



# KAZI NAZRUL UNIVERSITY

## STRATEGIC PLAN 2020-2025

Kazi Nazrul University, a fledgling institution of higher learning, aims at generating a special genre of citizens with a perfect blend of knowledge, criticality, skills and values that are indispensable for the future of democratic imagination at home and abroad. In this, the University believes that an interdisciplinary approach towards knowledge creation and research practices grounded in local-material goals of development will help produce a viable model of leadership - which is driven not only by the desire for excellence but also the commitment to equity. In striving to become an institutional leader in the field of research, KNU is deeply attentive to methods and processes by which such research may be made available to local publics and responsive to their social-economic aspirations. Beholden to such a vision and reflecting an alive diversity in its student composition, KNU hopes to become a significant tool for social and historical justice in the field of higher education.

Needless to say, in working towards this institutional vision, the University sees its faculty as the greatest resource and enlists their wholehearted participation in a community ethic of democratic and collaborative governance. The everyday functioning of the institution relies on mechanisms of continuous feedback and structured inputs from the primary executants of KNU's vision - that is, the teachers.

Teaching effort is again informed not just by assumptions of student-need, but also a careful correlation of the same with sustainable development prerogatives. As a public university, KNU sees itself as not only harnessed to the cause of providing affordable higher education of the highest quality possible, but also as a powerful instrument of social inclusion among constituencies that are both geographically remote and culturally alienated. It is by imagining the university as a space for reconnecting with histories of social deprivation and cognitive damage that public-funded education might serve its purpose, and this University is part of that transformative agenda.

To achieve the goals set by the University's vision, the academia attempts to:

- to pursue student-centred teaching methods and to motivate students to engage themselves in the pursuit of truth joyfully
- to develop criticality of outlook and insight, in order to push at the boundaries of knowledge and expand one's understanding of the world

- to lay special emphasis on the liberal and cultural arts as well as to realise the role of these arts in achieving an order of universal humanism, as inspired by the poetic vision of Kazi Nazrul Islam
- to be guided by an unwavering spirit of inquiry and a scientific temper – as enshrined in the Indian Constitution
- to impart training in all forms of cognitive competence and equip students with skills of global standards
- to encourage students to become empathetic to others, sensitive to the current social-cultural-political issues and to render them capable of meaningfully addressing the same through rational dialogue and constructive discussion
- to strive towards realising the constitutional ideal of equality, irrespective of differences and structural asymmetries on the basis of caste, class, gender, religion and community.

## Core Values

**Academic Excellence:** Kazi Nazrul University has started its journey with a mission that University will never compromise with quality of knowledge. Since then Kazi Nazrul University is trying to maintain total quality management in education and development.

**Pursuit of Excellence in Research and Innovations:** University focuses on research and innovations to contribute intensively in the academic world and larger society.

**Morality and Ethics:** University upholds the highest ethical values, integrity and professionalism and an unwavering commitment to academic freedom, transparency and accountability.

**Social Commitment and Inclusiveness:** Kazi Nazrul University is situated in Asansol, Paschim Bardhaman. Asansol, a place of coal, mining and iron is famous for its cultural pluralism among trans-lateral diversity of population. University believes to nurture this diversity and inclusiveness in its everyday functioning.

**Environmental Sustainability:** University is aware of its environmental responsibilities and embraces principle of sustainable development and adopts necessary measures to ensure it.

**Service:** University seeks to serve the diverse, personal and professional development needs of its constituents and encourage habit of engagement, caring, and civic responsibility by emphasizing a connect between service, excellence, social outreach and career growth.

To achieve its vision and mission, the University is committed to:

- Provide intellectually inspiring, academically challenging and supportive environment conducive to positive personal growth;
- Provide a comprehensive education, benchmarked against the highest global standards;
- Engage in innovative, high-impact and leading-edge research within and across disciplines;
- Produce graduates of distinction committed to academic/professional excellence and lifelong learning;

- Provide a safe, healthy and sustainable workplace;
- Act in partnership with the community over the generation, dissemination and application of knowledge; and
- Act as a gateway and forum for scholarship with rest of the world.

To actualize its vision thoughts, the University has developed a perspective/strategic plan by taking into account the broad based goals articulated from its objectives and consistent with its mission as a blueprint for setting targets and obtaining reckonable aftermaths in the light of the University's core values.

## **Strategic Plan**

Perspective/Strategic Plan is to move further with determined efforts towards excellence of reckoning in teaching and research, and become a leading contributor to the intellectual, social, cultural and economic development of the nation under the University's broad based goals consistent with the objectives and mission, strictly employing the following strategic directions:

### **1. Academic Excellence**

Providing intellectually inspiring, academically challenging and supportive environment conducive to positive personal growth and producing graduates of distinction committed to academic/professional excellence. The University will take actions in order to mark academic excellence, as given below:

#### **Strategic Initiatives**

- Introduce/enhance skill based, online and value added courses of current and future relevance on need basis.
- Expand ICT capabilities to deliver the core academic activities and lifelong learning
- Appoint a good mix of Indian and foreign qualified / industry experienced faculty.
- Make the activity based and experiential learning as the major components of the learning pedagogy.
- Strengthen career guidance and placements.
- Consistent augmentation of the existing infrastructure and other facilities.

#### **Targets**

- More professional and vocational, skill based courses are to be designed as per needs of the industry and other organizations offering employment to the students.
- Periodic review of the curriculum in all streams of the University for updating/designing courses with an emphasis on activity based and experiential learning in the teaching pedagogy to help learners perform effectively in their professional and social life.
- Making the learners proficient in vital professional and soft skills, and inculcating human values and professional ethics among them.

- Revitalizing the innovative, entrepreneurial and critical thinking ability of the students and facilitating them with proper career guidance by appointing mentors.
- Making augmentation of infrastructure like hostels, class rooms and other infrastructural facilities a regular phenomenon to satisfy the academic and administrative needs.
- Access to information through creation/expansion of digital library, providing large-scale access to and enhancement of the quality of education through ICT, and periodic training to teachers and working professionals at their work-place to maintain and upgrade their IT and related skills.

## **2. World Class Research**

Strengthening and sustaining world class research with continuous engagement in the scholarly activities in the pursuit of innovation, creativity and leading-edge research within and across disciplines. The University to be recognized at global level for its high quality research will take actions as given below:

### **Strategic Initiatives**

- Enhance the present infrastructure and research facilities
- Enter into collaborations and MOUs with international and world class institutions.
- Promote the new research projects based on industry demands.
- Infuse the new faculty with foreign / foreign qualified / industry experience to further sustain the research environment in the University.
- Make efforts to translate the laboratory research into commercial products.
- Take care to preserve and expand the IPRs.
- Improve the rate of publications of the research papers in Scopus / Web of Science and other indexed journals.
- Have the target to be among the top 500 institutions of the world.

### **Targets**

- Promoting research in the entire gamut of inter-disciplinary development studies in all areas of societal and national concern. Also, taking up research on the lives and works of eminent persons of national status. Bagging more research projects funded by Govt., Industry and Informational agencies and the IPRs.
- Students in all disciplines shall be engaged in scholarly activities by embedding research oriented courses in their curriculum that starts from the fundamental levels of knowledge and comprehension and move towards the advance levels of analysis and synthesis as the programme progresses. All types of research work either by faculty or students shall undertake plagiarism check.
- Attracting international faculty, empaneling prolific experts as visiting professors/honorary professors to be actively engaged in research guidance and

- appoint of distinguished and eminent scientists/academicians as professor emeritus.
- The University will undertake to sufficiently train, equip and sensitize the faculty members to focus on creating meaningful research output to contribute towards creating theory and influencing practice.
- All faculty members will be encouraged to increase their research publications in A-category journals and citations in journals listed in like Scopus, Elsevier, Thomson Reuters, Web of Science or any other indexed journals having exemplary reputation and high impact. They should be less attentive about their total number of publications and more focused on rigor and relevance of their research in their field of study.
- Ink MoUs with reputed educational and research organizations for collaborative research and joint-PhD programmes, and improve percentage of international students (exchange students and regular students).
- Augmentation of IT infrastructure and upgradation of infrastructural facilities such as strengthening of the Central Instrumentation Lab by the introduction of specific and sophisticated equipment to match with the changing scenario on the academic front.

### **3. Safe, Healthy and Sustainable Workplace**

Creating hassle free, stress free healthy environment by providing various amenities at the workplace, not only to take care of personal health, but also to increase efficiency in their work. The University to provide safe, healthy and sustainable work environment will take the following actions:

#### **Strategic Initiatives**

- Continue to have eco-friendly, energy conserving workplace.
- Continue to have campus based health centre for providing support to the staff.
- Enhance and maintain the existing ample greenery, playgrounds, residential blocks, teaching and research blocks.
- Ensure that all the buildings and pathways are friendly for “differently-abled persons”.
- Ensure Gender Sensitization in the University

#### **Targets**

- Creating a close-knit and integrated residential community by guarantying an on campus housing facility for students allowing for a blending of academic and residential life.
- Growing sustainably as a model clean, green, and echo-friendly campus with a variety of trees and plants by involving representatives from students, faculty and staff to promote ecological practices to maintain the flora and fauna of the campus despite discouraging survival rate.

- The University will work towards a reduced energy and carbon footprint (low carbon campus) and a zero discharge campus. New innovative technologies for energy, waste management and emissions control will be showcased on the campus and their viability assessed.
- Creating awareness and sensitization of women employees and students on their rights and making the system more robust for prevention of Sexual Harassment of Women at Workplace to address the complaints of girl students as per guidelines and directions issued by the law courts, and also in the manner the situation may demand. Internal Complaints Committee will organize more workshops on this on future.
- Besides, a detailed Citizen Charter in consultation with the stakeholders will be worked out to addressing any of the complaints of all sections of the participants.

#### **4. Community Engagement and Extension Activities**

The University Community engages itself in partnership with the outside community for dissemination and application of knowledge to execute its stated mission as well as its activities. To understand the societal needs and issues as well as to inform, educate and share best practices, the University endeavors to take following actions:

##### **Strategic Initiatives**

- Conduct various schemes and programmes through National Service Scheme(NSS),
- Organise Blood donation camp and create awareness about healthy life style and work for the promotion of health by going to masses.
- Organise free health checkup camps in the villages and distribute literature relating to how they can keep themselves healthy.

##### **Targets**

- Adequately training and motivating the faculty and students to realize the societal needs and issues for creating sufficient awareness among local communities regarding their abilities and potential to handle the critical situations in the face of rampant commercialization and industrialization.
- To achieve sufficient success in community development and their capacity building, the sphere of community engagement and development is to be broadened beyond immediate vicinity of the University.
- Offering maximum opportunity to our students to engage with the community through community-specific social projects and assignments as part of the academic requirement. Programme for Writing Studies (UGC-KNU STRIDE Project) will take up writing projects having direct engagement with local area development and policy recommendations.
- The University will be offering students opportunity to understand the community requirements and concerns and come up with sustainable solutions for the same through classroom learning and giving a chance to students to interact with established social entrepreneurs and NGOs.

- Students will be encouraged to help the local communities in solving community problems related to pollution, illiteracy, excessive drinking, unemployment, cleanliness, poverty, etc. Faculty members also help students in this regard.
- Individually, the University departments will also contribute to serving social concerns and community needs in their own humble way.
- Department of Applied Psychology and Center for Counselling and Positive Psychology will provide counselling and consultations to local people to ensure better mental health.
- Promoting the cause of social and community concerns, environmental health, social awareness against dreaded diseases, and nation building taking the services of the National Service Scheme (NSS) Unit.
- Engaging faculty members to drive their attention on areas like technology and development in rural areas, teacher training for colleges and Massive Open Online Courses (MOOC) for students etc.
- Increasing the scale and scope of interactions by making collaborations with industry in several modes, including consultancy, sponsored research projects, technology transfer and continuing education.
- Building collaborations in education through well-structured student internships (up to six months) as well as appointment of industry professionals as Adjunct Faculty.

##### **5. Infrastructural Facilities and World Class Amenities**

Augmenting infrastructural facilities and world class amenities are proved to be the crucial determinants of the productivity of higher education and their quality considerably affect the work culture and organizational climate of the University. The demand for technology upgradation of infrastructure have increased significantly and major investments are necessary to upgrade and modernize them. In order to implement proposals for expansion of educational programmes received from various teaching departments, the University seeks to take following actions towards the expansion of infrastructural facilities and amenities:

##### **Strategic Initiatives**

- Creation of new infrastructure, keeping in view the emerging technological options for a world class institution in education, research and services.
- Augmentation of its teaching, research and residential facilities for students by way of providing new teaching blocks, research centres, library facilities, hostels (including for international students), sports facilities and general amenities.
- Educational technologies have to be used to provide instruction in classrooms. The corresponding hardware and software to enable effective instruction will also be provided.
- A digital library that provides information for education and research in

engineering, technology, sciences and management, with state-of-the-art information service capabilities/facilities has to be developed.

- Investments will be made in water harvesting and renewable energy applications.

- **Targets**

- Creation of amenities and facilities such as photocopying facilities, etc. for the learners and the faculty on the university campus is a rendezvous to shift them from closed traditional teaching-learning process to open environment learning. The University will continuously improve these on campus amenities and facilities.
- Investments will be made to improve the educational technology infrastructure in order to improve the learning environment. Modernizing of educational facilities like audio-visual and multimedia equipment, on-line networking with other selected national and international instruction site to enhance the efficiency of the teaching learning processes in the University along with a wider availability of educational software.
- The University will increase the content of Digital Library which is freely accessible to all through the intranet to retrieve relevant information from inside books, manuscripts and journals in much easier and far more reliable way.
- The University will improve the accommodation and facilities in terms of communication, recreation and sports and ensure to maintain in a well manner.
- The basic amenities such as kitchens, dining halls, geysers for supply of hot water, water coolers with water purifiers, ceiling fans, inverters for uninterrupted power supply to messes, canteens, visitors' rooms, etc. in the hostels will also be furnished with new generation equipment.
- Friendly environment, well-maintained grassy lawns with beautiful flowerbeds, help in making the students' hostel stay quite enjoyable will be ensured. Provision of timely medical attention and transportation will also be explored in case of emergencies.
- Laboratories, particularly in science teaching departments, need further strengthening by addition/upgradation of equipments as per the dynamic work scenario.

6. Language Lab may be established to improve the communication skills of the students.

#### **Diversity and social inclusiveness**

The university continuously makes efforts to enhance diversity in all parts of the on campus life by attracting students, faculty and staff members from all over India and the international students. The presence of international students will enrich the experience of all students as well as build alumni links in different countries. A special emphasis is laid

on the promotion of gender sensitive environment at the campus.

### **Strategic Initiatives**

- Continue to follow the State Government Policy of reservation of seats in each programme for students belonging to different strata of the society.
- Ensure social inclusiveness in staff recruitment.
- Make efforts to attract students from international community.
- Continue to promote cultural, social and sports activities.
- Continue to address issues related to social and cultural diversity through its highly vibrant Students' Activity Centre, Equal Opportunity Cell and Internal Complaints Committee.

### **Targets**

- Encourage diversity and strive to provide an inclusive and supportive environment to physically handicapped, minorities and weaker sections of the society.
- Strives for equal representation from men and women among its faculty, students and staff members. The Institute would like to create an enabling environment and take initiatives to move towards greater number of women in the campus.
- Number of outreach programs will be increased to attract female students

## **7. Education System in Global Perspective**

The University is consistently striving to give global perspective to the students using practices like world class course content, engaging faculty of repute from national/international institutes/universities for delivering lectures to the on-campus students. Research is another core activity of the University and forms the basis of its ability to advance knowledge and to address the challenges of global industry and society. In pursuit of global reputation, the University links itself directly to the quality of comprehensive education, benchmarked against the highest global standards and undertakes the following actions:

### **Strategic Initiatives**

- Enter into new research and teaching collaborations with leading national and international institutions of repute.
- Establish Global Committees and Task Forces to initiate, monitor and assess the internationalization plans.
- Provide professional development opportunities for the faculty to develop global competence and to incorporate global perspectives.
- Take the measures to promote geographic, linguistic and cross-cultural learning on priority basis.
- Identify strategic regions and countries as potential partners based on its vision and mission.
- Provide comprehensive support for the enrollment of international students through advising peer support and programmes at University level.

- Ensure to increase the number and variety of curricular and co-curricular activities to encourage global research and competence.

### **Targets**

- To ensure global perspective of education to the students, the University will be making efforts to reorient and rebuild the course curriculum and pedagogy by introducing international specializations, inclusion of academic concepts with examples from the globe, case studies highlighting experiences and decision-making situations faced by global corporations and reviewing the content of every course periodically in order to incorporate internationally relevant concepts.
- Having international tie-ups with institutes/universities of repute to establish faculty and student exchanges as well as joint research programmes. Such links would establish the credibility of the University for education and research destination at the national and international level.
- Encouraging the students to take up overseas internship opportunities and faculty members to participate in international events and take up international assignments to get a global perspective.

## **8. Governance**

To ensure the strict adhering of the processes and policies by the stakeholders, the University has a good governance mechanism majorly fueled with transparency and accountability at all levels that provides an ethical grounding and the governance system is evaluated with reference to predetermined goals and objectives. Revisiting the governance system of the University with an agenda to advance the organizational strategies on education, research, services, and administration, following are the action points to ponder on that directly lead to improvement in its work culture, decision-making, operations, and performance, as given below:

### **Strategic Initiatives**

- To transparent work ethos for discharge of the University's functions and responsibilities as a responsible public institution.
- To promote and empower the students, faculty and other staff members for dynamic administrative functioning and work delivery.
- To improve its ambitious e-governance project to make its working more efficient, responsive, transparent and convenient.
- To put in place a fair and equitable mechanism to allocate resources and resolve problems promptly and effectively.

### **Targets**

- Compliance with agreed policies will be ensured by monitoring and recording, what is going on, and to provide corrective action in cases where the rules have been ignored or misconstrued.
- The meetings to be conducted in a highly democratic environment, resulting in freely consultative, participative, and collective decision-making.

- To hold the meetings of Board of Studies, Faculties, and IQAC, etc. on regular basis for prompt decision-making on all time-bound academic matters.
- Scanning the University functioning as a whole from the point of view of all stakeholders and beneficiaries involved to confirm that it must have firm moorings to moral values and principles.