



ख्वाजा मुईनुद्दीन चिश्ती भाषा विश्वविद्यालय, लखनऊ, उत्तर प्रदेश (भारत)
Khwaja Moinuddin Chishti Language University, Lucknow, U.P. (India)

U.P. STATE GOVERNMENT UNIVERSITY,
(Recognised Under Section 2(f) & 12(B) of the UGC Act, 1956 & B.Tech. Approved by (AICTE))



Institutional Development Planning (IDP) (2023-28)



KMC Language University
Lucknow



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IDP Committee

S.No.	Name	Designation	
1	Prof. N.B. Singh	Honorable Vice Chancellor, KMCLU and Head (IDP)	
2	Prof. Massod Alam	Dean, Faculty of Arts & Humanities, KMCLU & Member (IDP)	
3	Dr. Ehtesham Ahmad	Dean, Faculty of Commerce & Management, KMCLU & Member (IDP)	
4	Prof. Chandana Dey	Dean, Faculty of Social Science, KMCLU & Member (IDP)	
5	Dr. Tatheer Fatma	Dean, Faculty of Science, KMCLU & Member (IDP)	
6	Mr. Sanjay Kumar	Registrar, KMCLU & Member (IDP)	
7	Mr. Praveen Tripathi	Finance Officer, KMCLU & Member (IDP)	
8	Dr. Praveen Kumar Rai	Head, Department of Geography, KMCLU & Coordinator (IDP)	



Institutional Development Planning 2023-28 and Onwards till 2038

Vision

- To be a premiere University of global recognition that provides Excellence in Education, Research and Development, to create potential Innovators and leaders to serve Society and Nation;
- Becoming a vibrant knowledge Centre and a Centre of Excellence in teaching, research and extension activities;
- Bringing about conservation, creation advancement and dissemination of knowledge;
- Creating technologically equipped thought and action leaders in a wide range of spheres by providing value-based and high quality education;
- Generating cutting edge research and innovations and enabling empowerment through social and regional inclusion;
- Increasing global linkages by attracting international students and establishing collaborative programmes with educational institution of repute.

Pillar of Transformation

- ✓ Develop multilingualism diversification;
- ✓ Graduate and Post Graduate Education design as per the job market;
- ✓ Curriculum makes interesting, higher level and employable;
- ✓ Research & Innovation;
- ✓ Infrastructure and Green Campus Development;
- ✓ Information and communication Technology & IT enabled smart classes;
- ✓ Academic-Industry Relationships;
- ✓ Social Outreach.

Mission

*“The Mission of **KMC Language University** is to be a global, socially conscious Center of Excellence in the Conservation, Creation, Advancement and Dissemination of knowledge, equipped to take up challenges of the enormous change taking place all around and committed to empower its faculty and students to contribute meaningfully to economic, technological and social development and progress” .*



In accordance with this Mission, KMCLU aims at

- To provide a scholarly and professional environment that enables our faculty, students and staff to make lasting contributions to the advancement of learning.
- The core purpose of the University is to contribute in transforming society for a better future which stands for academic excellence and integrity.
- To promote academic growth by offering state-of-the-art Undergraduate, Postgraduate and Doctoral programmes and to impart emerging and new knowledge in Research & Development as well as innovation.
- To identify the thrust area of specialization in education based on perception of Regional and National as well as Global requirements. We believe in carrying out cutting-edge research and development for the benefit of society.
- To undertake collaborative projects and consultancies which offer opportunities for long term interaction with leading Academia and industries to cater to the needs of the Society and Nation.
- To promote human potential by inculcating conscientious behaviour, Environment, improvement, Ethics, Innovation and Entrepreneurship.

Core Values

The core values adopted by KMCLU as continuing principles are Integrity, Excellence, Accountability, Transparency, and Empathy.

a) **Integrity:** Teaching and learning shall be carried out in an environment of academic freedom and honesty. The university adheres to the highest standards of ethics in all its activities.

b) **Excellence:** The University is dedicated to excellence in all spheres of its activities, and through internal and external reviews, and works towards continuous development.

c) **Accountability:** KMCLU, is a recipient of public funds and recognizes that it is accountable to the people of Uttar Pradesh / India and to all its immediate stakeholders especially students, staff, faculty, alumni.

d) **Transparency:** The University functions according to defined procedures and rules, which are made available to all stakeholders. The university makes public all important information related to its functioning.



