inevitable to have an effective Mentor – Mentee system in place as the students require counselling both psychologically and professionally. The system will ensure that the students are provided with guidance to make then confident to take decisions both	Deans of Faculties, Heads of Departments, and Faculty Members.	March 2019 onwards

KPI	MODALITY	TASK OWNER	TIME FRAME
	professionally and personally to create a space for themselves to progress.		
KPI 6	Create Centres / Cells to act as liaison between Industry and Institution to get internship for the students and organize industrial visits to provide them with the exposure required to acquire professional experience.	Deans of Faculties, Heads of Departments, and Faculty Members.	March 2019 onwards
KPIs 7 & 8	Adopt effective strategies in pedagogy by identifying slow and fast learners and cater to them on specific basis instead of adopting a generalized strategy.	Deans of Faculties, Heads of Departments, and Faculty Members.	July 2019 onwards

4. SOCIAL, CULTURAL & ECONOMICAL RESPONSIBILITY IN NATION BUILDING

Providing an ambience conducive for academic achievement is a must in Higher Educational Institutions. Equally important is to imbibe social, cultural and economic responsibility and to inculcate the same in the students thus infusing values in the Educational System. As a responsible Institution, the University sets the following goals to contribute to the Nation Building.



Key Performance Indicators (KPIs):

Sl. No.	KPI	2019-20	2023-24	2029-30
1	Adhere to the Rule of Reservation of the Government in the admission process	100%	100%	100%
2	Distribution of Scholarships and Schemes provided by the State and the Central Government	100%	100%	100%
3	Increasing the percentage of students from other states in the admission process	2.1%	15%	25%
4	Increasing the percentage of students from other countries in the admission process	1.3%	10%	15%
5	To use Solar Power to Power up the Campus as a part of the Green Initiative	5%	40%	60%
6	Increase the extension activity to transfer technology to the common folk for sustained development	35%	60%	90%
7	Educate and empower the rural folklore through Centre for Rural Development, NSS and YRC for improved lifestyle	60%	80%	100%
8	To impart vocational training to the aspiring underprivileged though the Skill Development Centre	30%	50%	100%
9	Adopt best practices to obtain Indian Green Building Council Certification in order to become an eco friendly campus	10%	40%	70%

ACTION PLAN – SOCIAL, CULTURAL & ECONOMICAL RESPONSIBILITY IN NATION BUILDING

KPI	MODALITY	TASK OWNER	TIME FRAME
KPIs 1	Ensure communal based Rule of Reservation in the admission process as recommended by the Government by a transparent counselling process so as to provide access to Higher Education for the underprivileged	Vice – Chancellor, Registrar, Admission Section and AIC	July 2013 onwards
KPI 2	Economic hand holding for the socially / economically underprivileged students by prompt disposal of scholarships and making process seamless and student friendly	Registrar, Coordinators of the Equal Opportunity Cell	July 2013 onwards
KPI 3	Bring in modifications without compromising the existing regulations of the Government to attract students from other states of India to bring in an element of socio – cultural diversity for better exposure of the students	Vice – Chancellor, Registrar and Admission Section	March 2019 onwards
KPI 4	The University has a Solar Power Generation to produce 200 KWh. As the University is a 1000 acre campus there is enough space to expand and harness Solar Power to light the entire campus.	Director, Estate Development, Development Officer, Electrical	February 2018 onwards
KPI 5	Agriculture has an Extension Department which takes technology to the door steps of the farmers. The Centre for Skill Development imparts skill training to aspiring craftsmen. Faculty of Medicine and Dentistry provide health care to the hamlets surrounding the University. Hence, explore augmentation of extension activities to take technology / skill / healthcare to deserving people	Deans of Faculties, Heads of Departments, Directors of relevant centres	July 2013
KPI 6 & 7	NSS / NCC and YRC have been doing yeomen service to the habitants of the villagers. They assist them during natural disasters, clean water bodies,	NCC Officers, Coordinators of NSS / YRC	July 2019 onwards

KPI	MODALITY	TASK OWNER	TIME FRAME
	involve in coastal cleaning, organize blood donation camps and other activity improve their living conditions. The activities can be enhanced by adoption of number of villages and organizing camps of varied sorts to empower them.		
KPI 8	The Centre for Skill Development offers a myriad of programmes on enhancing skills catering to the bio – medical and paramedical domains. It is vital to explore other domains where vocational training can be given by roping in organizations to provide technical and financial support.	Director, Skill Development Centre.	June 2019 onwards
KPI 9	Develop a plan to GO GREEN completely on all the existing buildings by making suitable modifications to minimize the use of power. To design the new buildings by adopting green concepts to reduce impact of environment and to be in line with the IGBC Rating System.	Director, Estate Development, Executive Engineers, AEEs and AEs	January 2020 onwards