



CHRIST

(DEEMED TO BE UNIVERSITY)
BANGALORE | DELHI NCR | PUNE

VICE-CHANCELLOR'S REPORT

**ACADEMIC YEAR
2024 - 25**



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CHRIST (Deemed to be University)

VISION

Excellence
and
Service

MISSION

CHRIST is a nurturing ground for an individual's holistic development to make an effective contribution to society in a dynamic environment

CORE VALUES

Faith in God
Moral Uprightness
Love of Fellow Beings
Social Responsibility
Pursuit of Excellence



INTRODUCTION

The year 2024 - 2025 has been a remarkable journey for CHRIST (Deemed to be University), one that reaffirms our shared belief in the power of education to transform lives and shape society. Every stride we took was guided by our vision of forming individuals who are competent, compassionate, and committed to the greater good.



DR. FR JOSE C C

Our community of faculty, students, and staff came together with creativity, resilience, and purpose-demonstrating that learning is not confined to classrooms, research is not limited to laboratories, and engagement is not restricted to campus boundaries. It is this spirit that continues to define CHRIST: a place where knowledge meets character, and where innovation is always in service of humanity. The academic year was also a transformative period for our University, marked by sustained academic excellence, bold strategic initiatives, and meaningful collaborations that reflected our enduring commitment to shaping future-ready graduates. Guided by the University Strategic Plan 2023 - 26 and rooted in our core values, we witnessed significant advancements across teaching-learning, impactful research, global rankings, innovation and enterprise, and community engagement.

The achievements of the University this year stand as a testament to our collective pursuit of holistic development, global competence, and institutional resilience. This report celebrates our progress across four vital pillars: Teaching-learning for global competence, Impactful research, innovation, and enterprise, A positive organizational culture for a gainful campus life and Meaningful societal engagement.

As we look ahead, let us carry forward this spirit of excellence and service, so that together we may continue to illuminate minds, strengthen communities, and inspire change in the world around us.

Together, we learn, lead, and serve.

Vice Chancellor



TRANSFORMATIONAL TEACHING-LEARNING FOR GLOBAL COMPETENCE

CHRIST (Deemed to be University) continues to advance its vision of nurturing global citizens through transformative education. The academic year 2024 - 2025 witnessed a deepened focus on learner-centric andragogy, integrating experiential and interdisciplinary approaches. Strategic skill development initiatives were embedded to equip students with future-ready competencies aligned to industry needs. Strengthened international collaborations and enhanced student and faculty mobility enriched the global academic environment. These initiatives, supported by rigorous internal quality assurance, contributed to improved performance in national rankings and reaffirmed the University's commitment to excellence and global relevance.

The major achievements under this focus area include the following:

- **Popularisation of Learner Centric Andragogy-** In line with the institution's commitment to embrace change, faculty members across departments underwent rigorous training programmes to effectively implement learner-centric andragogical methods. The focus during the year was on integrating these approaches into foundational courses to strengthen students' self-directed learning skills. Feedback from students has been encouraging, reflecting increased engagement and ownership of their educational journey. These initiatives continue to foster a culture of curiosity, exploration, and lifelong learning.

- **Empowering Students for a Global Future**

The institution has made significant strides in equipping students with future-ready skills to thrive in a rapidly evolving global landscape. This multifaceted initiative encompassed:

- **Skill Development through the Centre for Career Guidance**

The Training for Career and Life Skills (TCLS) program was launched in July 2024 under the Centre for Placements and Career Guidance. A mandatory, credit-based course was introduced for select UG (1st & 2nd year) and PG (1st year) programs. It covers four domains- Professional, Digital, Communication, and Leadership Skills. Each 15-hour module carries 1 credit, with 75% attendance and 40% pass mark required. Expert external trainers delivered in-person, interactive sessions using real-life case examples, and conducted group activities and discussions. Assessments ensured learning outcomes, and continuous student feedback informed improvements. The programme reached over 12,000 students, equipping them with essential competencies for diverse career paths.



- Development of online Courses

The Centre for Digital Learning developed 25 micro-credential courses and 5 SWAYAM courses, engaging over 50 faculty members from more than 12 departments. These initiatives reflect the University's commitment to expanding high-quality online learning opportunities and fostering interdisciplinary collaboration in digital education. Micro-credential courses were introduced to provide students with the necessary skills with focused learning opportunities aligned with industry expectations and emerging global trends in a flexible learning environment.

- Long-Term Internships

In 2024 - 25, CHRIST (Deemed to be University) further strengthened its commitment to experiential learning by expanding internship-oriented academic models. Several undergraduate and postgraduate programmes adopted a fast-track mode, enabling final-year students to complete select courses in advance and dedicate more time to professional internships. In addition, initiatives were introduced to recognize industry engagement beyond regular class hours, with credit allocation under active consideration to encourage continuous practice alongside academic study. Looking ahead, the University is advancing plans to introduce long-term internships with credit allocation for postgraduate students. A fast-track internship model tailored for advanced learners is also being designed, allowing them to accelerate coursework and undertake immersive internships in their final semester. Together, these measures reflect our evolving approach to integrating academic rigour with sustained industry exposure, thereby preparing students more effectively for professional excellence.

