

## STRATEGIC PLAN

### INTRODUCTION

This strategic plan provides a framework that allows the university to develop and use its resources effectively and efficiently. The vision and mission statements of the University indicate directions of work and are followed by identifying and pointing Areas of Focus. Key outcomes are proposed as performance metrics for each Area of Focus in this strategic plan.

### VISION

“To emerge as the country’s leading value based educational and professional hub to have transformative impact on society by practicing innovation, patronizing research and shaping global entrepreneurs and leaders”

### MISSION

**ACADEMICS:** Offering innovative academic programs and delivering higher education with cutting edge technologies to meet global requirements.

**EMPLOYABILITY:** Collaboration with industry for development of professional skills and entrepreneurial mind to make students industry ready.

**DIVERSITY:** Embracing diversification in learning practices in preparing students for active participation in inclusive growth & development of community particularly farmers, villagers and youth.

**ETHICS:** Providing a strong foundation of values and principles for developing ethical decision making and morality amongst students for sustainable growth & development.

**SERVICE:** Transforming all sections of society with relevant education, contemporary research, expert consultancy and support for fostering social parity & justice.

## STRENGTH AND BASELINE

The strengths and baseline of the University that enable us to strive to attain the goals and objectives of the institution include the following:

### ❖ **A renowned and diversified educational group**

DBU is a renowned and diversified educational group of the region. DBU is headed by visionary leaders who focus on providing quality education, and conceptualized this institution with the aim of achieving academic excellence through quality education.

### ❖ **Human Resource**

Human resource is one of the core strengths of the university. The staff of the university includes teaching and non-teaching staff from diversified backgrounds and rich industry and academic experience. The university has an encouraging ratio of Ph.D staff members and almost all faculty members are registered in Ph.D programs.

### ❖ **Training and Placement:**

The Training and Placement Cell is in place since inception of the University and works actively to cater to the needs of the Industry and the end users by providing trained, employable & job ready professionals. The training and placement cell is headed by well qualified and learned personnel. Placement officers are well connected with the students and the industries and facilitate both by understanding their needs.

The Training and Placement Cell plays the role of a facilitator and councilor for placement related activities. Placement cell extends placement services to students even after the completion of degree.

### **❖ Teaching Learning Process**

Academics is our focus area and we build it as our competitive advantage. We have threefold system by which we monitor the academic activities. Head of the institute, head of the department and the department academic coordinator monitor the smooth functioning of day to day academic activities. Director & HOD monitor whether the lectures are conducted on time, status of syllabus completion, conduction of tests, assignments etc. and report to the head of the institute.

The Director also prepares comprehensive report about the academic progress of the classes. The HOD collects feedback from the students about the conduction of lectures. Through all these practices we also find out ways for improvement and implement the improvements from time to time.

### **❖ Industry interaction**

We try our level best to interact with the industry experts at almost all levels. In academics the teaching staff doesn't limit to just completing the syllabus but they also inculcate corporate ethics among the students. The training and placement cell of the institute takes utmost care in placing the students at their deserved companies. They bring the companies to the campus for placements, arrange MOU's and Guest Lectures etc. The feedback from the industry experts is considered for the improvement of the quality in all aspects.

