

INSTITUTIONAL DEVELOPMENT PLAN

2025-2030

Bundelkhand University, Jhansi 284128 A++ University Accredited by NAAC

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(vidyā-mṛtam-aśnute)

The Logo of Bundelkhand University has the above words in Sanskrit inscribed in it, this is a Sanskrit phrase that translates to

"through knowledge, one attains immortality" or "by knowledge, one becomes immortal".

It is a powerful statement about the value of learning and wisdom in achieving a higher state of being.

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Preamble

Bundelkhand University, an A++ accredited University of the State of Uttar Pradesh, situated in Jhansi, has emerged as a prominent institution for higher education, attracting students from across India and beyond. With its commitment to excellence in teaching, research, and holistic development, the university offers a nurturing environment for students to pursue their academic and professional goals.

The University was established on August 26, 1975. Serving the academic needs of seven districts in the Bundelkhand region—the majority of which are impoverished and backward. The University has seen unprecedented growth in the last few years and has received funds under various schemes of the State Government, DST, PM-USHA, UGC, ICSSR etc.

Bundelkhand University, was ranked first among universities in Uttar Pradesh in by U.P. State Govt. for 2008-09, 2009-10, 2010 -11. Bundelkhand University is the only University in Uttar Pradesh to have certified by the NAAC four times, Currently accredited A++ it is a bright spot in the horizon for true independence and self-sufficiency. It is one of the top universities in the area, with great potential to become a leading University in the country as well as the world because of its robust infrastructure, financial, and human resource bases.



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Academic Excellence

Bundelkhand University boasts a diverse range of undergraduate, postgraduate, and doctoral programs across various disciplines, including Arts, Science, Commerce, Engineering, Law, Management, and more. The university's curriculum is designed to meet international standards, ensuring that students receive a comprehensive and contemporary education. Renowned for its rigorous academic environment, Bundelkhand University employs highly qualified faculty members who are experts in their respective fields, providing students with an enriching learning experience.

All of the major fields of study are covered by its more than 100 courses offered at the undergraduate, graduate, and doctorate levels, including Earth Sciences, Basic and Life Sciences, Engineering and Technology, Pharmacy, Physiotherapy, Agriculture, Management, Food Science & Technology, Tourism and Hotel Management, Law, Computer Applications, Education, Arts and Fine Art, Environmental Studies, Forensic Science and Criminology, Languages, and other Social Studies.

All out efforts are made to provide best education and equip the students with all qualities to carve out best career in respective fields.

The system of admission and examination is automated

Placement and Career Support

The university has a dedicated placement cell that works tirelessly to ensure that students secure promising career opportunities upon graduation. Through regular interactions with industry leaders, internship programs, and placement drives, Bundelkhand University maintains strong ties with top companies and organizations. The placement cell also provides career counseling, resume building, and interview preparation services, equipping students with the skills needed to excel in the job market.

The Training and Placement Cell is actively pursuing campus placements for the students of various fields. It can truly be said the placement of the students is like a barometer for the health of an Academic Institution. The Training and Placement Cell of the University has been striving hard to place the students in organizations of repute.

The University organizes various Inter College Sports Tournaments in Athletics, Gymnastics, Judo, Wrestling, Basketball, Chess, Kho Kho, Volleyball, Kabbadi, Badminton, Cricket, Hocky, Table Tennis & Volleyball.

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Cutting-Edge Facilities

The university is equipped with state-of-the-art facilities that support both academic and extracurricular activities. Modern classrooms, well-stocked libraries, advanced laboratories, and high-speed internet connectivity create an ideal setting for students to thrive. Additionally, the campus features sports complexes, auditoriums, and hostels, ensuring that students have access to all necessary amenities for a balanced and fulfilling university life. The campus's fundamental and auxiliary infrastructure is growing stronger over time.

Research and Innovation

Bundelkhand University places a strong emphasis on research and innovation, encouraging students and faculty to engage in cutting-edge research projects. The university has established various research centres and institutes that focus on different areas of study, fostering a culture of inquiry and discovery. Through collaborations with national and international institutions, Bundelkhand University provides students with opportunities to participate in pioneering research, contributing to advancements in their fields. Currently 136 functional MoU's are existing, many of these MoU's are global in nature.

Holistic Development

Understanding the importance of overall development, Bundelkhand University offers numerous extracurricular activities and student organizations. These include cultural clubs, sports teams, and various societies that cater to diverse interests. The university regularly hosts workshops, seminars, and cultural events, providing students with platforms to showcase their talents and develop leadership skills.

The university's central facilities include a state-of-the-art computer centre with internet access, a dynamic central library, the Bundelkhand University International Centre, a guest house that serves as both the university's pride and a training ground for students studying hotel management, four hostels for girls and three for boys, a shopping centre, an indoor stadium, a health centre, a bank, a post office, an auditorium, ten well-equipped seminar halls, faculty residence quarters, a working women's hostel, a teachers transit hostel, and several beautifully designed parks. Among State Universities, the University has established a model of independence and sustainability.

Community and Inclusivity

Bundelkhand University prides itself on its inclusive and supportive community. The university fosters an environment where students from diverse backgrounds can come together, share ideas, and learn from one another. With a focus on inclusivity and equal opportunities, Bundelkhand University ensures that every student feels valued and respected.

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Bundelkhand University stands as a beacon of quality education, innovation, and holistic development. Its commitment to academic excellence, state-of-the-art facilities, research opportunities, and career support makes it a premier destination for higher studies. For students aspiring to achieve their academic and professional goals in a nurturing and dynamic environment, Bundelkhand University offers an unparalleled experience.

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Achievements of the University

- **NAAC Accreditation** – The University has been awarded A+ + by the NAAC in its fourth cycle of accreditation of the University. Previous accreditations were done in 2005, 2011, 2017. Currently the jump has been from B++ of 2017 to A++ in 2024, this reflects the growth and capabilities of the University.

