Institutional Development Plan (IDP) for Bundelkhand University (2024-2029)

1. Vision and Mission –

Vision : The University aims to become a world-class institution by tapping human potential to lead the country in changing national, regional and global scenario.

Mission: To impart quality vocational and scientific education through basic and applied research, to improve the quality and value of human irrespective of gender, caste, nationality and religion

2. QUALITY OBJECTIVES

1. Identify and assist students with different categories of need;
2. Prepare and regularly update departmental documents for efficient and effective services delivery;
3. Improve faculty and staff competence through regular training
4. Continue improving the resources and services given to students
5. To have greater appreciation for professionalism, values and integrity
6. Maintain a high level of discipline and inculcate good habits amongst the students;
7. Facilitate students participation in co-curricular activities at national and international level;
8. Strengthen students participation in recreational activities on campus;

3. Specific Goals under IDP

Goal 1: Enhance Academic Excellence

Objective: Improve curriculum, faculty development, and student support services.

Specific Actions:

Curriculum Review and Update (Year 1-2): Conduct a comprehensive review of all academic programs to align with industry needs and global standards.

Faculty Development Programs (Year 1-5): Organize workshops, seminars, and conferences to enhance teaching skills and promote innovative pedagogies.

Student Support Services (Year 1-5): Establish counseling centers, mentorship programs, and career guidance cells to support student well-being and career development.

Goal 2: Promote Research and Innovation

Objective: Increase research funding, establish research centers, and encourage interdisciplinary projects.

Specific Actions:

Research Funding (Year 1-5): Identify and apply for national and international research grants. Allocate a portion of the university budget to support faculty and student research initiatives.

Establish Research Centers (Year 2-3): Set up specialized research centers in emerging fields such as Artificial Intelligence, Renewable Energy, and Biotechnology.

Interdisciplinary Projects (Year 3-5): Promote collaborative research projects across departments and with other institutions.

Goal 3: Strengthen Industry-Academia Collaboration

Objective: Develop partnerships with industries, create internship programs, and enhance placement opportunities.

Specific Actions:

Industry Partnerships (Year 1-5): Establish formal agreements with key industries for collaborative projects, guest lectures, and funding support.

Internship Programs (Year 2-5): Develop structured internship programs for students to gain practical experience and industry exposure.

Placement Cell Enhancement (Year 1-2): Upgrade the placement cell with dedicated staff, resources, and industry connections to improve job placement rates.

Goal 4: Foster Inclusivity and Diversity

Objective: Implement policies to promote gender equality, support underrepresented groups, and ensure accessibility.

Specific Actions:

Inclusivity Policies (Year 1-2): Develop and enforce policies to ensure a diverse and inclusive campus environment, including anti-discrimination and equal opportunity measures.

Support Programs (Year 2-5): Create scholarships, mentorship programs, and support groups for underrepresented and marginalized students.

Accessibility Improvements (Year 2-5): Ensure that all campus facilities are accessible to individuals with disabilities, including physical infrastructure and digital resources.

Goal 5: Upgrade Infrastructure

Objective: Modernize campus facilities, invest in technology, and improve campus safety.

Specific Actions:

Infrastructure Modernization (Year 1-5): Renovate existing buildings, construct new academic and residential facilities, and enhance laboratory spaces.

Technology Investments (Year 1-5): Upgrade IT infrastructure, implement e-learning platforms, and provide access to advanced technological tools for teaching and research.

Campus Safety (Year 1-2): Strengthen campus security measures, including surveillance systems, emergency response protocols, and safety awareness programs.

Goal 6: Enhance Community Engagement

Objective: Initiate community outreach programs, collaborate with local organizations, and promote social responsibility.

Specific Actions:

Community Outreach Programs (Year 1-5): Develop initiatives that address local community needs, such as health camps, literacy programs, and environmental conservation projects.

Collaborate with Local Organizations (Year 2-5): Partner with NGOs, government agencies, and local businesses to create impactful community projects.

Promote Social Responsibility (Year 1-5): Encourage students and faculty to participate in volunteer activities and service-learning projects.

4. SWOC Analysis (Strengths, Weaknesses, Opportunities, Challenges)

Strengths

a. a. To get A ++ grade from NAAC
b. 100 cr Funding under MERU
c. NIRF ranking for Pharmacy dept in top 100
d. strong alumni network
c. existing infrastructure.
d. A Good Variety of Courses   Courses in various Departments)
e. Affordable Fee
f. Connectivity of Jhansi from all parts of the country by both Rail and Road
g. Locational Advantage – being the heart of the country
h. Only State University catering to the public of the Bundelkhand Region
i. Beautiful, Clean and Green Campus
j. Wide range of extension, co curricular and extra curricular activities under NSS and NCC
k. Qualified and Experienced Faculty
l. Good Retention Ratio of Faculty
m. State of the Art Innovation Center
n. Effective use of ICT in Teaching Methodologies
o. Safe and secured environment for Girl Students
p. Pioneer in providing Professional Courses in the Bundelkhand Region
q. Pioneers in Digital Evaluation System/On Screen Evaluation in the region
r. ICT Enabled Result Processing System
s. Secured Degree and Marksheet printing
t. Linked with NPTEL of Ministry of HR

u. ICT enabled Budget and Financial Accounting System

v. Digitization of Old Documents

w. Strong ICT enabled Library

x. ICT enabled HR and Payroll

y. ICT enabled E Procurement and Stores Inventory

z. Transparency - the administration of the University is highly transparent

aa. State of the art Guest House

bb.   Strong Infrastructure

cc. There is Inclusiveness and Diversity in both students and faculty

dd.   Very good strength of NET, JRF and Ph.D. Scholars

1. **Weaknesses:**

a. Limited Permanent positions on campus, need to outdated facilities, need for more industry connections.

