BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY

(A CENTRAL UNIVERSITY)
(ACCREDITED 'A++' GRADE BY NAAC)
NIRF 33RD IN UNIVERSITY CATEGORY (2024)
VIDYA VIHAR, RAEBARELI ROAD, LUCKNOW - 226025
UTTAR PRADESH, INDIA



INSTITUTIONAL DEVELOPMENT PLAN

Message From
The Vice Chancellor



Welcome to Babasaheb Bhimrao Ambedkar University, a premier institution of higher learning dedicated to shaping the minds of future leaders. As we strive for excellence in education, research and innovations, we remain focused on fostering a culture of innovation, inclusivity, and social responsibility essential to navigate the complexities of the 21st century and provide the opportunity to everyone to realize one's full potential. Dr. Ambedkar's philosophy of social justice and equality serves as a beacon, guiding us in carrying out our teaching, research and extension activities to build an inclusive society where diverse voices are heard and valued. Our focus is to develop the capabilities of our students to enable them to understand and analyse the ever-changing environment in which they shall be living and working for effective decision making while maintaining the higher domains of human values. This shall enable us to realize the potential benefits of Panchkosha based education of character building and holistic personality development of students. Efforts would be to create and provide platforms/opportunities for the students through which they can hone their personality and explore the best in them. We plan to establish different hobby/activity clubs like dance, drama, music, photography, literary etc. in which students will participate and cultivate the passion of their choice thus enabling them to convert their passion into profession at a later stage.

My efforts would be to work for strengthening the values such as freedom of enquiry and creativity , social justice & inclusiveness , diversity , prudent management of resources, innovations & entrepreneurship, engaged learning and giving back to society. BBAU, is committed to unleash the transformative potential of NEP-2020 , which envisions higher education to be flexible, multidisciplinary and outcome-oriented promoting interdisciplinary learning, research & innovation and strengthening the link between Higher Education Institutions (HEIs) and industry. All our efforts would be made to ensure quality teaching, impactful research having capacity to address societal problems and outreach activities by strengthening physical infrastructure, upgrading laboratories, leveraging ICT in teaching- learning & administrative activities and creating commensurate ecosystems. Priority would be towards skill development by involving industries in the process.

Friends, as we embark on this exciting journey, I urge each one of you to embrace the spirit of innovation, entrepreneurship, and social responsibility and work together to create BBAU not only a centre of excellence but also a catalyst for positive change in our society and make this world more inclusive, fair and habitable.

I am sure with enthusiasm, active engagement, volunteering and advocacy for change by all stakeholders, we can make BBAU an institution known for its capacity to transform the society and contribute towards building a prosperous and great Bharat.
ther, we can make a difference!

PROF. RAJ KUMAR MITTAL
VICE CHANCELLOR

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Strategic Overview: A Comprehensive Roadmap for Transformation

The Institutional Development Plan (IDP) 2025-2047 represents BBAU's strategic commitment to evolving from a premier inclusive institution into a globally competitive Centre of Excellence while maintaining its unwavering dedication to social justice and equity. This 22-year roadmap operationalizes and works in consonance with the National Education Policy (NEP) 2020, aligns with United Nations Sustainable Development Goals (SDGs), and adheres to University Grants Commission (UGC) development frameworks.

DISTINCTIVE INSTITUTIONAL IDENTITY

BBAU's evolution represents more than incremental improvement—it embodies a transformative vision of a social-justice-anchored research university. While many institutions pursue excellence, BBAU uniquely positions itself as:

- **India's Premier Social-Justice-Oriented Research University:** Integrating Ambedkar's philosophy into research, teaching, and community engagement across all disciplines.
- **A Research Hub for Inclusive Development:** Focusing distinctively on research that addresses inequality, caste discrimination, tribal welfare, rural development, and marginalized community needs.
- **A Model for Equitable Excellence:** Demonstrating that academic excellence and social justice are complementary, not competing, institutional goals.

Key Differentiators:

1. 50% SC/ST reservation and enrollment commitment maintained even as research reputation grows
2. Social Justice Research Index as distinctive metric alongside traditional rankings.
3. Faculty recognition for research with societal impact and equity focus.
4. Community partnerships as integral to research validation and societal benefit.
5. Curriculum integration of marginalized perspectives and indigenous knowledge systems.

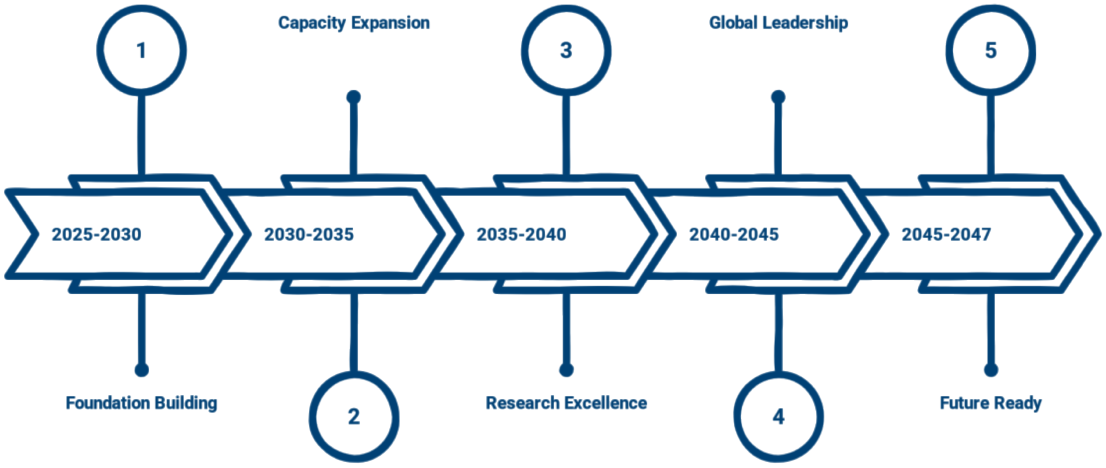
Key Strategic Priorities by Phase

Babasaheb Bhimrao Ambedkar University (BBAU) has designed a comprehensive five-phase strategic roadmap spanning from 2025 to 2047, with a deliberate emphasis on establishing robust foundational infrastructure during Phase I. This phase wise approach exemplifies how strategic institutions prioritize core strengthening at inception, recognizing that subsequent phases of expansion, research excellence, global leadership, and innovation are inherently dependent on and strengthened by the solid institutional foundation established during the first phase.

Phase	Timeline	Primary Focus	Outcomes
Phase I[1]	2025-2030	Foundation Building & Core Strengthening	Upto 75% smart classrooms; Fill vacant faculty and non-teaching positions; Establish thematic chairs; From 5000 student strength expand to 8000 students; Policy mandating 20% curriculum co-created with industry and hiring industry experts for industry ready students; Robust IT infrastructure; Concerted efforts towards villages adoption and augmenting socially relevant university commitment; Initiating skill development programs; SDG compliant curriculum; Plan for carbon neutral campus; Initiating Infrastructure push for more classrooms and hostels by committing to ₹ 500 crore investment target;

1. Phase one being core and foundational in nature, incorporate and amalgamates all the initiatives that will pave the way for BBAU to realize the dream of becoming a world class university by 2047.

Phase	Timeline	Primary Focus	Outcomes
			Policy for incentivising Research publications and patent filings; Efforts to increase Foreign student enrollment and foreign MoUs.
Phase II	2030-2035	Capacity Expansion & Industry Integration	All the class rooms upgraded to smart classrooms; Student enrollment upto 10000 students; Increasing thematic research centres; 30% curriculum co-created with industry
Phase III	2035-2040	Future-Ready Smart Campus	Upto 600 PhD scholars; 40-50 patents/year; ₹30-40 crore exclusive research funding
Phase IV	2040-2045	Global Leadership & Community Outreach	50 villages adopted; 10,000+ annual skill beneficiaries; 15% international student enrollment
Phase V	2045-2047	Research Excellence & Innovation	IoT-enabled infrastructure; Carbon-neutral operations; Global accreditation achieved; Strong 15000 student strength, with sizable (>15%) international students.



Investment Requirements & Funding Sources

Phase-wise Capital Investment Estimates:

The institution's phased infrastructure development strategy spans 22 years with a total allocation of 1,514.24 Cr distributed strategically across five phases to support institutional expansion and academic excellence. Physical infrastructure dominates the investment portfolio with 1,040 Cr (68.7% of total), reflecting the foundational need for campus facilities, academic buildings, and ancillary infrastructure; however, this investment is front-loaded in Phase I (560 Cr) and progressively tapers to 30 Cr by Phase V, demonstrating a transition from construction-intensive to maintenance-focused operations. Digital infrastructure receives 47 Cr distributed across all phases, with the highest allocation of 20 Cr in Phase I to establish technological foundations, then moderating to 2 Cr in Phase V as digital systems mature. Academic infrastructure mirrors this pattern with 47 Cr total, similarly concentrated in Phase I (20 Cr) to build educational facilities. Research and intellectual property development, critical for institutional repositioning, receives consistent investment of 100 Cr across phases, with sustained allocations of 20 Cr in Phases II, III, and IV, underscoring the commitment to research advancement throughout the planning period. Support infrastructure (80 Cr total) and governance and financial infrastructure (38 Cr total) maintain steady allocations to ensure operational continuity. A contingency reserve of 162.24 Cr (12% across phases) is built into the plan to accommodate unforeseen needs and market adjustments, with the highest contingency in Phase I (79.2 Cr) reflecting greater uncertainty in the expansion phase. This graduated allocation framework ensures optimal resource utilization while maintaining fiscal discipline and supporting the institution's evolution toward becoming a premier research-focused academic institution.

(Values in INR Crore)

Infrastructure Category	Phase I (2025-30)	Phase II (2030-35)	Phase III (2035-40)	Phase IV (2040-45)	Phase V (2045-47)	Total
Physical Infrastructure	560	225	150	75	30	**1040**
Digital Infrastructure	20	10	10	5	2	**47**
Academic Infrastructure	20	10	10	5	2	**47**
Research & IP	25	20	20	20	15	**100**
Support Infrastructure	25	20	15	15	5	**80**
Governance & Financial Infrastructure	10	10	10	5	3	**38**
Contingency (12%)	79.2	35.4	25.8	15	6.84	**162.24**
Phase Total	**739.2**	**330.4**	**240.8**	**140**	**63.84**	**1514.24**

(Approx. values)

Funding Mix Strategy (Aspirational):

The institution envisions a diversified and sustainable funding portfolio that reduces reliance on single revenue sources while building long-term financial resilience. Government grants from UGC and Ministry of Education will form the cornerstone at 40%, providing stable baseline funding. Internal revenue generation, targeting 25%, will be driven through tuition fees, consultancy services, specialized training programs, and intellectual property licensing, leveraging institutional expertise and capabilities. Donations and endowments, comprising 20%, will be cultivated from alumni networks and philanthropic organizations, fostering a culture of giving and institutional stewardship. Public-private partnerships will contribute 10%, focusing on innovation, entrepreneurial ventures, and strategies that promote venture development while creating value for both stakeholders. International funding, representing 5%, will be generated through fees from international students, expanding the institution's global footprint and cultural diversity. This balanced funding mix strategy positions BBAU to achieve financial sustainability, enable strategic investments in academic and research initiatives, and maintain operational flexibility while pursuing institutional excellence and growth objectives.

Government Grants (UGC/MoE)	40% Stable baseline funding
Internal Revenue Generation	25% Tuition fees, Consultancy, training programs, IP licensing
Donations & Endowments	20% Alumni, philanthropic organizations
Public-Private Partnerships	10% Innovation Entrepreneurial and Venture promoting strategy
International Funding	5% Fees from International students

Expected Outcomes & Impact Metrics (Decadal)

The institution has charted an ambitious decadal vision to establish itself as a premier educational and research institution. By 2030, student enrollment will expand from the current 5,000 to 8,000, while improving the faculty-student ratio to 1:12, enabling more personalized mentoring and enhanced learning experiences. Research productivity will accelerate with 1.5-2.0 publications per faculty member annually, complemented by international student representation of 5-7% and an 85% placement rate, reflecting strong industry alignment. Smart classroom coverage will reach 75%, modernizing the pedagogical landscape. The 2040 milestone represents significant scaling, with student enrollment reaching 12,000 and the faculty-student ratio improving

further to 1:10, creating an optimal learning environment. Research output will intensify to 3-4 publications per faculty annually, while international student enrollment grows to 10-12% and placement rates climb to 90%. Research funding mobilization will reach ₹30-40 crore, positioning the institution as a research-intensive ecosystem. By 2047, the institution envisions stabilized enrollment at 8,000-9,000 students, an elite 1:8 faculty-student ratio, and exceptional research productivity of 4-5 publications per faculty member annually. International student representation will exceed 15%, placement rates will reach 95%, and the institution will achieve 100% carbon neutrality. Culminating this journey, the institution aspires to secure a Top 15 ranking in the NIRF university rankings, cementing its position among India's premier institutions.