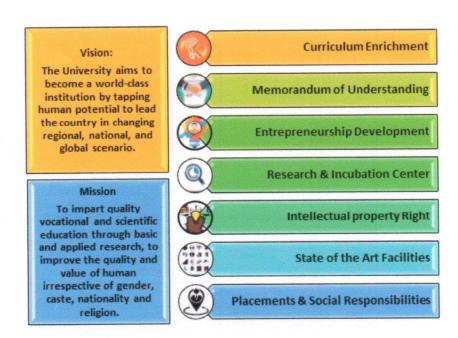
- **NIRF Ranking** of Pharmacy Department in top 100

- **PM-USHA-MERU** Received Rs. 100 Crore under PM USHA (Pradhanmantri Uchchatar Shiksha Abhiyan) Scheme for MERU (Multidisciplinary Education and Research University)
- **DST-TEC** Bundelkhand University is the only University in Uttar Pradesh, to have been awarded the Department of Science & Technology's Technology Enabling Center. A grant of Rs. 5 crore has been awarded for this project
- Usage of Renewable Energy The University has installed Solar Energy Plant for Renewable Energy of 250 KW and the installation of 1MW plant is in progress and of there are plans to extend it upto 2 MW
- Virtual Labs Bundelkhand University has established Virtual Lab Regional Center of IIT Kanpur on its Campus, Facilitating students of Science, Pharmacy, Engineering
- **Rs. 10.41 crore** have been sanctioned for infrastructure development by the Department of Higher Education, Government of Uttar Pradesh
- **Research Projects** funded by Department of Higher Education, Government of Uttar Pradesh, Department of Science and Technology, CST, ICSSR and other funding agencies
- More than 100 Patents
- Good Number of **Research Publications** in reputed Journals
- **Millet based products** are being manufactured and sold by the Institute of Food Technology
- **State level B.Ed. Entrance Examination** has been conducted consecutively twice (2023, 2024) by the University and has now been given the third time responsibility (2025) to conduct the examination

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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



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Organisation Structure

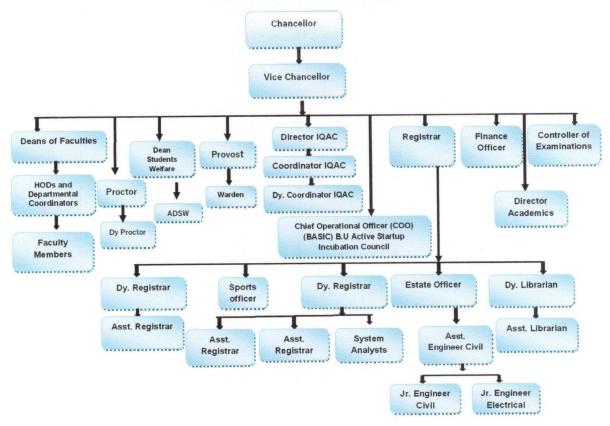
Being a State Govt. University it has well laid organization structure. The financial base is strong with self reliance and sustenance. The University has 352 faculty members with 529 supporting staff. The University ensures quality of work life for all its staff. The financial base is strong with self reliance and sustenance. The statutory bodies are humanized by interaction with the faculties and university authorities. The planning board meetings are organized to transform challenges into opportunities and provide guidelines to the university administrative and academic authorities.

The University strongly believes in quality of academics and administrative system and has been accredited three times by NAAC and certified with ISO 9001:2008 and 2015. Regular internal and external audit are conducted by the internal audit team to ensure healthy and ethical management of available resources. The grants are utilized within time. The central purchase cell has representation from all streams of programmes – i.e. Engineering, Science, Commerce and Humanities to ensure acquiring best material and equipments. The Accounts and Finance, Stores, Purchase and Tender system is being computerized and well connected to ensure availability of stock as well as proper documentation of records of tenders, comparatives and annual maintenance contracts. The University reviews and revises the emoluments of staff working under SFS scheme to attract and retain talent. The University believes in E-Governance and paperless office. All the processes are computerized and automated.

The Core Values of the University are reflected in the academic, extra-curricular, co-curricular, administrative activities, and they are in complete conformity with the Vision and Mission Statements. Institutional vision and leadership inspire the values and participative decision-making processes. The University aims to become Globally competitive, this can be reflected in the introduction of the Choice Based Credit system, Recruitment of Faculty, Inspiring Faculty to align towards state of the art teaching delivery

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Bundelkhand University Organogram



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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;

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Specific Goals under IDP post A++ Goal 1: Enhance Academic Excellence

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

Specific Actions:

Accreditation Maintenance: Regularly review and update institutional policies to maintain the A++ accreditation.

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, training and placement, personality development, sports activities, and career guidance cells to support student well-being and career development. Development of student support system to promote mental wellness, good health, fitness, sound ethical grounding and life-long learning etc. in tune with holistic education model Effective support system catering to the specific needs of students from disadvantaged background Ensure equity and inclusiveness

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Goal 2: Promote Research and Innovation

Objective: Increase research funding, establish research centers, and encourage interdisciplinary projects. Working on various aspects of Indian Knowledge System

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. University has already received a grant of Rs 100 crores under PMUSHA-MERU for development of research facilities and infrastructure for support of research.

Establish Research Centers (Year 2-3): Set up specialized research centers in emerging fields such as Artificial Intelligence, Renewable Energy, Food Technology, Biotechnology, Research and development Center, Millet Processing Center, Digital and Scientific research center, Bundelkhand heritage and culture center, centralized Digital research and Application center etc.

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

Different Departments will work collaboratively for the research work in different emerging fields like Biomedical science, forensic science and Biomedical in one group, Food technology, Home science, Institute of Engineering and Agriculture in another group etc.

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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. The collaboration with industry will help the departments to understand the present requirement of industries and accordingly modifications will be done as and when required.

Internship Programs (Year 2-5): Develop structured internship programs for students to gain practical experience and industry exposure and for this purpose university will establish its own internship / skill development centers and collaboartions will be done with the centers / institutes working in his field. This will develop students as per the requirement of industry and placement of students will be better.

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

The students will be trained for personality development skills, communication skills and a dedicated team will be created who will look after the placement opportunities of the students.

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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.

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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. University is actively working this area and the present infrastructure is upgraded and new construction is made as per the requirement. University is working for projects from different agencies for the grants in this field and received a grant of 10.41 crore for the development of Infrastructure of the campus. University is in the process of developing state of the art sports facilities for the students and we have created sports arena (for indoor cricket, football, handball etc), basketball court, indoor badminton, table tennis court. We are in the process of developing outdoor stadium for lawn tennis, cricket, hockey, football etc. The flood lights in the field, pavilion for ground is under peocess.

Technology Investments (Year 1-5): Upgrade IT infrastructure, implement elearning platforms, and provide access to advanced technological tools for teaching and research. University is establishing 1000 node digital center which will help students in their skill development, online classes and online testes will be conducted.

