

Institutional Development Plan(IDP) (2023-2028)



RABINDRANATH TAGORE UNIVERSITY(RTU)



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INSTITUTIONAL DEVELOPMENT PLAN

(2023-2028)

About RTU: A Thumbnail Sketch

Our vision is to develop **Rabindranath Tagore University (RTU)** of Hojai, the erstwhile Hojai College (established in 1964) and now upgraded to Rabindranath Tagore University by the Govt of Assam in 2019 to a Centre of Academic Excellence with a focus on quality education, research, skill development, industry linkage and holistic concerns of human life, environment and society for the ultimate benefit of the youth of the country.

Rabindranath Tagore University aspires to become an institution of national and global eminence and it seeks to provide an inspiring atmosphere of learning in which faculty, students and staff can become an active and purposeful force in their role as the primary engine of social, economic, an intellectual and cultural development to create an enlightened society where the freshness of feeling for nature the sensitiveness of soul to human need, the freedom of the mind, the humanity of the heart and the integrity of the individual will be visible manifestation of the ideas and vision Rabindranath Tagore and Srimanta Sankaradeva.

The University aspires to achieve its vision by:

1. Introducing innovative, job oriented and professional degree programs by promoting quality education, holistic concerns, skill development and industry integration.
2. Preparing students equipped with relevant knowledge and competences to face successfully challenges of modern organizations and global standards.
3. Providing training in generic skills and personality development to enhance the employability of graduates.
4. Engaging students and faculty in research, extension services, internships, community service

projects, cultural and sports activities.

5. Encouraging the use of digital technology and self-learning resources like MOOC, Virtual Labs, Online Academic Resources, Self-learning, etc. along with classroom engagements.
6. Promoting a culture of excellence among students and faculty.
7. Developing a sense of ownership and pride among employees to achieve organizational growth targets as well as their personal goals.

Mission

- To build a scholarly community engaged in regular and committed teaching, quality research, co-curricular and socially productive activities.
- To provide a student centric learning environment through innovative pedagogy and education reforms and to deliver education consistent with the needs of society.
- To create a collaborative environment open to the free exchange of ideas, where research, creativity, innovation, and entrepreneurship can flourish and individuals can achieve their full potential.
- To undertake study and research into the reach and diverse tribal and ethnic cultures in the culturally vibrant North East on the basis of their underlying unity.
- To institute special studies on Tagore and Sankardeva to propagate their immortal and quintessential ideals of compassion and humanity in alignment with the motto of our university “vidyaya amrita mashnute” (Knowledge leads to immortality).

Goal:

- To build an institution through democratic, disciplined and committed participation.
- To attract, develop and retain highly competent faculty members.

- To create and promote a congenial ambiance conducive to learning.
- To satisfy contemporary educational needs of society and especially, that of the rural and tribal youth.
- To develop employ ability skills so as to meet the needs of the job market.
- To make our immediate surroundings and the world at large a greener and cleaner word.
- To understand and respect our age-old tradition and rich cultural and spiritual heritage.
- To embody, through its policies and programs, respect for, and commitment to, the ideals of a pluralistic, multicultural, open and democratic society.
- To promote women education and women studies.
- To maintain a level of excellence and standards in all programs that will give them state-wide, national and international significance.
- To generate new knowledge through a broad array of scholarly, research and creative endeavours, which provide a foundation for creating of a healthy, vibrant and sustainable society by involving the students and faculty in community service, health and hygiene awareness, sports, cultural activities, environmental protection and women empowerment.
- To nurture an environment of cultural, religious and linguistic diversity and to create an environment of mutual respect.
- To uphold the highest ethical values, integrity and professionalism as well as commitment to academic freedom, transparency and accountability
- To achieve good governance through comprehensive digitization, decentralization, and to make optimum use of available resources and investments through unconventional means.

➤ To keep abreast of the contemporary developments and latest innovations and to discoveries in Science, Business and the Humanities in a global perspective and to adopt and absorb them for our purpose according to their relevance.

