University of Allahabad

STRATEGIC DEVELOPMENT PLAN (2019-2024)

Transforming Ideas into Impactful Solutions

Strategic Development Plan (2019-2024)

Vision and Mission

Vision

The University of Allahabad envisions itself as a global hub of knowledge and academic excellence. Embodied in the emblem of the Banyan tree, the motto **"Quot Rami Tot Arbores"** or **"यावत्यः शाखास्तवंतोवृक्षाः"** translates as "as many branches, so many trees." The motto inspires us to cultivate diverse academic disciplines, symbolized by the branches, contributing to a vast forest of wisdom. It shapes the young minds to become nation builders of the future. With a steadfast commitment to quality education, research, and cultural richness, the university aims to ascend to the ranks of the world's top-class institutions, fostering innovation and producing leaders who shape the future world, creating an environment where the frontiers of knowledge are explored and reaching out in commitment to enriching the lives of the people.

Mission

To disseminate and advance knowledge by providing instructional and research facilities in the branches of learning; to make provisions for integrated courses in the humanities, the social sciences, the basic and applied science and technology in the educational programmes of the University; to take appropriate measures for promoting innovations in teaching-learning process, interdisciplinary and professional studies and research, removal of gender disparities

and the digital divide, and the application of knowledge to social advancement, national progress and human welfare; and to educate and train human resource for the development of the country.

1. Academic Expansion & Curriculum Enrichment

Vision: To offer future-ready, multidisciplinary programs that create highly skilled, employable graduates equipped for a globalized world.

Strategic Objectives:

- Introduce new, high-demand professional programs.
- Continuously revamp existing curricula with direct industry collaboration.
- Integrate skill enhancement and life skills courses across all programs.

Action Plan & Timelines:

- **Short-Term (2019-2021):**
  - Revision and updating of curricula to align with national higher education frameworks and emerging academic trends.
  - Introduction of new interdisciplinary and skill-based courses at UG and PG levels.
  - Incorporation of value-added courses and modules promoting employability, entrepreneurship, and environmental awareness.
  - Integration of Choice Based Credit System (CBCS) and continuous internal evaluation in all programs.
  - Launch new professional degree programs in AI, Cybersecurity, and Data Science etc.
  - Revamp 50% of all undergraduate and postgraduate programs based on industry feedback.
  - Integrate SWAYAM courses with regular course to support blended learning.
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- **Long-Term (2021-2024):**
  - Prepare learning outcome-based curricula through the programmes.
  - Integrate OBE with CO/PO/PSO for skill mapping. Develop interdisciplinary programs that combine life skills with academic knowledge, fostering critical thinking, adaptability, and problem-solving in various real-life contexts.
  - Launch of new academic programs in frontier areas such as Earth Sciences, Data Science, Environmental Sustainability, and Artificial Intelligence.

- o Strengthening of inter-departmental collaboration for research-oriented teaching.
- o Periodic feedback-based curriculum review involving stakeholders (students, alumni, employers).
- o Committees responsible for creating Skill Enhancement Courses and Value Addition Courses shall identify essential courses designed to cultivate life and soft skills in collaboration with industry and societal experts
- o Develop advanced professional programs targeting 10% international student enrollment.
- o Targeting maximum employability in U.G. and P.G. courses.
- o Strengthen collaborations with industries for guest lectures, short-term projects, and workshops that offer students real-world insights into evolving job markets.

Key Performance Indicators (KPIs):

1	Number of new programs launched
2	• Percentage of curricula revised annually.
3	• Percentage of curricula revised annually.
4	• Graduate employability and placement rates.
5	• Student enrollment in skill enhancement courses.

2. Faculty Strengthening

Vision: To attract, develop, and retain a diverse, highly qualified, and motivated faculty dedicated to excellence in teaching and research.

Strategic Objectives:

- Achieve and maintain an optimal faculty-student ratio.
- Implement robust recruitment strategies, including international hires.
- Provide continuous professional development and capacity-building opportunities.

