



RAYAT BAHRA UNIVERSITY

STRATEGIC PLAN AND DEPLOYMENT POLICY

The institution has a clearly stated vision and mission which are reflected in its academic and administrative governance

Vision: To become the leader in the field of transformative education and advance learning where we can generate world class value specific, competent and intellectual human capital and empower the students to fulfill their desire of diverse academic and professional pursuit. The university shall provide an advance, adequate and ample opportunity platform with accessible and affordable learning centers for every aspirant learner to gain practical and hands on experience to compete in global market, preserving his/her cultural roots and values intact. Our vision is further clarified with the ISO9001-2015 certification.

Mission: Within a vibrant and ever challenging environment to provide excellence in higher and advanced education, RayatBahra University discovers, disseminates and applies new technologies and minds through research, partnerships, technical collaborations and community involvements. The focus remains to provide and uplift the standards, quality of education and enriching learning experience. To impact a multitude of learners with skill based and professional courses, Employability quotient, Experimental learning with customized industry vetted curriculum. The university would thus become an instrumental and emerge as a strong channel for being a national and international voice of innovation, thus taking a lead in placing India on the global forefront.

Governance and Leadership

The functioning of the University is made operational by the Administrative Head, the Vice Chancellor through the subordinates Registrar, Finance Manager, Controller of Examination, Deans, Directors, Principals, Heads of Departments and teachers. The University has established various administrative, academic and finance bodies which are decision making bodies for all the University activities. The activities are executed through the various committees/Bodies constituted for a fixed period. The committees are as under:

Governing Body	: Constituted for every two years
Academic Council	: Constituted for every two years
Finance Committee	: Constituted for every two years

Board Management	: Constituted for every two years
Planning Committee	: Constituted for every year
Board of Studies	: Constituted for every two years

Faculty Administrative Powers

All the faculty members under the Head of Department are involved in various academic and administrative activities through the following roles:

- Encouraged to mentor and counsel the students
- Design the course, curriculum, pedagogy, examinations, discipline
- Developments of teaching-learning skills through lectures
- Encouraged to co-curricular and extra-activities among students
- Encouraged to give inputs for the continuous improvement and development of the Department.

Regular interaction in the Department leads to quality academic delivery that improves the education and critical thinking of our students.

Faculty Financial Powers

- The university encourages the decentralization of financial powers to the Deans, Head of departments and in-charges of various teams and committees to extend the financial assistance to the faculty member to encourage Research Conferences/ Symposia/ Seminars/ faculty development programs, New books, Travel grant, student activities and Industrial visits, etc.
- The recommendations of committees through Deans and Head of Department on financial requirements and allocations of academic resources of the department are accepted and approved by Registrar
- Engagement of Resource Persons, Visiting faculty, Inviting Scientists/ Industry experts for industry-academia tie-ups.
- A committee for library recommends the addition of books, periodicals, e-books, purchase of new case studies, journals, etc.

The effective leadership is reflected in various institutional practices such as decentralization and Participative Management

The effective leadership of the University is reflected through:

- (i) Administrative work
- (ii) Financial decision
- (iii) Decentralization work


 VICE CHANCELLOR
 RAYAT-BAFRA UNIVERSITY
 VILL. SAHAURAN, TEH. KHARAR
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The University executes the above power in decision making through the Registrar, Deans, Financial Manager, Directors, Principals, Heads of Departments. The compliances, Financial Matters, Strategies and Policies, Research and Development, Government and Social interface, and other proceedings are implemented through the specialized committees.

Leadership and Governance

The University has a hierarchy of leadership to ensure organization's management system and administrative system for implementation of the rules and regulations so as to make continuous improvement. The University has established various academic and administrative bodies which are decision making bodies for all the University activities. The administrative head of the University is the vice chancellor, who is an eminent academician to guide the University ably assisted by Registrar, Directors, Deans, controller of examinations, and Heads of Departments.

The officials of the University interact with stakeholders; Students, Alumni, Parents, Industry, Employees, and Media to take their feedback periodically.

Planning and Monitoring Board of the University ensures that the design & development activity is carried out in a planned manner. Detailed planning for design and development of instructions is done.

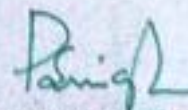
The Vice-chancellor invites academic council meetings to make provisions and adopt all measures in respect of starting courses of study, teaching, training, research, consultancy, and granting affiliation relating to the courses through traditional as well as new innovative modes including online education modes.