VALUES:

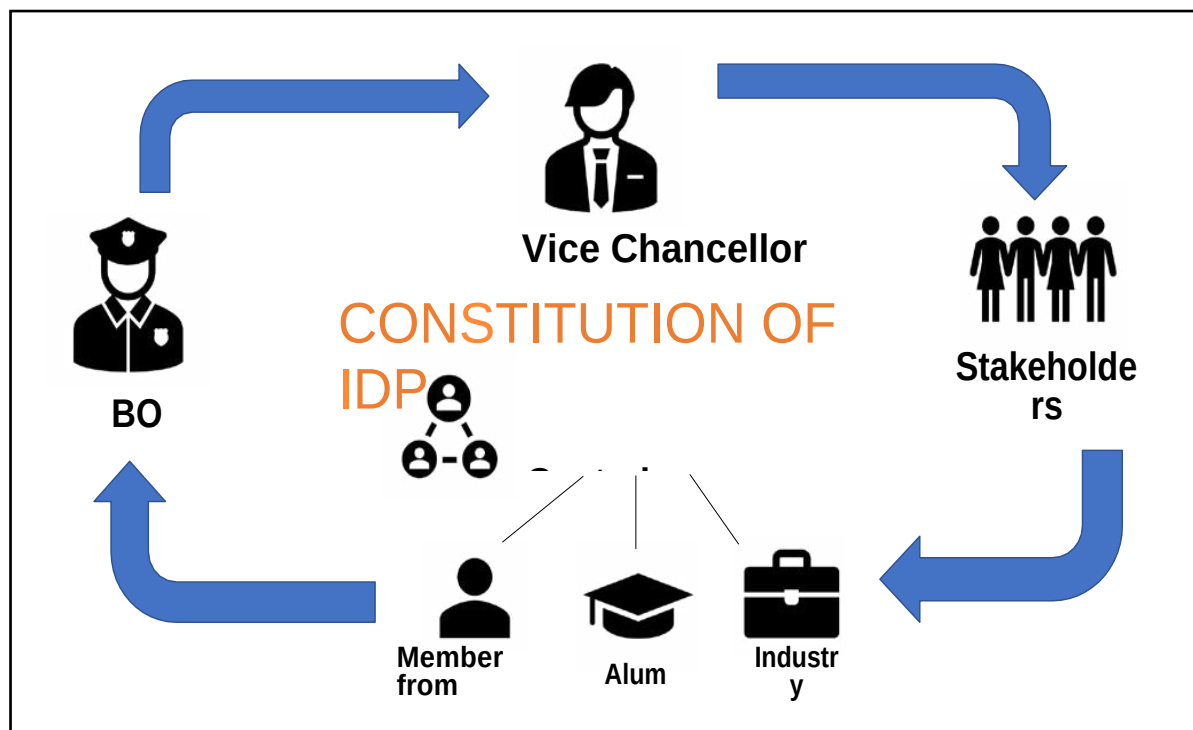
- Ethics
- Ownership
- Involvement
- Commitment

OBJECTIVES :

- Developing a sense of ethics in the University and community, making it conscious of its obligations to society and the nation.
- Performing all the functions of interest to its major constituents like faculty, staff, students, and the society to reach a leadership position.
- Smooth transition from teacher-centric focus to learner-centric processes and activities.
- To offer high-quality education in a competitive manner.
- Creation, preservation and dissemination of knowledge and attainment of excellence in different disciplines.

