(c) Human Resource Development

The officers of the University (AR and DR) may be encouraged to acquire modern management skills by self study and through participation in short/long term workshops organised by Management and Computer Science Institutes. For the office staff at the SO and junior levels, the university should run periodic workshops for providing them exposure to the university rules, and training in office automation procedures. Any transfer from one unit to another should be preceded by an appropriate training programme. There is also the need for evolving a creative and innovative performance appraisal system and a promotional policy that enhances motivational levels and introduces accountability. The promotion policy should be strictly performance based.

(d) e-Governance and Office Automation

The administrative set-up of the entire University needs to be integrated through intra-net connectivity with data storage on dedicated servers. Each office staff member may be provided with a terminal on his desk. With this integration, the University should gradually move towards nearly paperless offices. To begin with, all circulars, notices, timetables, leave applications etc. may be processed electronically. In due course, e-governance should enable each employee to have access to his service records and project expenditure through a personal password based data storage system.

(e) Redeployment and Rationalization of Support Staff

Decentralization, autonomy and automation necessarily imply downsizing the staff strength of the central registry. The excess staff may be redeployed in different Institutes and Faculties to enable their offices to deal with additional work load more efficiently.

While the general administration needs to be decentralized, the service units, like Sanitary, Horticulture, Electric and Water Supply, and Security must be kept under a centralized set-up for efficient functioning. This has been amply demonstrated by the marked improvement in the performances of the sanitary and horticulture units for which all the Safaiwala/Safaiwalis and Malis were pooled at the university level. A similar pooling is recommended for the Chowkidars through the Proctor Office to ensure the availability of a security guard at the main entrance gate of each department/school. This would help facilitate the access to such buildings beyond office hours in pursuance of the persistent demand by the Ph.D. scholars and faculty members for their academic and research work. At the moment, this is not happening as some of the units do not have a sufficient number of Chowkidars. For a world class research university, round the clock access to the laboratories and library has to be provided.
IV Academic Reforms

The Banaras Hindu University offers courses in the widest possible range of subjects through its 15 Faculties and 123 departments and 4 interdisciplinary schools. It is home to undergraduate, postgraduate and research programmes on the same campus, a unique feature for the Indian University System where the Universities are confined to postgraduate teaching and research only, leaving undergraduate teaching for colleges. Quality teaching at undergraduate and postgraduate levels requires a research environment. The Banaras Hindu University is unique in this respect also, as there is a strong tradition of research in practically all the disciplines. Capitalizing on these unique features, the University has to embark upon a thorough restructuring of the existing degree programmes for making them more attractive and relevant to meet the challenges of the globalization. There is also a need for reviewing the existing admission and evaluation procedures. Here are a few suggestions:

(a) Five Year Integrated M.Sc. Programmes in the following subjects may be initiated, as already recommended by an Expert Committee of the SAC-PM:

(a) Physical Sciences Faculty of Science
(b) Chemical Sciences Faculty of Science
(c) Life Sciences Faculty of Science
(d) Mathematical Sciences Faculty of Science
(e) Materials Sciences Institute of Technology

The course structures for each of these subjects may be so designed as to give reasonable exposure to all the allied subjects in the first two years, followed by courses in the specialized areas in the next two years, and finally a research dissertation at the final year. Such programmes are expected to develop the requisite background in the students to take up research problems of an interdisciplinary nature.

(b) New Interdisciplinary Post Graduate Degree Programmes cutting across Departmental/School and Faculty boundaries in the following areas may be initiated:

(a) MBA in Industrial Management
(b) M Tech in Nanoscience and Technology
(c) MA in Environmental Economics
(d) MSc in Agro-Forestry
(e) M Sc Soil and Water Conservation

(c) Introduction of Diploma/Certificate Programmes

To make the undergraduate and postgraduate education in non-professional courses relevant to the requirement of the job market, it is proposed to offer add-on Certificate/Diploma level courses of varying durations (6 months to 2 years) in the following areas:

(f) Law and Biotechnology
(g) Information Technology and Cyber Crimes
(h) Law and Forensic Science
(i) Company Secretaryship and Tourism Management
(j) Computer Application in Sanskrit Grammar and Astrological Calculations
(k) Industrial Microbiology
(l) Bioinformatics
(m) Food Processing
(n) Commercial Horticulture
(o) Classical Indian Music
(p) Classical Indian Dance
(q) Developmental Studies
(r) Theatre Studies
(s) Public Relations and Corporate Communications
(t) Interior Decoration
(u) Advertising Design
(v) Dialysis Therapy
(w) Medical Laboratory Technology
(x) Financial Management
(y) Ayurvedic Panchakarma Therapy
(z) Human Values and Ethics
(aa) Media Studies
(bb) Gender Studies
(d) International Students’ Programme