b. More Research Projects and research Papers need to come out

c. Lack of Incentives for Research Work

d. Less Industry-Academia Interaction

e. Moderate Placement ratio

f. Infrastructural Weaknesses : Science Labs are not upto the mark; Lack of accommodation available for students in comparision to outstation students; Old buildings require funding to maintain and restore

g. Less than required number of substantive teaching posts prompts the appointment of Teaching Assistants and Guest Faculty

h. Lack of advanced facilities for the differently abled

i. Involvement of Alumini at Institute level is less

j. University lacks revenue generation

k. Lack of Wireless communication in campus

l. Lack of incentives and support infrastructure to develop innovative activites.

m. There is not much flexibility and change of curriculum as per latest knowledge   update.

Opportunities:

a. A ++ grade from NAAC opens up opportunities of funding from many sources,
b. Funds received under MERU will result in infrastructure development
c. Growing demand for higher education
d. potential for government grants
e. increasing industry interest.
f. Only State university in Bundelkhand Region
g. To get National Institutional Ranking Framework (NIRF) Ranking in more areas
h. To get reflected in QS Asia ranking and QS World ranking
i. To get Atal Ranking of Institutions on Innovation Achievement (ARIIA)
j. To initiate Consultancy work by Faculty
k. Implementation of New Education Policy
l. Sign MoU with Industry and Research
m. Expanded global focus, partnership, programs.
n. Increasing need and demand of online MOOCs. University should get local chapter of MOOCs
o. Establishment of CPDHE (Centre for Professional Development in Higher Education) (previously known as UGC-HRDC/ Academic Staff College)
p. Aim at targeting QS ranking discipline wise as some of the departments are doing very well in research in our university.
q. More foreign collaboration / foreign tie ups can also be targeted.
r. Make strategies that focus on developing the campus in an environment friendly manner by adopting and executing the UGC formulated SATAT (a framework for eco-friendly and sustainable campus development in Higher Education Institutions)
s. To create a small media lab

Challenges:
a. Lack of Government Funding
b. To increase student enrollment
c. To generate resources from non Government agencies
d. Increase placement

e. Fill teaching and Non teaching vacancies

f. Complete promotions

g. Upgrade syllabus as per Industry requirements

h. Networking and Strengthening relationship with Alumini

i. More focus on Industrial training for Faculty and Students

j. Increase the intake without compromising on quality

k. Preparing Students for Competitive exams .

l. Establishment of Advance Research Cell or Lab in each department for quality research.

m. Appointment of attendants and demonstrators/instructors for each lab in all departments is also required so the teachers may use their time in quality teaching and research.

n. Establishment of AICTE Cell in University could also be done so all the institutes can do their approval formalities at a centre point. Since it needs a lot of paper work and certificates for AICTE Approvals, it will be easy to all the institutes to get the required documents and information timely. Applications for Extension of Approval can also be submitted and persuade timely.

o. Focus on research initiatives, and increase research output in terms of Patents, Publications (citations with Impact Factor).

p. Create networks by conducting Seminars and Conferences.

q. Provide Internship opportunities to students from other Institutions.

r. To create Funds by following PPP (Public Philanthropic Partnership), and Grants from Industry and Alumni

s. To restructure the Degree programmes as per NEP 2020 guidelines

4. Action Plan (Detailed by Year)

Year 1:

Curriculum review and faculty development workshops.

Establish student counseling centers.

Initiate industry partnership discussions.

Develop inclusivity policies.

Begin infrastructure renovation projects.

Year 2:

Continue faculty development programs.

Launch structured internship programs.

Implement support programs for underrepresented groups.

Upgrade IT infrastructure.

Strengthen campus security measures.

Year 3:

Initiate interdisciplinary research projects.

Set up specialized research centers.

Expand community outreach initiatives.

Collaborate with local organizations.

Monitor and evaluate progress of inclusivity policies.

Year 4:

Consolidate industry partnerships.

Increase research funding applications.

Enhance placement cell operations.

Promote volunteer activities and service-learning projects.

Continue infrastructure and technology upgrades.

Year 5:

Evaluate overall progress and impact.

Plan for future expansions and improvements.

Strengthen existing community engagement programs.

Ensure sustainability of initiatives.

Celebrate achievements and share success stories.

5. Monitoring and Evaluation

Team Formation (Year 1): Establish a dedicated monitoring and evaluation team.

Progress Reviews (Year 1-5): Conduct regular reviews (quarterly/biannual) to assess progress and make necessary adjustments.

Key Performance Indicators (KPIs): Define and track KPIs such as student satisfaction, research output, industry collaboration metrics, and community impact.

6. Financial Strategy

Government Grants (Year 1-5): Actively apply for government grants and schemes to support various initiatives.

Industry Partnerships (Year 1-5): Secure funding and sponsorships from industry partners.

Alumni Donations (Year 1-5): Launch an alumni fundraising campaign to support development projects.

Resource Allocation: Prioritize funding for critical areas and ensure efficient use of resources.

7. Stakeholder Engagement

Faculty Involvement (Year 1-5): Engage faculty in decision-making processes and encourage their participation in development initiatives.

Student Participation (Year 1-5): Involve students in planning and implementation through student councils and feedback mechanisms.

Alumni and Community (Year 1-5): Foster strong relationships with alumni and community members through regular communication and events.