1.Targets (2030):

Student enrolment:	8000 (vs. current 5000)
Faculty-student ratio:	1:12 (vs. current ~1:13)
Publications/faculty/year:	1.5-2.0
International students:	5-7% of enrolment
Placement rate:	85%
Smart classroom coverage:	75%

2.Targets (2040):

Student enrollment:	12000
Faculty-student ratio:	1:10
Publications/faculty/year:	2.5-3.0
International students:	10-12%
Placement rate:	90%
Research funding mobilized:	₹ 60 crore

3.Targets (2047):

Student enrolment:	15000
Faculty-student ratio:	1:8
Publications/faculty/year:	4-5
International students:	>15%
Placement rate:	95%
Carbon neutrality achieved	100%
Top 15 NIRF university ranking	

Critical Success Factors

The institution has established seven key strategic pillars to drive institutional transformation and excellence. Stakeholder alignment forms the foundation, targeting 90%+ buy-in[2] from faculty, students, and staff to ensure collective commitment to institutional goals. Financial sustainability will be achieved through 25% revenue diversification by Phase II, reducing dependency on traditional funding sources. Regulatory compliance remains paramount, with 100% adherence to standards set by UGC, NAAC, AICTE, and other governing bodies. Technology adoption is prioritized through ensuring 100% faculty digital literacy by Year 2 (2026), enabling seamless integration of modern teaching and learning methodologies. The institution commits to fostering a robust research culture with 80% faculty engagement in research projects and consultancy by Phase I end. Equity commitment is embedded throughout, maintaining SC/ST reservation at 50% while ensuring SC/ST/EWS retention rates exceed 85%, thereby promoting inclusive excellence.

Finally, leadership continuity is safeguarded through succession planning for key academic positions, ensuring stable and consistent institutional governance throughout the transformation journey.

Stakeholder Alignment:	90%+ buy-in from faculty, students, staff
Financial Sustainability:	Achieve 25% revenue diversification by Phase II
Regulatory Compliance:	Ensuring 100% adherence to the norms promulgated by UGC, NAAC, AICTE and other regulatory bodies
Technology Adoption:	Ensuring 100% faculty digital literacy by Year 2 (2026)
Research Culture:	Ensuring 80% faculty engagement in research projects / consultancy by Phase I end
Equity Commitment:	Maintain SC/ST reservation @50% and also Maintain SC/ST/EWS retention rates >85%
Leadership Continuity:	Succession planning in place for key positions

2. **90%+ buy-in** means that the vast majority of these three groups agree with and actively support the initiatives taken by the university. This goes beyond passive acceptance; it indicates genuine endorsement and willingness to participate or implement the change.
Faculty buy-in: Professors and instructors understand the value and actively integrate it into their teaching or research
Students buy-in: Learners see the relevance and benefits, voluntarily participate, and provide positive feedback
Staff buy-in: Administrative and support personnel implement policies smoothly and help remove barriers

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2025-2047

INSTITUTIONAL DEVELOPMENT PLAN (IDP)
2025-2047

PREAMBLE

Babasaheb Bhimrao Ambedkar University (BBAU), Lucknow, stands as a beacon of inclusive and socially responsive higher education in India. Established in 1996 through the Babasaheb Bhimrao Ambedkar University Act, 1994 (Act No. 58 of 1994), the University was conceived to honour and advance the legacy of Dr. B.R. Ambedkar, a jurist, economist, social reformer, and the principal architect of the Indian Constitution.

Rooted in a national vision of addressing historical educational and social disparities, BBAU was founded with a resolute mission to serve marginalized communities, especially the Scheduled Castes (Scs), Scheduled Tribes (STs), and other socio-economically disadvantaged groups. The University embodies the values that Dr. Ambedkar championed - social equality, liberty, fraternity, and justice.

Guided by its motto **"Knowledge (प्रज्ञा), Modesty (शील), and Compassion (करुणा)"** BBAU nurtures a comprehensive educational philosophy that integrates academic excellence with ethical and moral development. Since its inception, the University has worked relentlessly to make education both accessible and relevant to underprivileged communities.

Over the past three decades, BBAU has grown into a multidisciplinary institution offering a broad spectrum of programs in the Humanities, Sciences, Social Sciences, Law, Management, Engineering, Environmental Sciences, Agriculture, Education, and Biotechnology. The University's academic structure now includes multiple Schools of Studies and 99 academic programs, reflecting its commitment to holistic and interdisciplinary learning.

A hallmark of BBAU is its unwavering dedication to equity in education. Its policies guarantee 50% reservation for SC/ST students and 10% for EWS students, with full tuition waivers and financial support for research, particularly in thesis and dissertation work. These initiatives have substantially enhanced representation and participation of marginalized communities in higher education.

PROLOGUE

The Institutional Development Plan (IDP) 2025–2047 represents a strategic vision for BBAU's evolution over the next two decades. This roadmap aligns with the transformative agendas of the National Education Policy (NEP) 2020, the United Nations Sustainable Development Goals (SDGs), and University Grants Commission (UGC) development frameworks.

At its core, the NEP 2020 envisions a holistic, inclusive, and flexible education system tailored to the demands of the 21st-century knowledge economy. BBAU's IDP operationalizes this vision by introducing reforms in curriculum design, teaching methodology, research innovation, and governance. It emphasizes critical thinking, creativity, ethical values, and professional competence, preparing students to thrive globally while remaining committed to national development.

Aligned with the SDGs, particularly SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Communities), SDG 13 (Climate Action), SDG 9 (Industry, Innovation, and Infrastructure), SDG 16 (Peace and Justice) and SDG 17 (Global Networking and Partnerships), BBAU is implementing several sustainability initiatives including rainwater harvesting, solar energy and SDG aligned curriculum for educational and social outreach.

In tune with UGC's IDP guidelines, the University is enhancing internal governance, digitizing operations, and fostering faculty development. The creation of an IDP Governing Council and strategic planning teams will ensure transparency, periodic reviews, and mid-course corrections.

As a university with a significant population of rural and underprivileged students, BBAU carries the added responsibility of promoting personal and professional growth through initiatives like the Centre for Personality Development, Remedial coaching, and Residential Coaching Programs. Located in Lucknow, with deep links to rural Uttar Pradesh, BBAU is well-positioned to bridge traditional knowledge systems and modern academic frameworks. This local-global confluence enriches its developmental vision.

Looking forward, the IDP outlines initiatives such as international collaborations, expanding alumni engagement, enhancing R&D through a dedicated Dean, and increasing enrollment of international students to 15% of it's total student strength.

The **IDP (2025–2047)** is thus a bold, forward-looking document. It affirms BBAU's role as a center of excellence rooted in Dr. Ambedkar's ideals, committed to national and global educational transformation. The plan reaffirms the University's aspiration to be not just a knowledge institution, but also a catalyst for social innovation, inclusion, and sustainable development.

VISION

To be a dynamic and creative Centre of Excellence in advanced knowledge, especially relevant for the development of the nation and of the socially and economically marginalized sections of the society.

MISSION

To imbibe and inculcate an ecosystem of teaching, learning, research and innovation for promoting the philosophy and wisdom of Bharat Ratna Babasaheb Bhimrao Ambedkar for creating excellence and ethics in the society.

OBJECTIVES

1. To promote advanced knowledge by instructional and research in various branches of learning.
2. To make provisions for integrated courses in Science, Technology and other allied disciplines in the educational programmes of the University.
3. To offer courses relevant for the development of socially and economically depressed section of the society including agricultural technology and rural crafts.
4. To promote the study related to principles for which Dr. Babasaheb Bhimrao Ambedkar stood and worked during his life time, namely, national integration, social justice and democratic way of life.
5. To study the Constitutions of the world.
6. To take appropriate measures for promoting innovations in teaching learning processes in interdisciplinary studies and research.
7. Promotion of educational and economic interest and welfare of the people in general and of members belonging to Scheduled Castes and Scheduled Tribes in particular.

UNIVERSITY PROFILE-PRESENT STATUS

NAME AND ADDRESS OF THE UNIVERSITY	
Name	Babasaheb Bhimrao Ambedkar University
Address	Vidya Vihar, Raebareli Road, Lucknow - 226025
Website	bbau.ac.in
Nature of University	Central University
Establishment Date of the University	10.01.1996 (GOI, Ministry of HRD, Education Department Notification No. 8-16/GOI/desk/U-1 dated 05.01.1996)

NAAC ACCREDITATION DETAILS		
Cycle	**Grade**	**CGPA**
Cycle 1 (01.05.2015)	A	3.01
Cycle 2 (18.10.2023)	A++	3.72

NIRF RANKING YEAR WISE

2024		
Category	**Rank**	**Score**
Overall	58	53.26
University	34	56.03
Law	10	64.96
Pharmacy	21	61.78
Management	86	46.42
2025		
Overall	69	52.71
University	37	55.55
Law	12	65.26
Pharmacy	23	62.29
Management	79	48.13
Agriculture and Allied Sectors	21	55.46

UNIVERSITY OFFICIALS

Designation	**Name**	**Email**
Vice Chancellor	Prof. R.K. Mittal	vc.@ bbau.ac.in
Registrar	Dr. Ashwini Kumar Singh	registrar@bbau.ac.in
Finance Officer	Dr. Ajay Kumar Mohanty	fo@bbau.ac.in
Controller of Examination	Prof. Vikram Singh Yadav	coe@bbau.ac.in
Librarian	Dr. Sunil Goria	sunilgoria@bbau.ac.in

Details of Teaching positions as on 01.08.2025

S. No.	Name of Posts	Sanctioned	Filled	Vacant (Advertised)	No. of additional post proposed
1	Professor	31	14	17	14
2	Associate Professor	63	58	05	10
3	Assistant Professor	133	128	05	83
	Total	**227**	**200**	**27**	**107***

Centre for Study of Social Inclusion (CSSI)

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Professor-cum-Director	01	-	01
2	Reader-cum-Dy. Director	02	01	01
3	Lecturer-cum-Assistant Director	03	02	01
4	Research Associate	02	-	02
	Total	08	03	05

Residential Coaching Academy (RCA)

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Professor	01	-	01
2	Assistant Professor	02	01	01
	Total	03	01	02

Ambedkar Chair

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Chair Professor	01	-	01
	Total	01	-	01

Details of Non-Teaching positions as on 01.08.2025

S. No.	Name of Posts	Sanctioned	Filled	Vacant	No. of additional post proposed
1	Group - A	23	17	06	24
2	Group - B	37	25	12	25
3	Group - C	92	61	31	67
	Total	152	103	49	116*

Media Centre

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Group - A	06	-	06
2	Group - B	11	06*	05
3	Group - C	08	01	07
	Total	25	07	18

Note-* 01 Post of Personal Assistant (Group-B) filled through promotion from regular employees of Babasaheb Bhimrao Ambedkar University, Lucknow as per University CRR-2020.