Major Goals for the Next Five Years (2023-28)

1. Proper implementation of the courses and its syllabus as per NEP-2020.
2. Extension for class rooms in existing composite building.
3. Arrangement of furniture for class room, laboratory and for newly constructed Auditorium.
4. Arrangement for smart IT enabled class room in each department.
5. Arrangement of 24 hrs food courts and interaction spaces.
6. Arrangement of advanced scientific instruments for science & engineering subjects.
7. Arrangement of library automation and purchase of reference book (both online & offline).
8. Campus improvement, such as planarization, floorization and gardening.
9. Development of green campus.
10. 100% utilization of electricity through the solar plates.
11. Boundary wall and proper university gate for campus security.
12. Upgradation of stadium for sport activities.
13. Renovation and extension work in existing Hostel.
14. Extension work in existing water supply system.
15. Proper medical clinic to the students and staffs.
16. Effective operation of rain water harvesting system in each building.
17. Recruitment of Teachings staffs (regular & contractual) and Non Teaching staffs.
18. Promotion of Teachers in different cadre.
19. Renovation of open spaces for parks in the campus.
20. Proper functioning of training & placement cell.

Strategic Plan

The university's new strategic plan will directly support these areas and the following visions will also obtain by the university during 2023-28 onward till 2038.

- ✓ Attract, develop, and retain a diverse student population and promote its success.
- ✓ Attract, develop and retain highly qualified diverse faculty and staff who are committed to our mission.
- ✓ Develop, support and deliver curricula, programs and services designed to prepare our students for professional and personal success.
- ✓ Ensure facilities and operations which support our university current needs and anticipate growth.
- ✓ Proactively position our college to communicate its value and benefits and build this identity and image among our many constituencies.



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- ✓ We continually strive to innovate finding new and more effective ways to educate and serve students.
- ✓ We sustain rigor in our work (both teaching and research) holding high standards and expectations for both our students and for ourselves.
- ✓ We will try our best to become nationally known Institution that makes a difference.

The **Strategic Plan of the KMC Language University** is divided under three heads: **Academic, Administrative, and Infrastructure**. It is a set of priorities for the institution and its academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

A. Academic

SHORT TERM GOALS (0-2 YEAR)

- Recruitment of Faculty (Regular & Contractual) against the remaining post.
- Promotion of the Faculty.
- Inspiring Faculty to align towards state of the art teaching delivery.
- Adding new academic units in line with the GOI's educational objectives-Institute for vocational Studies (Kaushal Kendra).
- Introduction of Geospatial Technology, Drone technology, Artificial Intelligence, Deep learning & machine learning, Linguistic Technology, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education (GCED), Green technology, Microbial technology etc. will be undertaken to develop these various important skills in students at all levels.
- Development of Question Banks Providing Model Answers Innovation centre.
- International Center for Student and Faculty Collaboration or Students & faculty Exchange program in teaching-research-training in foreign universities.
- Organizing students' cultural and technical festivals as grand events.
- Creation of help desk including online chat for new entrants.
- Creation of an overall disabled friendly system.
- Facilitate supervised internships for students in industry.

MID TERM GOALS (2-4 YEARS)

- Filling up of remaining faculty positions (regular & contractual).
- Promotion of the faculty.
- Recharge and inspire Faculty.
- Multilingualism in the higher education
- Introduction of Geospatial Technology, Drone technology, Artificial Intelligence, Deep learning & Machine Learning, Linguistic Technology, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education (GCED), Green technology, Microbial technology etc. will be undertaken to develop these various important skills in students at all levels.



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- International Centre for Student and Faculty Collaboration or Students & faculty Exchange program in teaching-research-training in foreign universities.
- Upgrade curriculum in line with international requirements.
- Create interdisciplinary centres of learning.
- Target enhanced research funding by at least 100% increase.
- Aim to enhance Chairs of learning in different subjects.
- Establishment and proper functioning of incubation centre.