Campus Safety (Year 1-2): Strengthen campus security measures, including surveillance systems, emergency response protocols, and safety awareness programs. University has created campus with barbed boundary wall, CCTV surveillance, secure gates etc.

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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.

Building strong University-community connect to promote adult literacy and lifelong learning to research on problems and find locally relevant solutions.

Formulation of comprehensive community engagement plan along with roadmap Framing of University Social Responsibility policy with the implementation plan Achieving the targets of University Social Responsibility

Hand holding of deprived rural and urban communities for transformation of their lives using institutional resources and knowledge pool.

Expansion of outreach programs for the benefit of the society and engaging and empowering communities to become resilient, healthy, sustainable and innovative Stakeholders engagement through understanding their needs, building trust and consultative process for development and implementation of internal preparedness plan

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Goal 7 Creating University Brand Image

Specific Actions

- Developing reputation through establishing collaborations with institutes of national and global reputation
- Effective communication of the university's academic, research, and outreach strengths
- Positioning the university as a self-sustaining and continuously evolving institution through an effective governance system, a solid financial foundation, and a student support system
- Developing a research innovation plan for an institution keeps excellence as a prime focus
- Enhancing university commitment to ensure environmental sustainability following university core values
- Attaining top rankings and grades at national and international levels

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INSTITUTIONAL GOALS

- 1. To attain NIRF Ranking within top 60 in 2025, within top 40 in 2027 and within top 25 in 2030.
- 2. To attain international ranking:
- QS Global Ranking to attain QS Asia University Rankings by 2025; to attain a position within 1000 by 2027 and within 800 by 2030 in QS Global Ranking.
- 3. Times Higher Education Ranking to attain a position within 1000 in 2027 and within 800 in 2030.
- 4. To attain a position in Times Impact Ranking by 2025.
- 5. To attain Atal Ranking of Institutions on Innovation Achievements (ARIIA) Band Beginner in 2023; Band Performer in 2027 and Ranking in 2030.

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SWOC Analysis (Strengths, Weaknesses, Opportunities, Challenges)

Strengths

- A++ grade by NAAC
- 100 cr Funding under MERU
- 10.41 Cr funding by Deptt of Higher education, Government of Uttar Pradesh in 2025
- NIRF ranking for Pharmacy dept in top 100
- IIRF Ranking of the Architecture department is no. 1 in Uttar Pradesh, in state Universities
- Strong alumni network
- Strong Existing infrastructure.
- A Good Variety of Courses in various Departments)
- Affordable Fee
- Connectivity of Jhansi from all parts of the country by both Rail and Road
- Locational Advantage being the heart of the country
- Only State University catering to the public of the Bundelkhand Region
- Beautiful, Clean and Green Campus
- Wide range of extension, co curricular and extra curricular activities under NSS and NCC
- Qualified and Experienced Faculty
- Good Retention Ratio of Faculty
- State of the Art Innovation Center
- Effective use of ICT in Teaching Methodologies
- Safe and secure environment for Girl Students
- Pioneer in providing Professional Courses in the Bundelkhand Region
- Pioneers in Digital Evaluation System/On Screen Evaluation in the region
- ICT Enabled Result Processing System
- Secured Degree and Marksheet printing
- Linked with NPTEL of Ministry of HR
- ICT enabled Budget and Financial Accounting System
- Digitization of Old Documents
- Strong ICT enabled Library
- ICT enabled HR and Payroll
- ICT enabled E Procurement and Stores Inventory
- Transparency the administration of the University is highly transparent
- State of the art Guest House
- Strong Infrastructure
- There is Inclusiveness and Diversity in both students and faculty
- Very good strength of NET, JRF and Ph.D. Scholars

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Weaknesses:

- Limited Permanent positions on campus,
- Need for more industry connections.
- More Research Projects and research Papers need to come out
- Lack of Incentives for Research Work
- Less Industry-Academia Interaction
- Moderate Placement ratio
- Infrastructural Weaknesses : scope for improvement in the Science Labs
- Scope of increasing hostel facilities for students
- Scope of increasing accommodation facility for faculty and staff
- Less than required number of substantive teaching posts prompts the appointment of Teaching Assistants and Guest Faculty
- Lack of advanced facilities for the differently abled
- Involvement of Alumni at Institute level is less
- University lacks revenue generation
- Lack of Wireless communication in campus
- Lack of incentives and support infrastructure to develop innovative activites.
- There is not much flexibility and change of curriculum as per latest knowledge update.

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Opportunities:

- A ++ grade from NAAC opens up opportunities of funding from many sources.
- Funds received under MERU will result in infrastructure development.
- Growing demand for higher education.
- Potential for government grants.
- Increasing industry interest.
- Only State university in Bundelkhand Region.
- To get National Institutional Ranking Framework (NIRF) Ranking in more areas.
- To get reflected in QS Asia ranking and QS World ranking.
- To get Atal Ranking of Institutions on Innovation Achievement (ARIIA).
- To initiate Consultancy work by Faculty.
- Implementation of New Education Policy.
- Sign MoU with Industry and Research Institutes.
- Expanded global focus, partnership, programs.
- Increasing need and demand of online MOOCs. University should get local chapter of MOOCs.
- Establishment of CPDHE (Centre for Professional Development in Higher Education) (previously known as UGC-HRDC/ Academic Staff College).
- Aim at targeting QS ranking discipline wise as some of the departments are doing very well in research in our university.
- More foreign collaboration / foreign tie ups can also be targeted.
- 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).
- Attracting International students

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Challenges:

- Lack of Government Funding
- To increase student enrollment
- To generate resources from non Government agencies
- Increase placement
- Fill teaching and Non teaching vacancies
- Complete promotions
- Upgrade syllabus as per Industry requirements
- Networking and Strengthening relationship with Alumini
- More focus on Industrial training for Faculty and Students
- Increase the intake without compromising on quality
- Preparing Students for Competitive exams .
- Establishment of Advance Research Cell or Lab in each department for quality research.
- 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.
- 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.
- Focus on research initiatives, and increase research output in terms of Patents, Publications (citations with Impact Factor).
- Create networks by conducting Seminars and Conferences.
- Provide Internship opportunities to students from other Institutions.
- To create Funds by following PPP (Public Philanthropic Partnership), and Grants from Industry and Alumni
- To restructure the Degree programmes as per NEP 2020 guidelines

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Action Plan (Detailed by Year) Year 1:

- Curriculum review and faculty development workshops.
- Participation in different national and International rankings like NIRF, NBA, IIFR, QS ranking, Times ranking etc.
- Research projects and paper publication.
- Internationalization of academic programs and attracting foreign students.
- Starting joint degree programs with foreign Universities.
- Establish student counselling centers and strengthening of placement cell.
- Initiate industry partnership discussions.
- Special emphasis on publication of Patents.
- Development of SWAYAM and MOOCs courses.
- Develop inclusivity policies.
- Begin infrastructure renovation / new construction projects.
- Construction of new academic and residential buildings
- Development of Sports facilities for students and staff.