Action Plan & Timelines:

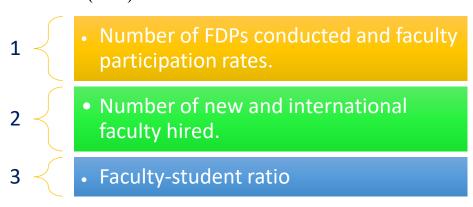- **Short-Term (2019-2021):**
  - o Recruit over 300 new faculty members to achieve a 1:40 teacher-student ratio.
  - o Organize 50 Faculty Development Programs (FDPs) annually on modern pedagogy, digital tools, and research methodologies.

- o In collaboration with HRDC, develop capacity development programme on ethics. Each faculty member shall organize or participate in at least one FDP in a five-year span, promoting discipline-specific expertise.
  - o The University shall devise a mechanism to allow student to train under faculty members across other departments to gain inter-disciplinary knowledge during their Ph.D. programme.
  - o Target 90% faculty with h-index >20, via continuous global exposure.
- **Long-Term (2021-2024):**
  - o Incentivization for research publications, innovation, and patent filing.
  - o Periodic training and career progression schemes for non-teaching staff.
  - o Implementation of mentorship and peer-learning culture among faculty members.
  - o Recruit over 450 research-oriented faculty members in emerging areas.
  - o Maintain a 1:25 teacher-student ratio with strategic recruitment of international experts.
  - o Establish a comprehensive career ecosystem to support faculty growth and leadership.
  - o This shall allow faculty to learn industry-relevant skills, modern technologies, and emerging trends to ensure their teaching aligns with workforce demands.
  - o Faculty shall be encouraged to create video lectures, online quizzes, and reading material for students to access through LMS platforms like Google Classroom or Moodle.
  - o Create a dedicated seed fund and resources for start-ups transitioning from the incubation stage to market entry.

Key Performance Indicators (KPIs):

1	• Number of FDPs conducted and faculty participation rates.
2	• Number of new and international faculty hired.
3	• Faculty-student ratio

3. Infrastructure Enhancement

Vision: To build and maintain a world-class, smart, and sustainable campus that provides an enriching environment for learning, research, and community life.

Strategic Objectives:

- Upgrade and modernize all academic, administrative, and residential buildings.
- Develop green infrastructure and adopt sustainable practices.
- Create state-of-the-art learning spaces, including smart classrooms and digital labs.
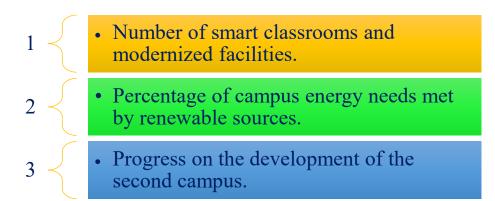
Action Plan & Timelines:

- **Short-Term (2019-2021):**
  - Upgrade 100 classrooms to "smart" status with modern AV and interactive technology.
  - Implement green maintenance practices, including rainwater harvesting and solar panel installation.
  - Renovation and modernization of existing classrooms and laboratories.
  - Upgradation of library facilities with extended digital resources and e-journal subscriptions.
  - Strengthening of sports infrastructure and student recreational facilities.
  - Improvement of hostel facilities for students and provision of medical aid units on campus.
  - Begin maintenance and upgradation of existing hostels and faculty/staff quarters.
  - Upgrade and expand research infrastructure at the undergraduate level, ensuring access to basic research tools, laboratories, and facilities to promote early-stage research engagement

- **Long-Term (2021-2024):**
  - Develop a second carbon-neutral smart campus with integrated research parks.
  - Establishment of new specialized research laboratories and incubation centres.
  - Expansion of library into a hybrid learning and innovation space.
  - Construction of additional classrooms and seminar halls equipped with smart facilities.
  - Development of a modern sports complex promoting fitness and extracurricular excellence.
  - Construction of new staff quarters and expansion of hostel facilities to accommodate growing student strength.
  - Enhancement of medical facilities including health insurance coverage for staff and students.
  - Access to scientific instruments at the University Science Instrumentation Centre shall be enhanced through training sessions for researchers and students.
  - Evolve the central library into a futuristic global digital resource with VR/AR learning labs.
  - Digitize 50% resources, add 10,000 e-books.
  - Achieve full campus inclusivity with adaptive technology and universally accessible infrastructure.