- Strategic Collaborations

By building strong partnerships with national and international organizations, the institution has created robust platforms for experiential learning and career advancement, enabling students to thrive in a globally connected, innovation-driven economy.

- The University collaborated with L&T EduTech for the introduction of Industry Abridged Certification Courses and Specialisation Stacks across the arts, science, commerce, and management streams. These courses are designed to blend conceptual learning with real-time industry scenarios, enabling students to gain both theoretical foundations and practice-oriented insights.



By bridging academic knowledge with industry-relevant skills, the initiative aims to enhance students' understanding of current industry practices and significantly improve their employability prospects.

- In 2024 - 25, Centre for Placement and Career Guidance (CPCG) at CHRIST (Deemed to be University) advanced academia-industry collaboration through impactful initiatives enhancing student employability, faculty development, and institutional relevance. With Deloitte India, a Faculty Development Program provided real-time industry insights to faculty, alongside student sessions on career pathways, aligning curriculum with corporate expectations. The EY Digiversity Program trained over 1,000 BCom and BBA students in technical tools like Excel, SQL, Power BI, and data analytics, boosting corporate readiness. POD AI partnered with CHRIST to host its first large-scale 24-hour hackathon across six campuses, exposing UG and PG students to AI/ML problem-solving and professional mentoring. Additionally, the Campus Career Video Resume Initiative introduced AI-driven student branding, piloting innovative recruitment practices. Collectively, these collaborations strengthened faculty-industry linkages, upgraded student technical and analytical competencies, promoted hands-on coding excellence, and positioned CHRIST as a leader in bridging higher education with evolving corporate needs.

- In 2024 - 25, the Office of International Affairs significantly expanded opportunities that empower students to prepare for a global future. Over 274 students participated in short-term study abroad and immersion programs across more than 30 destinations, while many others engaged in dual-degree and pathway programs with leading international universities. During this academic year, 15 new MoUs were signed with reputed institutions such as the University of Nevada, Reno, the Berlin School of Economics and Law, and Trinity College London. Collaborative teaching programs, international internships, and guest lectures by global scholars further enriched the academic experience, equipping students with valuable global exposure and cross-cultural competence.



• **Introduction of Online Degree Programmes**

Recognising the growing demand for flexible, accessible, and industry-relevant education, the University prioritized the expansion of its online education offerings to cater to a diverse and global student community. In alignment with this vision, a dedicated Centre for Online Education was established to design, develop, and deliver high-quality online programmes that meet academic and industry standards. As a result of these efforts, the following online degree programmes, approved by the appropriate statutory bodies, are launched from the next academic year:

1. Bachelor of Commerce (B.Com)
2. Bachelor of Computer Applications (BCA)
3. Master of Science in Artificial Intelligence and Machine Learning (MSc AI & ML)
4. Master of Science in Data Science (MSc Data Science)
5. Master of Arts (English with Communication Studies)
6. Master of Computer Applications (MCA)
7. Master of Arts (Applied Economics)

• **Introduction of Digital Evaluation**

In 2024 - 25, the Online Digital Evaluation system was introduced for the School of Management programs, BBA, MBA, and BHM, to improve efficiency, transparency, and turnaround time in examinations. Supported by the CODETANTRA platform on a subscription basis, the system enables complete digital script evaluation. The Examination Office procured three high-end scanners, cutting machines, desktop systems, and related equipment to support operations. Staff underwent training in cutting and scanning answer scripts, and orientation sessions were held for evaluation boards. Faculty members completed digital evaluations for all cycles- Primary, Review, and Third Valuation, ensuring timely, standard-compliant results.

• **Strengthening Internationalisation and Global Engagement**

Through focused capacity-building initiatives for faculty and a sustained emphasis on internationalisation, the University continues to cultivate a learning ecosystem that fosters global competence and prepares students to thrive in an increasingly interconnected world. These internationalisation efforts have significantly enriched the academic environment, offering both students and faculty valuable cross-cultural experiences and opportunities for global collaboration.



Complementing these efforts are initiatives such as transnational PhD programmes, joint research projects and publications, and international conferences and seminars, including three new international alumni chapters in the United States, United Arab Emirates, and Singapore, with networking meets held in three countries. Collectively, these collaborative ventures have contributed to a substantial increase in various indicators of international engagement during the academic year 2024 - 25:

- 88 faculty members visited institutions abroad
- 146 international faculty members visited the University.
- 274 students participated in student exchange programmes with foreign universities
- 172 international students visited the University.
- 15 new international Memoranda of Understanding (MoUs) were signed.
- 12 joint research projects and multiple collaborative teaching programmes and internships.
- 18 international guest lectures and 6 global conferences/seminars.

