



University of Technology

Serving Education Since 1976

Fatehpuria Main Road, Post Kumhariawas, Vatika Road,
Rajasthan 303903



1st Cycle
Assessment & Accreditation by NAAC

Criterion - VI
GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1
Strategic Planning and Deployment Document

(Geotagged Photos in any other relevant information link)


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Criterion 6

(Governance, Leadership and Management)

6.2.1-The institutional Strategic plan is effectively deployed and functioning of the institutional bodies are effective and efficient as visible from policies , administrative setup , appointment , service rules , and procedures , etc.


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Strategic Planning and Deployment Document

Preface

For a higher education institution, strategic planning is very essential to accomplish its Vision and Mission to transform students into human resources within a short period of time and to make them worthy citizens of a progressive nation. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals. Writing the Strategic Planning and Deployment Document (SPDD) is the first step towards this direction. It is based on analysis of strengths, past achievements, current obstacles and future opportunities. It envisages the direction towards which the organization should move to achieve its set goals and objectives.

University of Technology Jaipur has established a network of significant collaborations and Memorandums of Understanding (MoUs) with renowned institutions globally. These include partnerships with Cambridge University, UpGrad Campus, the Elite University Sports Alliance of India (EUSAI), the Institute of Chartered Accountants of India (ICAI), the Institute of Company Secretaries of India (ICSI), CIPET, Red Hat Academy, Oracle Academy, SKN Agriculture University Jobner, KUTAISI UNIVERSITY, and Tokat Gaziosmanpaşa University (Turkey). These collaborations aim to facilitate student and faculty exchange programs, joint research activities, and comprehensive academic development.

The university has established an Industry Advisory Board to strengthen industry connections and improve curricular relevance. The Placement Cell and Entrepreneurship Development Cell focus on grooming students for future challenges, emphasizing overall personality development, leadership skills, and problem-solving abilities. The university's partnerships with corporate training companies ensure students receive life skills training and hands-on industry experience.

Believing in the positive impact of extracurricular activities on academic achievement, the university supports various sports clubs and societies. These activities help students develop essential life skills and foster a sense of community.

In summary, the University of Technology Jaipur stands as a model for private education in India, blending accessibility, quality education, and cutting-edge research. As it continues to grow and evolve, the university remains committed to its mission of fostering an inclusive, innovative, and research-driven academic environment, shaping the leaders of tomorrow..

Vision

The university aspires to rank among the most dynamic and vibrant institutions of higher learning, sensitive to changing global trends and providing learners with unequalled educational possibilities, especially those from lower socioeconomic strata of society seeking quality education.


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Mission

Our mission is to commit to a system of learning that opens new opportunities and possibilities for every aspirant. We commit ourselves to developing a synergistic ecosystem enabling the seamless exchange of ideas while creating a multidisciplinary approach to allow students to achieve and apply the best of their potential.

Core Values

- Academic Excellence & Freedom
- Collaboration and Continuous Improvement
- Collaborative & Responsible Leadership
- Environmental Responsibility
- Individual Dignity
- Professional Integrity and Ethics
- Pursuit of Excellence through Innovation
- Respect for Diversity

Quality Policy

“To channelize the efforts and measures to provide excellence in academics with continual improvement of staff and students for a better society”

The Governing body of University of Technology is firmly committed to empowering students through highest standard of education, enhancing value, ethics and culture among the students through their participation in co-curricular activities, continual improvement in meeting the needs of all the stakeholders and improving overall organizational effectiveness and capabilities.

University of Technology aims to inculcate the motto of Brihadaranyaka Upanishad as stated by the great Advaita philosopher Maitreyi. It was her pertinent question on immortality towards her husband, Rishi Yajnavalka, on his decision to renounce worldly pleasures and take up sanyas (monk hood): — **“What shall I do with that which does not give me immortality?”**

This is the accepted motto of this 7 -year old institution and with a firm belief that values are the integral part and parcel of the philosophy of our great nation and its educational system. Value-based education is an approach to teach universal values like patience, honesty and sincerity to the students. It creates a strong learning environment that enhances academic attainment, and helps students' graduate from simple social backgrounds to more elaborate surroundings throughout their lives. The fulcrum of value education is in the attainment of a balanced development of the personality of the female students who are the pillars of society.