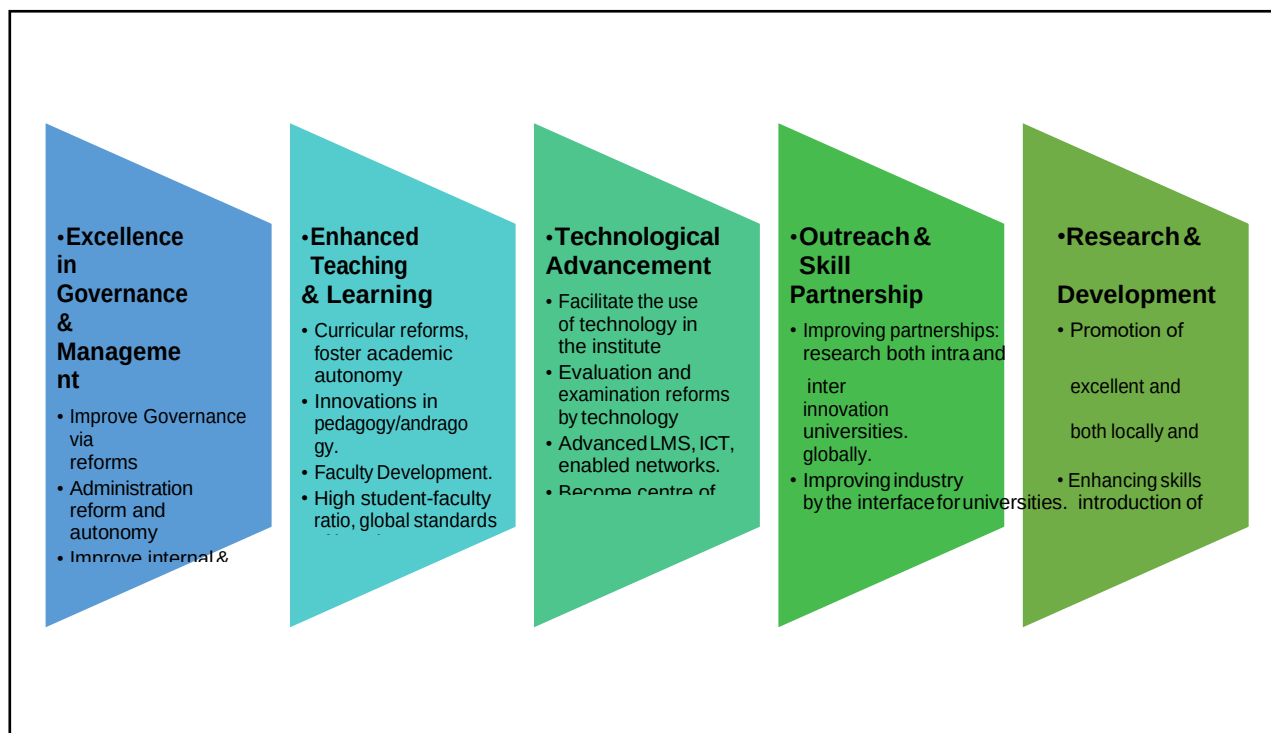
CONSTITUTION OF THE IDP TEAM:

The Steering Committee of RTU has been familiarized with the objectives of the IDP and of how we have arrived at the IDP. Coordinators have been identified across the University who will form a part of the Core team for IDP development and implementation.



PANCHAMRUT FOR HEIS:

The following thematic objectives as shared by the IDP Strategy template has been borne in mind while setting the IDP for RTU:



Short-term Plan (One year Plan– up to July, 2024)

A. Curricular Aspects

- Study and assessment of existing academic programs and identification of new programs in light of NEP-2020.
- The identification of possible industrial partners who might make a significant contribution to the formulation or reform of current curricula and serve as a potential venue for providing internship or employment opportunities to university students.
- Thorough reformation of existing curriculum in the light of the recommendations of NEP-2020.
- Introduction of value added courses in various disciplines as per quality mandate of UGC.
- A 360 degree feedback mechanism development from various stakeholders.

B. Teaching-Learning and Evaluation

- Analyzing enrollment data from several fields and identifying any gaps.
- Development of pilot programmes to accommodate student diversity.
- Determining the variety of the faculty and enhancing initiatives in the teaching-learning process through substantial ICT use
- The creation of a systematic process for students to achieve their performance outcomes and evaluation improvements.

C. Research, Innovations and Extension

- Preparation of a thorough policy to support academic and student research culture.
- Determination of subject areas for thematic research based on university expertise.
- Determining areas where money should be set aside for inventions and research.
- Sensitization and support initiatives for improving research infrastructure and capabilities.
- Support and promotion of IPR-related initiatives.
- Maintaining best practices in extension initiatives and creating an extensive roadmap for the future.

D. Infrastructure and Learning Resources

- Improvements to the campus's physical facilities.
- Improvement of the library's collection of online learning tools.
- Financial resources for infrastructure and educational materials.

E. Student Support and Progression

- Preparation of a comprehensive policy to support a student-friendly, student-owned campus.
- Development of an academic student friendly atmosphere.

- Establishment of a reliable system to guarantee that every student has a forward-thinking career plan.
- Participation of alumni in learning opportunities.

F. Governance, Leadership and Management

- Development of a route toward effective leadership and governance.
- Development and implementation of a prospective plan.
- Delegation and decentralization of authority to empower the teaching and support staff.

G. Institutional Values and Best Practices

- Raising awareness of social and gender equality among students and faculty.
- Promotion of sustainability and environmental consciousness.
- Raising pupils' awareness of moral principles and business ethics.
- Support for a comprehensive ecosystem for global competencies.