These efforts have not only enriched the academic environment through cross-cultural experiences but also enhanced the University's global academic footprint and indicators of international engagement.

Accreditations and Rankings

In its ongoing pursuit of excellence, CHRIST (Deemed to be University) continues to enhance its academic standing through national and international accreditations and has gained recognition in prominent university rankings both in India and globally. These achievements reflect the University's unwavering commitment to quality education, research, and innovation. By continuously benchmarking itself against rigorous standards, the University strives to provide an enriching academic environment that fosters holistic development and global competence.

The National Board of Accreditation (NBA), a premier body responsible for evaluating technical and professional programmes in India, granted accreditation to the following engineering disciplines, recognising their adherence to high standards of curriculum design, faculty expertise, infrastructure, and outcome-based education:

- Electrical and Electronics Engineering
- Automobile Engineering



AACSB (Association to Advance Collegiate Schools of Business) accreditation

In addition to these milestones, the University has also made steady and focused progress toward obtaining the AACSB accreditation for its management programmes. This globally renowned accreditation signifies the highest level of achievement in business education and reflects the University's commitment to delivering world-class management education that is aligned with evolving industry demands and international best practices.

National Institutional Ranking Framework (NIRF) 2024

CHRIST (Deemed to be University) sustained a commendable performance across multiple categories in the NIRF Rankings 2024 conducted by the Ministry of Education, Government of India, reflecting its ongoing commitment to excellence in higher education.

- Overall Category: Ranked 90 (among all higher education institutions in India)
- University Category: Ranked 60

Domain-Specific Rankings

- Law: Ranked 15
- Management: Ranked 60
- Engineering: Ranked 93

Media-Based National Rankings

The University maintained top-tier positions in independent rankings by reputed national media outlets:

India Today-MDRA Best Universities of India Ranking 2024

- Best Private Universities in India: Rank 4
- Private Universities with Highest Number of Patents (last 3 years): Rank 5

India Today-MDRA Best Colleges of India Ranking 2024

- BCA - Rank 1
- BBA - Rank 3
- MSW - Rank 6
- Mass Communication - Rank 8
- BCom - Rank 11
- Law - Rank 13
- BSc - Rank 13
- Hotel Management - Rank 13
- BA - Rank 15
- Engineering - Rank 70



The Week-Hansa Research Survey 2024

- Multidisciplinary Universities (All India): Rank 28
- Deemed Multidisciplinary Universities: Rank 4
- Private & Deemed Multidisciplinary Universities:
- All India: Rank 6
- South Zone: Rank 2

National Awards

At the **Economic Times Education Excellence Awards 2024**, the University was honoured for its impactful academic and social outreach initiatives, securing Silver Award in *Innovation in Teaching Methodology* for the Financial Literacy Programme, and Bronze Award in *Industry-Academia Collaboration* for the Suraksha Chakra (Insurance Literacy Programme)

The Economic Times TechEDU India Awards 2025

The University was recognised with the "**Excellence in Tech-Enhanced Training and Placement**" Award at the Economic Times TechEDU India Awards 2025 on March 7, 2025. This award highlights the University's successful integration of technology in its training and placement programs, improving student readiness for the industry.

Global Rankings and Impact

CHRIST (Deemed to be University) is increasingly recognised on global platforms for its commitment to innovation and sustainable development:

QS World University Rankings 2024

- Asia: Rank 681 - 700
- Southern Asia: Rank 212

QS Sustainability Rankings 2024

- Social & Environmental Impact: 1001
- Governance: 928
- Overall Sustainability Rank: 1301 - 1350

Times Higher Education (THE) Impact Rankings 2024

Overall Rank: 801–1000

Top SDG Category Ranks:

- 301 - 400 No Poverty



- 301 - 400 Zero Hunger
- 301 - 400 Responsible Consumption & Production
- 401 - 600 Clean Water & Sanitation
- 401 - 600 Affordable & Clean Energy
- 401 - 600 Partnerships for the Goals
- 401 - 600 Life on Land
- 401 - 600 Life Below Water
- 801+ Climate Action

Times Higher Education Interdisciplinary Science Rankings (ISR): The University was ranked in The Times Higher Education (THE) Interdisciplinary Science Rankings (ISR), which assesses universities on their ability to integrate different scientific disciplines to solve major global challenges.

Rank: 351 - 400

World University Rankings for Innovation (WURI) 2024

CHRIST (Deemed to be University) secured a remarkable Global Rank of 172 out of 1,072 participating institutions in the World University Rankings for Innovation (WURI) 2024. Unlike conventional rankings, WURI evaluates universities based on their innovative approaches, societal impact, and relevance to real-world challenges.

