

STRATEGIC PLAN AND DEPLOYMENT

Introduction:

Assam down Town University is a unique institution that from its inception has charted distinct pathways to academic excellence. It has been the first private University of the North-eastern region broad in scope, open and accessible to all. It covers areas like - Management, Engineering i.c. Civil, Mechanical, Computer Science and Electronics and Communication, Allied Health Science, Skill Development, Pharmacy

It is the only University of the north-eastern region, open to study in Vocational, Practical and Scientific areas. There is no other institution of higher education in the north-eastern region of the Country like AdtU. AdtU today is a comprehensive research University with unusually strong public service mission. It has become the most distinguished and preeminent institution of higher education in the north-eastern Region. Its complexity, diversity and comprehensiveness (composed of Health, Paramedical, Engineering, Management, and Nursing etc.) are a fountainhead of creativity and innovation.

AdtU Vision:

AdtU strives for excellence in teaching-learning, research and outreach programmes where technology synergizes creativity for nurturing an academic and professional leadership that successfully reaches out in a spirit of openness, inclusiveness and service to the society.

To provide context for the Strategic Plan, this section presents the mission of the institution and makes explicit the core values and enduring commitments of the Assam Down Town University.

AdtU mission:

- To cater to the diverse academic and professional needs of the people of the region and nation.
- To establish a centre for excellence in academic and research programmes.
- To develop a centre for excellent knowledge repository and to disseminate knowledge.
- To produce creative and able work force as per the changing requirement of different sectors of the economy.
- To emphasize on research and development to tackle local and regional issues.
- To emphasize scientific studies for harnessing the potentialities of the regional and local resources.

- To contribute towards economic development of the nation through capacity building of human resources at different levels.
- To promote entrepreneurship development through innovation and incubation.
- To emphasize networking with other academic and research institutions of repute for human resource development.

While formulating the strategic plan and deployment document care has been taken to optimally align the component with vision & mission of the institution. Besides the stakeholders were involved to build a spirit of ownership. Specific, measurable, achievable and realistic objectives/targets were set with a time frame, to enable effective monitoring & control.

Strategic Planning Structure & Process of AdtU

The structure of strategic planning effort involves two types of groups

At the Centre Internal Quality Assurance Cell with 17 members under the chairmanship of Honorable Vice-Chancellor with heads of important academic and administrative units and few distinguished educationists and representative of local management and stakeholders. The composition of IQAC is as follows.

Sl. No 1.	Vice Chancellor/Pro VC	Chairperson
Sl. No 2.	Dean I/c of Sciences	Member & Joint Secretary
Sl. No 3.	Dean Faculty of Pharmaceutical Science	Member
Sl. No 4.	Dean Faculty of Engineering & Technology	Member
Sl. No 5.	Dean Faculty of Commerce, Management, Humanities & Social Science	Member
Sl. No 6.	Dean I/c Faculty of Nursing	Member
Sl. No 7.	Dean Paramedical Science	Member
Sl. No 8.	Dean of Studies	Member from Management
Sl. No 9.	Additional Registrar	Senior Administrative officer as

		Member
Sl. No 10.	Dy. Registrar Academic	***** Do *****
Sl. No 11.	Dr. Anil Goswami, Educationist	Nominee from Local Society
Sl. No 12.	Mr.Priyanku Bhagawati	Nominee from Alumni
Sl. No 13.	Mr.Anil Thakur, Dept. of MBA	Nominee from Students
Sl. No 14.	Dy. Registrar Administration	Nominee from Employer
Sl. No 15.	Mr.Dipankar Dutta	Nominee Industrialist
Sl. No 16.	Dy. Manager HR	Nominee Stakeholder
Sl. No 17.	Director Quality & Process	Member Secretary

The responsibility of the IQAC cell is to develop the strategic plan. Ideas and inputs from different faculties are collected under the leadership of Dean of Studies, and forwarded to IQAC for review. All ideas and inputs are processed by IQAC. A draft outline is made available to the University community for comment & feedback, and accordingly the plan is finalized.