LONG TERM GOALS (4-5 YEARS & ONWARD TILL 2038)

- Establishing 02 Chairs/Research Centre i.e. Dr. Ambedkar Chair, Shri Sardar Vallabhbhai Patel Chair or Centre for Dr. Ambedkar Study, Centre of Bojpuri, Awadhi Study, Centre for Shri Sardar Vallabhbhai Patel Study etc.
- International Center for Student and Faculty Collaboration or Students & faculty Exchange program in teaching-research-training in foreign universities.
- Enhance the research funding by 100%.

B. Administrative

SHORT TERM GOALS (0-2 YEARS)

- Deployment/Recruitment of Non Teaching Staffs against the vacant post.
- Upgradation of Networking and wireless networking in each Labs and Class rooms.
- Automation of Online availability of Student information.
- Website updating.
- Decentralization of administrative and financial powers.
- Department wise Budgeting and display of funds / UC on website.
- Library Automation and Digitization.
- Setting up of Gender Inclusion Funds for the disadvantaged groups (like women, transgender, acid victims, physically disabled etc.)
- Availability of best E-learning resources.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.
- Renovation of Laboratories.
- Counselling & Placement cell.
- Arrangement of 24 hrs food courts and interaction spaces
- Development of Parking lots for green campus.
- Solar light Systems for sustainable energy conservation.
- Renovation of Roads/ Sewage Systems.
- Green Campus programme.
- Earn-while-Learn program for the students.

MID TERM GOALS (2-4 YEARS)

- Deployment/Recruitment of Non Teaching Staffs against the vacant post.
- Work towards making the working paper less upto 70%
- Devolve financial powers to HODs and Deans.



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- Automation of Administrative and Financial offices.
- Development of Museum (paintings, Manuscripts etc.).
- Setting up of Gender Inclusion Funds for the disadvantaged groups (like women, transgender, acid victims, physically disabled etc.)
- To tap at least 25 new alumni every year for resource generation.
- To bring the funds from industry upto 2crore either by the consultancy projects or from other source & activities.
- Green Campus program.
- Earn-while-learn program for the students.
- To tap at least 10 alumni every year for resource generation.

LONG TERM GOALS (4-5 YEARS & ONWARD TILL 2038)

- Paperless office for administrative and academic work.
- Enhanced financial powers to HODs and Deans of Faculty.
- Development of Museum (paintings, Manuscripts etc.).
- Automation of Administrative and Financial offices.
- To tap at least 20 alumni every year for resource generation.
- 50 MOUs to be established by 2028 and onwards .
- More residences for Class III & IV Employees and Teachers Flats.

C. Infrastructure

SHORT TERM GOALS (0-2 YEARS)

- Upgradation of Networking and Wireless networking in each Labs and Class rooms.
- Development of Parking lots for green campus.
- Solar light Systems.
- Renovation of Roads/ Sewage Systems.
- Library Automation and Digitization.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.
- Renovation of Laboratories.
- Renovation of Roads/ Sewage Systems and Proper Waste management.
- Sick room facility.
- Green Campus programme.
- Career and Counselling Centre/Cell.
- Employment Cell.
- Cultural Activity Centre.
- Common Room development scheme: a. Facilities for Girls Common Room:
 - i. Sanitary napkins box in each department.
 - ii. Proper availability of the First Aid Box in each department.
- ✓ Proper disposal of the Waste Management.



MID TERM GOALS (2-4 YEARS)

- ✓ Library Automation.
- ✓ Renovation of Roads/Sewage Systems/Class III & IV Employees residences
- ✓ Teaching & Non Teaching Residences.
- ✓ Developing campus comparable to world class universities.
- ✓ Develop Multidisciplinary Research centre by 2028.
- ✓ Develop sustainable development programmes.
- ✓ Proper Waste Management.
- ✓ For better surveillance of CCTV camera in the remaining Classrooms and other places on the academic building.

LONG TERM GOALS (4-5 YEARS & ONWARD TILL 2038)

- ✓ Class III & IV Employees residences.
- ✓ Teaching & Non Teaching Residences (Multi story Complex).
- ✓ Developing campus comparable to any world class universities.
- ✓ Involving public and community.

General Goals

The general goals of a University are focused on citizen formation, based on ethics, pluralism, democracy, contemporaneity, and its mission. They involve the formation of values; introduce their actions in moral, cultural, scientific, and technological order that struggle to account for changes in society.