In the 2024 edition, 2,880 proposals were submitted from universities across the globe. CHRIST (Deemed to be University) submitted nine proposals, of which six were ranked a strong indicator of the University's focus on innovation and future-ready education.

- Five proposals were placed among the top 50 globally.
- One proposal secured a position among the top 100 globally.

WURI Category Rankings - Project Highlights

• Student Support & Engagement

Learners to Leaders proudly secured 13th place, showcasing its outstanding commitment to empowering students through leadership development and engagement initiatives.

• Student Mobility

Dhandrishti: Pan India Financial Literacy Project earned a strong 30th place, reflecting its impactful programs that equip students with essential financial knowledge and mobility opportunities.



- **Industrial Application**

Bridging the Future achieved 25th place, highlighting its successful integration of academic research with industry needs to foster real-world problem-solving.

- **Crisis Management**

Waste to Wealth (Parivarthana) was ranked 14th, applauding its innovative efforts in transforming waste into valuable resources during times of crisis.

- **Generative AI Application**

Two projects *Genaistance & Cognitive Enhancement of Business Processes using customized Generative AI and Large Language Models* using AI placed 34th, demonstrating their forward-thinking application of generative AI to enhance cognitive skills and learning experiences.

- **Infrastructure & Technology**

CenFil - Where Learning is Fun secured 74th place, signaling its creative approach to building a technology-rich learning environment that makes education both engaging and enjoyable.

This outstanding performance places the University ahead of many long-established institutions worldwide and reaffirms its unwavering commitment to creativity, social transformation, and educational innovation. It is a powerful endorsement of the University's growing global stature as a leader in innovation-driven learning and institutional excellence.



IMPACTFUL RESEARCH, INNOVATION, AND ENTERPRISE

In the realm of research, innovation, and enterprise, we are making strides that will shape the future of our institution and beyond. The exponential growth in research publications and patents is a testament to our unwavering dedication to pushing the boundaries of knowledge and discovery. From publication management strategies to the promotion of research collaborations, we are fostering an environment where innovation thrives, where ideas flourish, and where breakthroughs are born. By transforming large classes into smaller groups, we've fostered an environment where personalized attention flourishes. There has been a significant 300% increase in professional body memberships, with 146 faculty members from 20 departments benefiting from it. The exponential growth witnessed in research publications by our esteemed faculty members is a testament to their unwavering dedication and pioneering spirit.

• **Recognition of Faculty Among World's Top 2% Scientists**

Several distinguished professors from CHRIST (Deemed to be University) have been named among the top 2% of scientists worldwide by Stanford University. This prestigious recognition is based on a comprehensive global study that evaluated over 100,000 scientists using Scopus citation data to assess research impact and influence.

Recognized Faculty Members-

1. Dr Sabu Thomas
2. Dr. Pradeep G. Siddheshwar
3. Dr Anitha Varghese
4. Dr. Manoj Balachandran
5. Dr Ramesh Chandra Poonia
6. Dr Vandhana Sharma
7. Dr. Gurumurthy Hegde
8. Dr. P. Veerasha
9. Dr. Nainesh Kantilal Patel
10. Dr. B. Mahanthesh
11. Dr Suresh K
12. Dr Brijesh Sivathanu
13. Dr Puneeth V
14. Dr Logeshwaran J
15. Dr. Kumar Chandar S



This international recognition underscores the University's strong research culture, global academic presence, and commitment to impactful scholarship.

- **Total Publications in Scopus:**

- For the academic year 2024- 25: 2260
- For the year 2024 (1st June to 31st December): 1477
- For the year 2025 (1st Jan 2025 to 31 May 2025): 783

Research and innovation are at the heart of our academic endeavours. We provide the necessary support and resources to our faculty members to pursue ground-breaking research, enhance our research infrastructure, and foster collaborations that drive innovation and contribute to societal progress. And for this purpose, we established-

- **Centre for Research Projects**

In the academic year 2024 - 25, CHRIST (Deemed to be University) expanded its research infrastructure through the establishment of dedicated offices under the Centre for Research Projects, aimed at enhancing domain-specific research support and project facilitation. The newly established offices are:

- **Office for Research Projects in Sciences-** Focused on supporting and advancing interdisciplinary and applied research across the natural and physical sciences.
- **Office for Research Projects in Engineering-** Dedicated to fostering innovation and research excellence in engineering and technology disciplines.

Research Projects- In addition to our research endeavours, our institution has made significant strides in securing external grants and projects, further fueling our pursuit of knowledge and discovery. The substantial increase in financial support received reflects the growing recognition of our institution as a hub of innovation and excellence, poised to address the most pressing challenges facing society today.

Our commitment to ground-breaking research and innovation has yielded unprecedented results. With a 143% increase in research publications by faculty members, we've solidified our position as a hub of knowledge and discovery.



