

PERSPECTIVE/

PLAN AND

DEPLOYMENT

DOCUMENT

PANDIT SUNDARLAL SHARMA (OPEN)
UNIVERSITY CHHATTISGARH



***Strategic Plan, Methodology &
Mechanism***

Preface

The aim of higher education in India is to provide access, equity and quality education to all the aspirants with transparency and accountability so as to ensure sustainable economic development of the nation. It can be achieved through creation, transmission and dissemination of knowledge. Pandit Sundarlal Sharma (Open) University Chhattisgarh is contributing towards national development by providing education to the masses and especially to the underprivileged through facilities at all the study centres under its jurisdiction since its inception.

Strategic Planning is a continuous process with due emphasis on accomplishment of institutional goals. It plays a vital role in attainment of the Vision and Mission. Basic strengths of strategic planning are abilities to help align the University with its internal and external forces that can positively or negatively affect the activities of the University. The Strategic Planning and Deployment is formulated on analysis of present challenges and future opportunities and it envisions the direction towards which the University should move to achieve its vision and mission.

While formulating the strategic plan and deployment document, every individual faculty member is made to involve by building a spirit of ownership. The Strategic Plan is developed in the context of the capacity expansion, increasing the faculty strength and increasing the number of research activities and the research output. These goals have been formulated in a manner that builds on the strengths of the University and the aspirations of the learners, faculty and the staff.

The first part of Strategic Plan reflects the objectives, vision, mission and core values of the University. Second part is SWOC analysis of the University. Third part is about the Strategic Plan which includes in detail the methodology adapted for developing Plan, the Long term and Short-term goals of the University. The Fourth and final part deals with the Mechanism for Deployment, Monitoring and Assessment of Strategic Plan.

The Strategic Plan 2018-22 would act as guiding document for the next five years to assess and improve the University towards delivering high quality education thereby earning due recognition. Strategic Plan's key focus is on good governance, best in class teaching learning, research and innovation and highly employable learners who could act as representatives of the University.

The Strategic Plan will synchronize the processes and efforts of the University and it will also ensure that the University will become a most preferred Open Distance Learning Higher Education Institution in the country by 2030.

THE UNIVERSITY AND ITS OBJECTIVES

In compliance to The National Policy of Education 1986, Central Advisory Board of Education (CABE), Government of India took a decision to establish a state open university in every state of the country. On this basis Pandit Sundarlal Sharma (Open) University Chhattisgarh was established by the Chhattisgarh legislature in 2005 with the following **objectives-**

- To advance and disseminate learning and knowledge by different means, including the use of any communication technology;
- To provide opportunities for higher education to a larger segment of the population and to promote the educational well-being of the community in general;
- To encourage the open and distance education systems in the educational pattern of the state;

VISION OF THE UNIVERSITY

To provide seamless access to sustainable and learner-centric quality education, skill upgradation by using innovative technologies and methodologies to ensure convergence of existing systems for massive human resource required for promoting national development and global understanding; to determine and maintain standards and promote Distance Education.

MISSION OF THE UNIVERSITY

With the motto “Education at Doorstep” the mission of the University entails imparting innovative and contextually relevant education to its learners through excellence in education, research and innovation. The University, accordingly, envisages formulating its academic programmes in such a way so as to attract learners from all the sections of the society, with focus on the disadvantaged and marginalised and -

- To fulfil the demands of the Learners to develop to their fullest potential in tune with the requirements of the twenty-first century; Provide specific need-based education and training opportunities for

continuous professional development and skill up gradation to in-service professionals, and to enable the learners to compete and excel in their areas of interest

- Strive towards continuous development of methods and strategies for Research and Development for knowledge generation in frontier areas, including open and distance learning
- Develop networks using emerging technologies and methods with global reach for effective programme delivery,
- To achieve synergy between academic, corporate and social areas to benefit all the stakeholders in general and students in particular and promote community participation for local development through life-coping skills
- To provide education in vernacular language and making it available at low cost to all the learners
- To enhance participative administration and management for all the stakeholders in academic and administrative governance

CORE VALUES OF THE UNIVERSITY

- **Reach to the Unreached** –To reach and support the most vulnerable people, especially women and the marginalized, and empower them towards their overall development and self-reliance.
- **Easy Access** – To ensure policies for people to have equal opportunity in education, regardless of class, race, gender, sexuality, age.
- **Equity** – No discrimination against any citizen of India shall be made.
- **Excellency in Open Education** – To reach outstanding levels of performance in teaching, research and related academic pursuits, and attain peerless position in the areas of academic and administrative domains.
- **Community well-being** – To work with sense of belonging to enable personal relatedness and support perpetual growth of each other, ourselves and our environment.

SWOC Analysis

Strengths

- * Committed Management
- * Emphasis value added programmes
- ** Constant Mentoring and Monitoring and a strong feedback mechanism
 - * Excellent Infrastructure
 - * Quality and Competent Faculty
 - * Retention of Administrative Staff
 - * Research Centre and Publications
 - * Disciplined Campus

Weakness

- * Shortage of ample opportunities due to funding problem by Government and Statutory Bodies
- * Insufficient number of regular employees
- * Insufficient number of Funded Projects
 - * Shortage of Skilled Staff
- * International and National Collaboration activities to be done
- * Adequate Patent registration to be done

PSSOU

Opportunities

- * Focus on Research activities & Collaboration with International and National Institutes of repute and other recognitions
 - * External funding for research, projects and innovative programs
 - * Effective utilization of online resources for Teaching and Learning
- * Bridging the gap between Industry and Academia
 - * Alumni support for Placements, Consultancy and Collaborative work
- * Enhanced community engagement

Challenges

- * Attainment of 12(B)
- * Entry of MOU with foreign Universities
 - * To motivate faculty for New Product Development/Research/Innovations etc
 - * Possible financial crunch
- * Attract reputed companies/brands for placements

Methodology Adapted for developing Strategic Plan

Following is the procedure adopted for developing Strategic Plan in the University-

- (A) Analyse **“WHERE WE ARE”** - Taking into account the current situation STATUS QUO ANALYSIS is done.
- (B) Analyse **“TO WHERE”** – In accordance with VISION AND MISSION achievements are analysed.
- (C) Analyse **“WHAT”** – In accordance with achievements future STRATEGIC GOALS AND OBJECTIVES are set.
- (D) Determine **“HOW”** – In accordance with set strategic goals and objectives plans it is determined that how are we going to get them and what all INITIATIVES are to be taken.
- (E) Determine **“RIGHT TRACK”** – After planning for above areas monitoring is done to find out whether initiatives are going in the right track/directions or not with the help of MEASURE INDICATORS.

On the basis of the above procedure Strategic Plan with long term and short-term goals of the University are developed.

LONG TERM GOALS (UPTO 2030)

- ❖ **Governance**
 - To facilitate a well administered institution and lead to its recognition to build up confidence in the stakeholders
 - To develop a coherent strategy and a sustainable path for growth and development
 - Encourage participative management and governance

- ❖ **Curricular Aspects and Teaching-Learning**
 - Effective Curriculum planning and implementation
 - Upgrading faculty and staff competence
 - Ensure knowledge delivery and outcome based education
 - Create proper feedback system; continuous progress assessment

- ❖ **Infrastructural Development and Resources**
 - Ensure effective utilisation and maintenance of infrastructure
 - Appointment of Academic and Administrative Staff
 - Effective role of Centre Internal Quality Assurance Cell
 - Development of quality Self-Learning Materials
 - Strengthen regional and study centres
 - Establishment of laboratories
 - Strengthen and equip central library
 - Strengthen campus wide networking
 - Develop Eco-Friendly Campus

- ❖ **Research, Innovations and Extension Services**
 - Develop infrastructure for carrying out Research and Development activities.
 - Increasing both human and physical resources required for research

- ❖ **Financial Planning and Resource Management**
 - To develop and implement effective financial system to directly support the fundamental functions of education, research and service and to enhance the effectiveness of using the financial resources

- ❖ **Student Support Services**
 - Develop and enhance mechanism to provide effective student support services
 - Develop Alumni networks
 - Establish Placement Cell

- ❖ **Collaboration**
 - Collaborate with other open and conventional Universities for exchange of Programmes and Self-Learning Materials; State Government/NGOs to benefit learners with the existing schemes

- ❖ **Faculty and Staff Empowerment Strategies**
 - Organize programmes for skill and professional development of the faculty and staff; Sponsorship to participate in national/international conferences/ PDP's
 - Adopt schemes to provide financial and need-based assistance to all the employees
 - Provide an invigorating work environment
 - Follow effective performance appraisal systems
 - In-campus staff quarter facility for the staff

- ❖ **Social Activities**
 - Initiate conduction of social activities to create strong connectivity with neighbourhood community to fulfil social responsibilities

SHORT TERM GOALS (2018-23)

❖ Governance

- Decentralize the academic, administrative and student related authorities and responsibilities
- Strengthen the existing systems and procedures for conflict resolution and redressal of grievances
- Establishment of functional committees

❖ Curricular Aspects and Teaching-Learning

- Use of Learner Management System
- Academic planning and preparation of Academic Calendar
- Implementation of best practices
- Adopt Blended Learning and e-learning measures to maximize student learning
- Collaborate for Best practices from reputed academia and industry to bring holistic learning experiences
- Collaborate with industries/corporate sector for academic and social activities.
- Explore the possibilities of adding new Under Graduate and Post Graduate programs based on the availability of resources and societal demand and Enhance intake across programmes depending upon the demand
- Start Courses under MOOCs through SWAYAM
- Establishment of departments under Self-Finance Scheme
- Starting Certificate level Online-Courses
- Development of e-content

❖ Infrastructural Development and Resources

- Effective role of CIQA Cell
- Developing Self-Learning Materials
- Equip Science Labs
- Establishing Language Labs

- Construction of separate building for Education Department and Auditorium Building in the campus
- Installation of CCTV cameras at more & more study centres
- Construction of Regional Centre Building at Raipur
- Installation of Lift and Power Back-up in Academic Block
- Introduction of complete automation in operational activities
- Parking shade in between academic & library buildings
- Developing Studio for recording of Video Lectures
- Establishing CRECHE (Jhulaghar) in the campus for children of female academic & non-academic staff & children of female learners during face-to-face contact class
- Digitalizing more and more study centres
- Creation and Implementation of OER Policy
- Increasing present 20mbps speed to enhance the operation of website

❖ **Research, Innovations and Extension Services**

- To enhance the quality of research publications by motivating faculty to publish in reputed journals
- Focus on increasing the external funded research projects
- To encourage faculty to register/complete their Ph.D.

❖ **Financial Planning and Resource Management**

- Increasing Internal revenue generation
- Department wise Budget planning and allocation
- Automation in Financial System

❖ **Student Support Services**

- Strengthen Student Support and Feedback Mechanism
- Strengthen Placement Cell and placement; Establishing Smart Class-rooms
- Will explore the feasibility of starting Short Term Courses based on Employability for Courses like Tailoring, Beautician, Electrician and Plumbing and establishing their

Training Centres in Campus under entrepreneurship development cell

- Online Examination Process
- Audio and Video Lectures covering major subjects of maximum courses
- 24x7 learner Support Service
- Strengthening Parent-Teacher Association

❖ **Collaboration**

- MOUs/Collaborations with Academic and Corporate Sectors
- MOUs with universities for programme and self-learning material exchange

❖ **Faculty and Staff Development Strategies**

- Staff training for quality improvement
- Organize seminars on academic and socio-cultural issues
- Get support from statutory bodies like ICSSR, UGC, CGCOST, AICTE etc. for research, consultancy, innovations, seminars/workshops.
- Career advancement schemes

❖ **Functional Aspects and Social Activities**

- Opening of Learner Support Centres at Remote Areas
- Recruitment of Academic & Administrative staff
- Opening of more of Regional Centres
- Develop Community Mechanism through linking with reputed NGOs
- Making our centres & campus more disabled friendly
- Strengthening Grievance Redressal Mechanism

❖ **Campus Development**

- Develop Eco friendly, Pollution Free, Plastic free and Tobacco free campus
- Develop garden and lawn area in front of each block
- Installation of Solar Panel in more Buildings for electricity

Mechanism for Deployment of Strategic Plan

- (A) **Making sure that Institutional Goals and Objectives Align with Vision and Mission** – the planning process start by identifying the vision and mission of the University. The vision and mission are like a compelling guide that leads everyone towards the common goal.
- (B) **Clearly Define the Organization’s Operating Environment- while planning-** while planning, sound understanding of the environment around is taken into account. So that the University is able to benchmark its performance and later assess progress over time.
- (C) **Including All Staff Levels in the Planning Process-** Planning is most effective when staff of all levels are engaged because they not only give Input of the actual situation but also helps build their commitment to the end plan. SWOT analysis is also carried out.
- (D) **Prioritize Strategy Deployment** – A plan without effective deployment is usually unsuccessful. So, strategy is prioritized towards effective deployment so that it’s not taken for granted.
- (E) **Translate Strategic Priorities into an Operational Effectiveness Plan-** Usually lack of details in plan leads to its operational ineffectiveness thus University makes plan in detail with each action clearly defined like, who will do it, what will they do, when will they do it, what resources are required, what costs are required etc.
- (F) **Managerial Process is implemented while deploying** – University follows managerial process and involves coordination of resources like people and materials to achieve common goal.

Monitoring & Assessment of the Strategic Plan

Implementation roles at the University Level

TARGET	ROLES
Governance	Governing Bodies, Management
Curricular aspects and Teaching Learning	Board of Studies, CIQA, HODs, Faculty and Staff
Infrastructural Development and Resources	Governing Bodies, Management, CIQA, HODs
Research, Innovations and Extension Services	Board of Studies, CIQA, HODs, Faculty and Staff
Financial Planning and Resource Management	Governing Bodies, Finance Committee, Management, CIQA, HODs
Student Support Services	Regional Service Division, CIQA, HODs, Faculty, Staff and Alumni
Collaboration	Management, CIQA, HODs, Faculty and Staff
Faculty and Staff Empowerment Strategies	Governing Bodies, CIQA, HODs, Faculty and Staff
Social Activities	Management, CIQA, HODs, Faculty and Staff

Monitoring of Strategic Plan

The implementation of strategic plan will be monitored time to time by the Executive Council, Academic Council and other committees through periodic review. the benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the CIQA. The CIQA will report the findings to the Governing Bodies. With thorough analysis of outcomes and based on CIQA report, the above will recommend the corrective actions, need of further processes and deployment of resources.