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University of Technology is a multidisciplinary state private university established by the Act of the Rajasthan State Legislature (Act No. 28 of 2017) as specified by the UGC under Section 22 of the UGC Act 1956.

University of Technology Jaipur, one of the self-financed private universities in Rajasthan, sponsored by Deepshikha Kala Sansthan, is recognized under Section 2(f) of the UGC Act 1956. Additionally, it has received approval from the All India Council for Technical Education (AICTE) and is recognized by the Bar Council of India (BCI), the Pharmacy Council of India (PCI), and the Rehabilitation Council of India (RCI). The university is also a provisional member of the Association of Indian Universities (AIU). The university has a quality infrastructure with well-equipped and modern laboratories and classrooms, an enriched IT-enabled library, a solar plant, and a biogas plant, to name a few.

The academic system of the university is comprehensive, dynamic, and vibrant, incorporating the latest policy framework of the UGC and the Ministry of Education, supported by state-of-the-art infrastructure and extensive use of ICT resources to achieve objectives of quality education, employability, creativity, innovation, and human values among learners to produce good citizenship and skilled manpower. The university aspires to be a center of excellence for higher education in the modern context in the years to come.

The essential Social core values include:

1. Integrity

Integrity is the exercise of being truthful and showing a reliable and uncompromising devotion to strong ethical principles and values. We practice a shared decision-making process and promote trust through professional courtesy and fair treatment. Imbibe values of the institution through dedication to one's work. Conduct all activities in an ethical manner. Commit to practices that are fair, honest, and objective in dealing with students, faculty members, staff, and stakeholders at all the levels of the community.

2. Respect

Respect is the essential foundation for working collaboratively. We recognize the expertise of teaching and non-teaching staff and respect their contribution towards the institution. We intend to extend support to our employees and students in all possible ways. Express gratitude to all the teachers and women staff of the college through Teacher's Day and Women's Day celebration every year. We value and respect the efforts of the staff as they contribute to the wellbeing of the society.

3. Inclusiveness

We create inclusive work environments where people are valued for their cultures, experiences, skills, knowledge and capabilities. We provide culturally inclusive and responsive services to all the stakeholders. We believe in diversity and promote respect to all belonging to different cultures, social background and gender be it the students or the staff, through various co-



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curricular activities and special observances like Rabindranath Tagore's Birthday, Independence Day, Netaji's Birthday, Republic Day, International Mother Language Day and Hindi Divas.

4. Excellence

Excellence is relentlessly pursued. The staff and students are constantly encouraged to strive to achieve their best. "Practice makes man perfect". Dedication and practice is one, which helps us to surpass the ordinary standards. Students are the primary reason we exist as an institution and thus the teachers take initiative to undertake modern teaching-learning techniques like ICT, PPTs, and videos while also continuing to use the chalk and talk method for curriculum delivery. Internal tests, class tests, mock tests, doubt-clearing classes, group discussions, student presentations and lecture demonstrations enhance the student's knowledge and learning capacities and preparedness for exams. Programs, services, systems, and policies are periodically evaluated and improved. Add-on courses offered by the institution lead to the acquisition of knowledge and skills necessary for career advancement and employability, personal enrichment and leadership. Three student clubs strive to help students showcase their literary, artistic talents and community initiatives. Extension activities help imbibe good values, fellow feelings and sense of collective responsibility. Special observances instill patriotism and national pride. College day further comments excellence and meritorious students who have excelled in academics are awarded.

5. Quality

"Education is the manifestation of perfection already in man. Religion is the manifestation of the Divinity already in man. Therefore, the only duty of the teacher in both cases is to remove all obstructions from the way."

Maintenance of good and high standards in teaching & learning, student centric support, encouragement for overall development of students and staff can be interpreted as quality. The institution internalizes, empowers and evolves in response to the changing needs of the society. The institution exhibits quality in staffing, facilities, programs and services by anticipating the needs of students and responding accordingly. Foster a learning environment that promotes responsible, principled behavior, which respects the dignity of all members of the community. Strive to ensure that curriculum, delivery, and support services respond to enquiries, requests, and concerns in an appropriate and timely manner. Faculty strives to strengthen the overall effectiveness of curriculum and instructional delivery. Regular feedback from different stakeholders such as students, guardians, teachers and alumni are obtained to improve and provide quality education and infrastructure. Feedback is also obtained from the non-teaching staff to gauge the infrastructural quality and workplace environment and analyze it to provide better conditions.