Centre for Study of Social Inclusion (CSSI)

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Group - B	03	02	01
2	Group - C	04	01	03
	Total	07	03	04

Residential Coaching Academy (RCA)

S. No.	Name of Posts	Sanctioned	Filled	Vacant
1	Group - C	02	01	01
	Total	02	01	01

ACADEMIC LANDSCAPE

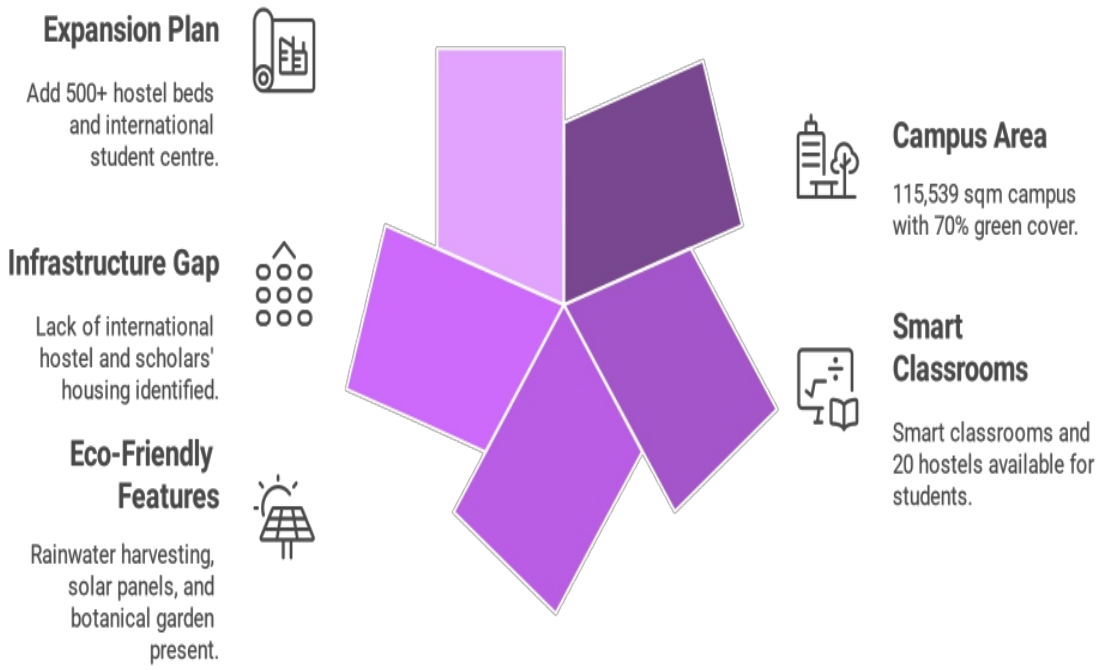
The university is structured into multiple Schools, each comprising dedicated Departments offering a wide array of academic programs at undergraduate, postgraduate, diploma, vocational, and doctoral levels. This structure fosters interdisciplinary learning, aligns with the National Education Policy (NEP) 2020, and supports specialized education in diverse domains. The detailed list of Schools, Departments, and Programs Offered is as follows:

School	Department	Programs Offered
Ambedkar School of Social Sciences	History	B.A., M.A., Ph.D.
	Political Science	B.A., M.A., Ph.D.
	Public Administration	B.A. (Hons.), M.A., Ph.D.
	Sociology	B.A, M.A., Ph.D.
	Economics	M.A., M.Sc., Ph.D.
School of Management and Commerce	Management Studies	BBA, MBA (FM, MM, HRM, IEVD, DSSM), MBA (RM), Ph.D.
	Commerce	B.Com. (Hons.)
School of Earth & Environmental Sciences	Environmental Science	M.Sc. , Ph.D.
	Environmental Microbiology	M.Sc. Food Microbiology and Toxicology, M.Sc. Environmental Microbiology, M.Sc. Industrial Microbiology, Ph.D.
	Geology	B.Sc. (Hons.), M.Sc.
School of Agriculture Sciences & Technology	Horticulture	B.Voc. Floriculture & Landscape Gardening, M.Sc. (Ag.) Horticulture, Ph.D.
School of Home Science	Human Development and Family Studies	M.Sc., Ph.D.
	Food & Nutrition	B.Sc. Food Science & Technology, M.Sc. Food and Nutrition, M.Sc. Food Science and Technology, Ph.D.
School of Life Sciences	Biotechnology	M.Sc. Biotechnology, M.Sc. Bioinformatics, M.Sc. Industrial Biotechnology, Ph.D.
	Zoology	B.Sc. Life Sciences (Zoology, Botany, Biotechnology), B.Voc. Livestock Production and Management, M.Sc. Zoology, M.Sc. Life Sciences, Ph.D.
School of Legal Studies	Human Rights	LL.M., Ph.D.
	Law	B.B.A. LL.B. (Hons.), LL.M., Ph.D.
	Centre of Post Graduate Legal Studies	One Year LL.M.
School of Pharmaceutical Sciences	Pharmaceutical Sciences	D. Pharm, M. Pharm. Pharmaceutical Analysis, M. Pharm. Pharmaceutics, M. Pharm. Pharmacology, Ph.D.
School of Information Science & Technology	Computer Science	BCA, MCA, M.Tech., Ph.D.
	Information Technology	B.Sc., M.Sc., M. Tech. Software Engineering, Ph.D.
	Library & Information Science	B.Lib.I.Sc., M.Lib.I.Sc., Ph.D.
School of Physical & Decision Science	Chemistry	M.Sc., Ph.D.
	Mathematics	M.Sc., Ph.D.
	Physics	M.Sc., Ph.D.
	Statistics	M.Sc., Ph.D.
School of Languages and Literature	Hindi	M.A., Ph.D.
	English	B.A., M.A., Ph.D.
School of Education	Education	B.Ed., M.Ed., M.A., Ph.D.
School of Media and Communication	Mass Communication & Journalism	B.A. (Hons.) FTMS, M.A. JMC, Ph.D.
School of Engineering & Technology	Civil Engineering	B. Tech., Ph.D.
	Computer Engineering	B. Tech.
	Electrical Engineering	B. Tech., Ph.D.
	Electronics and Communication Engineering	B. Tech., Ph.D.
	Mechanical & Automobile Engineering	B. Tech., Ph.D.
School of Sanskrit & Indic Studies	Sanskrit and Vedic Studies	M.A., Ph.D.
School of Performing Arts	Music	Certificate Course in Music
School of Yoga Naturopathy & Cognitive Studies	Yoga	M.A./M.Sc. Yoga, Certificate Course in Yoga, Ph.D.
School of Vocational & Futuristic Studies	Skill & Vocational Studies	PG Diploma in Modern Office Administration, Diploma in Modern Office Management, Diploma in Inventory & Store Management

INFRASTRUCTURE PLAN ALIGNED WITH NAAC AND UGC IDP GUIDELINES

PHYSICAL INFRASTRUCTURE

1. PHYSICAL INFRASTRUCTURE



1.1 Phase I (2025–2030): Strengthening the Core

The first five years of this plan focus on strengthening the foundational infrastructure of the university. The emphasis during this phase is on upgrading and standardizing essential academic and support facilities to meet national benchmarks and ensure an inclusive, safe, and digitally enriched learning environment.

Key initiatives during this phase include:

Renovation and Refurbishment: Existing academic blocks, administrative Cr, and examination sections will undergo necessary structural and functional upgrades, ensuring well-ventilated, illuminated, and ergonomically designed spaces.

New Academic Blocks: One or more academic buildings will be constructed with flexible and multipurpose classroom spaces to meet growing departmental and programmatic needs.

Smart Classrooms: A minimum of 75% of the existing classrooms will be transformed into smart classrooms equipped with interactive boards, projection systems, and internet access to support blended learning models.

Laboratory and Library Up-gradation: Foundational work will be undertaken to modernize laboratories, especially for science and computer disciplines. The central library will be enhanced with extended reading areas and improved digital infrastructure.

Barrier-Free Access: Infrastructure will be retrofitted to ensure inclusivity, with ramps, tactile flooring, accessible washrooms, and elevators in multi-storeyed buildings.

Digitized Administrative Services: A centralized, single-window system for students will be implemented, handling admissions, scholarships, grievances, and certificates in a paperless mode.

Expansion of Hostel Infrastructure: Additional hostel buildings of higher capacities i.e. 500 hundred seated capacity hostels. Already, BBAU has finalised the plans of setting 02 numbers of 500 seated hostels i.e. one for boys and one for girls.

Student Amenities: Hostels and dining facilities will be modernized. Sanitation facilities, recreational corners, and drinking water stations will be upgraded to meet health and safety standards.

Campus Safety: Surveillance systems such as CCTV cameras, fire extinguishing equipment, and disaster preparedness protocols will be introduced across key locations.

Academic Expansion Initiatives in Phase I:

Faculty Recruitment: Addressing existing vacancies with 27 vacant positions and seeking sanction for 107 new faculty posts for newly started departments/courses. Special emphasis will be placed on diversity and inclusion in hiring.

AMETHI CAMPUS

Department of Skill, Vocational and Technology-Enabled Learning: Focused on skill development for rural youth with certificate and diploma courses in food processing, communication, digital services, and entrepreneurship.

School of Sustainable Life Technologies: A multidisciplinary center with departments in the area of food science, biotechnology, microbiology, and environmental technologies with advanced laboratories and industry-aligned programs.

LUCKNOW CAMPUS

Department of Creative Arts and Cultural Studies (SCACS): Integrating arts, philosophy, languages, sports, and Indian knowledge systems to develop creative and globally competent graduates.

Other Academic Departments proposed / Faculty sought: Department of Emerging Technologies, Department of English, Psychology, Geography, Food & Nutrition, Religion and Philosophy, Geology, Computer Engineering, Commerce and Financial Analytics,

Integration of SDG-Focused Academic Initiative: Academic and research activities will incorporate themes related to the United Nations Sustainable Development Goals (SDGs), encouraging students and faculty to undertake projects, research, and learning that contribute to sustainability, social responsibility, and global development challenges.

Chair Professorships: Two thematic Chairs will be established in the 1st phase, Dr. B.R. Ambedkar Chair and Dattopant Thengadi Chair to promote research and knowledge creation in areas such as social justice, governance, labour rights, and cooperative management.

1.2 Phase II (2030–2035) : Enhancing Capacity and Student-Centric Facilities

Building on the strengthened foundation, this phase is dedicated to expanding the university's capacity to accommodate increasing academic, research, and residential demands. The goal is to create a more vibrant, student-centric, and digitally integrated campus ecosystem.

Highlights of this phase include:

Smart Classrooms: Remaining 25% classrooms will be transformed into smart classrooms equipped with interactive boards, projection systems, and internet access to support blended learning models.

New Academic Blocks: One or more academic buildings will be constructed with flexible and multipurpose classroom spaces to meet growing departmental and programmatic needs.

Expansion of Hostel Infrastructure: Additional hostel wings, especially for female students and marginalized communities, will be established to promote equitable access to higher education.

Digital and Communication Laboratories: Language labs and digital learning studios will be established in key academic departments to enhance communication skills and e-content development capabilities.

Modernized Library Services: Automation of the library management system and access to digital academic resources will be made available through institutional subscriptions and terminals.

Fitness and Sports Infrastructure: A multipurpose sports complex, gymnasium, and indoor game zones will be developed to foster holistic student development and well-being.

Cultural Spaces: Construction of a cultural complex or amphitheatre will facilitate artistic expression and co-curricular engagement among students and staff.

Student Amenities: Hostels and dining facilities will be modernized. Sanitation facilities, recreational corners, and drinking water stations will be upgraded to meet health and safety standards.

1.3 Phase III: 2035–2040 – Infrastructure for Innovation and Interdisciplinary Growth

With core and extended infrastructure in place, the university will now pivot toward fostering an environment conducive to innovation, interdisciplinary learning, and sustainable practices.

This phase introduces several forward-looking initiatives:

Research and Innovation Hubs: Interdisciplinary centres will be created to promote collaborative research among departments. These hubs will host state-of-the-art labs and incubation spaces.

Green Campus Initiatives: Targeting 100% green and sustainable energy driven institution through solar/wind, biogas, solid and liquid waste management systems, and water harvesting units will strengthen the university's sustainability mission.

Faculty and Staff Accommodation: On-campus housing for faculty and non-teaching staff will be initiated, improving quality of life and enabling a closer academic community.

E-Content Creation Infrastructure: Digital studio will be strengthened to facilitate more video recording, live broadcasting, and podcasting of lectures and academic content.

Library Expansion: A research commons[3] featuring discussion pods, high-speed connectivity, and individual workstations will be developed to support doctoral and post-doctoral research.

Eco-Transport Facilities: Dedicated lanes for bicycles and introduction of e-cycles and solar-powered carts will ensure sustainable mobility within the campus.

Zero Liquid Discharge: Augmenting the existing waste water management system into a Zero Liquid Discharge (ZLD) system on campus, which involves a wastewater treatment strategy to recycle and re-use all wastewater, eliminating any liquid effluent discharge into the environment. The goal is to achieve environmental sustainability, reduce water consumption and comply with potential environmental regulations.