Research Projects details for the Academic Year 2024-25

Total Grants	86
Projects	34
Programs	48
Fellowships	04
Total Faculty members involved	86 Principal Investigators & 59 Co-Investigators (comprising a total of 145 faculty members)
Total Amount sanctioned (INR)	6,49,25,294

Moreover, our dedication to fostering innovation is evident in the 305% increase in external grants and projects, demonstrating our institution's ability to attract resources and talent to drive meaningful change.

AGENCY	NO. OF GRANTS
Governamnet of India (GOI)	54
Governamnet of Karnataka (GOK)	10
International Government (IG)	07
International Non-Government (ING)	09
Non-Government/ CSR	06
TOTAL	86



- **Innovation and Intellectual Property Achievements:** Reflecting a vibrant culture of creativity, problem-solving, and industry collaboration, the University achieved significant innovation outcomes during 2024-25. These included the publication of 401 patents, granting of 124 patents, registration of 38 copyrights, and 87 design registrations, underscoring the institution's strong emphasis on translating research into tangible solutions and intellectual property assets.
- **Consultancy initiatives:** In the academic year 2024-25, the University actively advanced faculty engagement in consultancy projects, thereby strengthening industry-academia collaboration and fostering real-world knowledge application. This year witnessed a particularly rich portfolio of consultancy assignments, with clientele ranging from prestigious national institutions such as the Indian Council of Medical Research, government bodies such as the Bengaluru City Police to leading corporates including Samsung, Tata, TVS, and Nandini, as well as international partners like the University of Canberra. These collaborations not only highlight the University's expertise across diverse domains but also reaffirm its role as a trusted knowledge partner contributing to innovation, policy, and practice.

Total projects	118
Total faculty members involved	148
Total amount generated	1,45,09,287

- **Incubation Centre:** Innwave 2024-25, the entrepreneurship summit of CHRIST (Deemed to be University) organised by CHRIST Incubation Centre, brought together dynamic entrepreneurs and inspired students toward entrepreneurial thinking. As part of the initiative, 80 student entrepreneurship ideas were collected through a structured process, of which 10 are in the ideation stage and 3 have progressed to the prototype stage
- **PhD Support Initiatives by the Centre for Research:** The Centre for Research has undertaken a series of strategic and sustained initiatives to ensure that scholars are able to complete their PhD in a timely and efficient manner.



- To strengthen the academic ecosystem, the Centre organised regular meetings with supervisors, HODs, RACs, and scholars to address challenges and share policy updates. Supervisors and RAC members received biannual training, and PhD Coordinators were kept informed of procedural changes.
 - The Director held individual meetings with supervisors of scholars facing delay and conducted biannual batch-wise sessions with scholars to provide guidance and encouragement.
 - Departments were encouraged to involve external experts, especially before synopsis submission, for independent feedback. Monthly training sessions and workshops were held on topics such as qualitative research, data analysis, academic writing, and publication strategies, with both general and discipline-specific focus.
 - A flagship initiative, the *Draft Manuscript to Quality Publication* workshop, was conducted five times to help scholars refine their work for peer-reviewed journals. One-on-one academic writing support was also available through consultations with Ms. Revathi Siva Kumar.
 - As a result of these comprehensive efforts, a total of 215 scholars completed their PhD during the academic year 2024 - 2025, more than double the number recorded in the previous year.
- **Appointment of eminent personalities as research mentors:** The University has provided specialised research mentorship with the appointment of renowned experts like Dr Sabu Thomas, Dr Uma Maheshwaran, Dr Srihari and Dr Suvira Srivastav. By facilitating one-on-one interactions with scholars, this initiative is expected to raise the quality of research output. Such strategic mentorship underscores the university's dedication to nurturing impactful research.
 - **Research Awards & Incentives:** CHRIST (Deemed to be University) continued to foster a vibrant research culture through awards, fellowships, and publication incentives, recognising excellence in teaching and research. Strategic initiatives, including professional development programmes and new research centres, strengthened the University's commitment to innovation and academic leadership.



- **Best Researcher Awards:** 20 researchers recognised for outstanding contributions
- **Best Teacher Awards:** 8 faculty members honoured under various categories
- **Publication Incentives:** ₹10,98,000 distributed for 80 Q1 and Q2 publications (as of 20 March 2025)
- **Professional Development Programmes (PDPs):**
 - 26 short-duration weekly PDP sessions conducted
 - 5 long duration PDP sessions conducted
- **PG Research Fellowships and Awards:** Introduced to support emerging scholars
- **Workshops on Thrust Area Identification:** Conducted to align faculty research with institutional priorities
- **New Centres established in 2024 -2025:** The following new centres were established to enhance focused research across diverse and emerging disciplines:
 - Centre for Studies in Population and Development
 - Centre for Advanced Material Research, Innovation and Technology
 - Centre of Excellence in Astronomy and Astrophysics
 - Centre for Ecological and Social Sustainability
 - AIU Academic and Administrative Development Centre
 - Centre for Biodiversity, Environment and Climate Studies
 - Centre for Applied Finance and Investments