Objectives

Swami Vivekananda in his letter to Singaravelu Mudaliar, dated 3rd March 1894 wrote:


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“Education is the manifestation of perfection already in man”.

In conscientious adherence to this famous quote, GMGC lays down the following as its prime objectives -

- To provide quality education in an outcome-based approach through effective delivery of curriculum, continuous internal evaluation and enhanced preparedness.
- To impart life skills and values through regular mentoring of students by the faculty and value-imbibing lectures and workshops.
- To train students in confidence building and decision-making by organizing multifarious curricular and co-curricular activities.
- To empower and enhance employability through value-added courses and timely career counseling.
- To promote holistic development of students through opportunities of participation in special observances, sports, exhibition, social outreach, gender sensitization and community participation.

Strategic Goals

The Strategic Goals of the institution are set in tune with the vision, mission and core values enunciated. They are grouped in the following manner –

1. Internal Quality Assurance System

- Reconstitution of IQAC as per NAAC regulations
- Framing of Quality Policy
- Formation of Academic Sub-committee for academic planning
- Professional development of staff
- Periodic check & guidance for quality improvement
- Establishment of audit team and process
- Academic and Administrative Audit (AAA) for remedial measures
- Promoting best practices
- Annual Report preparation & submission

2. Teaching and Learning Process

- Academic planning and preparation of Academic Calendar
- Development of teaching and lesson plan based on CO & PO mapping
- Use of advance teaching aids and adopt enhanced ICT techniques
- Development of e- learning resources
- Provide mentoring and counseling support Follow a transparent and fair feedback system
Conduct training based on need
- Evaluation parameters and benchmarking Continuous assessment to measure outcomes
Implementation of best practices



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3. Leadership and participative management

- Decentralize the academic, administration and student related responsibilities Prescribe duties, responsibilities and accountability Establishment of functional committees
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- Establishment of functional committees

4. Good Governance

- Vision, Mission and their articulation in every key position
- Academic and Administrative Calendar published
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management System
- Following organization structure
- Smooth Working of statutory committees
- Establishing E governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and transparent performance appraisal system

5. Student's development and participation

- Budget allocation for student development programmes and activities
- Career Counseling and Placement Activities
- Participation in competitions
- Organizing events such as exhibitions, Teacher's Day, Freshers Welcome, farewells, cultural performances etc.
- Rewards & recognitions of achievers
- Participation in extracurricular activities through student fora
- Participating in social and welfare activities
- Providing career guidance
- Financial Assistance to the needy and deserving students through College Fund and Fund created by teachers
- Helping students to avail stipends/scholarships provided by government and non-government organization

6. Staff development and welfare

- Requisition for staff recruitment in vacant sanctioned positions
- Recruitment Policy for contractual support staff
- Monetary aid as per need


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- Staff feedback for better work conditions
- Performance evaluation system
- Staff Training for quality improvement
- Best possible work facilities & infrastructure facilities
- Code of conduct, service rules & leave rules
- Staff welfare policy implementation, Career advancement schemes
- Rewards, recognition and incentives
- Deputation for seminars, conferences and workshops etc.
- Motivation for qualification improvement
- Support policy for research and consultancy
- Staff welfare as per the government provisions.

7. Financial management

- Framing & implementation of Purchase and Financial policies
- Budget planning and allocation
- Forecasting income & expenditure
- Effective utilization of funds
- Effective functioning of purchase committee
- Budget formulation & approval through the Finance Committee
- Support for internships, visits, trainings, special guest lectures, resource persons

8. Research and innovation

- Fund generation through Project proposals
- Apply for Government/Non-Government sponsored funds
- Collaborations with Government & Private Institutes, Universities and Research Organizations
- Developing research facility in laboratories

9. Community Services, Social Outreach and Awareness Activities

- Budget from institution resources/Faculty/students/other donors
- Identify community and social development work
- Identify challenges of society for development work
- Provide vocational training /job oriented training as per local needs at the institute
- Conducting social awareness programmes, blood donation camps, gender sensitization and gerontology workshops and such others through College NSS Unit, college committees and student activity clubs.

10. Physical infrastructure

- Infrastructure building development & modification
- Smart Class rooms, Tutorials, Seminar halls
- Modernization of Laboratory & equipment



- More ICT enabled classrooms
- Library infrastructure upgradation
- System upgradation
- Functional facilities for e-learning
- Safety & Security management
- Safe Drinking Water facility and Medical facility
- Development and maintenance of (indoor/outdoor) sports
- Plantations and greenery
- Hygiene, zero plastic & green campus
- Renewable energy usage

Standard Operating Procedure (SOP)

Standard Operating Procedure (SOP) prescribes the institutional flow chart for execution of activities in a step-by-step process, involving all the levels of managerial hierarchy.

1. Discussion and Analysis

The Head of the Institution analyzes the situation in respect of the needs of the institution, through the IQAC and Academic Sub-Committee whose members are the Heads of Departments and the different statutory and non-statutory committees. The Time-Table Committee checks the availability and adequacy of classrooms and laboratories. The IQAC along with the Academic Sub-Committee checks the availability of books in the library, staff requirement and any other additional components like hostel, sports ground, co-curricular and extracurricular activities which enhances the quality of work life and develops life skills of students.

2. Survey

Statistical facts and figures regarding student admission, staff requirement, books available in library, examination procedure etc. are collected and suitable estimations and requirements are made into a list of development / improvement programs. Feedback obtained from stakeholders to prepare the Satisfaction Report for overall betterment.

3. Improvement

- The Academic Calendar of each department is drawn up indicating the curriculum delivery plan and the time limit for completion and revision.
- Formative evaluation system followed for assessing students' progress and identifying students at different difficulty levels
- Mentorship undertaken for all students and timely schedules drawn up.
- Psychological counseling undertaken for improvement of students' mental and physical health.


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4. Implementation

The Academic Sub-Committee meets periodically to take decisions to approve new activities proposed by departments and evaluates feasibility based on details provided by them. It also makes appraisal of ongoing activities and the activities scheduled to be conducted.

5. Evaluation

The IQAC meets frequently to evaluate the success of the major plans and policies undertaken since the degree to which the target set is being achieved at different stages of the plan must be assessed from time to time.

Holistic Plan Formulation

1. Ensure quality in curriculum delivery and academic support for student success. Increase access to quality learning by facilitation of the use of innovative and effective teaching methods provision of ICT tool facilities to teachers.
2. Enhance student-centered processes - identifying needy students and providing Free Studentship and Fee Waivers; disseminating information about available National and State Scholarships; scheduling classes to meet student needs; easy access to study material through College Website; conducting Library Orientation Programmes for students to promote use of e-resources.
3. Organizational Efficiency - Assessment and improvement of all college operations, programs, and activities; make data informed decisions to maximize institutional efficiency, integration, and effectiveness; obtain feedback from student and teachers on the effectiveness of the curriculum design; introduction of formal mentorship to guide them in curriculum preparedness and future academic pursuits.
4. Increase professional development for the staff through Lectures and workshops.
5. Ensure effective and full use of financial, physical, and technological resources to support student-centric activities and utilize technology that best serves the needs of the institution.
6. Enhancing social outreach and community engagement activities.
7. Upholding the value system as per the vision and mission of the Founders of the institution with due attention accorded to environment-related issues.

Strategy Implementation and Monitoring

After approval of the Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with the Academic Sub-committee are the custodian for the strategic plan and its deployment.

Implementation at Institute Level


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| | |
|-----------------------------|---------------------|
| Governance & Administration | Governing Body (GB) |
| Admissions | Admission Committee |
| Statutory Compliance | Registrar |
| Infrastructure | State Manager |
| Teaching-Learning | Dean and Faculty |
| Research and Development | Research Cell |
| Student Development | Dean and Faculty |
| Student Activities | Dean and Faculty |
| Departmental Activities | Dean and Faculty |
| Training and Placement | Placement Cell |
| Quality Assurance | IQAC |

Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strengths:

- 1. Philanthropy and Social Cause:** Establishing the university in rural surroundings demonstrates a commitment to benefiting underserved communities, particularly rural, poor, and educationally needy students. The disbursement of significant scholarship funds further emphasizes this commitment.
- 2. Empowering Girl Child:** Focusing on the education of girls from socially disadvantaged backgrounds is crucial for promoting gender equality and social mobility.
- 3. Impressive Physical Infrastructure and Academic Ambience:** The University boasts a remarkable infrastructure and academic environment conducive to learning.
- 4. State-of-the-Art Labs and Classrooms:** Equipped with modern facilities, the university ensures an effective teaching-learning process.
- 5. Outcome-Based Curricula and Assessment:** The implementation of outcome-based education guarantees the relevance and quality of learning experiences.
- 6. Effective Use of ICT:** Leveraging technology for online and offline classes enhance accessibility and flexibility.
- 7. Integration of Skill and Entrepreneurship Education:** The curriculum framework incorporates skill and entrepreneurship education, preparing students for practical challenges.
- 8. Research Environment:** The University fosters a facilitating environment for research, innovation, and extension activities, supported by an Institutional Innovation Centre.
- 9. Technology-Driven Agri-Research:** With a sophisticated agri-research farm, the university leads in agricultural advancements.
- 10. Student-Centric Environment:** Grievance redressal mechanisms, mentoring, and career guidance ensure a supportive atmosphere for students.
- 11. Environmental Protection Initiatives:** The university demonstrates commitment to sustainability through various environmental initiatives.


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12. Efficient Governance: Proactive management fosters harmonious relations among stakeholders, ensuring smooth operations.

13. Sports Facilities: The provision of state-of-the-art sporting facilities, including a cricket academy, not only promotes physical well-being but also nurtures talent for competitive sports at various levels.

14. Management Legacy: The university benefits from the experience and vision of a management team with a longstanding legacy in the education sector, which likely contributes to its dynamism and progressiveness.

Institutional Weaknesses:

1. Limited Sponsored Research: The university faces challenges in attracting sponsored research projects from government agencies.

2. Low International Enrollment: There is a need to increase the enrollment of international students.

3. Funding Constraints: Mobilizing funds from external sources remains a challenge.

4. Consultancy Promotion: There's scope for further promoting consultancy activities among faculty.

5. Faculty Composition: Some disciplines require more senior faculty members.

6. Connectivity to the University: Lack of public transportation facilities to reach the university is a significant weakness.

7. Poor Student Enrollment: The university struggles with poor enrollment of students.

8. Faculty Retention: Due to the rural geography, retaining highly qualified and talented faculty is difficult.

Institutional Opportunities:

1. Networking and Collaboration: Opportunities exist for networking with academic and research institutions, enhancing collaborative ventures.

2. Global Engagement: The University can extend its global interface and attract more foreign students.

3. Research and Consultancy Projects: Increased focus on sponsored research and consultancy projects presents growth opportunities.

4. Entrepreneurship Support: Augmentation of incubation and startup initiatives can foster entrepreneurship among students.

5. New Education Policy Implementation: Aligning with the New Education Policy, 2020, presents opportunities for innovation and growth.

Institutional Challenges:

1. Faculty Recruitment and Retention: Attracting and retaining quality faculty members pose a significant challenge.


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- 2. Student Recruitment:** Ensuring enrollment of quality students with diverse backgrounds is challenging.
- 3. Competitive Advantage:** Maintaining a competitive edge in a rapidly changing landscape is a continuous challenge.
- 4. Funding Mobilization:** Continuously mobilizing funds from external sources remains a challenge.
- 5. Industry Alignment:** Keeping pace with industry demands and changes presents ongoing challenges.

Monitoring of Strategic Plan

The implementation of the strategic plan shall be monitored from time to time by Coordinator, IQAC, Academic Sub-Committee and other committees through periodic review. The conveners of the committee shall prepare the report and present it in review meetings of the Academic Sub-Committee. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently and internally. The IQAC will report the findings for each academic session with thorough analysis of outcomes to the Internal Audit Committee with two members from the GB. The Committee will recommend the corrective actions and the need for further processes and deployment of resources. For AAA, the findings shall be reported to the external auditors who will prepare the final report with recommendations on corrections and further action.

Conclusion

The SPDD is an effort for achieving the objectives envisaged by UOT. The strategic plan just provides a guiding framework for a collective effort of the participating stakeholders. It is the actual implementation which ensures success and sustainability of the plan over a longer period of time. Proper implementation of strategies needs diligent teamwork with good spirit. The system of implementation should evolve through time in a dynamic process incorporating the lessons learnt and this emphasizes the role of the IQAC in ensuring the quality of implementation and its degree of success.


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