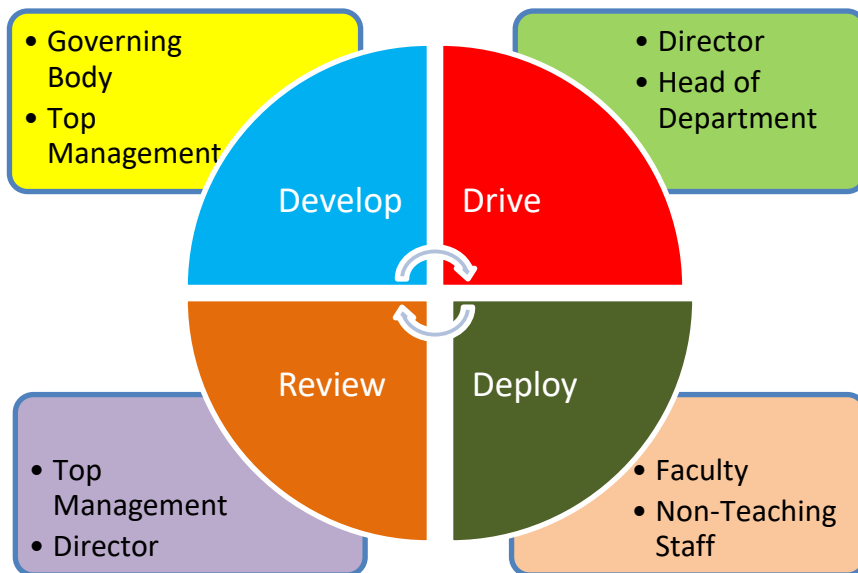
**QUALITY POLICY**

“Desh Bhagat University is committed to provide value based quality education and embrace changing technology to produce competent professionals equipped with relevant and compatible skilled to accept global and social challenges”

We believe that quality in planning, execution and monitoring must be there in each aspect of our service, Hence it is a part of our work culture.

**QUALITY OBJECTIVES:**

1. Imbibe quality consciousness among staff at every level.
2. No compromise with Quality.
3. Strive for Best.
4. Develop culture of “Do it right first time every time”.
5. Promote superior technological/management skills.



**QUALITY POLICY: DEVELOP, DRIVE, DEPLOY & REVIEW**

- We recommend that quality can be best implemented by live examples. So we make sure that all the staff members try to achieve perfection in their respective duty so as to inculcate the same in our students.
- Discipline is the tree to be planted to fetch the fruit of quality. Hence we follow strict discipline with students.
- Academic activities are given utmost priority in our University through which we wish to impart quality in our processes and operations. We strictly follow our academic system, and any change can be implemented with the permission of the concerned competent authority only.
- We have independent human resource development and training and placement departments to take care of overall development of staff and students to extend our quality motto through quality placements.
- Staff and students are encouraged to participate in co-curricular activities and weaker students are identified and given extra coaching.

### **STRATEGIC PLAN**

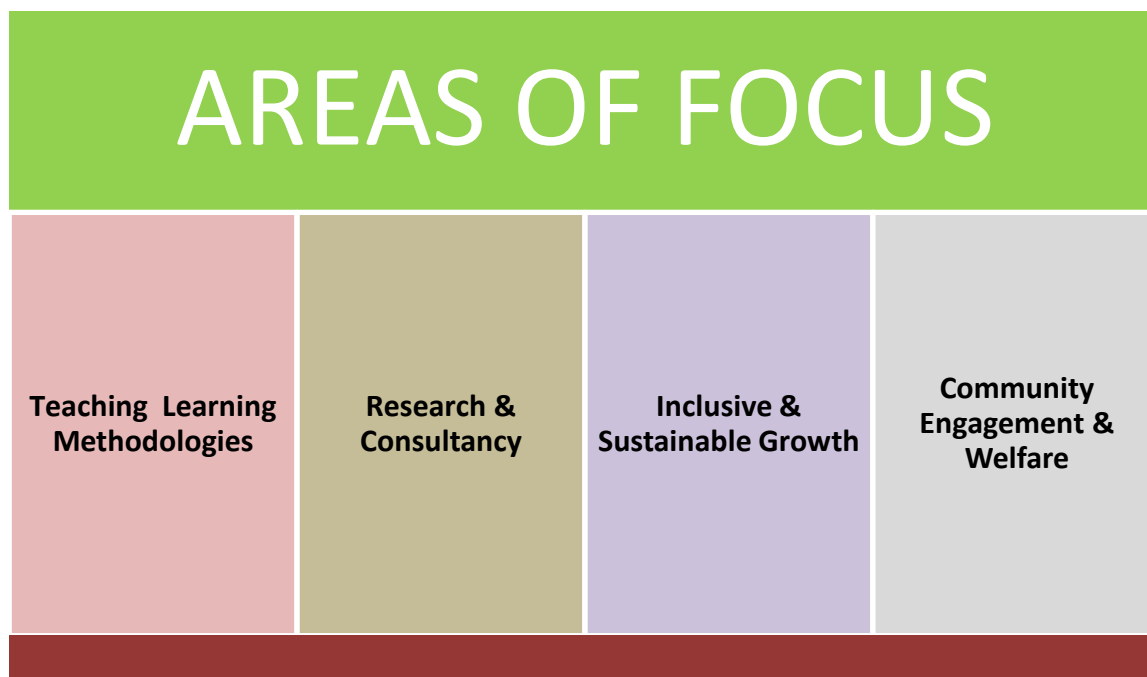
Desh Bhagat University has created the Strategic Plan through detailed consultation & review with stakeholders from academic, industry through collaborative efforts for strategy formulation. DBU's Five Year Strategic Planning aims to reach for the following milestones for which the action plans in the areas of Academic Process, Human Resource Development, Industry Inclusion, Research & Innovation, Community Welfare & Engagement, Training & Placement are planned for effective implementation, execution and monitoring.