POSITIVE ORGANISATIONAL CULTURE FOR GAINFUL CAMPUS LIFE

A positive organisational culture is essential for creating a conducive learning and working environment. At the University, we are committed to fostering leadership development, promoting wellness initiatives, and enhancing employee satisfaction to ensure a fulfilling and enriching campus life experience for all members of our community. At the heart of our institution lies a vibrant and inclusive organisational culture, one that fosters collaboration, innovation, and personal growth. Through targeted leadership development programs, we have empowered our academic and administrative leaders to lead with vision and integrity, driving positive change within our institution and beyond.

Our commitment to staff well-being and professional development has been unwavering, as evidenced by the implementation of wellness initiatives and flexible work arrangements. By prioritising the holistic well-being of our faculty and staff, we have cultivated an environment where individuals can thrive personally and professionally, contributing their utmost to the collective success of our institution.

Our commitment to nurturing a positive organisational culture is unwavering, and over the past year, we have implemented several initiatives aimed at promoting growth, well-being, and collaboration among our faculty and staff. Some of them are:

- **Leadership Development Programs:** There has been a 100% increase in participation in leadership development programs tailored for deans, heads, coordinators, and administrative heads, empowering our academic and administrative leaders to steer our institution towards greater heights of success.
- **ALeX Programme:** The University launched the Academic Leadership Experience (ALeX) Programme that is carefully designed for academic leaders such as Directors, Deans, Heads of Departments, Programme Coordinators and other designated positions. The programme is aimed at leadership development, strategic thinking and improved managerial skills. Designed with a series of interactive sessions, workshops and practical exercises, this programme enhances the effectiveness of academic leaders in contributing to the University's organisational culture, innovation and adaptability within the ever-evolving landscape of higher education.



- **Exposure Programs:** Through international exchanges and best-practice visits, the University facilitated over 50 initiatives across diverse destinations, enabling both faculty and staff to engage in cross-cultural learning and innovation. These opportunities have significantly enriched their professional experiences and strengthened our institutional outlook.
- **Staff Grievance Redressal Committee:** Our commitment to inclusivity is exemplified by the establishment of a dedicated committee to address staff concerns, ensuring a supportive work environment for all members of our community.
- **Execution of Appraisal Review Committee Recommendations:** The University has implemented 100% of the recommendations from the Appraisal Review Committee, underscoring its commitment to fairness and transparency in evaluation processes. Well-defined Key Result Areas (KRAs) align individual goals with the departmental and institutional goals.
- **Increase in Recruitment:** With a 22% increase in recruitment efforts for both teaching and non-teaching staff, we are investing in our human capital to ensure that we have the talent and expertise needed to fulfil our institutional mission.
- **Faculty and Staff Welfare Initiatives:** To promote a healthy, supportive, and balanced work environment, the University has implemented several welfare-focused measures:
 - Third Saturdays designated as non-working days to encourage personal time and rest.
 - Reduced teaching workloads for faculty members to support work-life balance.
 - Flexible working hours (Flexi timings) introduced to accommodate individual needs.
 - Vacation leave introduced for non-teaching staff to ensure equitable rest and rejuvenation.
- **Appointment of Associate Deans:** To strengthen academic leadership and ensure continuity in governance, the University appointed Associate Deans across various schools. This initiative is part of a broader succession planning strategy aimed at:
 - Grooming future academic leaders through expanded responsibilities and mentorship.



- Strengthening school-level governance by creating a supportive leadership tier.
- Ensuring institutional continuity and stability in academic and administrative functions.
- **Study Groups:** Through the establishment of 5 study groups focused on delegation, flexible work arrangements, succession planning, organisational culture, and readiness training for academic leadership, we are fostering a culture of collaboration, learning, and continuous improvement.
- **Revision of HR Practices:** Based on insights from benchmarking studies, we revisited our HR practices, with a particular focus on restructuring our personnel office to nurture employee development. The Office now has operations, HRDC, and Strategy verticals.
- **Orientation and Induction Programmes:** To ensure a smooth transition and alignment with institutional values and goals, the University conducted comprehensive orientation initiatives for newly inducted academic and administrative personnel:
 - Academic Leadership Orientation
 - 2-Day Orientation for newly appointed Deans and Heads of Departments (HoDs)
 - 2-Day Leadership Retreat exclusively for Deans, focused on vision-building, policy alignment, and strategic planning
 - Staff Induction Programmes
 - 4-Week Induction Programme for both teaching and non-teaching staff, covering institutional culture, governance, and operations
 - 8-Week Orientation Programme specifically for teaching staff, focused on pedagogy, research, and student engagement
 - 1-Day Induction Programme for short-term hires or visiting faculty
- **Future Leaders Programme:** The Future Leaders Programme for Christites (FLPC) is a year-long leadership initiative designed to foster leadership skills among students. Selection for the programme is carried out through a campus-wide inclusive



process coordinated by directors and programme coordinators, who oversee communication, nominations, and monitoring to ensure equal opportunities across campuses in Bangalore.