1.4 Phase IV: 2040–2045 – Consolidation and Community Outreach

As the university evolves into a centre of excellence, this phase aims to consolidate academic and research advancements while extending the university's services to the broader community.

Major proposals include:

Integrated Academic and Research Complex: A consolidated academic facility will house classrooms, labs, and research facilities designed with energy-efficient and future-proof architecture.

Community Learning and Skill Centre: A training resource center will be opened to local communities, offering training in digital literacy, entrepreneurship, language skills, and vocational education.

University Health and Wellness Centre: A state of the art integrated health infrastructure offering healthcare, counselling, and wellness services.

Conference and Seminar Infrastructure: New auditoria and seminar halls equipped with hybrid conferencing technologies will be developed for academic events, national seminars, and policy dialogues.

Enhanced ICT Infrastructure: University will aspire to have pervasive connectivity, predictive security and biometric integration to Integrated digital ecosystem for a digitally empowered institution.

SCADA System : Implementing a SCADA system for campus operations provide significant benefits which includes Centralized Monitoring and control, Energy efficiency, predictive maintenance and safety & reliability.

3. a physical/digital collaborative space in a library for researchers, or a broad journal index on platforms like Web of Science that adds open access
and Global South content, offering wider discovery beyond traditional curated databases.
a hardware and software solution for monitoring and controlling industrial processes in real-time

1.5 Phase V: 2045–2047 – Future-Readiness and Global Integration

The final phase will prepare the university to emerge as a global academic destination with resilient, intelligent, and scalable infrastructure.

Key milestones include:

Smart Infrastructure Management: Internet of Things (IoT)-based systems will be deployed for real-time monitoring of energy usage, water consumption, and facility management.

Flexible Academic Spaces: Classrooms and laboratories will be designed with modular fittings and movable furniture to support evolving pedagogical approaches.

Technologically Enabled Security: Biometric access controls, AI-powered surveillance, and campus-wide emergency alert systems will be introduced.

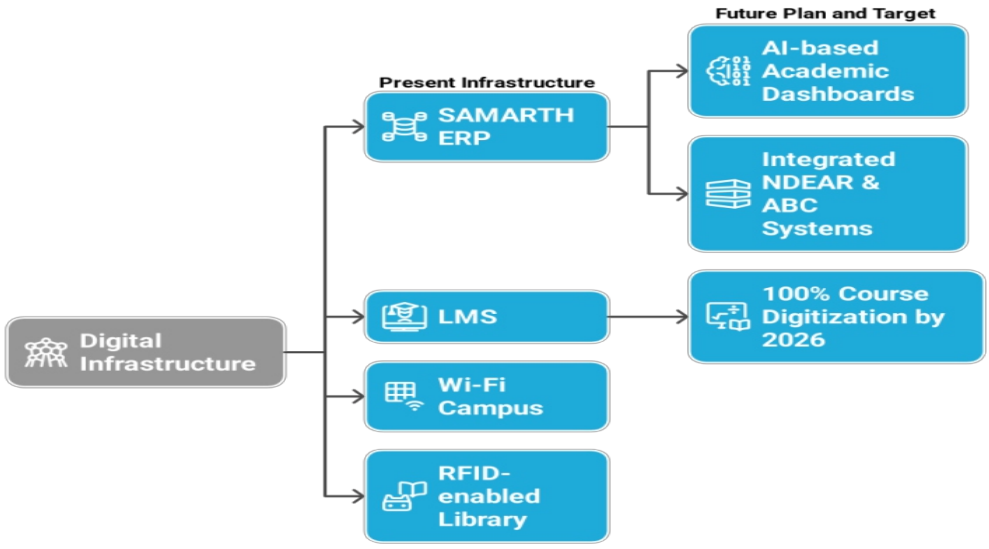
Completion of Housing Projects: Faculty and staff residential areas will be fully developed with eco-friendly utilities, green zones, and community facilities.

Knowledge Park Development: A dedicated innovation and industry-interaction zone will be created to host start-ups, internships, and knowledge transfer programs in partnership with industry.

Sustainability Certification: The campus will work toward globally recognized green certifications and commit to continuous environmental audits and policy compliance.

DIGITAL INFRASTRUCTURE

2. DIGITAL INFRASTRUCTURE



2.1 Phase I (2025–2030): Digitization and Integration of Core Services

The first phase emphasizes building a robust digital foundation by digitizing essential services and integrating institutional operations through centralized platforms. The focus will be on administrative efficiency, e-governance, and digital inclusion.

Key initiatives include:

SAMARTH ERP Implementation: Deployment of the SAMARTH platform to digitize academic, examination, HR, and financial systems, promoting transparency and seamless inter-departmental coordination.

Academic Dashboards: Introduction of AI-enabled dashboards for real-time tracking of academic progress, examination performance, faculty workload, and institutional KPIs.

Wi-Fi Campus Rollout (Phase I): Ensuring high-speed, secure wireless internet connectivity in core academic buildings, the library, and administrative blocks.

LMS Deployment: Installation of a campus-wide Learning Management System (LMS) to support blended learning, host digital content, and facilitate student-teacher interaction.

Digital Literacy and Training Programs: Regular digital skill-building workshops for faculty, students, and staff to promote effective use of new platforms and tools.

Cyber security Infrastructure: Firewalls, antivirus solutions, and endpoint protection systems will be installed to ensure a safe digital environment.

Academic Bank of Credits (ABC) Integration: Full alignment of academic systems with the ABC framework, enabling credit portability and academic mobility.

2.2 Phase II (2030–2035): Expanding Digital Access and Learning Ecosystems

With the core systems stabilized, this phase will expand digital services to wider academic and student communities. The focus will be on enhancing learning environments and access equity.

Key initiatives include:

Smart Classrooms Expansion: Digitization of total classrooms with smart boards, projectors, lecture capture systems, and integrated audio-visual tools.

Mobile LMS and Multilingual Interface: Upgrading the LMS for mobile compatibility and multilingual support to increase reach and accessibility.

Digital and Communication Labs: Establishment of language and digital content labs in various departments for e-content creation and academic publishing.

Online Examination System: Development of a secure online assessment platform supporting objective/subjective tests, remote invigilation, and automated grading.

2.3 Phase III (2035–2040): Towards a Smart and Predictive Campus

This phase will transform the university into a predictive, data-informed institution with proactive service delivery, personalized learning, and high-end digital research support.

Key initiatives include:

AI-Based Personalized Learning Pathways: Deployment of machine learning algorithms to offer customized academic guidance based on student performance and interests.

Research Information Management System (RIMS): Introduction of a digital ecosystem to track research outputs, manage projects, and foster interdisciplinary collaborations.

Virtual Reality (VR) and Simulation Labs: Establishment of immersive learning environments for science, engineering, and medical streams using VR/AR technologies.

Data Centres and Cloud Migration: On-boarding a hybrid cloud infrastructure for data storage, processing, and disaster recovery, ensuring scalability and data resilience.

Advanced Cyber security Framework: Adoption of multi-layered security policies including two-factor authentication, encrypted communication, and periodic audits.

2.4 Phase IV (2040–2045): Community-Centric and Transparent Digital Governance

This phase aims at using digital infrastructure to foster institutional transparency, accountability, and societal outreach through smart governance and inclusive digital services.

Key initiatives include:

Single-Window Digital Grievance and Support Platform: A centralized system for student services, handling grievances, certificates, scholarships, and document verification.

Digital Community Engagement Portal: A web-based platform for community learning, skill development courses, alumni networking, and extension activities.

Digital Health and Wellness Hub: A telemedicine and mental health platform integrated with the campus health centre to offer counselling and health diagnostics.

Biometric and Smart Card Integration: Introduction of multipurpose smart cards/biometric access systems for library, hostels, attendance, and secure entry.

Hybrid Conferencing Infrastructure: Technology-equipped seminar halls with video conferencing, lecture streaming, and global collaboration tools.

MIS-Driven Decision Support System: Deployment of a management information system (MIS) that uses institutional data to support academic and strategic decision-making.

2.5 Phase V (2045–2047): Global Digital Integration and Smart Campus Maturity

In the final phase, the university will evolve into a digitally autonomous, globally integrated, and AI-powered institution, capable of shaping the future of higher education.

Key initiatives include:

Blockchain-Enabled Academic Credentials: Issuance and verification of degrees, diplomas, and certificates through tamper-proof blockchain technology.

Digital Twin of the University: Creation of a real-time virtual model of campus infrastructure and operations using IoT and AI to monitor efficiency and plan infrastructure upgrades.

Global Collaborative Cloud Platforms: Integration with international MOOCs, research networks, and open science platforms for real-time global engagement.

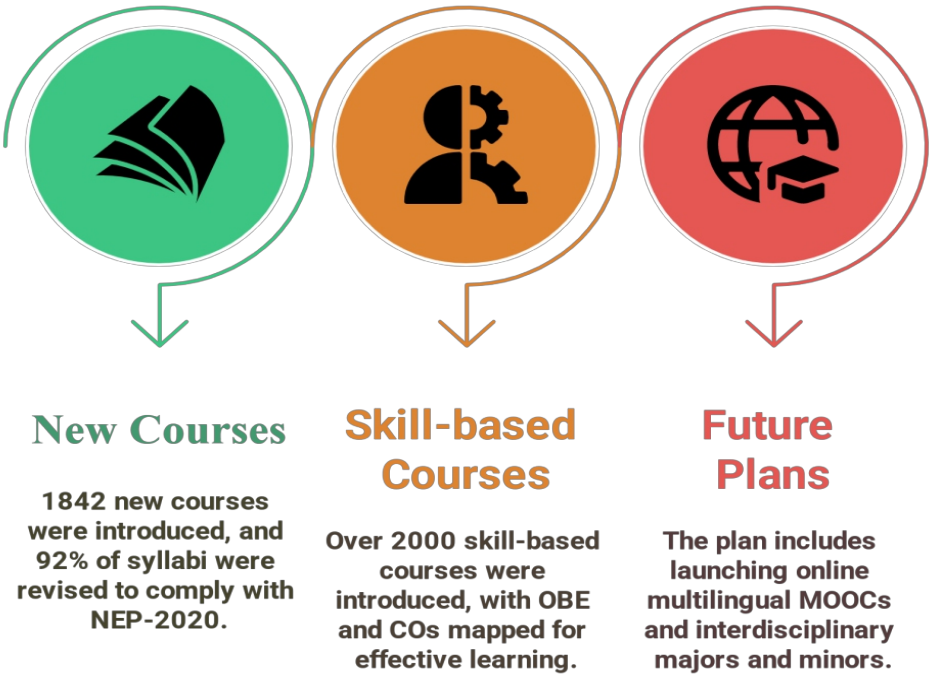
Green IT Initiatives: Energy-efficient data centers, e-waste management policies, and green computing practices to reduce the digital carbon footprint.

Smart Infrastructure Monitoring System: IoT-based infrastructure for real-time tracking of lighting, water, electricity, HVAC, and emergency services.

Sustainability and Digital Inclusion Audits: Periodic third-party audits to assess digital sustainability, inclusivity, and compliance with NEP/UGC digital transformation benchmarks.

ACADEMIC INFRASTRUCTURE

3.ACADEMIC INFRASTRUCTURE



3.1 Phase I (2025–2030): Foundation for Academic Excellence

This initial phase emphasizes the up-gradation and standardization of academic infrastructure to support outcome-based education and blended learning modalities, in line with NEP 2020.

Key Initiatives:

New Schools and Departments: Construction and resourcing of academic infrastructure for new programs (e.g., Data Science, Climate Studies, Gender Studies, Indigenous Knowledge Systems).

Curriculum Revision Infrastructure: Establishment of dedicated Curriculum Development Cells in each school for periodic syllabus revision, industry alignment, and inter-disciplinary integration.

Modern Classrooms: At least 30% of existing classrooms will be converted into ICT-enabled smart classrooms with recording and live-streaming capabilities.

Virtual Learning Environment (VLE): Development and deployment of an integrated Learning Management System (LMS) that supports MOOC integration, AI-enabled tutoring, and multilingual accessibility.

Academic Resource Centres: Discipline-specific Academic Resource Rooms will be created, offering students access to subject tools, curated readings, and online reference materials.