### **KEY MILE STONES**

- ❖ Innovative programs at UG & PG level
- ❖ Developing Augmented Learning Programs for Online Education
- ❖ Enhancing Academic Research Capabilities and Outcomes

- ❖ Strengthening collaboration with Industry in Research, Consultancy, Training & Internships
- ❖ Global Initiatives & Collaborations with Foreign Universities
- ❖ Job Placements
- ❖ Enhanced Community Engagement
- ❖ Faculty Competency Building in areas of New Age Technologies & Research
- ❖ Focus on Entrepreneurship Incubators and Patent Commercialization
- ❖ 80% of Faculty Members with Doctoral Degree

### **AREAS OF FOCUS**



DBU derive goals from its Mission, Vision, and are based on analysis of our strengths and weaknesses as well as input solicited from our key constituents. The above mentioned focus areas are further categorized into the following:

## **Teaching Learning Process & Innovative Programs**

1. Utilize innovative teaching tools and new pedagogies to engage our students more effectively through ICT, MOOCs/SWAYAM and Blended Learning etc.
2. Increased focus on achieving program and course outcomes Questions Assessments-pattern, Practical learning, Internships, Assessments
3. Diversifying our faculty and enhancing excellence& Specializations through FDP, MDP, Industry Training etc.
4. Establishment of new UG programs in interdisciplinary emerging branches and PG in niche areas

## **Research & Consultancy**

1. Student driven, alumni and industry mentored, faculty guided initiative to establish an ecosystem for students, alumni, faculty and staff to nurture Projects (patents, products, publications), Research, Innovation (Ideation, incubation), Design and Entrepreneurship competence
2. Promote inter-disciplinary projects among the students of all departments and also converting projects in to final Product
3. Focused guidance and networking of students to disseminate knowledge and support to participate in National and International level competitions
4. Strengthen research capacities and promote student participation in research activities, incubations, startups.
5. Establish novel initiatives and develop ongoing projects to attract and retain high performing research faculty.

## **Inclusive & Sustainable Growth**

1. Expanding career opportunities for skill development, training and job placement to benefit students
2. Strengthen institutional governance and leadership

3. Timely decision-making and optimal utilization of institutional resources for a large and fast growing institution
4. Strengthening role of our students as stakeholders, robust and responsive support system for student mentoring & grievance redressal
5. Strengthening alumni relations, Alumni interactions, Alumni referral schemes, Incubation& Entrepreneurship

### **Community Engagement& Welfare**

1. Engaging with our local community
2. Centre for social and community Services
3. Enhance institutional support, encouragement and participation for student-led socially relevant activities
4. Skill development Programs for local community
5. Strengthening our contribution to national and global policymaking
6. Establishing collaborations with central and state government ministry and agencies, and other leading institutions within the country