Key Performance Indicators (KPIs):

1
- Number of smart classrooms and modernized facilities.

2
- Percentage of campus energy needs met by renewable sources.

3
- Progress on the development of the second campus.

4. Digital Transformation and ICT Integration

Vision: To leverage cutting-edge technology to create a seamless, efficient, and smart ecosystem for learning, governance, and administration.

Strategic Objectives:

- Achieve 100% digitization of administrative and academic processes through e-governance.
- Provide a robust, high-speed digital network across the entire campus.
- Integrate ICT tools into teaching, learning, and assessment.

Action Plan & Timelines:
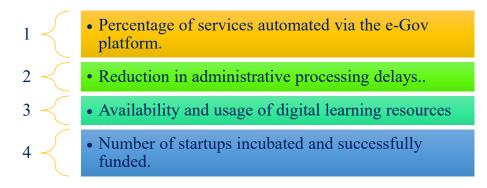
- **Short-Term (2019-2021):**
    - Fully implement the Samarth e-Gov platform to automate 100% of admissions, exams, finance, and HR functions by 2024.
    - Introduction of smart classrooms in major departments.
    - Adoption of Learning Management Systems (LMS) for blended and online learning.
    - Implementation of digital attendance, examination, and feedback systems.
    - Expand high-speed Wi-Fi coverage across the entire campus.
    - Digitize 50% of library resources and add 20,000 e-books annually.
- **Long-Term (2021-2024):**
    - Transform the campus into a fully smart ecosystem with AI-managed spaces and IoT integration.
    - Achieve 100% paperless operations by 2040.

- o Development of a fully digital campus with integrated ERP for academic and administrative processes.
- o Enhancement of e-learning resources and creation of MOOCs by university faculty.
- o Establishment of a world-class digital laboratory and data analytics centre.
- o Expansion of campus-wide high-speed internet and Wi-Fi connectivity.
- o Transition towards digital publishing of textbooks and study materials, offering open-access content for all students, not just those enrolled in the University

Key Performance Indicators (KPIs):

1 - • Percentage of services automated via the e-Gov platform.

2 - • Reduction in administrative processing delays..

3 - • Availability and usage of digital learning resources

4 - • Number of startups incubated and successfully funded.

5. Research Ecosystem Improvement

Vision: To foster a vibrant, high-impact research ecosystem that encourages interdisciplinary collaboration, innovation, and the creation of intellectual property.

Strategic Objectives:

- Establish multidisciplinary Centers of Excellence in key thrust areas.
- Significantly increase external research funding and grants.
- Promote a culture of innovation, patenting, and entrepreneurship.
- National and International collaborative project.

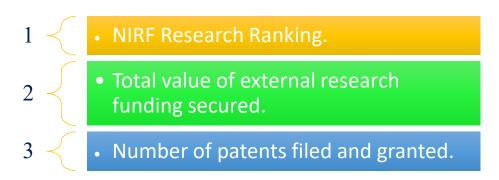**Action Plan & Timelines:**

- **Short-Term (2019-2021):**
  - o Promotion of faculty research through minor and major project funding support.
  - o Encouragement of publications in reputed national and international journals.
  - o Formation of departmental research committees to monitor research quality.
  - o Initiation of MoUs with leading institutions and laboratories for collaborative research.
  - o Organization of workshops and conferences on emerging research topics.
  - o Establish new Centers of Excellence with FIST/SAP upgrades.

- Secure major research grants through government and non-government agencies.
- Organize writing workshops, targeting 3,000 publications/30 patents
- Support 20 student-led startups through the University Incubation Centre.
- National and International collaborative project.