Examination Reform Support: Modernization of the exam management system, including optical mark recognition (OMR), online assessment software, and question bank repositories.

Faculty Resource Centre: Infrastructure support for faculty to access e-journals, prepare digital content, and conduct remote lectures.

3.2 Phase II (2030–2035): Capacity Expansion and Academic Diversification

This phase aims to broaden academic offerings, enhance laboratory-based learning, and prepare for new-age disciplines.

Major Developments:

Model Laboratories: Setup of advanced model labs for Physics, Chemistry, Life Sciences, and emerging technologies with virtual lab integration.

Central Instrumentation Facility: Establishment of a shared facility with sophisticated research equipment for interdisciplinary academic use.

Open and Distance Learning (ODL) Studios: Creation of dedicated audio-video content production studios for distance education modules.

Faculty Teaching Pods: Interactive pods with digital boards, soundproofing, and real-time recording for flexible teaching delivery.
Curriculum Incubation Centres: Hubs to pilot new interdisciplinary and skill-based programs with academic-industry collaboration.

3.3 Phase III (2035–2040): Research-Integrated Academic Infrastructure

This phase focuses on embedding research and innovation into the core of academic processes and infrastructure.

Highlights:

School-level Research Labs: Each academic school will have a domain-specific research lab aligned with their thrust areas and national missions.
Research Collaboration Rooms: Spaces designed for collaborative, team-based research and academic publishing with national/international scholars.
Digital Academic Archives: University-wide academic content repository to host research papers, dissertations, policy briefs, and open educational resources.
e-Tutorial and Simulation Centres: Academic spaces with AR/VR support and simulation software for disciplines such as nursing, education, engineering, and law.
Academic Mentorship Zones: Dedicated mentoring spaces for peer learning, tutorial support, and bridge courses for under-prepared students.

3.4 Phase IV (2040–2045): Integration with Community and Industry

Academic infrastructure will be extended to promote knowledge transfer, employability, and community development.

Key Projects:

Skill and Finishing Schools: On-campus infrastructure to deliver domain-specific, industry-certified short-term programs.
Entrepreneurship and Innovation Cells: Physical incubation spaces with mentoring support, start-up labs, and prototyping facilities.
Community Outreach Classrooms: Smart classrooms with hybrid access for rural learners, SHGs, and school teachers as part of university extension programs.
Academic-Industry Collaboration Hubs: Co-working spaces within academic blocks to house industry chairs, guest faculty, and project-based internships.
Multi-lingual Translation Centres: Facilities for translation and localization of academic content into Indian and regional languages.

3.5 Phase V (2045–2047): Future-Proofing and Global Academic Integration

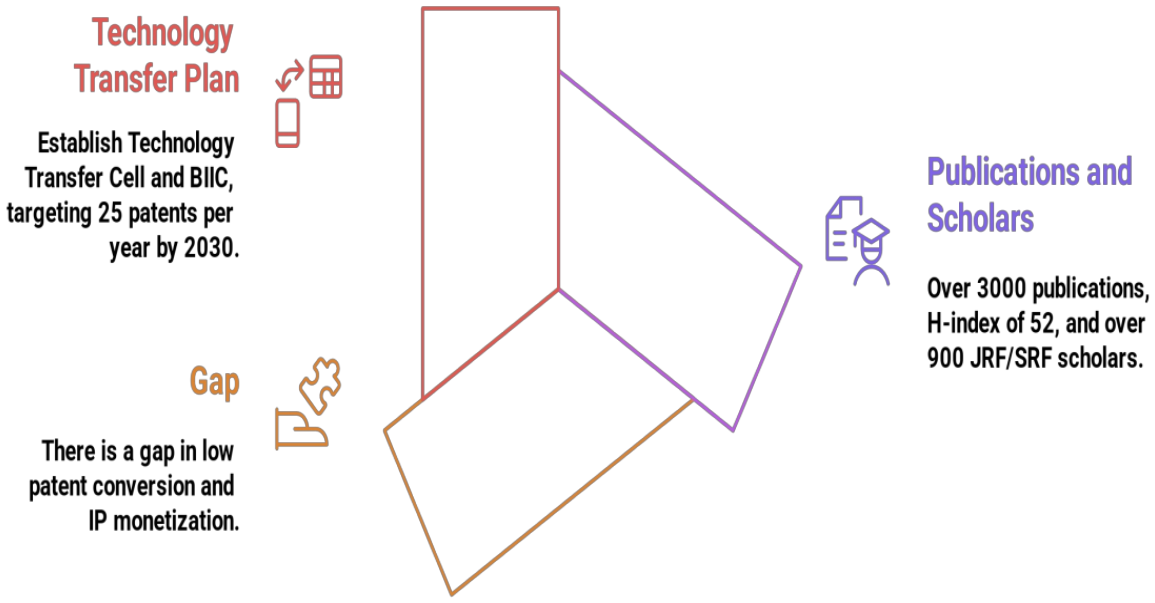
The final phase will align academic infrastructure with global benchmarks to position the university as an international academic hub.

Transformative Initiatives:

AI-Augmented Classrooms: Deployment of AI-enabled interactive boards, adaptive learning software, and real-time language translators in classrooms.
Transnational Academic Blocks: Spaces designed to host joint degree programs, international summer/winter schools, and visiting global faculty.
Global Research Interface Hubs: Dedicated zones to facilitate joint research, dual-supervision doctoral programs, and cloud-based research platforms.
Academic VR Campuses: Virtual reality-enabled replicas of academic departments for global learner engagement.
Outcome and Impact Monitoring Cr: Infrastructure for real-time tracking of learning outcomes, graduate employability, and knowledge dissemination.
Accreditation and Ranking Cell: A state-of-the-art cell to continuously assess and prepare academic infrastructure for national and global accreditation and rankings.

RESEARCH & IP INFRASTRUCTURE

4.RESEARCH & IP INFRASTRUCTURE



4.1 Phase I (2025–2030): Foundation for Research Culture and IP Awareness

The initial phase will focus on developing the foundational infrastructure to encourage quality research, promote faculty and student engagement in research activities, and sensitize stakeholders to the importance of intellectual property.

Key Initiatives:

Research Promotion Cell (RPC): Establishment of a centralized unit to coordinate all research initiatives, project facilitation, and compliance with research ethics.

Basic Research Labs: Set up of core labs with essential equipment and digital access to research tools (e.g., SPSS, R, STATA, MATLAB).

Institutional Innovation Council (IIC) Infrastructure: Physical setup with mentorship lounges, brainstorming spaces, and incubation support.

Research Methodology Training Centres: Infrastructure for regular capacity-building programs in research design, data analysis, and academic writing.

IP Awareness Unit: Creation of a dedicated IP Facilitation Cell to conduct awareness drives, workshops, and preliminary IP searches.

Seed Grant Infrastructure: Allocation of space and basic resources for faculty and student research funded by internal seed grants.

Research-oriented experienced faculty members: Led by highly qualified faculty with strong research backgrounds, fostering innovation, critical thinking, and academic excellence.

Interdisciplinary research: Establish a mechanism to promote interdisciplinary research by encouraging collaborations between departments and external institutions to drive innovation in areas of research that address national and societal challenges. Research efforts must thematically integrated into thematic Chairs, DCACS, SSLT and other departments & skill development centers.Every effort must be made to make research socially relevant and useful to the life of common man.

4.2 Phase II (2030–2035): Infrastructure for Interdisciplinary and Applied Research

This phase targets the expansion of domain-specific infrastructure to foster interdisciplinary and applied research, aligned with national and regional priorities.

Major Developments:

Thematic Research Centres: Establishment of Centres of Excellence in priority areas such as Renewable Energy, Rural Innovation, Health & Nutrition, Tribal Studies, and AI for Social Good.

IP Filing and Commercialization Desk: Setting up of legal and administrative infrastructure to assist in patent filing, copyright registration, and technology licensing.

Grant Writing and Research Support Office: Physical office to support researchers in preparing proposals, budgeting, compliance, and liaison with funding agencies (DST, ICSSR, DBT, etc.).

Collaborative Research Hubs: Space for interdisciplinary teams including faculty, doctoral scholars, and post-doctoral fellows to work on funded research projects.

Digitized Research Repository: Institutional open-access repository for hosting working papers, theses, research publications, and policy documents.

Scientific Communication Studio: Facility to support preparation of technical posters, info-graphics, research videos, and academic podcasts.

Embedding interdisciplinary projects: Empower students to translate theoretical knowledge into real-world challenges, thereby enhancing their problem-solving and critical thinking skills.

Modernizing labs: Acquiring advanced equipment and providing dedicated research spaces.

State-of-the-art research: Establish a comprehensive, state-of-the-art research ecosystem across all academic levels in each department of the university, from undergraduate to doctoral, positioning the University as a hub of research and innovation excellence nationally and internationally.

Strengthening ethical and compliance frameworks: Through research and updating intellectual property (IP) guidelines for the university so as to ensure adherence to international standards and protect research innovations.

4.3 Phase III (2035–2040): Advanced Research and Innovation Infrastructure

This phase will integrate high-end research infrastructure and institutionalize innovation and IP protection mechanisms.

Highlights:

Central Research Facility (CRF): A shared infrastructure with advanced instruments (e.g., SEM, HPLC, NMR, GIS systems, 3D printers) for research across disciplines.

Design and Prototyping Labs: Establishment of fabrication labs and maker spaces for technology prototyping and product innovation.

IP Incubation Cell: Dedicated IP management infrastructure for patent valuation, technology transfer, and start-up licensing support.

Doctoral Research Complex: Modern facilities for PhD students including research cabins, discussion halls, shared laboratories, and data centres.

High-Performance Computing (HPC) Cluster: Setup of data-intensive computing infrastructure for research in AI, big data, bioinformatics, climate modelling, etc.

Research on smart city infrastructure: Focused on developing and integrating intelligent technologies like IoT and AI to improve urban efficiency, sustainability, and quality of life.

Develop a strategic plan for auditing, evaluating, and enhancing research facilities to ensure that infrastructure remains aligned with emerging research trends and institutional goals, ultimately fostering a robust research environment.

4.4 Phase IV (2040–2045): Global Collaboration and Tech Transfer Infrastructure

This phase will expand research and IP infrastructure with international alignment and a focus on commercialization and societal impact.

Key Projects:

International Research Collaboration Units: Dedicated office and meeting spaces to coordinate joint research, sabbaticals, and collaborative projects with foreign universities.

University-Industry Technology Parks: Physical interface zones to host start-ups, industry research Cr, and university-developed technologies for field testing and validation.

IP Commercialization Hub: Advanced facilities for patent portfolio management, licensing deals, start-up spin-offs, and industry linkage.

Policy Research & Advocacy Centres: Think tanks and policy units equipped to conduct impact assessments and publish white papers for government and civil society.

Research Impact Assessment Cell: Tools and dashboards to evaluate research output, citations, patents, societal impact, and contributions to SDGs.

Creation of translation of academic research centre: Create a dedicated translation unit within the University focused on translating academic research into scale up for the public use and to be commercialized for societal use.

Creation of University-Wide Research Fair: A Pathway to show case our research based products nationally and internationally via national and international workshops, conferences, and seminars providing students and researchers with the opportunity to present their work, collaborate with peers, and learn about the latest trends in their field.

4.5 Phase V (2045–2047): Future-Ready Research Ecosystem

In the final phase, the research infrastructure will be future-proofed with digital intelligence, global ranking orientation, and real-time collaboration tools.

Transformative Initiatives:

AI-Powered Research Assistant Infrastructure: Integration of generative AI tools for literature review, data analysis, code generation, and academic writing.

Blockchain Backed Research Integrity System: Infrastructure to store, timestamp, and authenticate research data, publications, and experiment logs.

Virtual Research Labs: Cloud-based platforms enabling real-time collaborative experiments, simulations, and remote instrumentation.

Global Research Fellowship Space: Dedicated academic residencies and workspace for visiting researchers and international post-docs.

Sustainable and Green Lab Infrastructure: Adoption of energy-efficient lab design, chemical recycling Cr, and green-certified research buildings.

Research and IP Dashboard: A central digital platform to monitor publications, patents, funding status, collaborations, and student involvement.


