

Strategic Goal 1: Learning and Education

Strategic Objective	Possible Strategies	Activities	Proposed Activity/ Strategy in IRR Action Plan
1.1.Improving the quality of education provision	1.1.1. Internalize systematic outcomes-based education approach for curriculum development/review ensuring compliance with national reference points (SLQF, SBS), policy devices and professional standards.	1.1.1.1.Coordinate and organize awareness and training programmes with IQAC	1-1. Incorporate fundamental concepts of vision and mission into programmes conducted by all faculties and divisions
		1-5. Improve adherence to outcome-based approach in all university functions/programmes	
		7-4. Facilitate the participation of external stake holders in developing strategic and action places, curriculum development, research, establishing incubation cells and adding value to the academic programme and awards	
		1.1.1.2.Promote obtaining national and international accreditation through relevant authorities	1-2. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units

		1.1.1.3.Promote introducing a credit transfer system and fallback option through relevant authorities	1-2. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units
	1.1.2. Strengthen the systematic learner-centered and innovative approaches in education	1.1.2.1.Coordinate and organize awareness and training programmes with IQAC	
		1.1.2.2.Promote innovative approaches in education through relevant authorities	3-2. Develop a mechanism for recognizing and awarding creative and innovative teaching 1-2. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units
		1.1.2.3.Expand open education resources and opportunities through relevant authority	9-1. Develop a policy and procedures for the production of learning materials 1-2. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units
		1.1.2.4.Address the needs of differently-abled students and staff through relevant authority	

		1.1.2.5.Improve gender equity and equality through relevant authorities	
	1.1.3. Strengthen work integrated learning	1.1.3.1.Guide devising appropriate mechanisms through Faculty CRDC	8-1. Develop policies on collaborative provisions and placement of work based/industrial placement 1-2. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units
			1-3. Develop a directory of resource provided for work-based and industry placement assignments
	1.1.4. Strengthen incorporation of research findings into education	1.1.4.1.Implement in combination with 1.1.1.1 and 1.1.2.1	.
	1.1.5. Improve assurance of learning through modified assessment strategies	1.1.5.1.Promote assessment blueprinting through awareness and training programmes with IQAC	5-4. Revise assessment methods regularly for effective achievement of ILOs 1-2 . Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units

		<p>1.1.5.2. Devise appropriate mechanisms to secure external examiners, moderator reports and re-scrutiny through IQAC</p>	<p>5-1. Obtain reports from examiners who are involved in moderating and second marking</p> <p>5-2. Appoint setters/moderators/examiners for every course unit/module individually in all faculties, as much as possible</p> <p>5-3. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units</p> <p>1-4. Develop a comprehensive manual of examination procedures</p>
		<p>1.1.5.3. Formulate a mechanism of follow up the progress of students and feedback</p>	<p>1-3. Encourage uploading of all course material to the LMS and use of LMS in assessment process.</p> <p>1-4. Ensure that implementation of decisions taken at the highest level are uniform across all divisions and units</p>

			4-3. Make available all course outlines/ assessment criteria on the web (in addition to having them on LMS)
			5-4. Release examination results of the FHSS without delay, at least within the stipulated time of three months.
	1.1.6. Expand learning opportunities	1.1.6.1.Ensure expansion of distance learning opportunities (local and international) through administration	1-5. Develop a policy and procedures for the production of learning materials 8-2. Develop policy and procedures for professional programmes/courses in order to offer those more effectively 1-3. Establish an IQAC for EDECU with clear objectives, functions and composition in order to maintain quality education
		1.1.6.2.Ensure expansion of international student intake through administration	1-9. Improve existing mechanisms to enroll international students

	<p>1.1.7. Formalize Monitoring and evaluation</p>	<p>1.1.7.1. Device a policy and mechanism on monitoring and evaluation of study programmes through Senate subcommittee, CRDC and IQAC</p>	<p>2-1. Establish a central level monitoring and evaluation of curriculum development mechanism to ensure that all the programmes are subjected to periodic revision and to monitor the progress of initiatives already taken to transform the existing undergraduate curricula of all the study programmes to comply with SLQF standards</p> <p>2-2. Expand and strengthen the activities of the IQACs and IQAU to evaluate, analyse, recommend and monitor programmes/functions of the university and advise the Dean/Faculty Board as well as the Vice-Chancellor/Senate and Council in all the academic and administrative affairs, as relevant</p>
		<p>1.1.7.2. Strengthen and use student feedback, peer evaluation, tracer studies and stakeholder consultation through MIS</p>	<p>3-1. Extend the peer review process to academic staff in all faculties</p>