The programme emphasises leadership development through a structured blend of residential workshops, coaching, mentorship, and real-world projects, enabling participants to build essential skills in leadership, strategic thinking, and resilience. By fostering the practical application of these principles, the FLPC cultivates a lifelong community of changemakers prepared to contribute meaningfully to society and drive sustainable impact.

Student achievements:

The academic year 2024 - 25 was marked by exceptional achievements of our students, reflecting their talent, dedication, and pursuit of excellence across diverse fields. These accomplishments were made possible through the University's unwavering focus on holistic development, sustained encouragement of creativity and innovation, and a supportive ecosystem that nurtures both academic and co-curricular excellence. By providing platforms for experiential learning, fostering global exposure, and cultivating values of discipline and resilience, the University has enabled its students to thrive as leaders in cultural, sporting, and societal arenas.

Cultural and Literary Achievements:

Our students excelled in theatre, art, literary, music, dance, and eSports events, bringing laurels to the University at state, national, and international levels.

- Theatre: Victories in 22+ events across 10 theatre fests, including the Overall Dramatics Trophy at *Rangasourabha* (State-level Kannada Cultural Festival) and *Enact* (St. Joseph's College of Commerce).
- Art & Literature: Won 15+ events, including the Best Overall Contingent at *Talestra* hosted by Kristu Jayanti College.
- Music: Secured 30+ wins across major fests, with the University Choir performing at *St. Mark's Cathedral* and *Resound* (SJCC).
- Dance: Achieved 18+ awards in 25+ fests, with a standout performance at *MIT Falak*.



- eSports: Victories in 10+ events across 15 fests, including the Overall eSports Trophy at *Sankalpa* (Jain University).
- The CHRIST University Cultural Team won in 11 events at IIT Madras Saarang Fest.
- Ananya Shanbagh played a lead role in *Anuja*, a short film nominated for the Best Live Action Short category at the 97th Academy Awards.

Sports Achievements:

- Karnataka Olympic Association Awards:
 - Aneesh S. Gowda (Swimming) and Keerthana G. (Gymnastics) were honoured for their outstanding contributions.
- International Representation:
 - Gunjan Mantri represented India at the U-18 3x3 Basketball Championship (Hungary) and the U-18 5x5 Tournament (Dubai).
- National and University Games:
 - Strong positions secured in South Zone and All India Inter-University competitions.
 - Participation in Khelo India University Games Qualifiers 2024 - 25.

NCC Achievements:

Our NCC cadets continued their tradition of excellence, with notable achievements at national camps and examinations.

- Republic Day Camp: 9 cadets selected at zonal level; 4 represented at the Republic Day Camp 2025 in Delhi.
- Youth Exchange Program: 1 cadet represented India in Nepal (2024).
- Thal Sainik Camp: 3 cadets participated, winning 2 Gold Medals.



- National Integration Camps: Representations at Assam (Kokrajhar) and Nagaland (Kohima).
- Trekking & Mountaineering: 38 cadets and 1 ANO completed the Basic Mountaineering Course (32 with *A Grade*), qualifying for advanced courses; 7 cadets joined All India Trekking across Kerala, Tamil Nadu, and Gujarat; 120 cadets participated in a trek to Madhugiri.
- Leadership & Army Attachments: 5 cadets trained at Pioneer Regiments and OTA Chennai; 1 cadet represented at the Advance Leadership Camp in Surathkal.
- Awards: Won the Best Institution Award from the Karnataka & Goa Directorate for the 7th consecutive year.
- Armed Forces:
 - 8 cadets recommended through the SSB; 6 cadets joined IMA, INA, and OTA Chennai.
 - 6 cadets cleared the CDS Exam, with 4 recommended for commissioning.
- Examinations:
 - B Certificate Exam: 60 cadets appeared; 100% pass with 90% A grading.
 - C Certificate Exam: 60 cadets appeared; 100% pass with 78% A grading.



MEANINGFUL SOCIETAL ENGAGEMENT

Our commitment to societal engagement goes beyond the boundaries of our campus. Through service-learning initiatives, sustainable development projects, and community outreach programmes, we strive to make a meaningful and lasting impact on society, empowering our students to become responsible global citizens. Beyond the confines of our campus, the institution remains deeply committed to meaningful societal engagement, leveraging its expertise and resources to bring about positive change in the communities we serve. Through service-learning initiatives, partnerships with NGOs, and social outreach programmes in collaboration with local government bodies, we have made significant strides in addressing pressing social issues and empowering marginalised populations.