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Year 2:

- Continue faculty development programs.
- Launch structured internship programs.
- Skill development courses
- Starting Bundelkhand art, culture, heritage and food processing center
- Research on possibilities on tourism development in Bundelkhand region
- Incubating the startups for entrepreneurship among students
- Strengthen Innovation center more research facilities.
- Starting open and distance learning courses
- Development of Skill development courses
- Implement support programs for underrepresented groups.
- Development of SWAYAM and MOOCs courses.
- Upgrade IT infrastructure.
- Strengthen campus security measures.
- More emphasis in research publications, book writing, patents etc.
- Participation in different national and International rankings like NIRF, NBA, IIFR, QS ranking, Times ranking etc.
- Internationalization of academic programs and attracting foreign students.
- Joint degree programs with foreign Universities.
- Establish student counselling centers and strengthening of placement cell.

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Year 3:

- More emphasis on interdisciplinary research projects.
- Set up specialized research centers.
- Satrting Digital research center
- Focus on Millet research and food processing center
- More emphasis on International rankings Research work on Bundelkhand art and heritage
- Starting skill development courses
- Development of Business lab

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- Expand community outreach initiatives.
- Collaborate with local organizations.
- Monitor and evaluate progress of inclusivity policies.
- More emphasis on Incubating ideas for new business models
- Developing environment for patents and app preparation.
- Faculty skilling programs.
- developments and technologies. Personality development programs for skilling faculties with
- Start of Bundelkhand art and heritage center.

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.
- More emphasis on international collaborations and foreign students.
- Joint degree programs with international universities.

 More emphasis on International rankings so that University wi
- More emphasis on International rankings so that University will be able to come in the international arena
- NBA accreditation of Institute of Engineering and Technology departments Social activities for the upgradation of selected villages and local areas as
- social responsibility
 Student skill development programs and personality development

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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.
- Skill development programs MOOCS and SWAYAM program development
- Placement activities for the students in a larger scale Research and development projects with national and
- Research and development projects with national and International bodies
- Social development activities

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Sports activities, cultural and other extra curricular activities for students

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.

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.

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Financial Strategy

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

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

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

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

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.

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Governance Enablers

The University Vision and Mission Statements are well thought out statements which have been designed to inspire, promote and motivate both Academics and Administration in the University. These are statements which are long term and not subject to frequent change. Bundelkhand University is heading towards being the torchbearer of proactive change and development in the region. The Mission statement aims at converting the Vision of the

University into achievable targets.

Governance enablers in universities are essential for fostering transparency, accountability, and efficiency. Here are some key enablers at the Bundelkhand University:

- 1. **Participatory Governance**: Involving stakeholders like students, faculty, and alumni in decision-making processes ensures diverse perspectives and better outcomes.
- 2. **Strategic Planning**: Clear, time-bound goals aligned with institutional vision and mission help in achieving long-term objectives.
- 3. **Digital Transformation**: Leveraging technology for administrative tasks, communication, and data management enhances operational efficiency.
- 4. **Industry Partnerships**: Collaborations with industries provide practical exposure and funding opportunities.
- 5. **Accreditation and Rankings**: Regular assessments and adherence to quality standards improve credibility and attract talent.

These enablers contribute to a robust governance framework, ensuring the university's growth and sustainability

University encourages participatory management by involving the stakeholders at all levels.

The University is headed by the **Hon'ble Governor** as Chancellor of the University followed by the **Vice Chancellor**. The efficient leadership and practical guidance provided by the Hon'ble Chancellor on various forums of the University have been crucial in creating an atmosphere of Good Governance.

The apex body of the University, i.e. the **Executive Council** comprises of not just faculty representatives but also Chancellor's Nominee.

The decentralized process is reflected in the University Organogram.

The effective leadership is visible from the fact that:

- The leadership is dynamic and quality conscious
- Mentoring sessions are done for Affiliated Colleges for NAAC accreditation done by NAAC Officials
- 9 Affiliated Colleges are already NAAC accredited and 27 more have applied for accreditation.
- Well laid organization structure
- Strong financial base with self-reliance and sustenance
- All statutory bodies are working with regular interaction with the faculties and university authorities

Decentralisation is reflected in the Four F's Funds (budget), Functions (events), Functionaries (Officers) & Feedback (from students/teachers/parents).

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Three of the main branches of Decentralisation and Participative management of the Bundelkhand University are:

Administrative Decentralisation: This is reflected in the fact that University Teachers are heading and/are members of various Administrative Committees in the University, such as Purchase Committee, Building Committee, UFM Committee, Admission Committee, Examination Committee, Proctorial Board Committee Grievance Redressal Committee, Anti Sexual Harassment Committee etc. Faculty members are also members of Executive Council, Academic Council, RDC, BOS etc.

Financial Decentralisation: The **Finance Committee** deals with all major financial issues. The department budgets are prepared in consultation with the various departments. All **Department Heads** are given freedom of financial expenditure in the form of imprest for day to day expenses of the Department. For bigger expenses, requisite approval from competent authority is needed.

Academic Decentralisation: Institutes have the freedom to run academic courses effectively, by convening their **Board of Studies** and making changes in syllabi as per the need of the industry on a regular basis. They have the right to make any changes in prescribed books, texts, readings etc.

- Student Representatives in all committees where it is needed viz. Hostel Mess & Maintenance Committee and various clubs etc

Participation from parents and alumni are two other aspects of the University Leadership. The University also follows the policy of rotation in various bodies, even Headship is on Rotation basis, thus giving more avenues to participative management

Decentralisation and Participative management helps the University to move towards the achievement of its goals and also develop and empower the employees by taking decisions on strategic issues of the University.

There is a **strong feedback system** incorporated in the various departments of the University which helps in obtaining feedback from the various stakeholders viz. the students, parents, alumni, etc. This process has given us a participative and democratic governance style and it works towards effective governance and continued growth and development.