STRATEGIC INITIATIVE:

The University initiatives are directed towards the main priorities of the strategic plan. The highest priority of the strategic plan is faculty excellence. This is the Principal pathway of AdtU for achieving the long term aspiration. Faculty excellence means excellence in both scholarship and teaching. Teaching excellence is a critical component of faculty excellence.

Faculty excellence priority is timely given the challenge and opportunity of renewing the faculty ranks because of attrition. Faculty excellence means excellence in both teaching and research.

Our (AdtU)'s strategic initiatives are collaborative efforts involving faculty, Deans, VC (leadership), Trust as well as students and staff where appropriate.

1. Renew the faculties in the context of academic priorities and retirements.
 - a) Academic units & age distribution of faculty.
 - b) Multiyear hiring plan with emphasis on recruitment of rising stars, promising new PhD – in the context of creating a base for long term development.

- c) Make proactive efforts to ensure that out standing faculty is rewarded and supported so that their motivation to leave/ pursue outside opportunities is reduced.
2. Identification of department of critical importance to the University and move them into a position of excellence, while working to prevent others from losing such stature.
 - a) Identify departments or programmes that are strategically important and on the cusp of leadership or on the verge of losing it.
 - b) Seek the advice of advisory committee/ Academic council regarding whether or not to invest in the departments or the units.
 - c) Develop a plan for raising the Quality and stature or preventing a decline of that department over next few years.
 - d) If necessary reallocate faculty position or resources from other departments in order to develop the chosen department.
3. Create a culture in support of teaching in every department across campus.
 - a) Survey policies and procedures used by departments and colleges to support and encourages excellence in teaching and identify good models on campus.
 - b) Ask HoD's and faculties to review their policies, procedures using benchmarks, they deem more appropriate.
 - c) Identification of departments to provide targeted instructional support to foster higher quality teaching & stronger teaching culture.
 - d) Development of suitable indicators (Quantitative or Qualitative) for accessing progress and report to the dean on the progress.
 - e) While allocating resources to depart consider Quality of teaching and teaching culture/- as significant factors.
 - f) Create a compelling situation for self-development/ motivation of the faculty to enhance their Qualification / enrolling for PHD.
 - g) Provision of integrated support to promote excellence in teaching and to develop junior employees as teachers.
4. Develop strong connection across disciplines/ colleges that enhance educational opportunities for students and Quality & stature of discipline or fields.

- a) Develop mechanism of coordination in academic areas or disciplines within and across the social science, humanities, Engineering.
 - b) Use internal advisory communities to develop ideas for synergies across discipline.
 - c) Arrange and sustain joint appointment of faculties to strengthen the Quality of an academic discipline or area.
5. Develop strategically focused, infrastructure support for research, scholarship, and creativity which includes libraries, shared research facilities.
- a) Assessment of requirement of library infrastructure for research and education and set goal of Adtu creating a library ranked top in north eastern region.
 - b) Develop a plan with significant faculty involvement to assess the library needs of different disciplines and plan to meet those needs within five years.
 - c) Strengthen the administration and support for research, track success and solicit suggestion for improvement.
6. Progress Towards Diversity
- a) Review of recruitment policies and practices for faculty as well as staff to generate diverse pool of candidate to ensure diversity.
 - b) Make a committee or a person responsible for tracking progress and report the status of the department/ unit to Dean.
 - c) Ensure that Dean Hold department accountable for progress and pro VC holds Dean accountable for progress.
 - d) Assess the adequacy of current programmes for enrolling minorities and ensuring a hospitable and supportive environment for minorities in the campus. Encourage and recognize the academic achievement of minority students.
7. Strongly connect public engagement with Adtu's area of strength in education and research.

[Strategic initiative specified above represents actions for advancing AdtU over next 15 (Fifteen) years. The initiative at faculty renewal is a critical issue for Quality improvement. Diverse faculty base is strategically important for growth and development in the area of educational research.

Connectivity among departments and public engagement will make the institution more vibrant.]

