

Institutional Development Plan

Utkal Business School (UBS)

Utkal Business School (UBS), established in **2025**, is an institution approved by the **All India Council for Technical Education (AICTE), New Delhi**, and affiliated to **Biju Patnaik University of Technology (BPUT), Odisha**. The School currently offers the **Bachelor of Business Administration (BBA) programme** with an approved intake capacity of **120 students**.

The Institutional Development Plan (IDP) of UBS provides a structured roadmap for the systematic growth of the institution, strengthening of academic standards, development of infrastructure, enhancement of faculty and student capabilities, and establishment of effective systems of governance and quality assurance.

1. Vision and Academic Development: UBS proposes to develop itself as a quality institution for undergraduate business and management education with a strong emphasis on academic excellence, professional competence, ethical values, entrepreneurship and holistic student development.

The institution plans to:

- Strengthen the BBA programme in accordance with the requirements of BPUT and AICTE.
- Continuously review and improve curriculum delivery and teaching-learning practices.
- Promote experiential, practical and application-oriented learning.
- Introduce innovative pedagogical practices, including case studies, simulations, projects, presentations and group-based learning.
- Encourage interdisciplinary learning and development of employability skills.

2. Faculty Development and Human Resource Planning: Quality faculty is central to the academic development of UBS. The institution will progressively strengthen its faculty base in accordance with applicable AICTE and university norms.

The plan includes:

- Recruitment of qualified and competent faculty members.
- Maintaining an appropriate faculty-student ratio.
- Organising faculty development programmes, workshops, seminars and training programmes.
- Encouraging faculty members to undertake research, consultancy, publications and professional development activities.

3. Infrastructure Development: UBS will progressively develop and upgrade its physical infrastructure to provide a safe, modern and conducive learning environment.

Priority areas include:

- Development and modernization of classrooms and teaching facilities.
- Strengthening of computer laboratories and ICT-enabled learning facilities.
- Development of library and digital learning resources.
- Provision of adequate facilities for seminars, workshops and student activities.
- Development of sports and recreational facilities.

- 4. Digital and Technology-Enabled Education:** UBS proposes to integrate technology into teaching, administration and student services.

The institution will focus on:

- ICT-enabled classrooms and digital teaching resources.
- Strengthening digital library and e-learning resources.
- Use of Learning Management Systems and institutional ERP wherever appropriate.
- Promoting online learning resources, MOOCs and other digital skilling initiatives.
- Developing students' digital, analytical and technology-related competencies.

- 5. Student Development and Employability:** The development of employable and responsible graduates will remain a major priority of UBS.

The institution proposes to:

- Strengthen soft skills, communication skills and personality development programmes.
- Organise career guidance, aptitude training and placement preparation programmes.
- Facilitate internships, industry visits, guest lectures and interaction with industry professionals.
- Promote entrepreneurship and innovation among students.
- Encourage participation in co-curricular and extracurricular activities.
- Organise seminars, workshops, competitions, cultural and sports activities.
- Establish effective mentoring and student support mechanisms.

- 6. Industry-Institute Interaction:** UBS will progressively strengthen its engagement with industry and professional organisations to bridge the gap between academic learning and industry requirements.

The proposed initiatives include:

- Industry interaction sessions and expert lectures.
- Industry visits and field-based learning.
- Internship and live-project opportunities.
- Interaction with entrepreneurs and business leaders.
- Development of industry-supported training and skill-development programmes.

- 7. Research, Innovation and Consultancy:** Although UBS is at an early stage of institutional development, it proposes to gradually build a culture of research and innovation.

The institution will encourage:

- Faculty and student research activities.
- Research paper writing and publication in quality journals.
- Student projects addressing contemporary business and social issues.
- Participation in research conferences, seminars and workshops.
- Development of consultancy and extension activities in the future.

- 8. Quality Assurance and Accreditation Readiness:** UBS will establish appropriate internal mechanisms for continuous improvement and quality assurance.