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Financial Enablers

Financial enablers are critical for the sustainable functioning and growth of a university. They empower institutions to invest in quality education, infrastructure, research, and innovation. Key financial enablers at the Bundelkhand University are:

- 1. **Government Funding:** Grants and subsidies from public authorities provide essential support for academic programs and research initiatives.
- 2. **Tuition Fees**: Student fees are a significant revenue source, which should be balanced with affordability and accessibility to education.
- 3. **Endowments and Donations**: Contributions from alumni, philanthropic organizations, and private donors help fund scholarships, capital projects, and special programs.
- 4. **Industry Collaborations**: Partnerships with businesses for sponsored research and consulting can generate additional income streams.
- 5. **Diversified Investments**: Investment in financial instruments or real estate can create steady returns, supporting long-term financial planning.

Bundelkhand University is a State Government University established by the, Uttar Pradesh University Act no.10 – 1986 section 4, sub-section 1-A vide notification no.10/15-60-33/73. The University mobilises its financial resources primarily from the fee collected from campus students, Examination and registration Fees of the students from affiliated colleges, Hostel Fees, Endowments, Interest earned from investment, Consultancy fee, Fund Received from State Govt., Central Govt. Agencies and from various funding agencies like UGC, DST, CSIR, DBT, MOT, DRDO, etc. for Research, innovation, fellowship and physical facilities argumentation etc.

The endeavour of the university officials is to increase the income of University holistically by introducing new skilled development related courses, The number of accounts of the university are kept at minimal which helps to invest the excess amount of the money lying in the account judiciously, leaving the balance bare minimum so as to meet day to day expenditure. To receive maximum grant, the University is always in touch with state Govt. and different central Govt. agencies (RUSA, UGC, DST, CSIR, DBT, DRDO, MOT etc) and regularly submits the proposals so as to get grants for research and innovation, maintenance of physical facilities and infrastructure augmentation.

In addition to these regular sources, efforts are also made to mobilise additional finances to meet institutional needs. From individuals, institutions and alumni. The Resource mobilisation policy focuses on achieving the goals and target of the institution ensuring accountability and transparency.

Since Bundelkhand University is a State Govt. University, it follows all the rules and regulations prescribed by the State Govt. University has dedicated accounts manuals, regulations and Govt. Orders. The Financial Handbooks, the civil services regulations, the store purchase rules are the guiding rules and act as stringent control on the exercise of financial power on the university officials.

Every year annual budget document of the University is prepared forecasting the expected annual income and expenditure under different heads. The budget is prepared holistically ensuring the all-round development of the Students and also enabling capacity building in teaching faculty through FDP/Conference/seminars/research grants.

The budget of the university is passed by the competent authorities i.e. Finance committee and Executive council as has been provided in the University Act. All the rules, regulations and procedures are followed in the expenditure of the money as has been sanctioned in the budget.

The University has the system of purchase committees to ensure the funds are monitored and utilized in an effective manner. The University has its own internal audit mechanism to process and monitor effective and efficient use of available financial resources.

University has full fledged separate account department headed by Finance officer of level-14 appointed by the State Govt. by a notification published in the Official Gazette. There are other officials like accounts officer, Asst. Registrar (Finance), Accountant, Asst. Accountant, Account Clerks etc. to help and aid the finance officer in the exercise of Financial power as prescribed in the act and statutes of the University. The Finance officer is responsible to ensures that all the expenditures of the university are carried out in accordance rules and regulations

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Academic Enablers

Academic enablers are the foundation for fostering excellence in teaching, learning, and research within a university. They empower institutions to maintain high academic standards and ensure holistic development for students and faculty. Key academic enablers at Bundelkhand University are:

1. **Qualified Faculty**: Recruiting experienced and knowledgeable educators ensures quality teaching and mentorship

2. **Robust Curriculum**: A well-structured, flexible, and interdisciplinary curriculum that integrates emerging trends prepares students for real-world challenges.

3. **Research Support**: Providing resources, grants, and infrastructure for research promotes innovation and academic contribution.

4. **Learning Resources**: Access to well-equipped libraries, e-resources, and laboratories is vital for comprehensive learning.

5. **Assessment Systems**: Transparent and outcome-oriented evaluation methods uphold academic rigor and fairness.

6. **Student Support Services**: Counseling, mentoring, and academic advisory services help students achieve their potential.

7. **International Collaboration**: Partnerships with foreign universities enhance cultural exchange, research opportunities, and academic diversity.

The functionaries of the University viz., the Vice-Chancellor, Registrar, Controller of Examinations, and Finance Officer act within the jurisdiction of the Act and Statutes of the University by following the Government and regulatory bodies' guidelines for personnel matters.

The University has a well-defined structure and fully functional academic bodies that play a pivotal role in overseeing the academic curriculum, ensuring that the courses offered align with educational standards and the University's institutional objectives.

The University has revamped its courses to focus on skill development, value addition, and employability. NEP 2020 presents multiple opportunities to strengthen the link between academia and industry, bridging existing gaps. The curriculum integrates research, innovation, and extension activities, fostering critical and innovative thinking among students.

The University is committed to using the insights gained from industry collaborations to reshape the curriculum and introduce new opportunities for students and faculty alike.

The University has integrated employability skills into its curriculum through a variety of initiatives aimed at enhancing the practical application of knowledge. By adopting an interdisciplinary and multidisciplinary approach, the University equips students with diverse skill that transcends traditional learning methods. This innovative teaching strategy, which extends beyond the classroom, directly enhances students' employability, preparing them for future challenges. Through these efforts, the University is continuously working to align its programs with the evolving demands of the job market, ensuring graduates are well-prepared for professional success.

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Research Intellectual Property and Supportive Enablers

Research is the backbone of innovation and progress in universities. Managing intellectual property (IP) effectively ensures the protection and commercialization of innovations, benefiting both the institution and society. Supportive enablers in this domain include:

1. Research Infrastructure

Access advanced laboratories, equipment, and interdisciplinary research projects enhances productivity and innovation.

2. Intellectual Property Policies

Clear institutional policies on IP rights encourage researchers to create and safeguard their work while ensuring fair benefit-sharing mechanisms.

3. Technology Transfer Offices

Dedicated offices to guide researchers in filing patents, trademarks, or copyrights and connecting them with industries for commercial partnerships.

4. Collaborative Frameworks

Partnerships with industry, government, and international organizations provide funding and platforms for impactful research.