The International Centre of the University takes care of the admission and welfare of international students, maintains academic correspondence/links with ICCR, and other organizations such as USEFI (United States Educational Foundation in India), American Institute for Indian Studies, Centre for Indo-Canadian Studies and Research etc., processes the applications of International Visiting Fellows/Scholars/students for Short-Term Affiliation, and provides a single-window system for all foreign students seeking admission at BHU. At present about 350-400 foreign students are registered for various courses on the campus. In addition, about 100-150 foreigners are registered for certificate and diploma courses in yoga. A limited number of visiting Fellows on Short-Term Affiliation, regularly visit several departments of the Faculty of Arts, Social Sciences, Science and Engineering & Technology. The University proposes to introduce a few diploma/certificate courses of 3 to 6 months durations for foreign students in oriental subjects:

i) Sanskrit and Pali Language
ii) Classical Indian Music
iii) Classical Indian Dance
iv) Vedic Studies
v) Indian Philosophy
vi) Philosophy of Ayurvedic System of Medicine
vii) Yoga Practice and Theory

It is also proposed to admit students from developing countries to various professional and non-professional degree courses on a much larger scale by adopting appropriate publicity and marketing strategy.

(e) Choice Based Credit System

The University would like to adopt semester system for all the degree courses (at present bachelor’s degree programmes are based on the annual examination system) with 'choice-based credit system (CBCS)' and 'open sky' options allowing for greater flexibility. Thus for example, the students of fine arts can benefit tremendously by taking courses in computer graphics and ceramics. Similarly, engineering students can benefit from courses in Intellectual Property Rights, International Trade Law of the Faculty of Law. There are tremendous possibilities for such inter-departmental, inter-faculty interactions leading to a degree programme.

(f) Entrance and Regular Examinations

The sale of forms, deposit of test fees, issue of admit cards, conduct of tests, declaration of results and counseling of the eligible candidates for all entrance tests should be done through the internet to enhance efficiency. For regular examinations, continuous assessment of the students in all courses of studies with an end term assessment is to be adopted in the Bachelor’s degree programmes (other than those in IT and IMS, where it already exists) also. The formalities of filling of forms, deposition of the examination fee and issuing admit cards should be done through the internet.

(g) Coordination with other Universities

The University believes that all the Central Universities should join hands in conducting a common entrance test for admissions to the various undergraduate, postgraduate and Ph.D. degree programmes, on the pattern of the Joint Entrance Examination conducted by the IITs. In due course of time, uniform credit-based evaluation system may be evolved enabling transfer of students with credit from one central university to another. The University proposes to take initiatives to form a joint forum of Central Universities to address such issues of common interest.
(h) Multi Faculty Global University Centre

The University would like to have a separate structure for this kind of unique and modern facility for global interaction with academics and researchers. They can locate their offices and laboratories in a building created for the purpose, could be in constant touch and may visit whenever they like. This will pave the way for academic vibrancy and enhancement of vigorous interaction. Likewise we may consider to have north-east-west-south campuses of BHU located in these regions for its diversification.

V Research Priorities and Reforms

The quality of teaching will largely depend upon the extent to which the University is able to strengthen its research programmes, both in quality and quantity (i.e., number of Ph.D. degrees awarded, publications in quality journals etc.)

(a) Strengthening of the Research Programmes

At any instant of time, the University should have about 3000 high quality Ph.D. scholars and a large number (~1000) of postdoctoral researchers. All these research scholars have to be provided hostel accommodation and reasonable sitting space in the respective departments/schools. The University should aim for creating 1000 Ph.D. Research Fellowships in various disciplines. There is an urgent need for massive and sustained funding for modernization and removal of obsolescence in the research laboratories of the three Institutes and the Faculty of Science. Merely bringing in equipment will not help research activities unless it is matched by recurring research grant to each Department/School in the range of Rs. 50 to 100 lakhs per annum for meeting the cost of consumables, equipment maintenance and spares. For the Departments/Centres in other faculties also, provision for recurring research grants of Rs. 10 to 25 lakhs per unit will have to be made. The budget for research journals and books has also to be enhanced by an order of magnitude.

(b) Research Priority Areas

The University has identified research priority areas through presentations and discussions in several sessions chaired by the present Vice-Chancellor. It is expected that the respective faculties will direct their resources in these priority areas on a differentiated basis. There are special flagship areas with credible eminence such as: Theoretical Condensed Matter Physics, Materials Science and Technology, Genetics
and Biotechnology, Environmental Ecology, Women Studies, Ayurveda, Vocal Music, Infectious Diseases, Sanskrit and Dharm Vigyan and Conflict Resolution. These areas are to be nurtured to help them maintain international competitiveness.