SUPPORTIVE &
FACILITATIVE
INFRASTRUCTURE

5.SUPPORTIVE & FACILITATIVE INFRASTRUCTURE



5.1 Phase I (2025–2030): Basic Amenities and Student Support Facilities

This phase will focus on creating a supportive environment that addresses the essential academic, social, emotional, and physical needs of students, faculty, and staff.

Key Developments:

Health and Wellness Centre: Establishment of a well-equipped medical facility with regular general physician services, emergency care, and mental health counselling.

Student Help Desk & Grievance Redressal Centre: Infrastructure for physical and digital grievance redressal mechanisms, academic support, and peer mentoring.

Hostels and Faculty Residences: Construction of gender-segregated hostels with common rooms, reading areas, and hygienic dining; provision of on-campus residential quarters for faculty.

Transport Infrastructure: University buses, electric shuttles, and dedicated parking with e-charging stations to improve campus mobility.

Cafeteria and Dining Halls: Hygienic, affordable multi-cuisine canteens with dining halls accessible to all stakeholders.

Student Innovation and Entrepreneurship Lounge: Relaxed co-working spaces with internet, ideation corners, and coffee zones to encourage informal networking and ideation.

Fitness and Sports Infrastructure: Fully equipped gymnasiums, yoga studios, running tracks, indoor stadiums, and multi-sport outdoor fields.

Basic Recreational Infrastructure: Student common rooms, open-air theatres, indoor games areas, and spaces for cultural and extracurricular activities.

5.2 Phase II (2030–2035): Holistic Wellbeing and Inclusion-Oriented Facilities

This phase will focus on enhancing inclusivity, mental and physical wellbeing, and the academic and personal development of every stakeholder.

Major Additions:

Student Academic Support Services (SASS) Centre: Strengthening dedicated tutoring, bridge courses, writing labs, and academic guidance infrastructure.

Inclusive Education Support Infrastructure: Resource centre for students with disabilities, including assistive technology labs, Braille libraries, and barrier-free access ramps.

Strengthening Day Care and Crèche Facility: On-campus, professionally run childcare facilities for faculty, staff, and research scholars with young children.

Counselling and Psychological Services Unit: Sound-proof individual and group counselling rooms, digital mental health tools, and resilience-building workshops.

Gender Sensitization and Equity Cell Infrastructure: Safe spaces for dialogue, complaint redressal,

awareness programs, and gender equity audits.

Community Outreach Centre: Dedicated spaces for running extension programs, rural immersion workshops, NSS/NCC activities, and citizen engagement.

5.3 Phase III (2035–2040): Advanced Amenities for Academic and Lifestyle Support

This phase will integrate smart campus utilities and world-class amenities for a conductive work–study–life balance.

Highlights:

Augmenting Staff Club and Faculty Lounge: Infrastructure to promote faculty interaction, well-being, and informal intellectual exchange.

On-Campus Convenience Centre: Facilities like mini-marts, bookshops, ATM counters, pharmacy outlets, and courier services.

Digital and Physical Hobby Clubs: Music, drama, photography, debate, coding, and other hobby zones with relevant tools and equipment.

Emergency Response & Disaster Management Cell: 24x7 help desk, trained responders, CCTV surveillance, fire and safety systems, and secure data recovery infrastructure.

5.4 Phase IV (2040–2045): Ecosystem for Global Hospitality and Professional Growth

This phase aims to create a globally hospitable academic environment, ensuring holistic comfort for international collaborations, guest scholars, and staff development.

Key Provisions:

International Guest House & Visiting Scholar Quarters: Fully furnished guest accommodations with dining and conferencing facilities.

University Convention & Exhibition Centre: Modern halls with capacity for national and international events, equipped with AV tech, interpretation systems, and green rooms.

Multilingual Support Centre: Language labs, translators, and interpretation booths to support foreign students and global visitors.

Professional Development Centre for Faculty & Staff: Infrastructure for training, digital up-skilling, and leadership development through interactive learning spaces.

Integrated Support Hub: One-stop digital and physical office for academic transcripts, migration certificates, ID cards, and student records.

Legal Aid and Financial Counselling Centre: Support facility to help students handle legal, contractual, or financial issues, including student loans and IPR contracts.

5.5 Phase V (2045–2047): Sustainable and Smart Support Infrastructure

In this final phase, the goal is to integrate technology, sustainability, and personalization into all supportive facilities.

Transformative Projects:

Smart Housing and Living Quarters: IoT-enabled hostels and staff quarters with automated energy control, safety alerts, and digital feedback mechanisms.

Digital Twin Campus Support System: Real-time monitoring of services (water, waste, energy) for preventive maintenance and student service automation.

Zero-Waste Management Infrastructure: Campus-wide recycling stations, biogas Cr, composting zones, and digital tracking of carbon footprint.

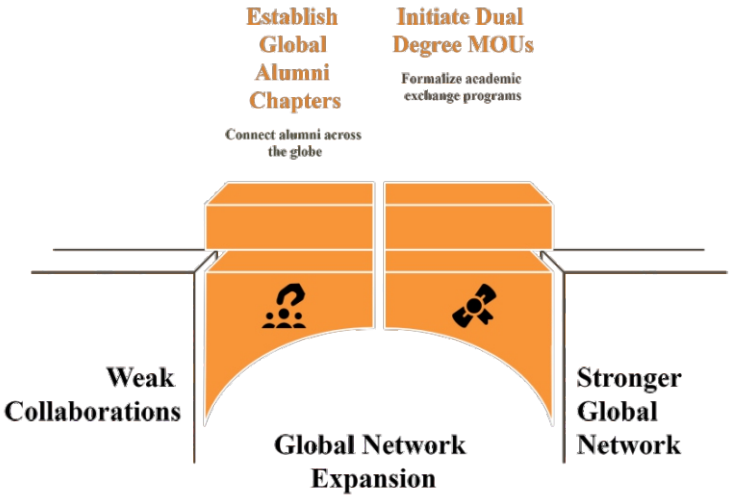
Sustainable Mobility Systems: Solar-powered e-shuttle hubs, smart parking apps, and pedestrian-friendly campus pathways.

AI-Powered Student Support Bot & Kiosk Network: Voice/text-enabled kiosks across campus to provide 24x7 assistance on academic schedules, campus maps, grievances, etc.

Community Wellness Ecosystem: Integration of physical wellness, mental health, nutrition advisory and peer-led wellness groups in a seamless support model.


NETWORKING &
COLLABORATION
INFRASTRUCTURE

6.NETWORKING & COLLABORATION INFRASTRUCTURE



6.1 Phase I (2025-2030): Foundations for Academic Linkages and Institutional Visibility

This initial phase focuses on laying the groundwork for systematic academic networking, partnerships, and collaborative frameworks, both national and institutional.

Key Initiatives:

MoU Cell and Partnership Desk: Establishment of a dedicated office to manage and streamline institutional tie-ups with universities, research bodies, industry, and government agencies.

National Collaborations: Initiation of partnerships with premier Indian institutions (IITs, IIMs, Central Universities) for joint seminars, research projects, faculty exchange, and student mobility.

Participation in National Academic Networks: Active integration with platforms such as SWAYAM, NPTEL, NDL, Shodhganga, e-PG Pathshala, and INFLIBNET, etc.

Alumni Relations Cell: Development of a digital alumni database and platform to engage former students in mentorship, internships, and resource mobilization.

Academic Outreach Events: Organization of inter-university symposia, faculty conclaves, and thematic workshops to enhance visibility and intellectual exchange.

Sustainable Infrastructure Certification: Implement a comprehensive framework for green certification of university buildings, laboratories, and operational systems, ensuring long-term environmental responsibility.

Health & Wellness Collaboration Cell: Establish a dedicated Health and Wellness Collaboration Cell to initiate partnerships with medical colleges, public health institutions, and mental health organizations. This cell will promote faculty and student wellness programs, research in health sciences, and wellness awareness campaigns.

Wellness-Oriented Alumni Engagement: Involve alumni working in healthcare and wellness sectors to conduct health talks, mentorship sessions, and campus wellness drives.

Environmental Sustainability Cell: Establish a dedicated Environmental Sustainability and Climate Action Cell to coordinate institutional initiatives on environmental education, green campus practices, and research in sustainable development. The cell will collaborate with environmental research institutes, government bodies, and NGOs.

Eco-Alumni Network: Create an alumni platform for professionals working in environmental science, renewable energy, and sustainability sectors to mentor students, support green initiatives, and fund campus eco-projects.

Green Campus Drive: Launch university-wide awareness campaigns and student-led projects on waste segregation, tree plantation, water conservation, and energy efficiency to build environmental consciousness.

Global Sustainability & SDG Collaborations: Align with SDGs 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 13 (Climate Action), 15 (Life on Land) and SDG 17 (Global Networking and Partnerships) through global partnerships for joint projects on environmental education and conservation.

Participation in International Rankings & Benchmarking: Systematic data collection and submission to QS, THE, and NIRF to boost global competitiveness.

6.2 Phase II (2030–2035): Strengthening Industry and International Interfaces

This phase enhances industry linkages and establishes global connections to improve curriculum relevance, employability, and international standing.

Planned Activities:

Industry-Academia Collaboration Centre: Formal establishment of an Industry Advisory Board to co-create programs, internships, and skill-building courses.

University-Industry Incubation Partnerships: Tie-ups with start-ups, MSMEs, and corporates for knowledge transfer, incubation support, and research commercialization.

Faculty Exchange and Twinning Programs: Bilateral exchange programs with foreign universities for faculty development and shared teaching responsibilities.

Joint Degree and Dual Credit Programs: Initiation of MoUs with accredited international institutions for integrated academic programs.

Global Internship Network: Structured linkages with chambers of commerce, international NGOs, and foreign missions for global exposure and placements.

Industry Partnerships in Health & Fitness: Collaborate with healthcare startups, wellness tech companies, and hospitals for internships, joint research, and innovation in digital health, fitness technologies, and preventive healthcare.

International Health Collaborations: Forge partnerships with international health universities and wellness institutions for collaborative courses, certifications, and faculty exchange in areas like public health, nutrition, and mental well-being.

Industry Partnerships in Green Technologies: Collaborate with industries engaged in renewable energy, sustainable manufacturing, waste management, and green infrastructure to design joint projects, internships, and research programs that foster eco-innovation.

International Environmental Collaborations: Forge partnerships with international universities and organizations focused on climate change, environmental policy, and sustainability studies to develop collaborative courses, research fellowships, and joint publications.

Green Skill Development Programs: Introduce certificate and diploma courses on environmental management, climate resilience, and sustainable business practices to align with industry demands and global sustainability goals.

6.3 Phase III (2035–2040): Interdisciplinary and Inter-Institutional Innovation Networks

This phase is dedicated to building deep collaborative research ecosystems and cross-border innovation partnerships.

Key Focus Areas:

Centres of Collaborative Research Excellence: Launch of joint research centres with national labs, international consortia, and industry.

Academic Network Consortia: Membership in major international research networks like AUAP, APAIE, and UDUAL for academic mobility and knowledge sharing.

International Faculty Chairs and Fellows Program: Hosting of eminent foreign scholars and setting up of endowed chairs to enrich academic diversity.

Student Exchange Mobility Program (SEMP): Structured inbound and outbound student mobility programs with credit equivalence and cultural orientation support.

Interdisciplinary Research Forums: Cross-departmental research symposiums to foster thematic clusters in AI, sustainability, gender, development, etc.

Cross-Border Incubation Linkages: MoUs with foreign accelerators for co-incubation of start-ups and access to international venture capital networks.

Centre for Health and Wellness Innovation (CHWI): Establish a multidisciplinary research centre focusing on mental health, occupational wellness, sports science, and sustainable healthcare models.

Interdisciplinary Research Forums on Health: Conduct interdisciplinary symposia and conferences connecting departments like psychology, life sciences, sports, AI, and social work to address wellness through technology and policy.

Centre for Environmental Innovation and Climate Studies (CEICS): Establish a multidisciplinary research centre dedicated to climate science, biodiversity conservation, renewable energy, and sustainable resource management. The centre will serve as a hub for interdisciplinary research and policy advocacy.
Interdisciplinary Environmental Research Forums: Host research symposiums and conferences linking departments such as life sciences, engineering, social sciences, and policy studies to address themes like climate adaptation, environmental ethics, and sustainable urban development.
Cross-Border Green Innovation Network: Collaborate with global universities and research consortia to co-develop projects and startups focused on clean energy, green technologies, and climate-resilient infrastructure.