		<p>1.1.7.3. Monitoring and evaluation of progress through IQAC</p>	<p>2-3. Expand and strengthen the activities of the IQACs and IQAU to evaluate, analyse, recommend and monitor programmes/functions of the university and advise the Dean/Faculty Board as well as the Vice-Chancellor/Senate and Council in all the academic and administrative affairs, as relevant</p> <p>2-4. Carry out periodical internal reviews by the IQAU for the next round of IR and by IQACs for PRs</p> <p>2-5. Address the recommendations of the previous IR</p> <p>2-6. Discuss the recommendations of reviews at the department level, faculty level, and at the senate with the support of IQAU and IQACs</p>
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			<p>1-4. Carry out periodical internal review of the academic programmes through the IQAC</p> <p>10-2. Conduct regular meetings of IQACs of all faculties</p> <p>10-3. Direct the efforts of IQAU to internalize, monitor and to improve best practices at all levels of the University</p> <p>10-5. Conduct regular review of programmes and functions of all divisions, by staff from other divisions/units</p>
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Strategic Goal 2: Research and Development

Strategic Objective	Possible Strategies	Activities	Proposed Activity/ Strategy in IRR Action Plan
2.1.Strengthening the research culture	2.1.1. Improving the research capability of the staff	2.1.1.1.Implement through University Research Council 2.1.1.2.Implement through Faculty Research Centers	7-1. Develop a mechanism to increase invention and innovation as well as patenting and commercialization of research findings
	2.1.2. Expand the national level research	2.1.2.1.Implement through Faculty Research Centers	
	2.1.3. Strengthen the staff student collaboration in research	2.1.3.1.Implement through Faculty Research Centers and Committees	

	2.1.4. Improve industrial collaboration in research	2.1.4.1.Implement through Faculty Research Centers and Innovation and Venture Creation Council	7-1. Develop a mechanism to increase invention and innovation as well as patenting and commercialization of research findings
	2.1.5. Facilitate innovation and commercialization of research	2.1.5.1.Implement through Innovation and Venture Creation Council	7-1. Develop a mechanism to increase invention and innovation as well as patenting and commercialization of research findings
	2.1.6. Improve the dissemination of research findings	2.1.6.1.Promote research conferences and publications	4-1. Update university website and faculty sites giving high visibility to academic staff and student activities
		2.1.6.2.Prepare relevant guidelines for publication and authorship	
2.1.7. Expand funding sources for research	2.1.7.1.Implement through University Research Council	7-1. Develop a mechanism to increase invention and innovation as well as patenting and commercialization of research findings	

Strategic Goal 3: People

Strategic Objective	Possible Strategies	Activities	Proposed Activity/ Strategy in IRR Action Plan
3.1.Ensure the availability of appropriate quality and strength of	3.1.1. Formulate Human Resource Development (HRD) plan and procedures	3.1.1.1.Encourage adoption of the UGC scheme of recruitment, promotion and retirement to meet the USJP requirement by the administrative authorities	6-2. Take urgent measures to fill all vacancies to address low staff to student ratio in FHSS, FAS and FMSC

staff			7-5. Fill in all remaining cadre vacancies. Work norms have to be developed and workload of staff in all faculties needs to be calculated
		3.1.1.2.Strengthen the existing mechanism to attract qualified and skilled individuals for staff positions by the administrative authorities	5-4. Enhance the number of qualified academic staff and their qualifications 10-1. Improve human and physical resources to optimize the functions of IQAU and IQACs
		3.1.1.3.Refine and strengthen the existing staff development scheme as per the HRD plan by the SDC	7-6. Provide more career specific or job-related training to non-academic staff
	3.1.2. Establish work norms and Code of Conduct for all categories of staff	3.1.2.1.Develop broad guidelines for work norms by the IQAU (Academic Accountability document of the UGC)	1-6. Fill in all remaining cadre vacancies. Work norms have to be developed and workload of staff in all faculties needs to be calculated
		3.1.2.2.Development of Management Guide for all major functions through the Registrar	1-4. Develop manuals of procedures and standard operational procedures for all major functions of the divisions/units 10-6. Develop guidelines and Standard Operating Procedures for all major and important process

		3.1.2.3. Develop Code of Conduct for all categories of staff through Registrar and Deans through consultative process	1-7. Develop a code of conduct for staff
		3.1.2.4. Formally establish a grievance handling mechanism for staff through relevant authorities through consultative process	
	3.1.3. Strengthen the performance appraisal and recognition system	3.1.3.1. Develop a multi-dimensional performance appraisal and rewarding scheme through HR department and Administrative staff	7-1. Develop a mechanism for recognizing and awarding creative and innovative teaching

Strategic Goal 4: Infrastructure

Strategic Objective	Possible Strategies	Activities	Proposed Activity/ Strategy in IRR Action Plan
4.1. Ensure the availability appropriate of infrastructure facilities	4.1.1. Promote green concept in infrastructure development	4.1.1.1. Coordinate awareness programmes through Registrar and other relevant officials	1-3. Invite all internal and external stakeholders in developing strategic and action plan
	4.1.2. Improve the learning environment (lecture theatres, labs, field stations, clinical training facilities, MIS)	4.1.2.1. Strengthen and streamline Planning and Development Committee through administration	1-4. Invite all internal and external stakeholders in developing strategic and action plan
		4.1.2.2. Develop/ Update Master Infrastructure Development Plan through administration	6-3. Expand lecture hall capacity of FMSC 7-2. Expand infrastructure facilities of FGS to support teaching, learning and welfare of postgraduate students

			4-6. Expand infrastructure facilities including the hostel facilities for female students and clinical training facilities 10-1. Improve human and physical resources to optimize the functions of IQAU and IQACs
		4.1.2.3. Establish MIS through relevant authorities	4-2. Establish MIS without further delay
		4.1.2.4. Prepare Annual Procurement plan and implement with the approval of Administration	
	4.1.3. Strengthen the existing learner support system (library, CITS, ELTU, CGU, SDC)	4.1.3.1. Annual assessment of requirements by Librarians, OIC- ICT, Faculty computer Centers and procurement through administration	
		4.1.3.2. Preparation/ updating of Event Calendar (regular and on-demand) and requirements by Director/CGU and Director/SDC and implementation (procurement) with the approval of administration	
	4.1.4. Strengthen the existing welfare (residential) and recreational facilities (prevention of ragging)	4.1.4.1. Annual assessment of requirements and fulfillment by Director and DR student welfare	4-5. Carry out regular student satisfaction surveys on student welfare facilities in addition to teaching/learning activities and use them to

			<p>improve quality of such facilities</p> <p>4-4. Expand mentoring programmes in all faculties and introduce proper system to monitor student progression throughout his/her university life</p>
			<p>4-6. Expand infrastructure facilities including the hostel facilities for female students and clinical training facilities</p>
			<p>1-11. Improve the existing system of monitoring and curbing ragging</p>
	4.1.5. Ensure health and occupational safety at work	4.1.5.1. Establish a policy on health and occupational safety at work	1-10. Develop policies and guidelines on occupational health and safety at the workplace
		4.1.5.2. Develop guidelines with assistance of experts by respective faculties and divisions	
		4.1.5.3. Organize awareness programmes by administration	
		4.1.5.4. Provision of protective gear	

Strategic Goal 5: Finance

Strategic Objective	Possible Strategies	Activities	
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5.1.Ensure adequate finance for core functions of the University	5.1.1. Improve the efficiency and timeliness of finance utilization mechanism	5.1.1.1.Ensure the preparation of annual finance (action) plan for finance activities of the university by Finance division	
		5.1.1.2.Ensure the preparation of procurement plan by the Finance division	
		5.1.1.3.Ensure the preparation of quarterly progress reports by the Finance division	
	5.1.2. Proper utilization of generated funds	5.1.2.1.Ensure establishment of a transparent mechanism for utilization of generated funds	

Strategic Goal 6: Lifelong Community, Social Responsibility, National Development and Global/Regional Impact

Strategic Objective	Possible Strategies	Activities	Proposed Activity/ Strategy in IRR Action Plan
6.1.Improve community engagement and outreach activities of both staff and students	6.1.1. Expand the existing mechanism for community engagement and outreach activities	6.1.1.1.Identify new areas for community engagement and outreach	
		6.1.1.2.Facilitate and coordinate community engagement and outreach activities	
		6.1.1.3.Strengthen the linkages with the Alumnae	
		6.1.1.4.Promote and facilitate extra-curricular activities	4-1. Update university website and faculty sites giving high visibility to academic staff and student activities
	6.1.2. Streamline and promote engagement in national	6.1.2.1.Ensure development of guidelines by relevant authorities	

	development activities	6.1.2.2.Ensure formalizing community engagement activities by relevant authorities.	
6.2.Improve social responsibility of students	6.2.1. Improve attitudes towards social responsibility among students	6.2.1.1.Refine and improve Student Charter by IQAU	
		6.2.1.2.Conduct awareness programmes by IQAU with CGU	
		6.2.1.3.Ensure the conduct of social harmony activities	