The University strengthen the culture of excellence at all levels by conducting the various workshops, short term courses, faculty development programs etc. to update employees in the recent trends in teaching, learning and other professional needs.

The faculty members are also encouraged to attend various workshops, seminars etc conducted by other institutions at national and international level.

The University has a set of well-defined policies of Governance that have been framed in consultation with the stake holders. The policies are circulated among the faculty members time to time on regular intervals. The students are briefed about these policies during the orientation program carried out in the beginning of the session. Thereafter, faculty members remind the students from time to time about the importance of adhering to these policies. The role of the above-mentioned committees is given below:

- The Central advisory committee prepares the plans to bring the excellence in academics
- Examination grievances committee addresses the problems of the students related to examination.
- The internal complaint cell takes care of the complaint of staff for addressing the as well as that of students.
- Academic Committee prepares the policy for the academic improvement in the University on the basis of the requirement of the industries.
- Disciplinary Committee frames the policy regarding the anti-ragging to make the campus Ragging free zone.

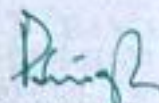


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- Examination Cell has framed policy for Evaluation, paper setting, and proper conduction of exams, Malpractices, and results.
- Library Advisory Committee frames the policy which would ensure the Institutional Library has all prescribed books related to all areas of study.
- Training and Placement Cell has developed planned policy to make all students undergo training in soft skills and domain areas to get them placed in reputed multinational companies.
- The Cultural committee strengthens the culture at all levels by organizing various events.
- IQAC ensures the conductance of various workshops, short term courses, faculty development programs, etc. to update employees in the recent trends in teaching, learning and other professional needs.

The University evolved a knowledge management strategy:

- (i) As a part of knowledge management, the University facilitates knowledge sharing among the faculty members and students.
 - (ii) Social media groups are started exclusively for the faculty members and students to post their experiences, and initiate discussions on issues of concern.
 - (iii) The discussion of the faculty members at Departmental level including the research Scholars to update the latest development in the field of their concern.
 - (iv) The lectures by the faculty members at School level are conducted on knowledge sharing as well as the advancement in the field.
- Installation of generators of 350KVA, 250 KVA and 125KVA load capacity for uninterrupted regular supply of power
 - Animal house and lawn
 - Participation of teachers in decision making bodies
 - Registration of MOUs with different Industries
 - Formation of Rotract Club in the University with NGO Rotary International
 - Regular interaction with stakeholders
 - Up-gradation of transport and Bus facility
 - Academic Calendar prepared regularly and implemented properly
 - Staring of Skill based courses in research, PG, UG
 - Waste water management system
 - Organizing expert lectures
 - Industrial visit
 - Creation of research promotional cell
 - Skill development center in the campus
 - Continuous critical self-assessment
 - Multidisciplinary tie-ups with Center for Innovation and Bio-Design



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Teaching and learning

Introduction of Specific Courses

The University has introduced the new multi-disciplinary course that are identified as per the need of the hour. The up gradation of the existing programs is made by introducing the innovations in these programs. The central library is completely digitized to promote greater focus on ICT based learning. Special coaching facilities for students for competitive and entrance examination are developed. The list of new programs is as follows:

Research and development

The University has developed modernized laboratories in all science and engineering Schools. The publication of work, seminars, workshops, colloquia and other collaborations are established through formal as well as informal linkages with the reputed institutions in the country and abroad. The spirit of research among students is inculcated through projects and dissertation at undergraduate as well as postgraduate level. The research work is carried out in the following fields:

- Rehabilitation
- Artificial Intelligence
- Dark Matter and Dark Energy
- Community engagement
- Nuclear Science
- Material Science
- Nano-science

The University organizes annual Sports meet every year that help students to develop the spirit of organization and team work. University organizes regular Blood donation Camps and cloth distribution among the needy people of the surrounding area.

Human resource planning and development

The University has developed an entirely ragging-free academic environment in the campus. The faculty and staff of the University sensitize the community to develop a pollution free and green habitat. The inner potential of every individual is explored by encouraging them to participate in interaction with great people in the field.

Industry interaction

The academia-industry interaction facilitates the students to have good exposure to the latest industrial and technological development. The projects work based on industrial/ social-economic importance are assigned to students.

Internationalization

The University has developed a practice to equip the students in such a manner that they are prepared to compete successfully at national as well as international level. The value-based education facilitates the students to develop a sense of universal brotherhood which help in making them global citizens.

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