6.4 Phase IV (2040–2045): Regional Leadership and Global Citizenship Model

With strong academic and industry networks established, the focus will now shift to regional capacity building and positioning the university as a global academic hub.

Proposed Advancements:

Regional Knowledge Alliances: Collaboration with local universities and colleges in underserved regions for resource sharing, curriculum enhancement, and digital outreach.
University Social Responsibility (USR) Networks: Participation in South-South collaborations for sustainable development, education for all, and humanitarian research.
Global Citizenship & Policy Lab: Infrastructure for global citizenship education, global SDG projects, and international policy simulation programs.
Collaborative e-Repository Platforms: Co-creation of open educational resources (OERs), e-journals, and digital archives with partner institutions.
Cross-National PhD Consortia: Frameworks for co-supervision of doctoral research with partner universities, especially in emerging disciplines.
Global Visiting Scholar Village: Eco-friendly lodging and cultural orientation spaces for international scholars and students visiting the campus.
Regional Health Outreach Alliances: Partner with regional healthcare institutions to extend medical camps, wellness training, and health education to underserved communities.
Global Wellness & SDG Collaborations: Align with SDG 3 (Good Health and Well-being) by promoting international joint projects on public health, mental health, and sustainable wellness practices.
Campus Wellness Village: Develop a "Wellness Village" on campus with holistic health facilities, yoga and meditation centers, and cultural therapy spaces for international visitors and local communities.
Regional Environmental Outreach Alliances: Partner with regional environmental organizations, government departments, and community groups to promote clean energy adoption, sustainable agriculture, and biodiversity protection in local ecosystems.
Campus Eco Village: Develop an "Eco Village" on campus featuring renewable energy systems, water recycling units, organic farms, and green buildings that serve as a model for sustainable living and learning.

6.5 Phase V (2045–2047): Smart, Secure, and Sustainable Collaboration Ecosystem

The final phase aims to digitally anchor all networking and collaboration mechanisms into an intelligent and sustainable system.

Key Milestones:

Integrated Digital Collaboration Platform (IDCP): AI-enabled platform for managing MoUs, project tracking, partner communications, and resource sharing.
Blockchain for MoU Transparency: Use of Blockchain to secure, timestamp, and publicly list all collaborations for trust and compliance.
Virtual Collaboration Suites: Cloud-based platforms for international virtual labs, co-teaching, and joint workshops using AR/VR and simulation tools.
Smart Dashboards for Global Engagements: Live metrics on partnerships, student exchanges, publications,

joint projects, and funding received.

Sustainable Travel and Exchange Protocols: Green certification for international travel, hybrid event protocols, and carbon offsetting initiatives for global partnerships.

Global Academic Advisory Council (GAAC): Formation of a high-level advisory body of international and national experts to guide the university's global engagement strategy.

Digital Health & Wellness Platform: Integrate AI-driven health tracking, virtual counselling, and wellness learning modules into the university's digital collaboration ecosystem.

Sustainable Health Protocols: Adopt green and healthy workplace standards, ergonomic designs, and carbon-conscious wellness travel policies for a healthier global academic community.

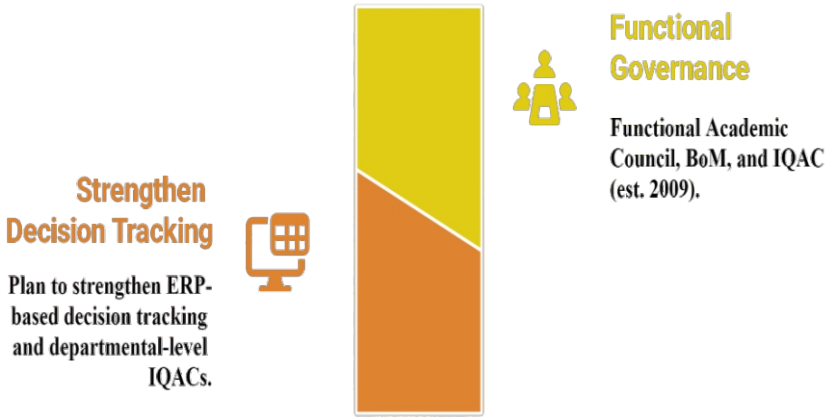
Smart Environmental Monitoring Systems: Deploy AI- and IoT (Internet of Things)-based systems for monitoring energy consumption, carbon emissions, and waste management across campus. Real-time dashboards will track sustainability performance indicators.

Virtual Green Collaboration Platform: Integrate sustainability-focused virtual collaboration spaces within the university's digital ecosystem for global environmental research, policy discussions, and eco-innovation projects.

Carbon-Neutral Campus Initiative: Adopt carbon offsetting programs, green travel policies, and renewable energy use to achieve carbon-neutral status by 2047.


GOVERNANCE
INFRASTRUCTURE

7.GOVERNANCE INFRASTRUCTURE



7.1 Phase I (2025–2030): Laying the Foundation for Transparent and Accountable Governance

This phase aims to establish a transparent, efficient, and participatory governance framework that enables responsive decision-making and institutional integrity.

Key Initiatives:

e-Governance Framework Initiation: Introduction of an Enterprise Resource Planning (ERP) system for digitizing academic, administrative, financial, and examination workflows.

Statutory and Regulatory Alignment: Review and modernization of university statutes, ordinances, and rules to ensure compliance with NEP 2020, UGC, and NAAC guidelines.

Creation of Policy Cells: Establishment of dedicated policy and planning cells for data-driven decision-making, internal quality assurance, and performance benchmarking.

Decentralized Governance Models: Empowering departments, centres, and schools with greater autonomy in academic planning and resource utilization.

Grievance Redressal Mechanisms: Operationalizing online portals for time-bound redressal of student, staff, and faculty grievances with transparency and accountability.

Open Governance Charter: Adoption of a charter pledging transparency, accountability, diversity, and sustainability in all governance practices.

Training for Administrative Staff: Capacity-building programs in digital literacy, file management, service rules, and public service ethics.

7.2 Phase II (2030–2035): Institutionalization of Data-Driven and Participatory Governance

This phase will focus on embedding evidence-based governance practices, stakeholder participation, and digital transparency across all levels.

Proposed Measures:

University Governance Portal: Launch of a centralized, publicly accessible governance dashboard with key data on budgets, academic audits, infrastructure projects, and outcomes.

Academic and Administrative Audit System: Regular internal and external audits of teaching quality, financial efficiency, and institutional performance.

Stakeholder Engagement Forums: Introduction of structured platforms for regular consultations with students, parents, alumni, faculty, and staff.

Digital Senate and Academic Council Meetings: Transition to hybrid/virtual formats for university-level statutory body meetings with archival access to minutes and resolutions.

University Ombudsperson and Ethics Cell: Establishment of an ombudsperson office and independent ethics cell to address conflicts, ethical lapses, and academic misconduct.

Performance-Based Appraisal Systems: Development of transparent, role-specific Key Performance Indicators (KPIs) for faculty, administrators, and support staff.

7.3 Phase III (2035–2040): Intelligent and Predictive Governance Systems

With foundational and participatory systems in place, this phase will introduce intelligent governance tools to predict trends, pre-empt challenges, and optimize institutional operations.

Key Developments:

AI-Enabled Decision Support System (DSS): Implementation of predictive analytics for enrollment trends, financial forecasting, academic performance, and resource allocation.

Integrated Risk Management System: Identification and mitigation of academic, financial, operational, and reputational risks through a comprehensive framework.

Digital Compliance Monitoring Tools: Real-time dashboards to monitor accreditation, audit compliance, project progress, and policy adherence.

Academic Senate Reforms: Reconstitution of academic bodies to include external experts, industry partners, and students for a broader governance spectrum.

Leadership Development Programs: Regular training for senior administrators and governing body members on HEI governance, regulatory reforms, and global best practices.

Ethical AI Governance Policies: Creation of protocols for ethical use of automation, analytics, and surveillance tools within university operations.

7.4 Phase IV (2040–2045): Integrated Governance for Multi-campus and Trans-disciplinary Ecosystems

This phase addresses governance challenges arising from expanded academic offerings, cross-disciplinary growth, and increased institutional complexity.

Strategic Actions:

Multi-campus Governance Framework: Institutional structure and SOPs for satellite campuses, study centres, and outreach units with role clarity and autonomy.

Trans-disciplinary Governance Units: Coordinated governance bodies for interdisciplinary centres, innovation clusters, and research parks.

Smart Governance Hubs: Development of smart control rooms integrating digital surveillance, emergency response, and automated workflow management.

Sustainability and Compliance Board: Dedicated body to oversee green audits, inclusivity metrics, and SDG alignment in university policy.

Constitutional Literacy and Governance Education: Embedding courses on governance, rights, and institutional ethics in the academic curriculum.

Real-Time Feedback Ecosystem: Multi-platform feedback systems (mobile/web/app) from students, employees, and external stakeholders to improve services and governance responsiveness.

7.5 Phase V (2045–2047): Global Standards and Adaptive Governance

This final phase will ensure that the governance system aligns with global standards of excellence, inclusivity, and resilience, ready to adapt to future challenges.

Key Milestones:

Accreditation with Global Governance Frameworks: Attainment of certifications such as ISO 21001 (Educational Organizations Management Systems) and other international quality frameworks.

University Constitution 2.0: A dynamic, digitized institutional constitution that allows for periodic public review and agile amendments.

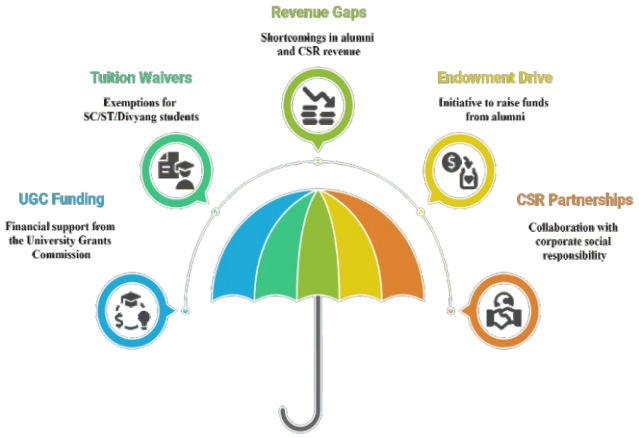
Smart Contract-Based Governance: Use of blockchain-based smart contracts for funding disbursals, project milestones, and faculty appointments.

Global Governance Observatory: Establishment of a think tank within the university to study and innovate in governance of higher education worldwide.

Crisis Governance Protocols: AI-driven response systems for governance during pandemics, climate disruptions, cyber incidents, and academic integrity crises.

FINANCIAL INFRASTRUCTURE

8.FINANCIAL INFRASTRUCTURE



8.1 Phase I (2025–2030): Strengthening Financial Systems and Budgetary Controls

In this foundational phase, the goal is to establish robust, transparent, and accountable financial systems that support efficient fund utilization and resource mobilization.

Key Initiatives:

ERP-based Financial Management System (FMS): Implementation of an integrated digital system for budget planning, accounting, procurement, payroll, and auditing. Samarth platform will be used for real time payment process.

Budget Decentralization: Empowering departments, schools, and centres with responsibility for internal budgeting and expenditure, along with performance-based fund allocation. For achieving allocation efficiency zero based budgeting system will be implemented.

Transparent Procurement & Tendering: Adoption of e-procurement portals with real-time tracking, compliance audits, and grievance Redressal mechanisms. Time bound mechanism will be implemented in the process of E-tendering.

Financial Literacy & Capacity Building: Training faculty and administrative staff in financial planning, budgeting, utilization certificates (Ucs), and audit preparedness.

Statutory Compliance Strengthening: Digitized processes for timely submission of utilization reports to UGC, MoE, and other funding agencies.

Tax Exemption and FCRA Readiness: Strengthen compliance with Section 80G, 12A, and Foreign Contribution Regulation Act (FCRA) norms to attract global and domestic donations.

Corpus Fund Mobilization Strategy: Framing a policy for building a long-term corpus through alumni contributions, CSR, and endowments.

8.2 Phase II (2030–2035): Diversifying Revenue Sources and Optimizing Expenditure

This phase focuses on financial sustainability through strategic revenue generation and expenditure rationalization.