- **Appointment as Hub Chair for the United Nations Academic Impact Sustainable Development Goal 5, Gender Equality:** CHRIST (Deemed to be University) has been appointed as the United Nations Academic Impact (UNAI) SDG Hub Chair for SDG 5: Gender Equality for the 2025–2027 term. This global recognition affirms the University's commitment to promoting gender equity through education, research, and outreach. As SDG Hub Chair, CHRIST University will lead international academic efforts to advance gender justice and empower inclusive development.
- **SDG-related activities:** The University actively promotes the United Nations Sustainable Development Goals (SDGs) through various initiatives aimed at student engagement, industry collaboration, and awareness-building:
 - India Sustainability Youth Leadership Summit, 2024
 - Corporate Collaboration & Visit with Bosch and SSRD
 - IGEN Green Day, 2024
 - Sustainability Week, 2025
- **Service Learning:** We have seen a remarkable 214% increase in the number of departments offering service-learning opportunities, underscoring our commitment to experiential education and community engagement. Furthermore, through a generous United Board Grant, we have organized community connect events, facilitated exposure visits, and conducted capacity-building workshops, empowering both students and faculty to contribute to social change.



- **Sustainable Development Goals (SDGs):** Aligning with the United Nations SDGs, we have allocated goals to departments and spearheaded research projects aimed at addressing pressing global challenges. We are actively addressing global challenges, with over 50 publications and projects dedicated to SDGs, our institution is at the forefront of sustainable development efforts.
- **Centre for Social Action (CSA):** The Centre for Social Action at the University is making a tangible difference in the lives of individuals in urban slums and villages through initiatives such as child sponsorship programs, community development projects, and waste management initiatives like *Parivarthana*. Through the Centre for Social Action, we have adopted 137 urban slums and villages, impacting the lives of countless individuals through various community development projects and initiatives.
- **Suraksha Chakra-Social Outreach Project in Insurance:** This project aims to expand insurance coverage to all 6 lakh villages in India by 2033. The project was implemented in various locations, including Chakkittapara (declared fully insured in 2023) and Marasur (declared as fully insured in 2025) gram panchayats. Suraksha Chakra Project was conceived to:
 - provide social skills to university students
 - to ensure meaningful intervention in villages and gram panchayats in terms of insurance literacy and coverage so that developmental aspirations of the community are met in an organic way.

The University chose Chakkittapara Gram Panchayat in Kozhikode district, Kerala, for piloting the project. In 2023, Chakkittapara Gram Panchayat was declared as a 100% Insured Gram Panchayat in the Country. With the experience and insights of the Chakkittapara success story, we started the Suvarna Karnataka Abhiyana, a project meant for Karnataka. Under this project, all the Grama Panchayaths in Karnataka are targeted under the pan-India Suraksha Chakra Project. The Suvarna Karnataka Abhiyana started with the Marsuru Gram Panchayat, in the Anekal Taluk. This project was completed in 7 months, and Marasuru Gram Panchayat was also declared completely insured on 05 March 2025. In the process, Marsuru Gram Panchayat, Canara Bank, and CHRIST (Deemed to be University) collaborated to create an ecosystem which is conducive for scaling the project to all the Gram Panchayats of Bengaluru Urban Zilla Panchayat. The project continues to expand to other Gram Panchayats across Karnataka.



CONCLUSION

I would like to conclude by reiterating that the past year has been marked by unparalleled growth, innovation, and impact for our institution. As we reflect on our achievements and look towards the future, let us remain steadfast in our commitment to excellence, equity, and societal impact. Together, we will continue to push the boundaries of knowledge, inspire the next generation of leaders, and transform lives for the better.

However, our commitment to excellence extends beyond the classroom walls. We recognize that our faculty members are the lifeblood of our institution, and thus, we are investing heavily in capacity-building initiatives. Through targeted training and development programs, we are equipping our esteemed educators with the tools, knowledge, and resources necessary to inspire and empower the next generation of leaders.

Moreover, we are embracing the spirit of internationalization, recognizing that diversity is not only a strength but also a source of innovation and creativity. By forging strategic collaborations with national and international organizations, we are broadening our horizons, expanding our reach, and enriching the academic experience for students and faculty alike.

I would like to take this moment to acknowledge the members of the Office of IQAC for their efforts in preparing this comprehensive report. Their dedication and commitment have been instrumental in highlighting the milestones of our shared journey.

Our journey does not end here. As we look to the future, let us continue to embrace change, to push the boundaries of what is possible, and to inspire greatness in all that we do. Together, we will chart a course towards a brighter tomorrow, fueled by a shared vision of excellence, innovation, and impact.

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