- **Long-Term (2021-2024):**
  - Achieve a Top-100 NIRF Research Ranking.
  - Establishment of Centres of Excellence in thrust research areas.
  - Strengthening of industry-academia collaboration and consultancy projects.
  - Promoting interdisciplinary and socially relevant research addressing regional issues.
  - Creation of a central research facility for advanced instrumentation and data analysis.
  - Securing government and non-government funding for research and innovation programs.
  - Publish all in Scopus-indexed journals, fostering collaborations
  - Scale research funding for major national and international collaborations.
  - Generate over 100 patents and establish thematic incubation hubs to support 20 startups annually.
  - Generate revenue from the commercialization of intellectual property.

Key Performance Indicators (KPIs):

1. • NIRF Research Ranking.

2. • Total value of external research funding secured.

3. • Number of patents filed and granted.

6. Quality Assurance through IQAC

Vision: To embed a culture of continuous improvement and accountability, achieving national and global benchmarks of academic and administrative excellence.

Strategic Objectives:

- Strengthen the Internal Quality Assurance Cell (IQAC) to lead quality initiatives.
- Ensure all eligible programs are accredited by relevant national and global bodies.
- Promote stakeholder engagement for continuous feedback and improvement.
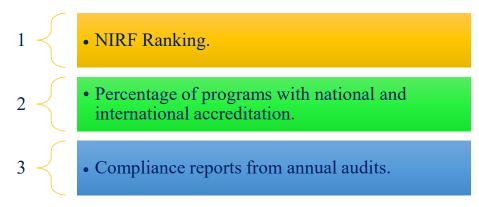
Action Plan & Timelines:

- **Short-Term (2019-2021):**
  - Organization of seminars, workshops, and orientation programs on quality benchmarks.
  - Development of departmental quality assurance cells.
  - Achieve a Top-100 overall ranking in the National Institutional Ranking Framework (NIRF).
  - Conduct orientation programs for new hires on UoA ethos, pedagogy, and responsibilities, ensuring 100% compliance.
  - Conduct annual green, energy, and gender audits to align with UN SDGs.
  - Organize University-wide competitions and hackathons related to innovation, entrepreneurship, and technology skills. These events can encourage students to apply what they have learned in value-added courses to real-world problems and develop their problem-solving skills.
  - Train 500 faculty/non-teaching staff on Samarth modules (e.g., grievance redressal, analytics), via several workshops/year with MoE support, reducing manual errors by 60% and ensuring 90% user adoption.

- **Long-Term (2021-2024):**
  - Establishment of an internal quality monitoring portal.
  - Implementation of quality metrics based on NAAC, NIRF, and SDG alignment.
  - Continuous benchmarking and best-practice documentation across departments.
  - Fostering a quality culture through participatory and transparent governance.
  - Ensure 100% of eligible programs are accredited by prestigious global bodies (e.g., ABET, AACSB).
  - Create a robust policy framework and viable implementation structures for a smooth implementation of internationalization at the institution.
  - Integrate holistic quality metrics that include societal impact, verified by third-party audits.

Key Performance Indicators (KPIs):

1	• NIRF Ranking.
2	• Percentage of programs with national and international accreditation.
3	• Compliance reports from annual audits.

Apart from the above, the University aimed to strengthen its connection with the community through various short-term initiatives. These included conducting awareness and extension programs in collaboration with NSS, NCC, and different academic departments, as well as encouraging active participation in local environmental and health campaigns. The University also sought partnerships with local government bodies and NGOs to support community development projects. In addition, efforts were made to establish an incubation centre to promote start-ups and innovations with a direct societal impact. The focus shifted towards institutionalizing community-based projects within the academic curriculum to ensure sustained engagement. The University planned to further strengthen its Incubation Centre to encourage entrepreneurship and social innovation. A University Outreach Activities was proposed to coordinate and expand outreach activities. Regular skill-development programs were designed for both rural and urban communities, complemented by initiatives that promote inclusive education and enhance social awareness through active student participation.

Conclusion

The University of Allahabad's Perspective Plan (2019–2024) envisions a progressive transformation towards academic excellence, digital advancement, community engagement, and sustainable growth. Through strategic short-term and long-term objectives, the institution reaffirms its commitment to providing quality education and contributing meaningfully to national development.

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UNIVERSITY OF ALLAHABAD