



# YBNU STRATGIC PLAN 2020-30



## **Y B N UNIVERSITY**

**RAJAULATU, NAMKUM, RANCHI (Jharkhand)**

Established by the Act. of Government of Jharkhand Act. 15, 2017

Gazette Notification No. 505, Dated 17 July 2017

As per Section 2(f) of UGC Act. 1956



# **STRATEGIC PLAN**

**2020-30**

**YBN UNIVERSITY**

**STRATEGIC PLAN 2020-30**

**EMPOWERING FUTURES, BUILDING EXCELLENCE**

## **Table of Contents**

<b>1. Executive Summary</b>
<b>2. Introduction</b>
<b>3. Vision, Mission &amp; Core Values</b>
<b>4. Situational Analysis (SWOT)</b>
<b>5. Strategic Goals &amp; Objectives</b>
<b>6. Academic Excellence</b>
<b>7. Research &amp; Innovation</b>
<b>8. Student Success &amp; Support</b>
<b>9. Infrastructure Development</b>
<b>10. Digital Transformation</b>
<b>11. Faculty Development</b>
<b>12. Governance &amp; Leadership</b>
<b>13. Community Engagement &amp; Extension</b>
<b>14. Internationalization &amp; Collaboration</b>
<b>15. Monitoring &amp; Evaluation Framework</b>

## **1. Executive Summary**

The 2020–2030 Strategic Plan of YBN University sets a roadmap for transforming the institution into a center of excellence in education, research, and societal impact. This comprehensive strategy focuses on innovation, inclusiveness, international partnerships, and the holistic development of students, faculty, and infrastructure.

## **2. Introduction**

YBN University was founded in 2017 in Ranchi, Jharkhand, with a vision to provide quality education across diverse disciplines. As the university matures, this strategic plan outlines a ten-year framework to consolidate its strengths, address emerging challenges, and shape a dynamic academic ecosystem aligned with global standards.

## **3. Vision, Mission & Core Values**

### **Vision:**

To be a globally recognized university that inspires academic excellence, research innovation, and social responsibility.

### **Mission:**

- Deliver transformative education rooted in values.
- Foster a culture of inquiry, innovation, and lifelong learning.
- Cultivate leadership through experiential learning.
- Promote community development and national progress.

### **Core Values:**

- Integrity

- Inclusiveness
- Excellence
- Innovation
- Social Commitment

#### **4. Situational Analysis (SWOT)**

##### **Strengths:**

- Multi-disciplinary programs
- **Diverse Academic Offerings**

YBN University offers programs across multiple fields such as Engineering, Management, Nursing, Pharmacy, Paramedical, Physiotherapy, Medical, Agriculture, Arts, and Science, allowing students to explore a broad range of disciplines under one umbrella.

- **Interdisciplinary Learning Opportunities**

The university encourages integration of subjects—for example, students studying business may collaborate with those in IT or healthcare, fostering innovation and cross-domain knowledge.

- **Holistic Skill Development**

By offering varied programs, the university promotes a balance of technical, creative, analytical, and interpersonal skills, which are crucial in today's dynamic job market.

- **Flexible Career Pathways**

Students can choose elective courses from different faculties, giving them the flexibility to shape their careers according to their interests and evolving industry trends.

- **Collaborative Research**

Multi-disciplinary focus opens avenues for joint research across departments, promoting innovation in fields like Agri-Tech, Bioinformatics, and Healthcare Management.

- **Industry-Aligned Curriculum**

- Programs are designed to reflect real-world complexity where problems are rarely confined to a single discipline, preparing students for modern professional environments.
- Regulatory approvals (UGC, NCTE, PCI, INC)
- Competent faculty and growing student base
- Strategic location in Jharkhand

**Weaknesses:**

1. **Limited Research Output:**

The university's contribution to academic research is currently modest, with fewer publications and patents compared to more established institutions. This may impact its academic reputation and innovation potential.

2. **Infrastructural Expansion in Progress**

While development is underway, some parts of the campus may still lack state-of-the-art facilities or modern amenities, potentially affecting the overall student experience and learning environment.

3. **Limited Global Partnerships**

The university has relatively few collaborations with international universities or

organizations, which may limit exposure to global best practices, exchange programs, and cross-border research initiatives.