Short term, Medium term and Long term strategy:

Immediate and Short term (5 years)

1. To review the existing appraisal and feedback system and make it more comprehensive by including all sections of the employees of the University.
2. To encourage and ensure that all students are involved in project work/ internship in each year for professional and technical programme.
3. Make provision for industrial exposure to students.
4. Encourage consultancy & research to integrate teaching and research.
5. Design and implement quality management system of AdtU by engaging professional body under overall supervision of department of Quality & Process.
6. Introduction of 2 (two) new Post graduate diploma programmes namely 1) Post Graduate Diploma in Banking and management and 2) Post Graduate Diploma in Digital marketing in the department of Management.
7. Introduction of 2 (two) new courses in Physiotherapy department namely MPT in Pediatrics and MPT in Cardiorespiratory.
8. Introduction of 2 (two) courses under MLT i.e. 1) Master in Hematology & Blood transaction and 2) Master degree in Microbiology & Immunology.
9. To renovate the existing Soil mechanics lab.
10. To ensure proper functioning of the library by modernization (sufficient no. of journals, Computer networking, additional space for reading) and deployment of library software.
11. To establish open air theatre, swimming pool, Football field, Basketball field, Volley ball field.

12. To fill up the human resource gap in various department of the University by recruiting qualified and experienced human resource.
13. Introduction of new stream in M. Pharmacy course.
14. To establish new audio visual seminar hall for Pharmacy department.
15. To have funded research proposal. (Micro Biology)
16. Every year organize hands on training in the areas of expertise. (Micro Biology)
17. Laboratory with full length Dummy, Hemodialysis machine (Non – functioning). (Dialysis)
18. Increase number of social work students participating in the Student Research Symposium and other venues for dissemination of work including publication and workshop. (SW)
19. Co-sponsor events with community partners on improving health and wellness. (SW)

Medium Term (10 years)

1. To create multistage indoor sport complex and Gym infrastructure.
2. To complete establishment of a multiple floor central library with state of art facilities for reading and documentation.
3. Completion of Solar power plant and arrangement for student exposure and capacity building through training programme & involvement in project activities.
4. Up gradation and expansion of Mechanical laboratory.
5. Continual increase of no. of MOU/ Collaboration with center of excellence.
6. Carry out gap analysis of the existing department for capacity building in conformity with the requirement of industries and employability.
7. To impart latest knowledge regards various industries under private and public sector by regularly updating the syllabi.
8. To initiate introduction of new Academic programme in tune with the changing socio economic scenario.

9. To upgrade the a) Soil mechanics, b) Engineering geology, c) Solid mechanics, d) Transportation engineering and e) Environmental engineering laboratories so that the Civil engineering department in collaboration with other departments can take up interdisciplinary high value added consultancy project and generate revenue.
10. To introduce Master degree in Tourism management/ Tourism Administration under Hospitality & Tourism department.
11. To upgrade the laboratory of Hotel Management department.
12. Under Biotechnology department creation of basic infrastructure for Biotechnological studies like Tissue culture and Molecular biology and to develop Bio informatics center.
13. Increasing intake of students in the department of Pharmacy and improvement of research environment and facility.
14. To establish Pediatric and sports rehabilitation unit. (Physio)
15. To develop good infrastructure – labs and equipment's need to be updated. (Quantity of electrotherapy equipment's has to be increased. (Physio)
16. Up gradation of teaching method by installing digital facilities (Projectors, mic, speakers). (Physio)
17. Tie up with other hospitals for clinical exposure. (Dialysis)
18. Increase enrollment of students in the MSW program through outreach and mentoring of current students. (SW)
19. Increase the number of international field placement. (SW)

Long term (15 years & above)

1. BHM and BTTM courses will be converted to 4 years programme under approval of AICTE.
2. To introduce newer courses like Medical Biotechnology and Bioinformatics under the programme of Biotechnology.
3. To produce quality PhD and publications with high impact and citation in biotechnology.
4. To have patents and to excel in selected areas of research in biotechnology.