The institution proposes to:

- Strengthen the Internal Quality Assurance Cell (IQAC) and quality-monitoring mechanisms.
- Develop appropriate academic and administrative policies and procedures.
- Maintain systematic institutional records and documentation.
- Undertake periodic feedback from students, faculty, alumni and other stakeholders.
- Monitor academic performance and student progression.

9. Student Welfare and Inclusive Education: UBS will provide a supportive, inclusive and student-friendly academic environment.

The institution will strengthen:

- Student grievance redressal mechanisms.
- Anti-ragging measures.
- Prevention and redressal mechanisms relating to sexual harassment.
- Equal opportunity and student welfare initiatives.
- Mentoring and counselling support.
- Support for students from diverse socio-economic backgrounds.
- Awareness programmes relating to ethics, gender sensitivity, social responsibility and responsible citizenship.

10. Governance and Institutional Management: The institution will progressively strengthen its governance and administrative systems to ensure transparency, accountability and efficient functioning.

The plan includes:

- Clear delineation of academic and administrative responsibilities.
- Strengthening of statutory and institutional committees.
- Effective implementation of institutional policies.
- Digitalization of administrative processes.
- Regular review of institutional performance.

11. Extension, Social Responsibility and Community Engagement: UBS intends to develop meaningful engagement with the surrounding community through educational, social and awareness-oriented initiatives.

Activities may include:

- Community awareness programmes.
- Environmental sustainability initiatives.
- Social outreach and extension activities.
- Financial and digital literacy programmes.
- Student participation in community development activities.
- Observance of important national and social awareness days.

12. Alumni and Stakeholder Engagement: As the institution grows, UBS will establish and strengthen its alumni network to facilitate continued engagement with former students.

The institution proposes to:

- Develop a structured alumni association.
- Maintain an alumni database.
- Organise alumni interaction and networking programmes.
- Involve alumni in mentoring, career guidance and industry interaction.
- Seek alumni feedback for institutional development.
- Encourage alumni participation in institutional and student-development activities.

13. Financial Sustainability and Resource Mobilisation: UBS will adopt prudent financial planning to support its academic and infrastructural development.

The institution will focus on:

- Effective utilisation of available financial resources.
- Annual budgeting linked with institutional priorities.
- Planned investment in academic and infrastructure development.
- Mobilisation of resources through permissible avenues.
- Development of partnerships and collaborations, wherever appropriate.

14. Sustainability and Green Campus Initiatives: The institution proposes to progressively adopt environmentally responsible practices across the campus.

Key initiatives will include:

- Energy conservation and efficient use of resources.
- Water conservation.
- Waste segregation and responsible waste management.
- Plantation and green-campus activities.
- Promotion of paperless and digital administrative processes.
- Awareness programmes on environmental sustainability.

15. Proposed Development Roadmap:

Development Area	Short-Term	Mid-Term	Long-Term
Academic Programmes	Strengthen BBA programme	Introduce additional programmes as feasible	Develop wider portfolio of management programmes
Faculty	Recruit qualified faculty	Faculty development and research strengthening	Build strong academic and research team
Infrastructure	Strengthen basic academic facilities	Expand ICT, library and student facilities	Develop advanced academic infrastructure
Student Development	Mentoring and skill development	Stronger internships and industry exposure	Entrepreneurship and leadership development
Industry Interaction	Guest lectures and visits	MoUs and internships	Long-term industry partnerships
Research	Encourage faculty/student research	Publications and conferences	Research, consultancy and innovation centre
Quality Assurance	Strengthen IQAC and documentation	Quality enhancement initiatives	Accreditation readiness and continuous improvement
Alumni	Establish alumni database/network	Regular alumni engagement	Strong alumni-industry-institution network
Digitalization	ICT-enabled teaching and administration	Integrated digital systems	Smart and technology-enabled campus
Sustainability	Basic green initiatives	Resource conservation measures	Sustainable and environmentally responsible campus