Their interventions of the Universities are aimed at:

1. Assessing the operational strategies of knowledge, so that inter disciplinarily and teaching research-community service interrelations are performed according to the contemporary needs of the technical-scientific formation and the demands of the new sense of knowledge;
2. Incorporating, to teaching practices, an epistemological view that accounts for the complex nature of formal and informal, scientific and traditional knowledge, and that promotes a shift in focus of the teaching-learning activity to understanding the pedagogical act as a process of formation of the educator and the learner to attain the highest global standards in quality education;
3. Maximizing the principle of flexibility and preparing teachers, technical-administrative staff, and alumni for multicultural interactions, needed to internal and external mobility, through credit transfer and mobility among various courses, programs, as well as among other national and international Higher Education institutions;



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4. Preparing faculty, technical-administrative staff, and alumni so they can select and learn the new information and communication technologies in the teaching-learning process and research and community service activities;
5. Concerted curricular and pedagogical initiatives, including the introduction of contemporary subjects such as **Language Technology, Geospatial Technology, Drone technology, Artificial Intelligence, Deep Learning & Machine Learning, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education (GCED), Green technology, Microbial technology etc.** at relevant stages will be undertaken to develop these various important skills in students at all levels.
6. Enhancing university management, consolidating the process of planning and evaluation and the information systems, with state-of-the-art technology, so that they serve the administrative, academic, and human resources areas as facilitators with efficiency, efficacy, and effectiveness;
7. Incorporating to academic practices and administrative actions the principle of sustainability: environmentally correct, economically viable, socially fair, and culturally accepted.
8. Proposed Scheme/Programme for management of library: Allocation of one book-self to a student, and the students will be paid a token money of 10 paise per book and a certificate for maintenance of books of library of their subject (choice) in the central library and or in departmental library- "***Earn while learn***" scheme to be introduced from this academic session. This scheme is to be popularized, and all departmental heads are requested to encourage and motivate students to come forward and join in this scheme.



Detailed Objectives & Outlines of Institutional Development Plan (IDP): 2023- 2028 and Onward till 2038

University's strategic plan has developed in the line of National Education Policy- 2020 and it will cover the 05-year period from 2023 to 2028 and onward 10 years till 2038. In order to maintain the vision of university, following objectives have been designed:

Action Plan for Time Line (2023-2028 and Onward till 2038)		
Sr. No.	Commitment & Theme	Objectives
1.	Enhancing the Quality of Education	<ul style="list-style-type: none">• To accelerate in the areas of teaching excellence and intellectual discovery.• To develop academic master plan.• To enhance student placement, academic outreach and retention activities to enhance access, richness and student success.• To increase students participation in higher education including vocational education.• To provide enhanced resources for student academic and emotional support.• To examine the courses to determine the best strategy for improving course outcomes, achieving success and providing access to appropriate academic support.
2.	Holistic and Multidisciplinary Education	<ul style="list-style-type: none">• To assure the holistic education serve among all students.• To Promote the Vocational Education.• To upgrade existing system into multidisciplinary university.• To facilitate academic autonomy among faculty so that they can motivate to the best teaching & research publication.• To provide high-quality multidisciplinary and cross-disciplinary teaching and research across fields.• To promote cultural programming (arts, international, diversity, etc.) that encourages students, faculty and staff to



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		actively engage with and understand different cultural viewpoints.
3.	Academic Bank of Credit	<ul style="list-style-type: none">• To develop and implement credit based course uniformly across the discipline.• To develop Imaginative and flexible curricular structures as per NEP-2020 in all disciplines.• To facilitate multiple exit options for learners.• To develop and implement the concept of Academic Bank of Credits which would digitally store the academic credits earned from various recognized HEIs so that the degrees from an HEI can be awarded taking into account credits earned.
4.	Excellence in Research	<ul style="list-style-type: none">• To encourage existing research directorate.• To promote and enable ambitious research of exceptional quality.• To motivate the faculty to bring the consultancy projects.• To enhance faculty and student-faculty collaborative research, scholarship and creative activities that are externally validated through peer review and supported by grants.• To create public and private partnerships through which faculty and students will engage in research, scholarship and creative activities.• To provide incentives and support for embedding research, scholarship and creative activities for all students, particularly those from underrepresented groups.• To cultivate international student and faculty exchange program.• To develop specific hand holding mechanisms and competitions for promoting innovation among student communities.