5. Establishment of advanced analytical research center under the department of Pharmacy.
6. Manufacturing and promotion of products in market for research and revenue generation.
7. Establishment of large herbal garden keeping in view the supply of essential crude drug to industries.
8. Teacher-student exchange at international level.
9. To introduce newer courses like Medical Microbiology, Food & Dairy Microbiology and Industrial Microbiology and fermentation technology under the programme. (MB)
10. To produce quality PhD and publications with high impact and citation. (MB)
11. To have patents and to excel in selected areas of research. (MB)
12. Introduce MSc PhD integrated programmes. (MB)
13. To be a partner of government initiatives and national agencies in taking biotechnology to the doorstep to every citizen by outreach programmes, conducting workshop, becoming a center for national eligibility test and developing cell to provide services at affordable cost. (MB)
14. Installation of GAIT lab, EMG equipment. (Physio)
15. To earn award/ fund by generating innovative ideas having scope for patency. (Physio)
16. Separate Microbiology and biochemistry laboratories. Starting a cytogenetic and Molecular biology Laboratory. (MLT)
17. To open more specialized courses in MLT department.
18. Dialysis unit in the University, with teachers – student's ratio 1:15. (Dialysis)
19. Introduction of Master degree courses & research. (Dialysis)
20. International seminar. (Dialysis)
21. Collaboration with community partners and voluntary organization to provide hands on research opportunities. (SW)
22. Develop connections with local media outlets to increase opportunities to disseminate information about the social work profession. (SW)

Proposed plan for Deployment of fund

The estimated budgetary allocation for execution of strategic component of the plan are given in the table.

TABLE: Table indicating proposed component of the plan and approximate budget.

Short Term:

Sl. No.	Proposed Plan	Approximate Budget
1	To review the existing appraisal and feedback system and make it more comprehensive by including all sections of the employees of the University.	Nil
2	To encourage and ensure that all students are involved in project work/ internship in each year for professional and technical programme.	Nil
3	Make provision for industrial exposure to students.	Nil
4	Encourage consultancy & research to integrate teaching and research.	40 Lakhs
5	Design and implement quality management system of ADTU by engaging professional body under overall supervision of	5 Lakhs

	department of Quality & Process.	
6	Introduction of 2 (Two) new Post graduate diploma programmes namely 1) Post Graduate Diploma in Banking and management and 2) Post Graduate Diploma in Digital marketing in the department of Management.	5 Lakhs
7	Introduction of 2 (Two) new courses in Physiotherapy department namely MPT in Pediatrics and MPT in Cardiorespiratory.	4 Lakhs
8	Introduction of 2 (Two) courses under MLT i.e. 1) Master in Hematology & Blood transaction and 2) Master degree in Microbiology & Immunology.	5 Lakhs
9	To renovate the existing Soil mechanics lab.	5 Lakhs
10	To ensure proper functioning of the library by modernization (sufficient no. of journals, Computer networking, additional space for reading) and deployment of library software.	55 Lakhs
11	To establish open air theatre, swimming pool, Football field, Basketball field, Volley ball field.	5.88 Cr.
12	To create multistage indoor sport complex and gym infrastructure.	
13	To complete establishment of a multiple floor central library with state of art facilities for reading and documentation.	
14	Completion of Solar power plant and arrangement for students exposure and capacity building through training programme & involvement in project activities.	5 Lakhs
15	To fill up the human resource gap in various department of the university by recruiting qualified and experienced human resource.	4.50 Cr.
16	Introduction of new stream in M. Pharmacy course.	10 Lakhs
17	To establish new audio visual seminar hall for Pharmacy department.	3 Lakhs

18	To have funded research proposal. (Micro Biology)	NIL
19	Every year organize hands on training in the areas of expertise. (Micro Biology)	50 thousand
20	Laboratory with full length Dummy, Hemodialysis machine (Non - functioning) . (Dialysis)	50 thousand
21	Increase number of social work students participating in the Student Research Symposium and other venues for dissemination of work including publication and workshop. (SW)	2 Lakhs
22	Co- sponsor events with community partners on improving health and wellness. (SW)	1 Lakh

Medium term:

Sl. No.	Proposed Plan	Approximate budget
1	Up gradation and expansion of Mechanical laboratory.	3 Lakhs
2	Continual increase of no. of MOU/ Collaboration with center of excellence.	NIL
3	Carry out gap analysis of the existing department for capacity building in conformity with the requirement of industries and employability.	NIL
4	To impart latest knowledge regards various industries under private and public sector by regularly updating the syllabi.	NIL
5	To initiate introduction of new Academic programme in tune with the changing social economic scenario.	NIL
6	To upgrade the a) Soil mechanics, b) Engineering geology, c) Solid mechanics , d) Transportation engineering and e) Environmental engineering laboratories so that the civil engineering department in collaboration with other departments can take up interdisciplinary high value added consultancy project and generate revenue.	5 Lakhs

7	To introduce Master degree in Tourism management/ Tourism Administration under Hospitality & Tourism department.	10 Lakhs
8	To upgrade the laboratory of Hotel Management department.	3 Lakhs
9	Under Biotechnology department creation of basic infrastructure for Biotechnological studies like Tissue culture and Molecular biology and to develop Bio informatics center.	5 Lakhs
10	Increasing intake of students in the department of Pharmacy and improvement of research environment and facility.	8 Lakhs
11	To establish Pediatric and sports rehabilitation unit. (Physio)	3 Lakhs
12	To develop good infrastructure - labs and equipment's need to be updated. (Quantity of electrotherapy equipment's has to be increased. (Physio)	15 Lakhs
13	Up gradation of teaching method by installing digital facilities (Projectors, mic, speakers). (Physio)	5 Lakhs
14	Tie up with other hospitals for clinical exposure. (Dialysis)	1 Lakh
15	Increase enrollment of students in the MSW program through outreach and mentoring of current students. (SW)	2 Lakhs
16	Increase the number of international field placement. (SW)	5 lakhs

Long term:

Sl. No.	Proposed Plan	Approximate Budget
1	BHM and BTTM courses will be converted to 4 years programme under approval of AICTE.	10 Lakhs
2	To introduce newer courses like Medical Biotechnology and Bioinformatics under the programme of Biotechnology.	5 Lakhs
3	To produce quality PhD and publications with high impact and citation in biotechnology	3 Lakhs

4	To have patents and to excel in selected areas of research in biotechnology.	2 Lakhs
5	Establishment of advanced analytical research center under the department of Pharmacy.	8 Lakhs
6	Manufacturing and promotion of products in market for research and revenue generation.	1.36 Cr
7	Establishment of large herbal garden keeping in view the supply of essential crude drug to industries.	10 Lakhs
8	Teacher- student exchange at international level.	5 Lakhs
9	To introduce newer courses like Medical Microbiology, Food & Dairy Microbiology and Industrial Microbiology and fermentation technology under the programme.(MB)	3 Lakhs
10	To produce quality Ph.D and publications with high impact and citation. (MB)	3 Lakhs
11	To have patents and to excel in selected areas of research. (MB)	2 Lakhs
12	Introduce MSc Ph.d integrated programmes .(MB)	2 Lakhs
13	To be a partner of government initiatives and national agencies in taking biotechnology to the doorstep to every citizen by outreach programmes, conducting workshop, becoming a center for national eligibility test and developing cell to provide services at affordable cost. (MB)	3 Lakhs
14	Installation of GAIT lab, EMG equipment. (Physio)	15 Lakhs
15	To earn award /fund by generating innovative ideas having scope for patency. (Physio)	NIL
16	Separate Microbiology and biochemistry laboratories. Starting a cytogenetic and Molecular biology Laboratory. (MLT)	4 Lakhs
17	To open more specialized courses in MLT department.	2 Lakhs

18	Dialysis unit in the University, with teachers - student's ratio 1:15. (Dialysis)	2 Lakhs
19	Introduction of Master degree courses & research (Dialysis)	1 Lakh
20	International seminar. (Dialysis)	35 Thousand
21	Collaboration with community partners and voluntary organization to provide hands on research opportunities. (SW)	3 Lakhs
22	Develop connections with local media outlets to increase opportunities to disseminate information about social work profession. (SW)	3 Lakhs