## **Opportunities:**

### **1. Rising Demand for Skill-Based and Industry-Relevant Courses**

- The University Grants Commission (UGC) has introduced guidelines to implement skill-based courses in higher education institutions across India.
- India is leading a global shift toward skill-based learning, with 95% of Indian higher education leaders affirming that micro-credentials enhance employability
- The UGC has prepared guidelines for the introduction of skill-based courses and micro-credentials in Higher Educational Institutions (HEIs), aiming to equip students with practical and industry-relevant skills.

### **2. Expansion of Digital Learning Platforms**

- The online education market in India is projected to reach US\$6.20 billion in 2025, with an expected annual growth rate of 28.49%, resulting in a projected market volume of US\$16.90 billion by 2029.
- Online education is reshaping India's learning landscape, enabling Gen Z and millennials to upskill and drive economic growth amid challenges.
- The rise of educational technology is breaking barriers and democratizing access like never before, enhancing traditional education and paving new pathways for future generations in India.

### **3. Potential for International Collaborations**

- Indian colleges are forming global partnerships to offer joint degrees, exchange programs, and internships, enhancing students' international exposure and improving their career prospects in the global job market.
- The University of Queensland (UQ) has collaborated with Indian institutions such as Vellore Institute of Technology, Thapar Institute of Engineering and Technology, Amity



University, and BITS Pilani, promoting study mobility options through various articulation models.

- Cornell University partners with Ashoka University and O.P. Jindal Global University in India, offering students the opportunity to study abroad for a semester or full academic year.

## **Threats:**

### **1. Intensifying Competition from National and Private Universities**

India's higher education sector is experiencing significant growth, with numerous private institutions emerging alongside established public universities. This proliferation intensifies competition for student enrollment, faculty recruitment, and research funding. Institutions backed by corporate entities often have substantial resources to invest in infrastructure, faculty development, and marketing, posing a challenge for newer or smaller universities to maintain competitiveness.

### **2. Rapid Technological Disruption**

The swift advancement of educational technologies, including online learning platforms, artificial intelligence, and virtual classrooms, is transforming traditional teaching methodologies. Universities that fail to adapt to these changes risk falling behind in delivering quality education and meeting student expectations. The integration of technology is no longer optional but essential for institutions aiming to remain relevant and effective.

### **3. Evolving Regulatory Frameworks**

The implementation of policies like the National Education Policy (NEP) 2020 introduces new standards and expectations for higher education institutions. While these reforms aim to enhance quality and accessibility, they also require universities to navigate complex regulatory environments, which can be challenging and resource-intensive. Compliance with these evolving regulations is crucial to maintain accreditation and eligibility for government support.

## **5. Strategic Goals & Objectives**

<b>Strategic Goal</b>	<b>Objective</b>
Academic Excellence	Curriculum innovation, accreditation
Research Leadership	Interdisciplinary research centers
Student Empowerment	Career readiness, mentorship
Infrastructure Upgrade	Smart classrooms, hostels, labs
Digital Transformation	LMS, ERP, e-library
Global Engagement	MoUs, student/faculty exchange
Social Impact	Rural outreach, health camps

## **6. Academic Excellence**

### **Goals:**

#### **1. Curriculum Revision Aligned with NEP 2020**

In response to the National Education Policy (NEP) 2020, YBN University has undertaken curriculum revisions to promote multidisciplinary learning and holistic education. For instance, the revised B.Sc. Agriculture syllabus incorporates a credit-based structure with continuous internal assessments, reflecting NEP's emphasis on flexibility and skill development.

#### **2. Introduction of Skill-Based Diploma and Postgraduate Courses**

The university offers a variety of diploma programs aimed at equipping students with practical skills relevant to industry demands. Courses such as Diploma in Medical Lab Technician, Fashion & Textile Design, and Electrical Engineering are designed to provide hands-on experience and enhance employability.

#### **3. Pursuit of Accreditation from NAAC and NBA**

YBN University is working towards obtaining accreditations from the National Assessment and Accreditation Council (NAAC) and the National Board of Accreditation (NBA). Achieving these

accreditations will validate the quality of education provided and align the university with national standards.