Proposed Measures:

High Revenue Courses: Identify courses with high potential of future revenue and establish them as centre of excellence.

Harnessing special status: Being special status university named after Dr. Ambedkar, and providing 50% reservation to SC/ST Students, makes it incumbent to identify Govt. and Non-Govt. sources for mobilising resources for education of under privileged section of society. A body may be constituted for mobilising the resources from Govt. and Non-Govt. agencies.

Revenue Diversification Framework: Structured income from short-term certificate/diploma programs, executive education, consultancy, licensing of IP and incubation services.

Endowment Board: Creation of a professional board to manage donations, alumni contributions, international philanthropy, and CSR funds.

Cost Optimization Measures: Regular audits to reduce redundancy in operations, and shift toward shared service models across campuses and departments.

Academic Program Financial Analytics: Cost-benefit analysis of programs to align academic offerings with financial sustainability.

Public-Private Partnerships (PPP): Engage industry partners for joint infrastructure development, tech-enabled learning platforms, and funded research labs.

8.3 Phase III (2035–2040): Building a Smart, Predictive Financial Ecosystem

The focus here is on technology-driven, data-enabled financial decision-making and strategic capital allocation.

Key Developments:

AI-Powered Budget Planning System: Use of predictive analytics for enrollment forecasting, income projection, and scenario-based financial planning.

Performance-Linked Grant System: Internal system of merit-based funding to departments based on research output, student success, and outreach.

Integrated Project Finance Management Tool: Real-time monitoring of externally funded projects, research grants, and capital works through an integrated dashboard.

Financial Sustainability Index: Development of an institutional index to assess long-term viability of programs, services, and collaborations.

Block-chain-based Accounting Ledger: Piloting of block-chain for immutable record-keeping of large procurement, grants, and project funds.

Digital Audit Trail Mechanism: Fully digitized internal and external audit compliance workflows with red-flag alert systems.

8.4 Phase IV (2040–2045): Institutionalizing Global Financial Standards

This phase will align the university's financial systems with global benchmarks of transparency, efficiency, and financial autonomy.

Strategic Actions:

Identify the best Global practices and implement them in our university. A centre may be established for the purpose of identifying the best Global practices.

International Financial Reporting Standards (IFRS) Adoption: Align accounting practices with global standards to attract international collaborations and donor confidence.

Financial Autonomy Framework: Structured autonomy for academic Cr to raise, allocate, and manage funds within strategic limits.

University Investment Cell: Professional management of endowments and surplus through diversified investment portfolios.

Multilateral Funding Engagement: Dedicated unit for tapping international agencies (World Bank, UNESCO, ADB) for thematic development projects.

Sustainability Budgeting: Integration of green finance, carbon credits, and SDG-linked budgeting in university finance practices.

Mobile Financial Services: Launch of a mobile portal for fee payments, donations, financial queries, and scholarship disbursals.

8.5 Phase V (2045–2047): Financial Resilience and Global Integration

This final phase envisions a financially resilient BBAU capable of sustaining global operations, emergency response, and long-term investments.

Key Milestones:

BBAU Global Fund for Learning Equity: Creation of a global fund to subsidize education for underserved communities across South Asia and Africa.

Smart Contracts for Fund Disbursal: Automation of fund allocation based on milestone achievements using smart contracts (via block-chain).

Crisis-Responsive Financial Protocols: Flexible financial protocols for responding to pandemics, climate events, cyber attacks, or policy shocks.

University as a Fin-tech Sandbox: Hosting innovation challenges and pilots for Ed.Fin. (Education Finance) start-ups through incubation grants and student entrepreneurship.

Integrated Financial Risk Management Framework: Real-time risk dashboards for tracking liquidity, revenue volatility, and fiduciary exposure.

Global Financial Accreditation: Recognition from international agencies for excellence in higher education finance and ethical management.

QUANTIFIABLE TARGETS & KPIs

Required KPIs with Phase-wise Targets

Metric Category	Current Baseline (2024-25)	Phase I Target (2030)	Phase II Target (2035)	Phase III Target (2040)	Phase IV Target (2045)	Phase V Target (2047)
Student Enrollment	5000	8000	10000	12000	14000	15000
Faculty-Student Ratio	~13:1	1:12	1:11	1:10	1:9	1:8
Publications/Faculty/Year	~0.5-0.8	1.5-2.0	2.0-2.5	2.5-3.0	3.0-4.0	4.0-5.0
Patents Filed/Year	3-5	10-15	20-25	40-50	50-60	60-70
International Students	<3%	5-7%	8-10%	10-12%	12-15%	15%
Placement Rate/ Entrepreneurship/ Progression	80-85%	100%	100%	100%	100%	100%
Research Funding	₹30 cr	₹40cr	₹50 cr	₹60 cr	₹70 cr	₹70+ cr
Mobilized Industry-Sponsored Projects	5-10	20-25	40-50	60-75	80-100	100+
Smart Classroom Coverage	50%	75%	100%	100%	100%	100%
NIRF Overall Rank	58 (2024)	45-50	30-35	20-25	15-20	Top 15
Alumni Contribution (Annual)	₹10.25 Lakh	₹1 cr	₹2 cr	₹5 cr	₹10 cr	₹10+ cr
Villages Adopted	10	15	20	25	30	30+
Renewable Energy Usage	22%	50%	75%	100%	100%	100%
Research Output Per School (Min)	25-30 papers	40-50 papers	75-80 papers	100-105 papers	125-130 papers	150+ papers
Faculty Digital Literacy	95%	100%	100%	100%	100%	100%
Curriculum Co-created with Industry/ Entrepreneurship	50%	75%	100%	100%	100%	100%

RISK ASSESSMENT & MITIGATION FRAMEWORK

Comprehensive Risk Management Strategy

BBAU's transformation journey involves multiple interdependent initiatives across infrastructure, curriculum, research, and governance domains. A proactive risk management approach will ensure resilience and adaptability.

- **Risk Categories & Mitigation Strategies**

Risk Category	Specific Risks	Probability	Impact	Mitigation Strategy	Responsibility
Regulatory & Compliance	UGC norms changes during plan period	Medium	High	Quarterly regulatory review; Dedicated compliance officer; Institutional advisory cell	Registrar, Statutory Bodies
	AICTE/BCI/NCTE approval delays for new programs	High	Medium	Early engagement with accrediting bodies; Pre-approval consultations	Dean Academic Affairs
	NEP 2020 implementation challenges	Medium	High	Dedicated NEP implementation committee; Regular stakeholder workshops	Vice Chancellor, Deans

IMPLEMENTATION ROADMAP WITH ANNUAL MILESTONES (INDICATIVE)

This is an indicative format on which yearly milestones may be determined and measured.

Phase	Timeline	Key Milestone	Category	Target/Outcome
Year 1 Q1	Jan-Mar 2026	Establish IDP Steering Committee	Governance	Statutory officers + 3 Experts
		Develop Financial Plan	Finance	UGC-aligned Budget
		Set up KPI Dashboard	Systems	Real-time KPI Monitoring
		Announce staff Recruitment	HR	Augment staff strength
		Conduct Infrastructure Audit	Infrastructure	Baseline Space Metrics
Year 1 Q2	Apr-Jun 2026	Finalize ERP System	Systems	SAMARTH/Alternative Selected
		Begin recruitment process	HR	10-15 Faculty Onboarded
		Establish Curriculum Industry integration	Academic	All Schools Active
		Launch Digital Literacy Workshops	Capacity Building	Batch 1 Training Completed
		Secure 60% Funding	Finance	60% Commitments Secured
Year 1 Q3	Jul-Sep 2026	Deploy fully functional SAMARTH ERP	Systems	All Modules Live
		Complete Faculty Recruitment (20-25)	HR	Positions Filled
		Establish Thematic Chairs	Academic	Board-approved Positions
		Begin Smart Classroom Conversion	Infrastructure	50 Classrooms Converted
		First KPI Mid-term Review	**Monitoring**	**KPI Review Completed**
Year 1 Q4	Oct-Dec 2026	Launch New Schools academic programs	Academic	UGC sanction
		Complete 50% LMS	Digital	50% LMS Operational
		Recruit Chair Professors	HR	5-10 Positions Filled
		Launch Research Cell (5 FTEs)	Research	5 Full-time Equivalents
		Publish annual IDP Progress Report	Transparency	Stakeholder Transparency
Year 2 Q1	Jan-Mar 2027	Complete Faculty Recruitment (57 total)	HR	57 Total Positions Completed
		Establish 2 Research Centres	Research	2 Centres Established
		Begin Construction (30% completion)	Infrastructure	Construction Initiated
		Launch Industry Advisory Board	Industry Collaboration	15-20 Members Appointed
		Achieve 100% LMS	Digital	100% Coverage
Year 2 Q2	Apr-Jun 2027	Deploy remaining Smart Classrooms	Infrastructure	125 Cumulative Classrooms
		Launch PhD Cohort (25-30 scholars)	Research	25-30 Doctoral Scholars
		Conduct Phase I Mid-term Evaluation	Monitoring	Mid-term Assessment Report
		Establish IP/Patent Cells	Research	5 IP Support Centres
		Launch Alumni Portal	Engagement	Portal Operational
Year 2 Q3	Jul-Sep 2027	Expand Hostel by 20% (200-250 beds)	Infrastructure	200-250 Additional Beds
		Launch 10 Industry Projects	Research	10 Active Projects
		Complete 50% Digital Infrastructure	Digital	50% Digital Assets
		Establish RPC (20 FTEs)	Research	20 Full-time Staff
		Begin Faculty Exchange	Collaboration	5-10 Faculty Exchanges
Year 2 Q4	Oct-Dec 2027	Complete Construction (70%)	Infrastructure	70% Construction Complete
		Achieve 40% Smart Classroom Targets	Infrastructure	40% Cumulative Progress
		SC/ST/EWS Retention Assessment	Equity	Baseline Data Collected
		Launch Consultancy Projects (₹50L)	Revenue	₹50 Lakh Revenue
		Publish Year 2 Report	Transparency	Year 2 Assessment Report

Each phase of the Institutional Development Plan (IDP) will include a mid-term evaluation and a final evaluation, along with the necessary corrective measures, if required, based on the assessment outcomes.

FACULTY PROMOTION STRATEGY

Timely recruitment and promotions are critical drivers of institutional excellence and faculty motivation in higher education institutions. According to UGC guidelines on Institutional Development Plans, institutions must establish transparent performance evaluation frameworks and fast-track promotion systems to recognize high-impact research and teaching contributions to strengthen the university's academic standing and research productivity. In this regard, an automated SAMARTH based structured annual review process coupled with timely career advancement—including performance-based incentives—will make faculty feel valued and motivated.

IDP MONITORING COMMITTEE: STRUCTURE AND FUNCTIONS

Purpose

A steering committee is to be established to oversee the implementation of the IDP and ensure continuous evaluation of the steps taken. The committee is responsible for monitoring whether targets are met as planned and to take suitable remedial measures.

The structure of the committee may be as follows:

Vice Chancellor	Chairperson
Dean Academic Affairs	Member
Director Research and Development	Member
Director Internal Quality Assurance Cell	Member
Registrar	Member
Finance Officer	Member
Controller of Examinations	Member
Librarian	Member
Executive Engineer	Member
Members to be nominated by the Vice Chancellor	
Industry Expert - External	Member
Academic Expert – External	Member
Professor	Member
Associate Professor	Member
Assistant Professor	Member
Student Representative	Member
Student Representative	Member
Dy. Registrar (Academic)	Secretary

Key Responsibilities

The IDP steering committee has the following primary responsibilities:

Regular Review Meetings - Conduct regular six monthly review meetings to assess progress against strategic goals.

Annual Surveys and Feedback - Conduct annual surveys and feedback sessions with students, faculty, and other stakeholders, and set goals for amendments accordingly.

Stakeholder Engagement - Prioritize the interests and needs of students and monitor the points that emerge for necessary action.

Annual Reporting - Publish an annual report on the outcomes of the IDP, highlighting successes and areas for improvement.



“It is the education which is the right weapon to cut the social slavery and it is the education which will enlighten the downtrodden masses to come up and gain social status, economic betterment and political freedom”

Dr. B.R. Ambedkar, Bharat Ratna

