

PLAN AND POLICY GUIDELINES: UNIVERSITY OF PUNJAB

Vice Chancellor, UoP

Vision and Mission

MY VISION IS TO TRANSFORM UOP INTO INTERNATIONALLY RECOGNIZED ACCREDITED UNIVERSITY PROVIDING QUALITY EDUCATION.

THE MISSION IS TO RAISE THE PRODUCTIVITY OF OUR GRADUATES THROUGH QUALITY EDUCATION AND PRACTICAL KNOWLEDGE TO CONTRIBUTE IN A SIGNIFICANT WAY TO THE NATIONAL ECONOMY.

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- ▶ **Strategic Plan:** To achieve the above goals, a strategic plan will be developed. The task can be distributed into three major divisions.
 - ▶ **Administration:**
 - ▶ **Finance**
 - ▶ **Academics**

EACH DIVISION WILL BE INDEPENDENTLY ASSESSED AND GAPS WILL BE IDENTIFIED THROUGH SWOT ANALYSIS. THE PLAN WILL BE DEvised TO ADDRESS THE GAPS.

▶ Administration

THE UOP HAS WELL-STRUCTURED ADMINISTRATIVE SET-UP WHICH CAN BE MADE MORE EFFICIENT BY IMPROVING THE WEAK AREAS IDENTIFIED BY SWOT ANALYSIS.

▶ Finance

- ▶ On finance side, university has surplus budget which is a good omen for the new administration to allocate resources for achieving goals.

TO ENHANCE THE RESOURCE BASE, FINANCIAL PLANNING /BUSINESS PLAN WILL BE DEVELOPED KEEPING IN VIEW THE OPPORTUNITIES AVAILABLE. MAJOR FUNDING CAN BE SOLICITED THROUGH RESEARCH PROJECTS, GRANTS AND MOBILIZATION OF UOP ALUMNI.

Academics

- ▶ **The major focus of the Vice Chancellor will be on the delivery of quality education to the students. A system will be developed/introduced to achieve the objective of quality education.**

QUALITY FRAMEWORK: A FRAMEWORK OF QUALITY WILL BE DEVELOPED BY INCORPORATING THE NATIONAL AND INTERNATIONAL QUALITY STANDARDS. THESE STANDARDS WILL CORRESPOND TO TEACHING, RESEARCH, TRAINING, STUDENT ADVISING, ETC.

Strengthening of QEC:

The QEC will be the most important implementation body of Quality Standards which will ensure the delivery of quality education. It will be strengthened by hiring qualified staff who are experts in their field. It will be tasked to

1. Implement quality framework ;
2. Develop a system for documentation of quality standards such as course files, faculty handbook, student handbook, policy and procedure manual, research manual, thesis manual, etc.
3. Revise and Standardize the curriculum with program learning outcomes (PLOs) and course learning outcomes (CLOs) and align it with international standards such as AACSB, ABOT etc. Adopted by top ranking research universities;
4. Initiate MOU with top ranking research universities;
5. Initiate a faculty exchange program with top ranking universities so that the faculty deliver quality education.
6. Initiate a collaboration with top ranking universities on research;
7. Develop and implement a system of educational quality audit (course files) at the completion of each academic term.
8. Coordinate with each academic unit for training and development of teaching staff.

Basic tenets of My Policy:

- ▶ **Merit:** The Vice Chancellor will ensure that all decisions are made on merit.
- ▶ **Transparency:** All decisions will be taken through a transparent mechanism so that no body raise any objection.
- ▶ **Decentralization:** The academic units will be empowered to make decisions at their level. This will increase the efficiency of the system.
- ▶ **Responsibility with Accountability:** Those who will be given responsibility will be accountable to their actions.
- ▶ **Performance based Incentives:** High performers will be rewarded with monetary incentives.
- ▶ **Key Performance Indicators (KPI):** KPIs will be developed for monitoring performance which will be communicated to all units.
- ▶ **Assessment Surveys:** End of every academic year an assessment survey will be conducted under the supervision of Vice Chancellor to audit the performance of each academic unit.