#### **4. Implementation of Choice-Based Credit System (CBCS)**

The university has adopted the Choice-Based Credit System to offer students greater flexibility in their academic pursuits. This system allows students to select courses based on their interests and career goals, promoting a more personalized and interdisciplinary approach to education.

##### **Initiatives:**

##### **Establishment of the Academic Council**

In accordance with the YBN University Act, 2017, the university has constituted an Academic Council as a pivotal academic authority. This council is responsible for overseeing curriculum development, maintaining academic standards, and ensuring the quality of education across all departments. An Academic Council meeting was convened on March 10, 2023, underscoring the university's commitment to academic governance.

##### **Regular Industry-Academia Interface**

To bridge the gap between theoretical knowledge and practical application, YBN University has established collaborations with industry partners. Through platforms like Eimple Labs, the university facilitates strong interactions between academia and industry, providing students with networking opportunities and mentorship from industry experts. This initiative enhances students' practical skills and prepares them for real-world challenges.

##### **Center for Curriculum Development**

YBN University has set up a Center for Curriculum Development to ensure that its academic programs remain current and relevant. This center focuses on revising curricula to align with the National Education Policy (NEP) 2020, integrating skill-based learning, and incorporating feedback from industry stakeholders. Such efforts aim to provide students with a comprehensive and contemporary education that meets evolving industry demands.

## **7. Research & Innovation**

### **Goals:**

#### **1. Establishment of Interdisciplinary Research Clusters**

YBN University aims to foster collaborative research by creating interdisciplinary clusters that bring together faculty, students, and industry experts. These clusters are designed to address complex societal challenges through integrated approaches, aligning with the open-laboratory concept that promotes synergy between academia and industry.

#### **2. Collaborations with National Laboratories and Industries**

The university is focusing on building partnerships with national research laboratories and industries to enhance practical learning and research opportunities. Such collaborations are intended to facilitate knowledge exchange, joint research projects, and internships, thereby bridging the gap between theoretical knowledge and real-world applications.

#### **3. Incentivization of Research Publications and Patents**

To encourage a robust research culture, YBN University plans to implement incentive structures for faculty and students who contribute to high-quality research publications and secure patents. This initiative aims to recognize and reward innovative efforts, thereby motivating the academic community to engage in impactful research activities.

#### **4. Establishment of a Dedicated Research & Innovation Fund**

YBN University intends to set up a Research & Innovation Fund to provide financial support for research projects, infrastructure development, and innovation-driven initiatives. This fund will serve as a catalyst for fostering a vibrant research environment and facilitating the translation of research outcomes into practical solutions.

### **KPIs:**

#### **1. Achieve 100+ Research Publications Annually by 2025**

The university aims to foster a robust research culture, targeting over 100 peer-reviewed publications each year. This goal is supported by initiatives such as the establishment of interdisciplinary research clusters and collaborations with industry and academic partners.

## **2. Secure 10 Patents by 2030**

YBN University plans to encourage innovation by aiming for the registration of at least 10 patents by 2030. This involves providing support for patent filing processes and incentivizing faculty and students to engage in patentable research.

## **3. Establish 5 Memoranda of Understanding (MoUs) with R&D Institutes**

To strengthen its research collaborations, the university seeks to formalize partnerships with at least five research and development institutions. These MoUs will facilitate joint research projects, resource sharing, and academic exchanges.

# **8. Student Success & Support**

## **Goals:**

### **1. Enhance Employability and Life Skills**

The university aims to equip students with essential skills that align with industry demands. This includes:

- **Skill Development Workshops:** Regular sessions focusing on communication, leadership, and problem-solving skills.
- **Industry-Relevant Training:** Programs designed to provide practical knowledge and hands-on experience in various fields.

### **2. Strengthen Career Services and Alumni Network**

To bridge the gap between education and employment, YBN University plans to:

- **Expand Career Services:** Offering personalized career counseling, resume building workshops, and job placement assistance.

- **Alumni Engagement:** Creating a robust alumni network to facilitate mentorship opportunities and industry connections for current students.

### **3. Launch Wellness, Mentoring, and Counseling Programs**

Recognizing the importance of mental and emotional well-being, the university is set to:

- **Wellness Initiatives:** Implement programs that promote physical and mental health, including stress management workshops and fitness activities.
- **Mentoring Programs:** Pairing students with faculty or industry mentors to guide their academic and professional journeys.
- **Counseling Services:** Providing access to professional counselors for personal and academic support.