Medium-term Plan (August, 2023 to June, 2026) :

A. Curricular Aspects

- Beginning with the academic year 2023–2024, a redesigned curriculum will be taught in accordance with NEP–2020 recommendations.
- Analyze regional and industry-specific needs to identify gaps and update curricula as necessary.
- The inclusion of a skill education component in every program's curriculum.
- Providing students with the option to choose between direct employment prospects and self-employment through specialized education.
- Develop entrepreneurial skills in students.
- Creation of a structured mechanism for analysis and implementation of necessary action

based on input.

B. Teaching-Learning and Evaluation

- The use of ICT and digital learning tools to implement a blended learning approach.
- Modified student diversity-focused pilot programs.
- Closing theoretical and practical gaps with an emphasis on skill development and industry integration.
- A creative approach to measuring learning outcomes and the evaluation process.

C. Research, Innovations and Extension

- Increasing research capacity.
- Widening the scope of research and improving the caliber of publications.
- Improvement of the department's infrastructure and mechanism for supporting research.
- Supporting the practices and culture of consulting.
- Increased start-up and incubation activity.
- Ongoing outreach initiatives and diverse research.
- A holistic educational strategy that takes into account current social, cultural, economic, and environmental conditions.

D. Infrastructure and Learning Resources

- Development and renovation of physical infrastructure facilities.
- Digitization of library and optimum use of teaching - learning resources.
- Enrichment of e-resources and e-learning environment.

E. Student Support and Progression

- Improvement of all campus amenities.
- Reassurance of academic success.
- Improvement of teacher and student advancement possibilities.
- The holistic development of learners with the fundamental skills needed to meet global

issues.

- Strengthening alumni financial support for increased academic funding.

F. Governance, Leadership and Management

- Ensuring good governance by adhering to its fundamental values of accountability, openness, efficiency, and the rule of law, etc.
- Creation of an "Equal Opportunity Cell."
- A review of the projected plan's effectiveness and any revisions made to it.
- Determining financial resources and utilizing them well.
- Successful execution of the quality mandate.

G. Institutional Values and Best Practices

- Social fairness and gender initiatives.
 - The promotion of sustainability and environmental awareness.
 - Projects aimed at enhancing ethical awareness and human values.
 - Encouraging quality and culture among staff and students.

Long-term Plan (June, 2023 to August, 2028)

A. Curricular Aspects

- Introduction of new initiatives based on survey results and the performance of trial projects.
- Finding market opportunities to foster excellence and entrepreneurialism.
- The selection of industries for the launch of collaborative academic programs to meet domestic and international demands.
- Integrating entrepreneurship, skill development, and capacity building into curriculum elements.

B. Teaching-Learning and Evaluation

- Improvement and advancement in student enrollment.
- An instructional setting that prioritizes students.
- Improving instructional methods in light of NEP-2020 implementation.
- Reformulation through examination of evaluation procedures and assessment of educational results.
- On the basis of in-depth analysis of comments, ongoing improvement in the teaching and learning process.
- Giving pupils general and life skills instruction to improve employability

C. Research, Innovations and Extension

- Promotion and enhancement of societal research.
- Supporting and advancing industrial research.
- Creation of an innovation ecosystem and initiatives for startup/incubation.
- Construction of excellence centers (COEs).
- Building a campus that responds to the community.

D. Infrastructure and Learning Resources

- Construction of physically upgraded campus facilities.
- Construction of cutting-edge technology facilities for outreach, teaching, and research operations.
- Development of online resources and broadening of the learning horizon.

E. Student Support and Progression

- A system of support for students with disabilities.
- Promoting competitiveness and research aptitude among undergraduate and postgraduate students.
- Improvement of activities focused on students.
- Enhancing career placement and counseling services.

F. Governance, Leadership and Management

- Development of a paradigm for brand equity in higher education.
- The promotion of high standards of culture through cutting-edge delivery methods and learning technology.
- Inclusive Management and generating a sense of ownership and pride among stakeholders.

G. Institutional Values and Best Practices

- Putting social awareness campaigns for the empowerment of women and socially disadvantaged groups into practice.
- Engaging in sustainability programs and environmental awareness practices to maintain a clean and pollution-free environment.
- Putting human values and professional ethics into practice to foster integrity and a sense of fairness among all university stakeholders.

- Fostering an excellence-focused culture among faculty and students.
- Building an all-encompassing ecosystem of global capabilities among young people to meet the challenges of the new economy.