5. Training and Awareness

Regular workshops and seminars on IP management, research ethics, and commercialization empower faculty and students.

6. Digital Tools and Databases

Subscriptions to research databases, IP management software, and access to global networks streamline the research process.

By focusing on these enablers, universities can foster a culture of innovation, ensuring that their research outputs lead to meaningful societal contributions.

To keep pace with the leading academic institutions of national and international repute and create a niche in academic market, collaborations with the national laboratories are entered into to avail latest facilities for the research scholars in the field of Biotechnology, Pharmacy, Physics, Chemistry, Nanobiotechnology, biomedical sciences covering all fields of basic and life sciences.

To make best use of equipment and lab facilities the university have established establish a Common University Science and Instrumentation Centre (USIC) called Innovation Centre. Apart from the Central Computer Lab the University has more than 50 well equipped labs in the field of Science and Engineering. The Innovation centre have established collaborations and MOUs with leading institutions for interdisciplinary research collaborations and consultancy projects.

The Senior Faculty members of Management, Engineering, Pharmacy and Life Sciences are making all out efforts to provide consultancy to the respective professional and industrial organizations to enhance brand image of the University. The university have entered into Collaborations with research and academic institutions of national & international repute for research and teaching to broaden and strengthen the academic and research base. Consultancy programmes and entrepreneurship development cell has been initiated to utilize the expertise and

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knowledge of senior faculty members apart from widening the horizons of research, placement and growth opportunities for the research scholars and students. The University encourages interdisciplinary research within campus apart from collaboration with national and international institutions to broaden resource base. The University have been provided with financial support of Rs.1.5 Crores by MSME and Rs.5 Crores from DST, Govt of India to establish Technology Enabling centres in Bundelkhand region.

Revamping and strengthening the research ecosystem

Strengthening research infrastructure

- Identify and promote research opportunities, as well as develop long-term research capacities.
 - Continuous capacity building to undertake research in emerging areas

- Empowering faculty with research tools and resources

- Creating research centres aligns with university strategic goals as well as the nation's goal of sustainable development.
 - Creating Chairs relating to Sustainable Development Goals (SDG).

- International faculty engagement

Focus on multidisciplinary, interdisciplinary and trans-disciplinary research

- Create new intra-university and inter-universities research collaborations and strengthen existing ones.

Building new connect and strengthening existing research collaborations and scholarship to expand multi-disciplinary, interdisciplinary, and transdisciplinary research opportunities at national and global levels.

Translating laboratory research for financial and societal impact

- Orienting faculty with the knowledge of IPR generation, research extension, and research commercialization
- Promote innovation, start-ups and entrepreneurship culture through incentives, appreciations, and recognitions.
- Strengthening and easing the processes for research commercialization

- Establishment of Research Park in the University.

Developing and strengthening research collaborations

Establishing links with government and industrial organization and fetch research funding through research and consultancy projects

- Induction of industry sponsored research and research chairs

- Increased collaboration and research funding from industry partners
- Establishment of research collaboration on emerging areas and innovation Frontiers
 - Focus on international partnership opportunities.

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Human Resource Management Enablers

Human resource management enablers are critical for attracting, developing, and retaining talented faculty, staff, and administrators, which are key to the effective functioning of any university. Some significant HRM enablers at Bundelkhand University include:

1. Strategic Recruitment and Retention

- · Implementing transparent hiring processes and offering competitive compensation packages to attract top talent.
- Developing retention strategies such as clear career progression plans and faculty development programs.

2. Performance Management Systems

- · Establishing performance appraisal mechanisms that are objective, fair, and aligned with institutional goals.
- · Recognizing and rewarding outstanding contributions to teaching, research, and administration.

3. Professional Development

- · Providing continuous learning opportunities like workshops, seminars, and certifications to enhance skills and competencies.
- · Supporting research initiatives, conference participation, and publication

4. Workplace Environment

- Creating an inclusive, collaborative, and safe working environment to promote job satisfaction and employee well-being.
- Encouraging diversity and equal opportunities for all staff and faculty members.

5. Technology Integration

- · Using HRM software for efficient management of payroll, leaves, performance, and recruitment processes.
- Offering online platforms for employee feedback and communication.

6. Leadership Development

- · Identifying potential leaders within the organization and mentoring them for
- · Providing training in leadership skills, conflict resolution, and decisionmaking.

7. Employee Support Systems

- · Introducing counseling, mentoring, and wellness programs to address personal and professional challenges.
- Ensuring open communication channels to foster trust and address grievances promptly.

Recruitment & Selection University follows UGC and State Government regulations for its recruitment and service matters in respect of service matters of teaching and non-teaching staff. Bundelkhand University specifically follows the office order no. E-4229/G.S. dated 2 July 2021 from the Rajbhavan, for the

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recruitment to the positions of Assistant Professor, Associate Professor and Professors.

The process includes roster finalization as per sanctioned posts, after this the vacant positions for each Department are calculated. Next the advertisements are posted (as per specialization) Department wise. Online applications are invited from the aspirants, hard copy of the form also has to be submitted. After the last dates of receiving the forms they are scrutinized by IQAC team members. The list is then published on website to seek the objections and the documents needed. IQAC committee then analyses the objections, if found correct, it recalculates the Basic academic score and API. A final list of all eligible candidates is then published on website. After the finalization of dates of interview, call letter is dispatched to the candidates through email as well as by post (At least 15 days before the date of Interview).

Before interview a short presentation in front of the students and the experts is done by the candidate (for the Post of Assistant Professor). Final interview is conducted by a select panel of experts and other members as per University rules. These interviews are video recorded, so as to create transparency. Final list of the selected candidates then approved by the Executive Council.

All Promotions under career advancement scheme have been completed leading to motivation amongst faculty members.

The top administration ensures participative management through decentralized administration by forming various committees viz, faculty members in the Academic Council, Anti-ragging Committee, Research Advisory Committee, Grievance Redressal Committee, Committee Against Sexual Harassment etc. The effectiveness and efficiency of the University's policies are ensured by implementing them through the decentralized administrative setup and by constituting relevant committees.

Awareness of various committees is created by circulating the notifications regarding their constitution to all the departments and offices of the university and notifying the same at appropriate places. Lectures and workshops on human rights and code of ethics, including sexual harassment and ragging, are conducted for students, research scholars, and teaching and non-teaching staff of the campus to spread awareness about various rules, regulations, guidelines, rights, and duties in the workplace and the possible means of redressal.