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5.	ICT integrated campus and Smart learning resources	<ul style="list-style-type: none">• To develop venture for Open Distance Learning (ODL) and online programs by the departments.• To equip class-room with smart learning resources.• To develop hybrid and blended learning environment for teaching and learning.• To incorporate technology- driven teaching methods and approaches to learning.• To enhance innovation activities and promote the entrepreneurial environment for staff and students.• To enrich information technology capability to enhance the quality of our research, teaching, learning, assessment and to streamline our administrative processes.• To develop e-content and e-technology park.• Set-up of ultra-smart Library and Laboratories.
6.	Brand identity	<ul style="list-style-type: none">• To increase the number of students engaged with research, scholarship and creative activities within and beyond the class-room.• To assist students in becoming more independent, self-confident and effective learners who disseminate knowledge innovate and solve problems creatively.• To explore opportunities to improve its brand reputation and recognition.• To cultivate a fierce pride among internal academia (i.e., current students, faculty and staff) through a shared understanding and experience of the identity and values.
7.	Funding & Economic Development	<ul style="list-style-type: none">• To identify alternative funding streams, improve internal financial management tools and enhance instructional delivery models to increase revenue and reduce costs.• To manage our financial resources to ensure the University's long-term sustainability.• To contribute in economic development and strengthen community partnerships.



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8.	Community Participation & Social Outreach	<ul style="list-style-type: none">• To offer competency-based education (CBE) programs to prepare them for employment or advancement in current and future job markets.• To develop partnership with local and state agencies to harness various funds for economic and workforce development.• To establish a Community Outreach centre to improve the health, vitality and economic sustainability for affiliated colleges.• To foster literacy and adult education programs; competency-based and online program options; interdisciplinary team-teaching; and degree and certificate options in a variety of disciplines for local communities.• Strengthening existing innovation, incubation and start-up programs.
9.	Alumni Engagement	<ul style="list-style-type: none">• To develop alumni network by re-engaging the KMCLU family.• To develop digital connectivity among Alumni.• To avail funding for restructuring various academic aspects.
10.	Social Media	<ul style="list-style-type: none">• To facilitate communication about campus events, all relevant social media sites will be updated with information about campus events and programming.
		<ul style="list-style-type: none">• To achieve a status of world class university.
14.	Ensure administrative efficiency	<ul style="list-style-type: none">• To ensure administrative and account office automation.• To develop transparent eco-system of campus.



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Action Plan for Time Line (2022-2032)

1. Enhancing the Quality Education

Activity	Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Implementation of NEP2020		Target of Completion	Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Develop Students Enrolment Management Plan		Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Monitor Admissions Annually		Target of Completion	Target of Completion	Target of Completion	Target of Completion	Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Rework on Prospectus by Faculty Committee		Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Establishment of Different Schools & Chairs Funded by Ministry of Education		Target of Completion	Target of Completion	Target of Completion	Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Academic and Administrative Audit Committee (AAAC)		Target of Completion	Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Establishment of Human Resource Development Centre		Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
Develop a mentoring system by pooling of outstanding senior/retired faculty		Target of Completion	Target of Completion	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review

Target of Completion	Review	Revise/Upgradation
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15. Ensure Administrative Efficiency																	
Activity	Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Automation of Administrative Office									Upgrade existing System								
Automation of Accounts Office						Upgrade existing System											
Task force for Coordinating University Level Resource Generation & Allocation																	
Streamline all Purchase Procedures																	

(Prof. N.B. Singh)

Hon'ble V.C., KMCLU & Chairman, IDP

(Sanjay Kumar)

Registrar, KMCLU & Member, IDP

(Praveen Tripathi)

Finance Officer & Member, IDP

(Prof. Massod Alam)

Dean, Faculty of Arts & Humanities
& Member, IDP

(Prof. Ehtesham Ahmad)

Dean, Faculty of Commerce & Management
& Member, IDP

(Prof. Chandana Dey)

Dean, Faculty of Social Sciences
& Member, IDP

(Dr. Tatheer Fatma)

Dean, Faculty of Science
& Member, IDP

(Dr. Praveen Kumar Rai)

Head, Department of Geography & Coordinator, IDP