### **4. 100% Internship Support for Professional Courses**

To ensure practical exposure, YBN University is committed to:

- **Internship Placement:** Facilitating internships for all students enrolled in professional courses, ensuring real-world experience.
- **Industry Partnerships:** Collaborating with various organizations to create internship opportunities that align with students' career goals.

### **Key Projects:**

#### **1. Student Career Portal**

The university has developed a dedicated Student Career Portal to streamline career services. This platform offers students access to job listings, internship opportunities, and career counseling resources, facilitating a direct connection between students and potential employers.

#### **2. Finishing School Program**

YBN University has introduced a Finishing School Program aimed at bridging the gap between academic education and industry requirements. This program focuses on enhancing students' soft skills, including communication, teamwork, and problem-solving abilities, to improve their employability.

### **3. 24x7 Helpline and Wellness App**

To support student well-being, the university has implemented a 24x7 Helpline and Wellness App. This initiative provides students with round-the-clock access to counseling services, mental health resources, and wellness programs, ensuring comprehensive support for their physical and emotional health.

## **9. Infrastructure Development**

### **Goals:**

#### **1. Campus Expansion to 40 Acres**

The university is expanding its campus to 40 acres, featuring modern hostels and a green campus design. This expansion aims to accommodate a growing student population and provide a conducive environment for learning and living.

#### **2. Construction of Key Facilities**

Plans are underway to build an auditorium, sports complex, and digital library. These facilities will support a wide range of academic, cultural, and recreational activities, enhancing the overall student experience.

#### **3. Implementation of Smart Classrooms**

The university is introducing smart classrooms equipped with advanced technology to facilitate interactive and effective learning. These classrooms will support various teaching methods and cater to the diverse learning needs of students.

#### **4. Adoption of Renewable Energy Solutions**

In line with its commitment to sustainability, YBN University is incorporating renewable energy solutions into its infrastructure. This includes the installation of solar panels and other green technologies to reduce the campus's carbon footprint.

## Capital Projects:

YBN University is committed to creating a sustainable and eco-friendly campus. The Green Campus Initiative aims to:

- **Expand the Campus:** Increase the campus area to 40 acres, incorporating green spaces and sustainable landscaping.
- **Implement Renewable Energy Solutions:** Utilize solar panels and other renewable energy sources to power campus facilities.
- **Promote Waste Management:** Establish systems for composting and recycling to minimize waste generation.
- **Enhance Biodiversity:** Plant native trees and maintain gardens to support local flora and fauna.

These efforts align with global sustainability goals and aim to provide a healthier environment for students and staff.

## Faculty Residences

To support its academic staff, YBN University is developing faculty residences within the campus. These residences are designed to:

- **Provide Convenient Housing:** Offer comfortable living spaces close to the workplace, reducing commute times.
- **Enhance Work-Life Balance:** Create a conducive environment for faculty to focus on teaching and research.
- **Attract and Retain Talent:** Offer amenities that make the university an attractive place to work.

These residences are part of the university's broader strategy to improve faculty welfare and institutional effectiveness. These capital projects reflect YBN University's commitment to creating a modern, sustainable, and supportive environment for its academic community.

## 10. Digital Transformation

### Goals:



## **1. Paperless Campus by 2028**

The university is committed to reducing its environmental impact by transitioning to a paperless campus. This initiative includes digitizing administrative processes, implementing electronic document management systems, and promoting digital communication channels across the campus.

## **2. Integration of ERP, LMS, and AI Tools**

YBN University is integrating advanced technologies to streamline academic and administrative functions:

- **Enterprise Resource Planning (ERP):** Centralizing administrative tasks such as admissions, fee management, and student records to improve efficiency.
- **Learning Management System (LMS):** Facilitating online learning, course management, and student engagement through a unified platform.
- **Artificial Intelligence (AI) Tools:** Utilizing AI for personalized learning experiences, predictive analytics, and enhancing decision-making processes.

## **3. Digital Examination and Evaluation**

To modernize assessment methods, YBN University is implementing digital examination systems:

- **Online Assessments:** Conducting exams through secure online platforms to ensure accessibility and convenience.
- **Automated Evaluation:** Employing automated grading systems to provide timely and accurate results.
- **Digital Feedback:** Offering electronic feedback to students to facilitate continuous improvement.