Bharat Kala Bhavan is considered as the best University Museum in India, if not in Asia. There is no University in India which has a museum of this dimension and quality. There are approximately six hundred museums in India today and even among these museums of a diverse nature, Bharat Kala Bhavan has carved its permanent niche and is being considered among the seven-eight best museums in the country. The museum is fully dedicated to the cause of higher education and multidisciplinary researches. The academic possibilities of this museum being immense, the University proposes to develop a Ph.D. degree programme in Museology to be managed by the Bharat Kala Bhavan in collaboration with the Faculty of Fine Arts. Further, the University also plans to promote publication of books on the Bharat Kala Bhavan collections. Preservation and digitization of rare paintings and manuscripts are to be given priority. The University proposes to allocate sufficient funds to this centre for these activities.

(c) R & D Projects

The Vice-Chancellor has taken personal interest in encouraging the faculty members to generate additional resources for research activities through sponsored research projects. As a result of this initiative, there is a substantial change in the mindset and it is expected that more faculty members would have funding through sponsored research projects. The University proposes to introduce all necessary reforms in existing rules for smooth management of the projects.

(d) Industrial Collaborations

The improvements in the infrastructure of the University in general and the research laboratories in particular are expected to attract more industrial collaborations opening ways for additional funds. The University will provide all possible support for such collaborations.

(e) Patenting and IPR

The University has already formed an IPR Cell to encourage the patenting culture. It is proposed that in due course of time, the University will make provisions for meeting all the expenses related to filing Indian and international patents.
VI Development of the South Campus

The proposed South Campus of the Banaras Hindu University is being developed on the 2760 acres of Barkacha Farm provided by Bharat Dharm Mahamandal Trust on lease, located about 8 km south west of Mirzapur town on Robertsganj highway.

The vision for developing the area of Barkacha Farm goes with innovative experimentation of the modern educational ethos. Several major activities central to future national well being (e.g. energy and food security), such as biofuels, genetically modified crops, herbal/medicinal plants, can find a natural place here as part of BHU efforts. An ambitious agenda is being drawn up to locate such academic and research programmes in the vast tract of land which cannot be taken up for logistic reasons on the BHU campus. It is anticipated that the Institute of Agricultural Sciences and a few other faculties will get a bigger canvas to grow through the development of the South Campus. The South Campus is also being developed to initiate courses leading to entrepreneurship and skill development for creation of jobs.

The following programmes are to be started in proposed
Phase I (2005-10) of the development of the BHU South Campus:

**Academic Programs**

**Postgraduate Courses**
1. MBA (Agri Business and Rural Management)
2. MSc in Agroforestry
3. MSc in Soil & Water Conservation
4. MEd / MPed
5. MSc in Environmental Sciences

**Undergraduate Courses**
1. BPEd
2. B Ed
3. B Pharmacy in Ayurveda
4. B Tech in Food Technology
5. B Tech in Architecture
6. BMS in Homeopathy and Urani Medicines

**Diploma / Certificate Courses**
1. Diploma / Certificate in Computer Applications
2. Diploma / Certificate in Entrepreneurial courses
3. Diploma in Dairy Technology
4. Diploma in Fisheries Technology
5. Diploma in Counseling and Behavioral Psychology
6. Diploma in Carpet Technology
7. Diploma in Catering and Hotel Management
8. Diploma in Fashion Designing

**Training Courses**
1. Farmers Training
2. Herbal Extraction Training
3. Carpet Designing
4. Rural Craft / Artisans

Some of these like BEd, BPEd, PGDCA, Diploma in Tourism Management, Diploma in Office Management and Company Secretaryship, MBA Agro Business and B Pharma (Ayurveda) with total intake of 270 seats are going to start from the current academic session 2006-07. The necessary infrastructure in terms of laboratories, hostels, class-rooms, offices and dispensaries has been created.

In addition to the above mentioned academic programmes, it is also proposed to undertake the following scientific programmes:

**Agricultural Programmes**
1. Cultivation of food and oil seed crops
2. Cultivation of Medicinal, Aromatic and other commercial plants
3. Horticulture and Agro-forestry
4. Seed/Sapling production of Food, Oil seeds, Horticulture and Medicinal plants
5. Dairy Farming and Dairy Technology
6. Fisheries Development
7. Processing and value added product development

**Natural Resource and Environmental Management Programme**
1. Bio-diversity and Environment Management
2. Preservation and maintenance of indigenous plants of commercial value
3. Natural resource conservation following watershed management approach

**Knowledge Dissemination Programmes**
1. Development of Village Knowledge Centre
2. Transfer of Technology

**Welfare Programmes**
1. Health-care facilities
2. Sports and Games

A herbal garden on 100 acres of land and a biodiversity park on 500 acres of land are already in process of being developed. 1500 acres of land are now under cultivation of cereal, pulses and oil seeds etc. A dairy farm has also been conceived. A detailed plan of Rs. 260 crores for the overall development of the campus has been prepared and submitted to various agencies.
Centennial Challenge of BHU
A decade long Programme
2006-2016

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