INSTITUTIONAL STRATEGIC GOALS :

RTU has always had a systemic process of setting up strategic plans a year ahead of the new academic cycle and hence RTU Summits are held every year in the month of November. This enables all Schools of the University to plan their academic year ahead with micro details and tracking systems.

The overall development objectives of these Summits have been the following:

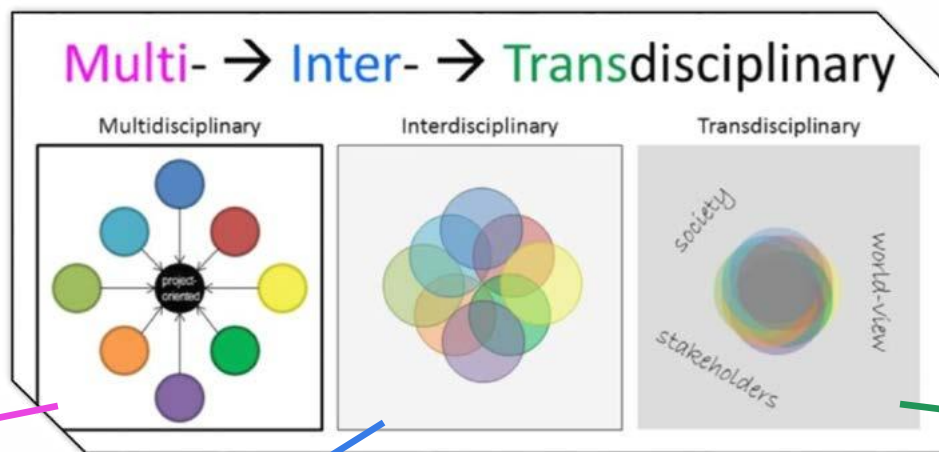
1. Curriculum Excellence Objectives
2. Pedagogical Excellence
3. Academic Administration
4. Examination Reforms
5. Infrastructural Development & Maintenance
6. Partnering with Knowledge Hubs
7. Automation and Information Technology
8. Stakeholders Involvement
9. Manpower Management
10. Legal Compliances
11. Creating Institutional Brand Image/Ranking
12. Research & Development
13. Social Outreach Programs
14. Monitoring and Evaluation
15. Employment
16. Supporting Students from Disadvantaged Backgrounds
17. Others

NEP 2020@ RTU :

RTU University has introduced the NEP 2020 in the year 2023 with the clear objective of enhancing the educational processes followed thus far. The University spearheaded by the vision of its Founder Chancellor Dr. P. Shyama Raju has already been following most of the essential principles as specified in the NEP 2020. Thereupon embracing the NEP 2020 in letter and spirit is more a matter of fine tuning the existing educational processes and procedures. A detailed discussion has been had at every rung of the senior leadership so that the plan of action was clear and inputs taken.

The Institution Development Plan, created with the participation of the RTU stakeholders, establishes the aspects on which the University will concentrate its actions for the next five years in cohesion with the optimal fulfillment of the Mission, Vision, and University Strategic directions through compliance with instruction, research, extension, and production.

RTU is a Multidisciplinary University and a University that is home to a cornucopia of Indian Knowledge System which is promoted in true spirit by the School of Performing Arts and Indic Studies, a differentiator School at RTU. Hence with the interdisciplinary learning mode at RTU, RTU has gone a step forward and ensured that the curricular aspects are not only Interdisciplinary but are Transdisciplinary in approach:



Social Sciences
Humanities
Applied
Sciences

Economics
Statistics
Mathematics

- Understanding of Music & Dance
- The Perspective from the Indian Knowledge System
- Economics,, Statistics, Mathematics Or Social Science, Humanities, Applied Sciences

Excellence in Curricular Aspects:

RTU will offer relevant academic programs that engage students and professionals in interdisciplinary education that inspires analytic thinking, creativity, and ethical practices through experiential learning, thus, preparing them to the industry 4.0 ready curriculum.

Excellent Faculty:

RTU is committed to supporting and strengthening faculty through the recruitment, development, and retention of outstanding scholars and educators. RTU will promote academic leaders' growth through professional development opportunities and institutional policies designed to strengthen our faculty towards discovery, learning, and engagement.

Student Excellence:

Student success is the core responsibility of RTU. At RTU we believe that the success of our students fuel our passion and hence our energies are diverted towards continuously improving student performance.

Excellence in Research:

RTU University aims to become a research powerhouse, and evolve as a university for research in the years to come. Our focus is to touch upon areas of research which will have a profound impact on the society.