Each committee is appropriately represented by the respective representative from teaching, research, non-teaching, students, female gender, SC/ST, and also an NGO representative and a legal adviser. All these measures have led to the improvisation of governance and quality leadership

The University has transparent systems and clear guidelines for

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recruitment, selection, promotion and performance appraisal of the teachers for CAS as directed by the Govt. of Uttar Pradesh, UGC and other regulatory bodies. The CAS is based on the Academic Performance Indicators (API) score obtained by the candidates. The Performance Based Appraisal System (PBAS) Proforma calculates API score.

The Proforma clearly describes the minimum API score required to be eligible for recruitment or promotion. All promotions under career advancement scheme are done by following the proforma, which is available on the website. For promotions from stage I to V, the University has developed score card proforma/guidelines, which weigh the academic background, research performance based on API score and quality of publications, assessment of domain knowledge and teaching skills, and interview performance. This makes the whole recruitment system accountable and transparent.

The PBAS adopted by the University encourages them to excel in their academic activities in terms of publication in reputed journals, participation international conferences/workshops/symposia, securing major/minor research projects, interdepartmental and interuniversity collaborations. and enter

The non teaching staff is recruited directly. The University follows the Reservation Policy of the State for recruitment of the non-teaching staff as well as teaching staff.

The University adopts the following measures to enhance the professional competence of the teaching and non-teaching;

- Uniform for class IV employees

- Compassionate appointment for family member in case of accidental death in service

- Financial assistance for national/international conferences for faculty

- Paid /duty leave to attend and participate in orientation programmes, refresher courses, summer and winter schools, workshops, seminars, conferences, and symposia.

- Due recognition is given to the distinguished Faculty winning awards and fellowships at the national and international levels through the university's media coverage and its social media sites.

- Pension Scheme and New Pension Scheme for employees in the service of the University before and after 2006, respectively.

- Provident Fund facility Provision of Gratuity, Ex-gratia payment and provision for the employment of a dependent of the deceased whether teaching/ non-teaching staff as per the rules of the university.

Teacher Welfare Fund, six months of Maternity Leave to women employees. Child Care Leave to women employees for two surviving children up to the

age of 18 years.

Residential accommodation has been provided to the teaching and non-

- Health and Fitness centers and open gyms.

- Medical Insurance for non-teaching staff members
- Post Office, Bank with ATM, Cafeteria, Guest house, Health Center, Gymnasium, Day Care Center and Community center are available.

- Group Medical Insurance

Commercial Centre along with banking services,

- Health Center provides free medical

- During the Covid period, the University unfortunately lost some of its faculty members and staff, compensatory jobs were provided to dependant Financial aid to employees in case of medical emergency if they need it.

Faculty members are allowed to attend Faculty Development Programmes & Training Programmes in both online and offline mode.

Enablers for Networking and Collaborations

Networking and collaboration are vital for fostering academic excellence, research and community engagement. Bundelkhand University implemented several enablers to strengthen its collaborative ecosystem:

1. Memoranda of Understanding (MOUs)

The university has established MOUs with national and international institutions, such as the Indian Council of Medical Research (ICMR), the National Bureau of Plant Genetic Resources, and the Karelian Research Centre in Russia. These partnerships facilitate joint research, resource sharing, and academic exchanges.

2. Technology Enabling Centre (TEC)

Bundelkhand University hosts a state-of-the-art Technology Enabling Centre (TEC), which promotes collaboration between academia, industries, and national laboratories. This initiative supports technology development and

3. Industry Partnerships

• The university collaborates with industries for research projects, internships, and consultancy services, bridging the gap between academic knowledge and

4. Research and Innovation Support

Facilities like the Innovation Centre and Central Instrumentation Facility provide resources for collaborative research and prototype development.

5. Global Engagement

International collaborations with institutions in Spain, Mexico, and other countries enhance cultural exchange and broaden research opportunities.

6. Community and Media Collaboration

Partnerships with organizations like All India Radio and local agricultural institutes strengthen community outreach and knowledge dissemination.

By leveraging these enablers, Bundelkhand University creates a dynamic environment for networking and collaboration, driving academic and societal

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Physical Enablers

Physical enablers are essential for creating an environment conducive to learning, research, and overall development. Bundelkhand University has invested in several physical enablers to support its academic and administrative functions:

1. Campus Infrastructure

· The university boasts a sprawling campus with modern buildings, lecture halls, and administrative offices designed for efficiency and accessibility.

2. Library Facilities

· A central library equipped with a vast collection of books, journals, and digital resources provides students and faculty with essential academic

3. Laboratories and Research Centers

State-of-the-art laboratories and specialized research centers cater to diverse fields such as science, technology, and humanities.

4. Hostel and Accommodation

On-campus hostels offer comfortable living spaces for students, ensuring a safe and supportive environment.

5. Sports and Recreation

• Facilities for sports and recreational activities, including playgrounds and indoor sports complexes, promote physical well-being and team spirit.

6. Technology Integration

The campus is equipped with Wi-Fi connectivity, smart classrooms, and IT infrastructure to enhance digital learning and communication.

7. Green Initiatives

The university emphasizes sustainability with green spaces, eco-friendly practices, and initiatives like rainwater harvesting.

These physical enablers contribute to a holistic educational experience, ensuring that students and faculty have access to the resources they need to thrive.

Ranked as number one university by Govt of Uttar Pradesh for its strong infrastructure and academic base with 52 well equipped ICT enabled institutional and residential buildings spread across the 186 acre campus of the University including auditorium, indoor and outdoor stadium, international guest house, community centre, girls and boys hostels, health centre, utility centre, bank, post office, shopping campus, examination building, alumni building and others. With this splendid auditorium and indoor stadium the university has the natural strength to convene sports, cultural and academic events of national and international standards. All the institutes and departments have adequate infrastructure in terms of classrooms, labs, seminar halls etc. and the laboratories are modernized and well equipped to ensure produce human resources with research and innovative acumen. The university is concentrating on strengthening the upkeep and maintenance of the infrastructure to facilitate the academic, research and extracurricular activities. A campus-wide computer network linking

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all University institutions and departments and administrative offices has been set up. To monitor and administer the maintenance and repair jobs all over the campus, a control room has been set up by the Engineering and Care Taking Department with connectivity in each Institute, Department, Buildings and hostel residential areas to attend the routine complaints regularly

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Digital Enablers

Digital enablers play a pivotal role in enhancing the efficiency and accessibility of academic and administrative processes. Bundelkhand University has implemented several digital initiatives to support its stakeholders: 1. Online Admission System

The university offers a seamless online admission process for both campus and affiliated colleges, ensuring transparency and convenience.

2. Examination Management

 A comprehensive digital system manages pre-examination, postexamination, and result processing. On-screen evaluation and digitization of past examination records further streamline the process.

3. E-Governance

Enterprise Resource Planning (ERP) modules integrate academic, administrative, and financial activities, promoting efficient governance.

4. Digital Learning Resources

· Virtual classrooms, e-learning platforms, and access to the National Programme on Technology Enhanced Learning (NPTEL) enhance the learning

5. Campus-Wide Connectivity

• The university provides Wi-Fi connectivity across the campus, enabling students and faculty to access digital resources effortlessly.

6. Library Management System

A digital library system offers access to e-books, journals, and other academic materials, supporting research and learning.

7. Student and Faculty Portals

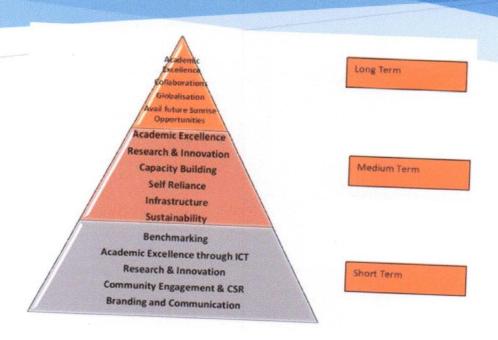
 Dedicated portals for students and faculty facilitate communication, information sharing, and access to essential services.

8. Digital Security Measures

· Surveillance systems and biometric attendance ensure transparency and security in academic and administrative operations.

These digital enablers reflect Bundelkhand University's commitment to leveraging technology for academic excellence and operational efficiency.

The University has prepared a Strategic Plan for 10 years. The plan contains quantified milestones and timelines for the growth of the University. The plan includes the SWOT analysis of the University. The plan focuses on Broadening the education and research aspects while at the same time the University is working towards introducing and developing employability and entrepreneurial skills to meet the challenges of the global scenario. The University has also adopted NEP 2020. The University is working towards increasing Incubation, Innovation and IPR



Strategic Plan is effectively deployed

The University has been participating in NIRF and NAAC which results in branding of the University. The University is aiming towards academic excellence, there are 2667 e content available.115 classrooms are ICT enabled and rest are in process. Faculty has got various research projects in their name funded by DST/UGC etc. the University has also given seed money to 19 faculty members for research work. The University has offices like the Student Welfare Office, Proctor Office, IPR Cell, Institution's Innovation Council, Entrepreneurship Council, Incubation Center, College Development Council and others in its formal structure. These offices use the powers and autonomy they are vested with for regular as well contingent needs. The strategic plans are a result of a democratic process, wherein the goals and objectives are determined after deliberations and discussions with the various functionaries. Academic aspects have taken into consideration the NEP 2020 and its requirements. All such decisions are communicated to Hon'ble Chancellor by

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E Governance

The University has successfully implemented E governance in almost all aspects of administration and student related issues. Right from admission process to Degree every aspect related to student is online. There are over 30 major ERP modules in practice and around 20 plus inherent ERP/API's in practice. All aspects of Administration, Examination, Finance and Students are covered by ERP.

The University has automated various activities by getting the complete **UNIVERSITY MANAGEMENT SYSTEM** developed for all its activities and major activities of all its affiliated colleges on the latest technology and centralized database concept through Uttar Pradesh Development Systems Corporation Ltd (UPDESCO).

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	Ent	erpris	e Resor	urce P	lannin	g	
Student Management Information System	Fees Collection System & Payment Gateway of SBI	Paculty & Staff Module	uojantion ndelkhand Ui	Academics Module	Online Retrieval of Documentation	Finance	Examination Module

The University has tied up with State Bank of India, HDFC Bank, Axis Bank, ICICI Bank for Payment Gateway facility. The module where payment has to be submitted by colleges/ students is integrated with the Different Payment Gateway.

The University is getting the entire UMS implemented in phases by getting the masters created and training imparted for entering the transaction data. Onsite

technical manpower is also being placed in the University.

The University has incorporated e learning on its website through SWAYAM/NPTEL Spoken Tutorials courses for students. Confidential Student Feedback System. Strict adherence to Academic Calendar. Effective and inclusive Student Mentoring as well as e learning material on University Website and University YouTube Channel are available for the convenience of the students.

STRATEGIC FRAMEWORK TO ATTAIN INSTITUTIONAL GOALS

Education Policy 2020 advocates revamping the education framework with a prime objective of holistic development of graduates by introducing academic flexibility, multidisciplinary education & research, vocational education, etc., in the higher education system. To ensure its successful implementation, Bundelkhand University formulated institutional development goals considering three main principles of the higher education system

- A. Strategic Focus for Academic Excellence
- B. Strategic Focus for Research Excellence
- C. Strategic Focus for Outreach and Social Engagement

The University has identified related themes and actionable points to achieve the above three principles as given below.

Strategic Focus	Theme	Actionable points		
Academic Excellence	Multidisciplinary and Holistic education	Curriculum Structure Pedagogy Academic Flexibility		
	Internationalization Equity and Inclusion in Higher Education	Assessment Promotion as a global study destination Gross Enrolment Ratio (GER) Gender Sensitivity Students Support		
	Promotion of Indian Languages	Language of India to remain relevant and vibrant		
	Promotion of Art and Culture	Language teaching and research to be improved The University is opening the center for ar and culture to promote Bundelkhand's art and culture		
	Institution of Indian Knowledge System	Various Conferences and Seminars are proposed on the theme and the syllabus also will reflect IKL		
	Technology Integration	Technological intervention in education Development of e-contents and digital Infrastructure, Faculty are encouraged to		

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Engaged a Energized	
	Faculty engagement and empowerment Rewarding faculty excellence

Strategic Focus	Theme	Actionable points	
Research Excellence	Catalyzing Quality Research	Revamping and strengthening the research ecosystem	
		Focus on multidisciplinary, interdisciplinary, and transdisciplinary research Knowledge generation and dissemination through research	
	Research Management, Innovation and Extension	Research Funding Research Innovation & Extension	
Outreach and		Policy Formulation	
Social Engagement	Sustainability	Public Engagement	
		Community-based research	

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