### **Key Steps: 1. University App & Portal**

- **Features:**

- **Admissions:** Online registration, enrollment verification, and alumni verification.
- **Research:** Access to research publications and institutional notices.
- **Student Services:** Links to ERP login, examination forms, hostel applications, and transport services.

## 2. Smart ID Cards for Students

- **Purpose:** To streamline campus access and services.
- **Features:**
  - **Identification:** Unique student identification for various campus facilities.
  - **Access Control:** Secure access to hostels, libraries, and other restricted areas.
  - **Integration:** Possibly linked with attendance systems and payment gateways.

## 3. Use of AI in Attendance & Assessment

- **AI-Based Attendance Systems:**
  - **Technology:** Utilization of facial recognition and biometric systems for accurate attendance tracking.
  - **Benefits:** Reduces manual errors and ensures timely attendance recording.
- **AI in Assessments:**
  - **Automated Evaluation:** Implementation of AI tools to grade assignments and exams, providing quick feedback to students.
  - **Data Analytics:** Analysis of student performance to identify areas of improvement and tailor educational strategies.

## 11. Faculty Development

### Goals:

#### 1. Attract and Retain Top Talent

- **Recruitment:** The university actively seeks qualified faculty members, including positions such as Principal, Vice-Principal, and Professors, particularly in specialized fields like Nursing Instagram.
- **Retention:** By offering competitive packages and professional growth opportunities, YBN University aims to retain its esteemed faculty members.

## 2. Regular Faculty Development Programs (FDPs)

- **AICTE-Approved FDPs:** Faculty members have access to high-quality FDPs covering both technical and non-technical domains, enhancing their teaching and research capabilities.
- **Workshops and Training:** The university organizes workshops and training sessions to keep faculty updated with the latest educational trends and methodologies. LinkedIn

## 3. Sabbatical Programs and Research Opportunities

- **Sabbaticals:** While specific details on sabbatical programs are not provided, sabbaticals are typically offered to faculty members to pursue research, advanced studies, or professional development, contributing to their academic growth.
- **Research Initiatives:** Faculty members are encouraged to engage in research activities, with support provided for publishing in leading academic journals. Shiksha

## 4. Alignment with AICTE and NIRF Standards

- **Curriculum Development:** The university ensures that its curriculum and teaching methodologies align with the standards set by the All-India Council for Technical Education (AICTE) and the National Institutional Ranking Framework (NIRF).
- **Continuous Improvement:** Regular assessments and updates to faculty development programs are conducted to meet evolving educational standards and enhance institutional rankings.

These initiatives reflect YBN University's commitment to providing a supportive and dynamic environment for faculty development, ensuring high-quality education for its students.

## **Key Actions:**

### **1. Incentives for Publishing and Research**

YBN University offers incentives to faculty members for research publications. While specific details are outlined in the university's HR manual, the general approach includes:

- **Publication Incentives:** Faculty members receive incentives for publishing research in recognized journals.
- **Research Support:** Encouragement and support for faculty to undertake quality research and consultancy.

### **2. National and International Conference Participation**

YBN University actively organizes and encourages participation in academic conferences:

- **National Conferences:** The university conducts national conferences to foster research and innovation.
- **International Conferences:** YBN University has hosted international conferences to ignite and motivate young dynamic researchers.

### **3. Digital Teaching Certifications**

YBN University offers digital teaching certifications to enhance faculty skills:

- **Certification Programs:** The university provides various online certification courses in areas like digital marketing, Python, and cybersecurity.

## **12. Governance & Leadership**

### **Goals:**

#### **1. Transparent, Decentralized Governance**

- **Leadership Structure:** The university operates with a decentralized governance model, empowering various departments and faculties to make decisions aligned with institutional goals.
- **Key Personnel:** The leadership team includes individuals with extensive experience in academia and administration, such as Dr. Dilip K. Shriwastava, the Founder and CEO, and Prof. Dr. Shree Raman Dubey, the University Registrar, who brings over 30 years of experience in governance and leadership.

## 2. E-Governance in Finance, Academics, and HR

- **Digital Platforms:** YBN University has implemented e-governance systems to streamline administrative processes. These platforms facilitate:
  - **Finance:** Online fee payments and financial record management.
  - **Academics:** Digital course materials, examination schedules, and result dissemination.
  - **Human Resources:** Faculty and staff management, including recruitment and payroll systems.

## 3. Establishment of a Leadership Academy for Administrative Roles

- **Leadership Development:** While specific details about a dedicated Leadership Academy are not available, the university emphasizes leadership development through various programs and initiatives aimed at enhancing administrative capabilities.

These initiatives reflect YBN University's commitment to fostering a transparent and efficient governance structure, leveraging technology to enhance administrative processes, and promoting leadership development among its staff.

### Policies:

#### 1. Annual Performance Review (API-Based)

YBN University conducts Annual Performance Reviews (APRs) for its faculty and staff, incorporating an API-based (Academic Performance Indicator) system. This system evaluates:

- **Research Contributions**
- **Teaching Effectiveness**
- **Administrative Responsibilities**

The API-based evaluation aligns with the university's mission to uphold high standards in education, research, and ethical values

## **2. Stakeholder Engagement Framework**

YBN University emphasizes collaboration with various stakeholders to enrich educational experiences. Notable initiatives include:

**Industry Partnerships:** Collaborations with organizations like the Jharkhand Government Tool Room for training programs and internships .

- **Academic Alliances:** Memoranda of Understanding (MOUs) with institutions such as Mahavir Cancer Institute and Motherhood University to facilitate research, skill development, and faculty exchange .

These partnerships reflect the university's commitment to fostering a collaborative environment that enhances student opportunities and academic growth.

## **3. Ethics & Compliance Office**

While specific details about an Ethics & Compliance Office are not provided, YBN University upholds ethical standards through:

- **Curriculum Integration:** Courses like "Society, Ethics & Human Values" in engineering programs emphasize environmental ethics and social responsibility.
- **Research Integrity:** The university's collaboration with Shodhganga@INFLIBNET ensures the submission of plagiarism-free theses and dissertations.

These measures indicate the university's dedication to maintaining ethical practices across its academic and research activities.

## **13. Community Engagement & Extension**

**Goals:**

## **1. Serving Underserved Populations in Jharkhand**

- **Social Work Programs:** The university offers programs like the Bachelor of Social Work (BSW) and Master of Social Work (MSW), focusing on community development, rural and urban issues, and policies aimed at improving the lives of marginalized groups.

## **2. Collaborating with NGOs, SHGs, and Government Agencies**

- **Memoranda of Understanding (MOUs):** YBN University has signed MOUs with organizations such as Bunshi Bio-Science Pvt. Ltd. and Motherhood University to facilitate skill development, research, and community outreach programs.

## **3. Conducting Rural Health, Education, and Skill-Building Camps**

- **National Service Scheme (NSS):** The university's NSS unit organizes various community service activities, including health camps, educational workshops, and skill-building programs, aimed at enhancing the well-being of rural communities.

## **14. Internationalization & Collaboration**

### **Goals:**

### **1. Tie-ups with 20+ Foreign Universities**

YBN University aims to establish partnerships with over 20 international institutions. These collaborations are intended to facilitate:

- **Academic Exchange Programs:** Enabling faculty and student exchanges to promote cross-cultural learning and research.
- **Joint Research Initiatives:** Collaborating on research projects to address global challenges and enhance academic output.
- **Curriculum Development:** Integrating global perspectives into the curriculum to provide students with a comprehensive education.

### **2. Promote Cultural and Academic Exchange**

The university is committed to fostering an environment that encourages:

- **Cultural Understanding:** Organizing events and programs that celebrate diverse cultures and traditions.
- **Academic Seminars and Workshops:** Hosting international conferences and workshops to facilitate knowledge sharing and intellectual growth.
- **Student Mobility Programs:** Providing opportunities for students to study abroad and gain global exposure.

### **3. International Student Scholarships**

- **Attract Global Talent:** Encouraging students from diverse backgrounds to join the university.
- **Promote Inclusivity:** Ensuring that financial constraints do not hinder deserving students from pursuing higher education.
- **Enhance Campus Diversity:** Creating a multicultural environment that enriches the learning experience for all students.

#### **Actions:**

- Global Summer School
- Visiting faculty program

## **15. Monitoring & Evaluation Framework**

#### **Mechanism:**

#### **Annual Progress Review Report (APRR)**

- **Purpose:** To assess the progress of various academic and administrative initiatives against predefined objectives.



- **Scope:** Covers areas such as curriculum development, research output, infrastructure expansion, and student support services.
- **Process:** Departments submit detailed reports highlighting achievements, challenges, and areas requiring attention.

## 2. Strategic Implementation Committee (SIC)

- **Composition:** Includes senior university officials, department heads, and external experts.
- **Function:** Oversees the execution of the university's strategic plans, ensuring alignment with long-term objectives.
- **Responsibilities:**
  - Reviewing APRRs and providing feedback.
  - Recommending adjustments to strategies based on performance data.
  - Facilitating inter-departmental coordination for seamless implementation.

## 3. Performance Dashboards for Each Goal

- **Design:** Interactive dashboards tailored to monitor specific goals such as research output, student employability, and infrastructure development.
- **Features:**
  - Real-time data visualization.
  - Key Performance Indicators (KPIs) tracking.
  - Alerts for underperformance or deviations from targets.
- **Access:** Available to university leadership and relevant stakeholders for informed decision-making.

## 4. External Audit and Third-Party Review Every 5 Years

- **Objective:** To obtain an unbiased evaluation of the university's performance and adherence to quality standards.
- **Scope:**
  - Academic and administrative processes.
  - Financial management and resource utilization.
  - Compliance with national and international accreditation norms.
- **Outcome:** Recommendations for continuous improvement and strategic realignment.

# Conclusion

## 1. Academic Excellence

- **Establishment of Academic Council:** To oversee curriculum development and ensure the alignment of academic programs with industry standards.
- **Research & Innovation Fund:** Creation of interdisciplinary research clusters, collaboration with national laboratories and industries, and incentivization of research publications and patents.
- **Faculty Development:** Attraction and retention of top talent, regular Faculty Development Programs (FDPs), and alignment with AICTE/NIRF professional development standards.

## 2. Infrastructure Development

- **Expansion of Campus:** Development of a 40-acre green campus with modern hostels, smart classrooms, and renewable energy initiatives.
- **Construction of Facilities:** Building of an auditorium, sports complex, and digital library to enhance the student experience.

## 3. Community Engagement

- **Service to Underserved Populations:** Conducting rural health, education, and skill-building camps in collaboration with NGOs, Self-Help Groups (SHGs), and government agencies.
- **National Service Scheme (NSS):** Active participation in community service activities, including health camps and educational workshops.

## 4. International Collaboration

- **Global Partnerships:** Formation of tie-ups with over 20 foreign universities to promote cultural and academic exchange.

- **Scholarships for International Students:** Provision of scholarships to attract global talent and foster a diverse academic community.

## **5. Digital Transformation**

- **Paperless Campus:** Transition to a paperless environment by 2028, integrating ERP, Learning Management Systems (LMS), and Artificial Intelligence (AI) tools.
- **Digital Examinations:** Implementation of digital examination and evaluation systems to streamline academic processes.

## **6. Monitoring and Evaluation**

- **Annual Progress Review Report (APRR):** Regular assessment of academic and administrative initiatives.
- **Strategic Implementation Committee (SIC):** Oversight of strategic plans and alignment with long-term objectives.
- **Performance Dashboards:** Real-time tracking of key performance indicators (KPIs) for continuous improvement.
- **External Audits:** Conducting third-party reviews every five years to ensure accountability and transparency.

## **Key Projects and Initiatives**

- **Student Career Portal:** A platform to facilitate internships, placements, and career development.
- **Finishing School Program:** A program designed to enhance employability and life skills.
- **24x7 Helpline and Wellness App:** An initiative to support student well-being through continuous access to counseling and health services.

## **Governance and Leadership**

- **Transparent Governance:** Decentralized decision-making processes to promote transparency and efficiency.
- **E-Governance:** Implementation of digital systems in finance, academics, and human resources to streamline operations.
- **Leadership Academy:** Establishment of a center to develop administrative and leadership skills among staff.



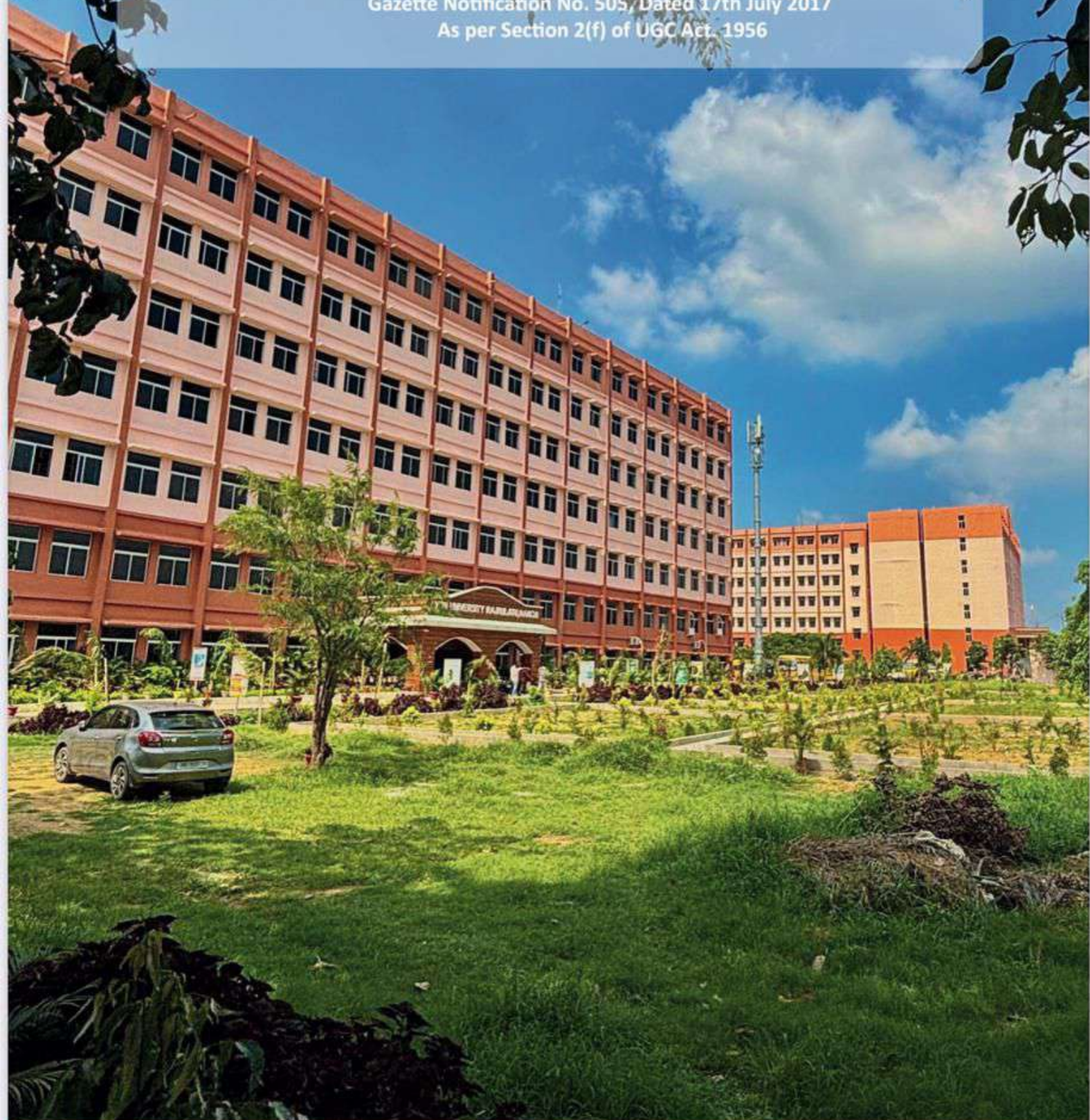


# YBN UNIVERSITY

Established by the Act of Government of Jharkhand Act 15, 2017

Gazette Notification No. 505, Dated 17th July 2017

As per Section 2(f) of UGC Act, 1956



Office Address: Power Grid Road Rajaulatu. Namkum, Ranchi, Jharkhand - 834010

Helpdesk@ybnuniversity.ac.in . ybnuniversity@gmail.com

Contact : 7903365579 www.ybnuniversity.ac.in