Excellence in Outreach and Social Impact zones:

Extension service or community engagement is one of the University's focus in the decennial year of its existence. We create a culture of outreach and engagement through innovative teaching and scholarship and value engagement with our communities and local partners.

Excellence in Institutional Governance:

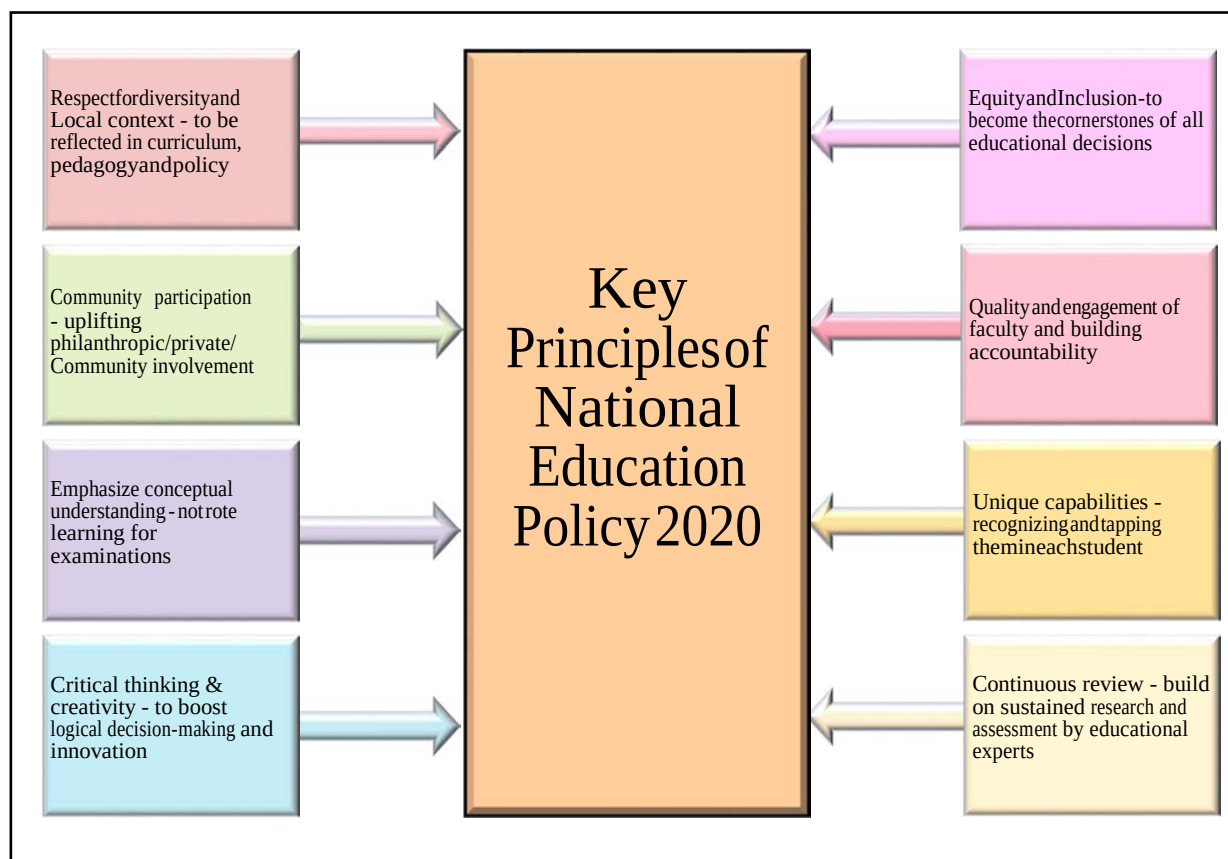
Good governance is pivotal to ensure the University steers forward in the years to come and practice in the University. Stakeholders have a voice in decision-making, either directly or through legitimate intermediate institutions that represent their interests.

Excellent Campus Environment:

RTU is committed to transforming and revitalizing the campus by securing investment in teaching and learning facilities. At the core of this revitalization will be the construction of additional facilities and buildings for the community's intellectual, social, physical and spiritual needs.

INSTITUTION DEVELOPMENT PLAN (IDP):

In alignment with the UGC guidelines, RTU has further improvised the strategic plans and directions of the University and accordingly formulated the Institution Development Plan blending the requirement of the NEP 2020, key features of which is as tabulated below:



SWOC ANALYSIS OF RTU:

