



UNIVERSITY OF SCIENCE AND TECHNOLOGY (UST) BANNU



STRATEGIC PLAN (2018-2025)





SUMMARY

University of Science and Technology Bannu (USTB) is a rapidly progressing university of Khyber Pakhtunkhwa (KPK), Pakistan. The university is spread over four campuses namely Main Campus at Bannu Township, IECS and IMS Campuses at Bannu City, and Women Campus at Bannu-Miranshah Road. Students from different parts of the region are studying and residing to enrich the socio-cultural interactions in our campuses.

The University after 13 years of its existence, even today sticks firmly to the principles established by its founders. It continues to carry its vision, mission, and responsibility in promoting scientific and technological research and education as well as strict Islamic and traditional Pashtun cultural values.

We aim to continue with the commitment to bring rationality to education in all branches. This will eventually lead the way towards creating a tolerant and healthy academic environment, which is very helpful in producing good quality individual, who is fully equipped with knowledge in his or her own area of specialization. In addition, this is very important for a peaceful and developing Pakistan.

Transforming USTB as one the leading institutions of higher learning in KPK and throughout Pakistan, we have based our strategy on the following three characteristics:

1. Academics, referring to the best teaching-learning practices on the Campuses; high quality of students, academic staff, courses, teaching, monitoring and evaluation, and character building of students through extra-curricular activities.



2. Research attributes and innovation, which is becoming even more important in the current scenario with projects like CPEC, One Belt One Road, Oil and Gas Exploration, Visco-Elastic Damping for Earthquake Mitigation, and U.S.-Pakistan Knowledge Corridor, are just round the corner. Our strategy is not only to involve the teachers and students in the most relevant research projects but also work towards constantly upgrading the standards of USTB by conducting advanced research and publications in top quality journals.
3. Governance features as per this strategic vision are linked with the resource building and efficient resource management.

In the overall strategy, we have tried to link clearly defined targets with futuristic outcomes. Keeping in view our strengths, new programs are proposed purely based on the information collected from different faculties. The USTB leadership, academia, and students have a focused commitment to the university's mission and strategic plan for reformation and implementation. This level of dedication will help propelling the USTB into a leading national and international seat of higher learning.

INTRODUCTION

The University's foundation stone was laid by Mr. Akram Khan Durrani, the then Chief Minister of KPK on, November 11, 2005. The Charter of the University was approved by the Provincial Assembly of KPK's under an ordinance No. Legis 1(7) 05 promulgated by, the Honorable Governor KPK, on August 06, 2005. The UST Bannu was allocated 1402 Kanals (1202 Kanals for Main Campus at Bannu Township, 138 Kanals for IECS, 45 Kanals for IMS Campus and 17 Kanals for commercial purpose in the heart of Bannu City) by the Provincial Government of KPK in 2005 for establishing its campuses. The possession of the land was given by the district government of Bannu.

In today's knowledge driven world, "World-Class Universities" play a critical role in developing and nurturing knowledge workers, professionals, scientists, and researchers to generate new knowledge and support national innovation systems. In this context, countries across the globe are looking to ensure that their top universities operate at the cutting age of intellectual and scientific development, so as to support the needs of a knowledge driven economy.

This STRATEGIC PLAN is in line both with Provincial and Federal Governments of Pakistan Vision 2025 of bringing growth and development in the country through Human Resource Development and strengthening of infrastructure. Vision 2025 seeks to bring human resource development to the top of national agenda. This requires capitalizing upon existing social capital, strengthening it and improving the human skill base of the population to optimally



contribute to and effectively benefit from economic growth. Pakistan has to make significant leap forward in areas like education, health and social development to catch up with its peers.

National Vision 2025 presents a comprehensive approach to addressing human and social development gaps with an emphasis on developing human and social capital to take full advantage of Pakistan's youth bulge. In addition, the vision recognizes the rising power of a socially aware population and seeks to move towards a knowledge based society with harmony, ethics, and values. It aims at substantial expansion in levels of education as well as improvements in the quality of education. A larger share of the GDP, at least 4% to the education and at least 3% to the health, would have to be allotted. Key national goal under this pillar is to "Increase Higher Education coverage from 8% to 12%."



The USTB intends to chalk out the following strategies in order to contribute towards the national agenda and achieve the goals set by both the Planning Commission (PC) and Higher Education Commission (HEC) of Pakistan for upgrading the Higher Education Institutes:

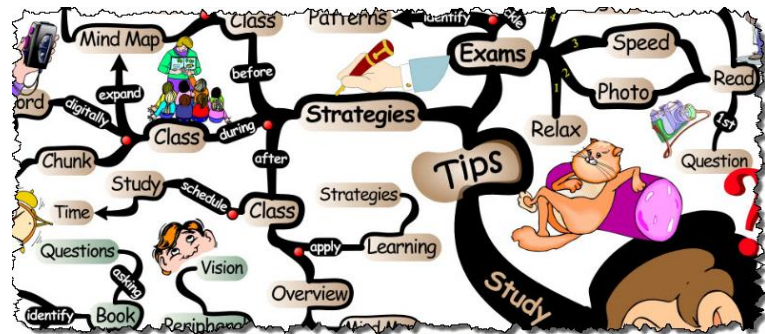
- To plan and execute academic and research programs, services, discourse, and debates relevant to the social issues and national needs.
- In view of the university's core values, the university will identify the key planning ingredients, analyze the gaps and recommend the target oriented strategies for next ten years.



- To facilitate, support and enhance R&D in the university.
- To act as a knowledge hub and develop knowledge base for subsequent support to ensure economic growth of the country.
- To provide a platform for technology incubation, business development and commercialization through academic excellence, R&D environment, and industry-academia linkages.

UNIVERSITY AT A GLANCE (*An Overview of the Current Status*)

S. No.	Plan Parameter	Unit	Existing Valus (2018)
1.	Faculties	Nos.	08
2.	Teaching Departments	Nos.	18
3.	Degree Programs Offered	Nos.	43
4.	Ph.D. Programs	Nos.	08
5.	MS/MPhil Programs	Nos.	10
6.	Masters Program	Nos.	12
7.	Under-Graduate Programs	Nos.	19
8.	Total Students on Role	Nos.	2442
9.	Ph.D. MS/MPhil, Master Students	Nos.	550
10.	Under-Graduate Students	Nos.	1892
11.	Total Male Students	Nos.	2072
12.	Total Female Students	Nos.	370
13.	Total Faculty Members (Permanent and Visiting)	Nos.	153
14.	Ph.D. Faculty	Nos.	57
15.	Non Ph.D. Faculty	Nos.	83
16.	University Alumni	Nos.	
17.	Faculty Blocks	Nos.	07
18.	Libraries	Nos.	05 (01 Cen+ 04 Deptt)
19.	Books Available	Nos.	42000
20.	Laboratories	Nos.	15
21.	Hostels	Nos.	04
22.	Hostels for Boys	Nos.	02
23.	Hostels for Girls	Nos.	01
24.	Buses for Staff and Students	Nos.	09
25.	Other Vehicles	Nos.	22
26.	Government Grant (Million PKR)	PKR	271.360
27.	Income from Own Sources (Million PKR)	PKR	513.616
28.	Donations (Million PKR)	PKR	---
29.	Research Grant (Million PKR)	PKR	2 Million
30.	Research Projects	Nos.	08
31.	Scholarships	Nos.	0.177
32.	Scholarship Budget (Million PKR)	PKR	0.177
33.	Trust/Endowment Fund (Million PKR)	PKR	---



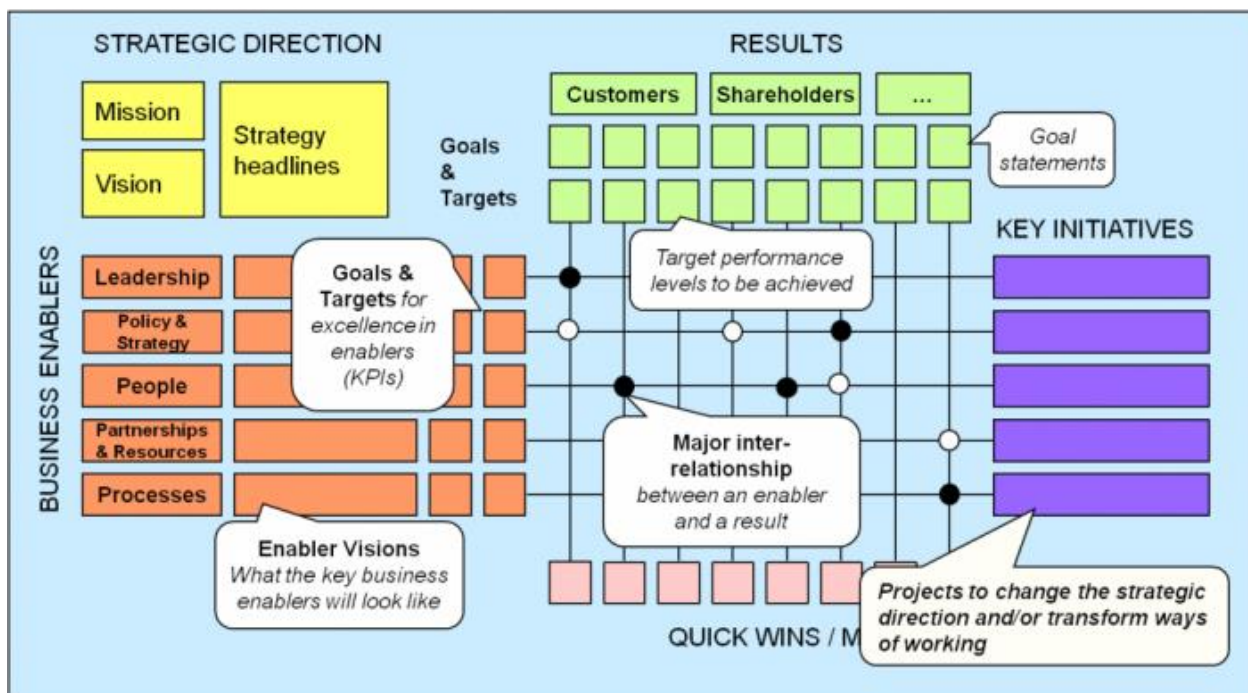
UNIVERSITY'S VISION AND MISSION (*Desire to grow, Ambition to Excel*)

Vision

To provide every opportunity for a harmonious development of individuals and society through reconstruction of human thoughts on the foundations of modern arts, science and technology. This will be achieved by the promotion of education, training and research in all branches of arts, sciences, engineering, and Islamic learning to ensure the development and advancement of Pakistani Society in total.

Mission

To optimize integration of the contemporary knowledge with the prevailed Cultural and Islamic perspectives through academic pursuit and endeavors.





CORE VALUES

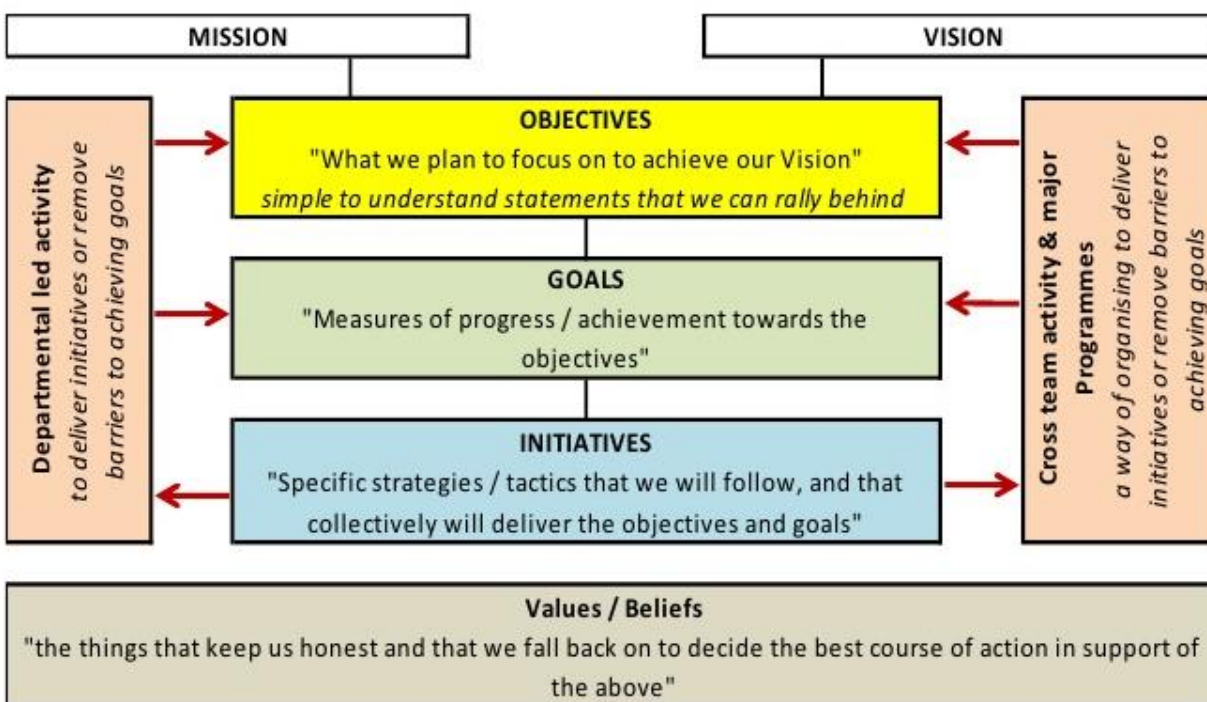
USTB affirms the core values as essential to the accomplishments of its mission and strategic plans. These committable core values are centric towards the university's vision. The university considers them core values because they are integrated into everything that we do. Core values, explained below are internal in one way but truly external too, as they are reflected in the product and services that we provide to the community:

- **Progressive Character:** USTB is committed to provide every opportunity for harmonious development of individuals and society on the greater foundations of tolerance, patience, and moderate Islamic thoughts. The reconstruction of human thoughts in all its forms would ensure the region's ideological, moral, intellectual, social, economic and technological development. Thus progressive character is inculcated in individuals who would work or study in the university, revolving around integrity, honesty and fairness, ethics of scholarship, freedom of inquiry, and open as well as truthful engagement with the community through noble practices.
- **Female Participation:** USTB, aside its co-education campuses, is also providing an exclusive and separate academic environment for female students. The university celebrates a rich diversity of female participation as well as creative and intellectual traditions by being inclusive in every respect. The university sees the female participation as one of the pillars of planning and growth on national level and considers this as a unique and empowering value for the institution.





- **Globalization:** USTB is ready to emerge as a symbol of global unity by welcoming students from all over the world, irrespective of their culture, cast, creed, and religion. The university thinks and acts globally and always intends to elevate internationalization by building on academic culture and by engaging ourselves on the forefront of discourses that are global in nature. As a core value, the university endeavors to nourish a global mindset in its students and faculty and to facilitate a landscape to realize and understand the diversity and differences, create cultural awareness and sensitivity, and to prepare for global markets.
- **Quality:** Quality is our building block as core strength across all programs in the university. Achieving quality and its continual assurance is key to the desirable academic excellence that requires the provision of the highest quality educational, research, and learning experiences made possible by academically and professionally qualified faculty and staff, opportunities for learning, state-of-the-art facilities, and effective and advanced resources necessary to support the university-wide activities. This core value also ensure the administrative and fiscal integrity and value addition through prudent management of resources entrusted to the university.



- **Social Impact:** The University maintains a strong sense of community outreach among students, faculty, and staff, and appreciates meaningful neighborhood, and city-wide, regional, national, and global partnerships. While the university is engaged in making a pronounced contribution to the national debates and social issues, we also focus on



assisting communities in every possible way. Social impact maintained through teaching, training, scholarship, research, knowledge creation and services is certainly a distinguished value that helps create a lively, open, and inspiring atmosphere, which is conducive to personal learning and growth as well as organizational progress. The university always makes an additional effort to progressively become an intellectual and creative center enriched with this core value.

- **Relevance:** The University adheres to the concept of the relevant outcomes of teaching, research, discourses, and scholarly services. We value independent, relevant, meaningful, and understandable work in the wake of national needs and global marketplace.

SWOT ANALYSIS

Swot analysis is conducted in order to evaluate USTB's major strengths and weakness on which this Strategic Plan is based:

Planning



"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."

Strengths

- USTB's has a unique feature of having four Campuses dedicated exclusively for different faculties. Main campus offers degree programs in Natural and Engineering Sciences. Additionally, it is planned to provide degree programs and in-service training to Medical Bio-chemists. Several dialogues and seminars arranged among national and international scholars in Basic and Applied Sciences and Engineering are staged under the co-ordinatorship of Main Campus. IECS Campus is dedicated to offering degree programs and promoting education related to Faculty of Information Technology and Sciences. It trains computer scientists and software engineers to promote adaption of interdisciplinary research and harmony among various sections of modern sciences and technology. Similarly, at IMS Campus subjects related to Faculty of Management and Social Sciences are taught. Several graduates, acquired degrees in Management, Economic, and Statistical sciences as well Islamic and Religious Studies are now actively involved in strengthening national economy and bringing good name to the University.



At Women Campus courses and in-service training related to Faculty of Social Sciences, for female only, are offered with sheer dedication and professionalism.



- USTB, as mentioned earlier, is providing separate and equal educational opportunities/facilities to the female students. The infrastructure and human resource facilities are provided at par across the board. This provision of separate campus for women has made USTB an alternate choice for students from far flung areas of the region, such as North Waziristan and FR Bannu/Lakki Marwat in particular. Similarly, the conservative families who wish to avoid co-education prefer to educate their daughters from USTB's Women Campus. The USTB, thus, educate those females who otherwise might have been deprived.
- It has been a mission of USTB to educate excellent educators. The USTB's curriculum is based on fundamentals of Modern Science and Technology. Additionally, teachings of Islam are also given due importance in syllabus of faculties of Natural, Social, Engineering, and Management Sciences or religious studies.
- Beautiful campuses of the university situated very appropriately at Bannu Township and Bannu City. All four campuses of the university are easily approachable for students and staff from different parts of the region. Conducive academic environment with transport facilities available at all places.
- By effectively developing and incorporating social sciences with either science and technology or management, USTB is able to offer interdisciplinary programs that cater to job market demands. In doing so, USTB not only brings out more of its unique features, but also helps students to gain a more competitive edge in workforce.



Weaknesses

- The curriculum revision of market oriented subjects need to be revised continuously as a regular feature which, presently, is either obsolete or being revised after long intervals.
- Some of the university resources like lab equipment has no optimal utilization as parallel facilities are developed in different campuses and at women campus. The concept of shared facilities need to be adopted.
- USTB has an outstanding list of teaching faculty members to lead academic development. Yet it needs to attract qualified faculty at doctoral level either through its own faculty development program or through HEC's faculty development plans. Dependence on visiting faculty needs to be reduced. The USTB do not have a residential colony, which can be a source of attraction for qualified faculty.
- The USTB is lacking in capacity building of academic and administrative staff, due to which the administrative and governance issues arise. The issue needs to be addressed to improve the quality of works both teaching and administrative.



Opportunities

- In the aftermath of the global financial crisis, the Government of Pakistan has made efforts to boost the economy. Fresh programs with China and USA are started like CPEC, Pak-US Knowledge Corridor etc. There is great scope/opportunity for USTB to produce graduates in areas like Civil Engineering especially in Railway Engineering, infrastructure engineers specialized in road/bridges, power engineers, commercial entrepreneurs, transportation, economics, and business administration and languages etc.
- Pakistan has become a service-intensive economy, where the public demand speed, innovation, value, and creativity for the products and services they get. A need, therefore, has risen for employees with multi-disciplinary skills. USTB has put great stress on a learning experience across various subjects, with interdisciplinary credit programs in place to prepare students for a society that values well-rounded skills.
- Service industry in Pakistan has contributed to more than 33% of GDP with highly dedicated efforts from the government. The USTB has lot of opportunity to capture its market share by emphasizing on innovation and creativity as per competitive market requirements. Collaborative research programs with industry can play an important role in producing qualified graduates having expertise, integrity, sincerity, diligence, and modesty.



Threats

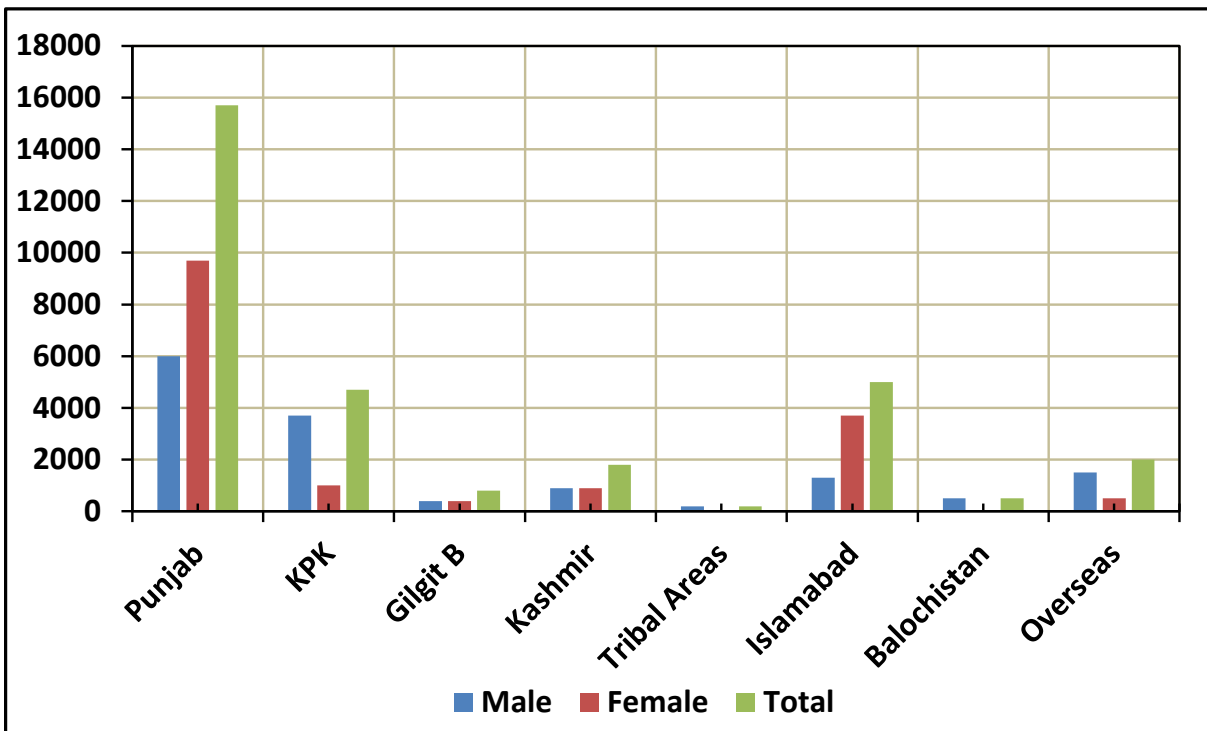
- There is a negative perception that USTB promotes male dominating employment, impart conservative academic environment and its graduates might be employment challenged. This also affects its image as equal opportunity recruiter and its aim of developing the university. Unfortunately, USTB neither has an effective marketing strategy to market its graduates nor have strong liaison with business and industry. This perception can be countered by producing graduates in emerging disciplines.
- USTB has strong base of Alumni consisting of thousands of graduates. A large number of them is serving in Teaching, Management, Administration, Banking, Engineering, and Pharmaceutical at higher levels. The university has failed to fully benefit from such a rich source that can contribute a lot for the benefit of the university in providing services, contributing towards endowments, funding research projects, initiating scholarships, and providing employment opportunities to its graduates.
- The weak USTB-Industry linkages have also translated into difficulties in raising large scale funds or strengthening the university's plans for income generation, attracting investors, increasing endowment fund etc. to help the University affairs development.



KEY PLANNING INGREDIENTS

The USTB has remained agile and flexible, through its strategic planning process, in its response to changes in the marketplace. The rapidly changing environment for higher education is a key consideration in establishing university goals. We examined key social, technological, environmental, and economic trends impacting the university's strategic direction. The five focal areas include:

- **Academic Climate:** As indicated by this definition, the campus climate significantly reflects how students, faculty, and staff relate to the university and how they perform academically, in the classroom, office, and in the community. A campus environment that is friendly, supportive, and encouraging is essential to the personal growth and development of each student and employee. In a symbolic relationship, each member contributes to the development of a nurturing campus climate. To achieve the goal of creating a campus climate conducive to excellence in teaching and learning we need to continually assess the level of satisfaction of faculty, students, and staff with the quality and effectiveness of the campus climate.
- **Students' Demographics (Provincial Enrolment Trend):** Province wise students' Demographical trend is illustrated as given below:



- **Educational Technology:** New technologies enhance students learning and increased expectations of both on-site and online learners. It extends the learning environment beyond classroom to reach students where they live and work. Similarly, it enhances learning environment that simulate real-world situations with technology and laboratories. In addition, adaptation of smart classroom concept is inevitable.
- **Institutional Resources:** Institutional capability to acquire and optimize resources to ensure future success.
- **Trends beyond 2018:** Critical competencies needed to prepare the University to sustain its success beyond 2018 in research, teaching and learning. Critical forces of market, competition, economy, and technology also needed to be reviewed to generate a context for the strategic plan.



TARGET AREAS AND STRATEGIES

I. ACADEMICS

Goal

Achieving excellence through quality assured academic programs and focused teaching and learning processes.

Strategies

- **Ph.D. Faculty:** By 2025, it is expected that 50% faculty in the university will be Ph.D. qualified.
- **Student-Teacher Ratio:** Target for student-teacher ratio for Social and Management Sciences will be 1:30 whereas that for Natural/Computer/Engineering Sciences will be fixed at 1:20.
- **Academic Focus:** In next seven to eight years, the university will focus equally on teaching and research to take a leading role among both kinds of universities in the country.
- **Futuristic Programs:** New academic programs, in next seven years, will be worked against the national needs, potential societal impact and market requirements in line with the university's broader vision and mission.
- **Quality Assurance:** The University, as a policy, will shift on fully standardized, technology-assisted and quality assured teaching, training, assessment, evaluation, and reporting system. Quality assurance and enhancement would remain as part of a rigorous strategy to uplift and excel the student, faculty and worth of the knowledge imparted. University-wide Key Performance Indicators will be shared with all the stakeholders with a vigorous feedback system on variety of quality parameters. The quality protocols globally known as standard for excellence such as QS ranking shall be implemented in the USTB to achieve better national and international ranking.
- **Train the Masters Trainers:** Professional Development of faculty and academic managers will be strengthened by producing good number of master trainers from within the faculty.



- **Learning Process:** The University will be focusing upon and creating opportunities for outcome based education (OBE) as this approach works best for tasks or knowledge that are easily measured.



- **Value Based Curriculum:** The University will be enthusiastic to promote value-based curriculum that is considered appropriate approach for teaching that works with values. It helps in creating a strong learning environment that promotes academic achievement and develops learners' social skills that lasts throughout their lives.
- **Academic and Career Counseling:** The University will ensure an essential guidance and counseling for its students that can assist them to set their academic targets, personal goals and take decision about their future.
- **Technology Enabled Academics:** The University would commit itself to utilize effective and efficient usage of ICT initiatives by continuous development of academic resources, yielding the excellence in academic output.
- **Internationalization:** Besides attracting national students, USTB will take strong steps in starting programs, in near future, for students from outside Pakistan. Encourage collaborative academic activities across the borders for the promotion of internationalization. USTB's alumni spread around the globe shall



be mobilized to work together with us for academic branding of the university and assist developing programs of mutual interest.

- **Fostering Entrepreneurship:** Faculties will be targeted to develop specialized components/programs, as mandatory part of degree program, to foster innovation and entrepreneurship among students.
- **Equitable Access:** Besides the traditional instruction, the university is committed to provide equitable access to a larger community. Hence the University would focus on the capacity building of the online- and Distance Education program in the coming years and aims to impart a fully technology-enabled and quality assured distant education program.



II. RESEARCH AND INNOVATION

Goal

Making USTB as a premier seat of learning, which may take lead on the national level for making a significant contribution towards impactful and relevant research and innovation.



Strategies

- **Sustainable Development:** The University will be committed to create a sustainable investment in research and innovation required for the national development, and thus, it aims to target such resources and funding avenues at least 5 times to its current portfolio, progressively, in next 7 years. This may be achieved through research award targets, institutional support from public funding, private support mechanism (University-Industry Liaison: for example) and international projects through collaborative research programs. We should also commit at least 10% from its internal revenue generation to be placed for the promotion of research culture (incentives, seed funding, R & D initiatives, capacity building of physical and digital libraries etc.) in the university. Similarly, as part of human resource investment, USTB will strive for the provision of attracting world-class researchers with commendable track record of research and grant portfolios in unique and distant research areas, contributing towards the strengths of the university as well as national and international rankings.



- **Relevance and Impact:** The University, in the next seven years, would commit itself to be engaged in globally competitive research. Faculty leadership would ensure that every faculty produce high impact research with target duly set for each year (1 impact factor paper per faculty member; for instance, and

endeavors to lead the publication of high quality journals from every faculty). The culture of book writing (authored by the faculty members) would also be patronized as university policy and such scholarly work will be published through university press. A societal impact of the research will also be gauged as an additive performance yardstick. USTB, hence, would deliberately focus on the establishment of thematic research groups, chairs, think-tanks, impacting the society and social issues in a wider and larger context. This will be particularly relevant to the faculties/academies and institutes undertaking teaching and research in Natural and Social Sciences, IT and Engineering, Management, and Islamic Studies etc. The University will continue promoting the interaction between institutional and community level through providing a wide range of opportunities such as trainings, research, workshops, and consultancies at various levels.



“Great plan. Could we get some more details?”

- **Linking-up with National Priority:** As 90% of the research output in the country comes from the universities; our University aims to recognize the research endeavors in line with the national priority areas, in order to promote more relevant innovation and economic growth in the country. The new research programs will be focused on the national vision and development of thematic research groups (in line with HEC vision and PCST’s recommendations), Centers, Institutes, and research groups will be representative of this strategy, particularly in the faculties undertaking teaching and research in Basic and Applied Sciences and Engineering and Technology etc. A greater focus of such



establishments would be on cross-over research and interdisciplinary working spheres. The University would also commit to engage itself on the academic and research fronts lying in the scope of activities immensely highlighted as national agendas, like, China-Pakistan Economic Corridor and Pak-US Knowledge Corridor etc.

III. RESOURCE AND GOVERNANCE

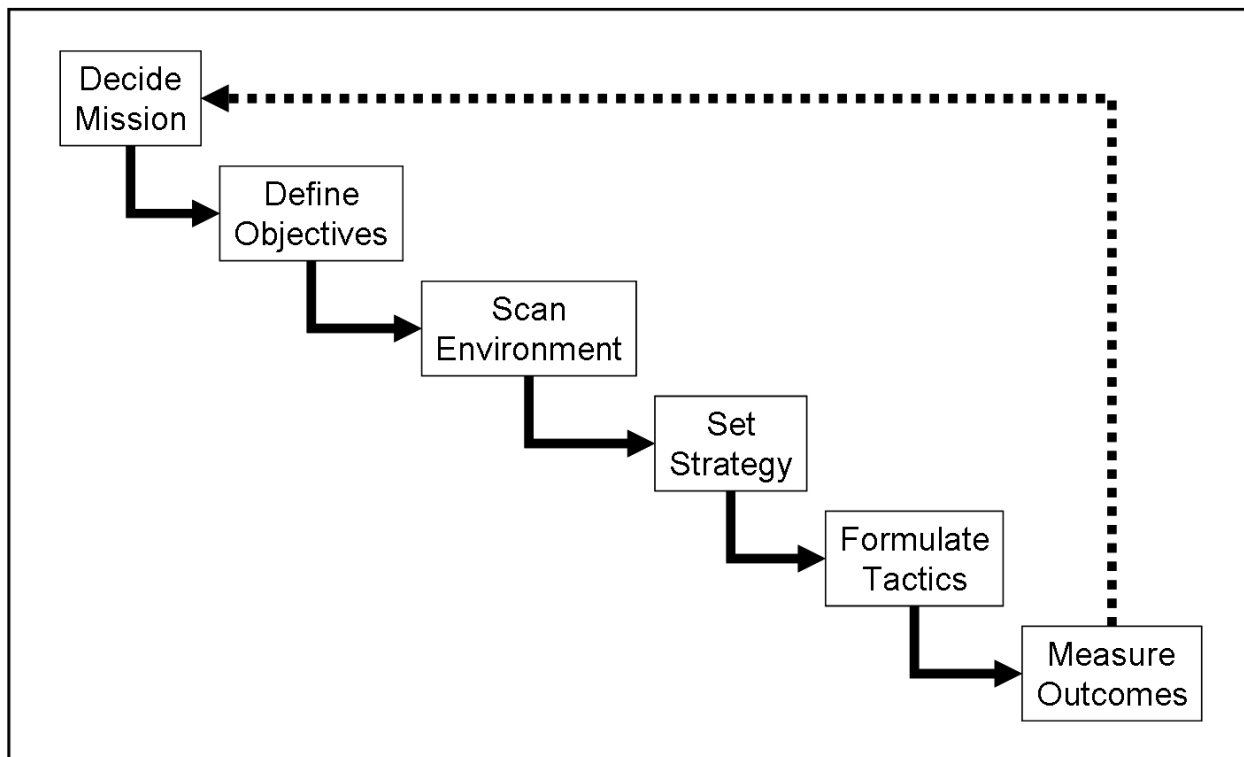
Goal

To strengthen and build the capacity of the physical infra-structure and the administrative accountability for excellence, innovation, creativity, openness, and collaboration to advance the University's mission.

Strategies

Governance: Establish and improve sound governance for the University.

- USTB will improve the legislative and policy basis for University governance.





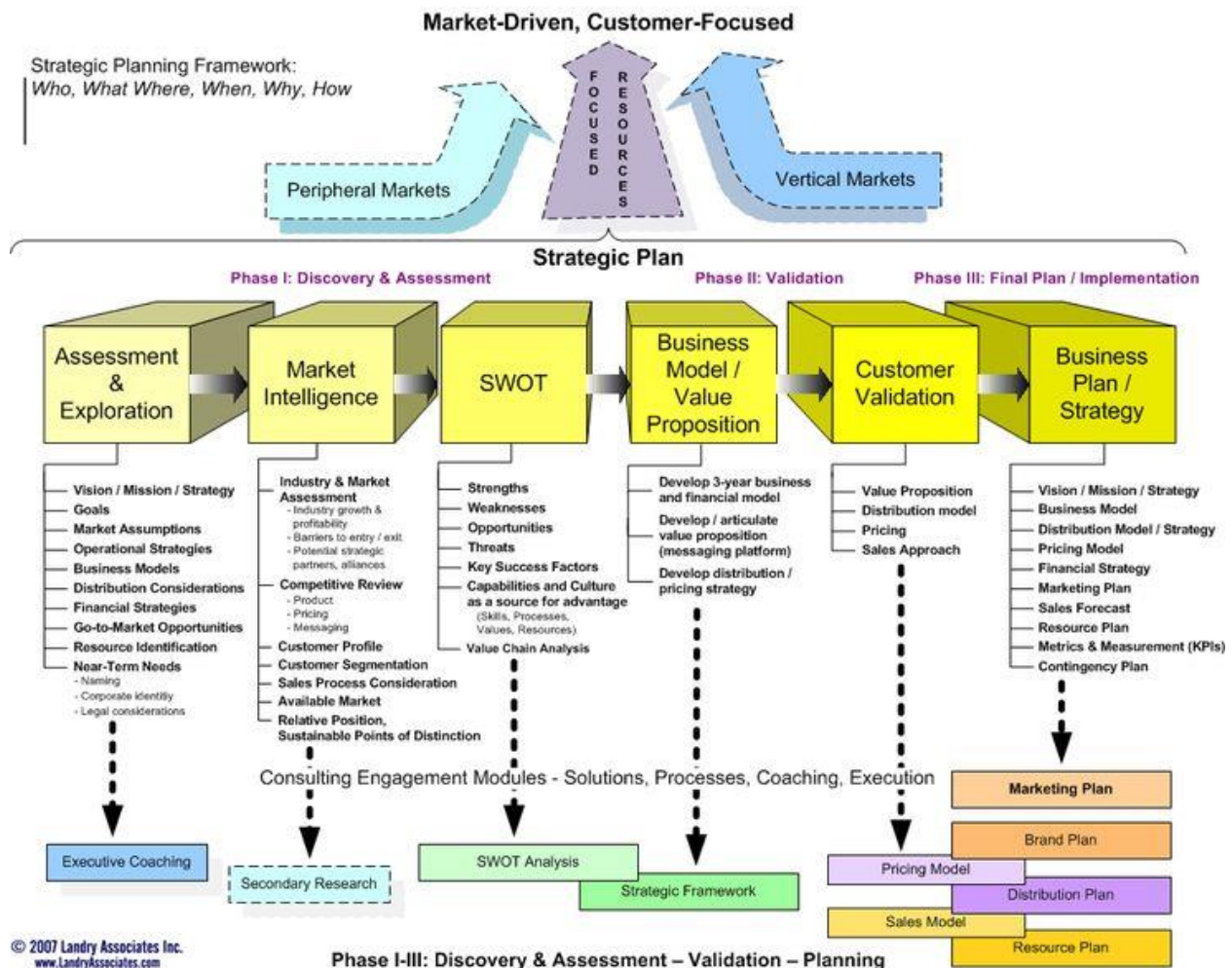
- Improvement will be made in governance bodies (Syndicate, Senate etc.) through establishing governance best practices, developing a governance manual, and conducting orientation and training.
- Improvement in the academic and administrative boards for transparency, accountability, relevance, and shared decision-making.
- Elevate the stature of the University through robust and bold strategic advancement initiatives designed to establish a strong and sustainable financial and marketplace position.
- Clearly define and align roles and responsibilities for effective and efficient operations in a decentralized academic environment.
- Improve, enhance, and strengthen the management systems of the University.
- Establish a university-wide system of monitoring and evaluation in order to monitor and evaluate all activities and programs.
- Provide relevant leadership development and training for all management, staff, and faculty positions.
- Improve communication systems and processes.
- Construct adequate administration facilities with sufficient space, equipment, offices, and meeting rooms, which are conducive to and appropriate for management and communication.

Resources: Using University's resources wisely.

- Develop and implement a University strategy to increase cost-effectiveness and efficiency in the use of resources and campus facilities.
- Develop advanced accounting and reporting policies and procedures for ensuring institutional approval, oversight, transparency, and accountability for all external funding received from all sources and all externally-contracted projects.
- Explore and promote ways to use its existing facilities and assets to increase revenues.
- Create incentives and motivation for faculty and staff to use resources efficiency.



- Finding External Resources such as donation, public-private partnership, commercialization etc.
- Establish and give high priority to the Office for Resource Development to identify and secure external sources of funding and other resources.
- Consider retaining professional and proven fundraiser or fundraising program both domestically and internationally.
- Consider enhancing in University Endowment Fund to administer capital donations to the University to be used for facilitating students and staff in their Studies, Pension, and GP Fund etc.
- Leverage University relationships to expand the pool of individual, alumni and corporate prospects and donors.





FUTURISTIC OUTLOOK

Target Area	Rationale and Relevance with the Proposed Strategy	New Initiatives (2018-2025)
Academics (Programs, Research and Innovation)	<p>Creation of knowledge and Development of trained manpower for the future requirements at the national level in areas, which are relevant to the national needs and lying in the scope of national priority areas and Govt. of Pakistan's Vision 2025</p> <p>Creation of knowledge and development of trained manpower for the future requirements in arts, natural and social sciences, IT, Engineering, and Islamic Studies for a larger social impact, harmony, and tolerance in the society</p> <p>Enabling the dialogue and discourse, and outreach to the community on pertinent issues where university may lead and shape a stance in the society</p>	<ul style="list-style-type: none"> Establishment of Faculty of Law Development of Departments of Pharmacy, Psychology, and Zoology Establishment of Center of Bio-chemistry and Bio-technology Establishment of Technology and Business Incubation Center Adding new specializations in BS Electrical Engineering Program such as Computer Systems, and Power Systems Engineering Graduate Degree Program in Civil Engineering with emphasis on Railway Engineering, Earthquake Engineering and Seismology, Transportation Engineering, and Structural Engineering Graduate Specialization in Supply Chain Management, and Environmental Management Mandatory introduction of courses in degree programs on the themes of ethics and community services etc. Establishment of Centers for Disaster Management, Media Studies, Human Rights Studies, Education Planning, Cultural Studies, Criminology, Gender Studies, Development Studies Creation of Fellowships: Post-Doc in all Faculties Development of dedicated "Thematic Research Groups and Interactive Fora" in Science and Technology, Counter Terrorism and Character Building, Interfaith Harmony and Understandings etc.
Resource and Governance	Build the capacity for uplifting and strengthening the resources for effective management, good governance and achieving the targets through implementation of devised strategies	<ul style="list-style-type: none"> Widening the extent of physical infrastructure in the university to cop-up with the progressively increasing number of students, staff, and faculty as well as variety of new programs (construction of academic blocks, library, medical centers, hostels, etc.) Shared and Central Experimental Facilities for male and female students for a variety of lab-based research-oriented programs Technology enabled environment (Smart classrooms, Green and Energy efficient campus, implementation of a thorough campus



		<p>management system etc.)</p> <ul style="list-style-type: none">• Dedicated training and development activity for the futuristic requirements in form of Human Resource, Professional development and Effective Accountable Management: Faculty Administrative Staff Officers for the future• Alumni mobilizing for USTB branding and fund-raising• Possible branch-out USTB campuses in Provincial and Federal Capitals of the Country• Possible commercialization of resources for revenue generation (Public-Private Partnership Models)• New endowment funds for the University to help compensating Pension and GP Funds
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ANNEXURES

Faculties/Institutes

Following faculties, institutes, and academics for teaching, research, and training in various fields of knowledge are working within USTB:

S. No.	Plan Parameter	S. No.	Departments
1.	Faculty of Natural Sciences	1.	Department of Physics
		2.	Department of Chemistry
		3.	Department of Botany
		4.	Department Bio-Technology
		5.	Department of Zoology
2.	Faculty of IT/Computer Sciences/Numerical Sciences	1.	Department of Computer Sciences
		2.	Department of Mathematics
		3.	
3.	Faculty of Engineering and Technology	1.	Department of Electrical Engineering
		2.	Department of Software Engineering
		3.	Department of Civil Engineering
4.	Faculty of Management Sciences	1.	Department of Management Sciences
		2.	Department of Economics
		3.	Department of Home Economics
5.	Faculty of Social Sciences and Humanities	1.	Department of English
		2.	Department of Urdu
		3.	Department of Sociology
			Department of Islamic Studies

Faculty Wise Students Strengths (2018)

Name of Faculty	Male	Female	Total
Faculty of Natural Sciences	374	124	498
Faculty of IT/Numerical/Computer Sciences	435	52	487
Faculty of Engineering and Technology	580	15	595
Faculty of Management Sciences	309	45	354
Faculty of Social Sciences	374	134	508
Total for University	2072	370	2442



University Faculty Strength (2018)

S. No.	Name of Faculty	Ph.D.	Non-Ph.D.	Total
1.	Faculty of Natural Sciences	32	18	50
2.	Faculty of IT/Computer Sciences/Numerical Sciences	10	12	22
3.	Faculty of Engineering and Technology	03	24	27
4.	Faculty of Management Sciences	08	20	28
5.	Faculty of Social Sciences	04	14	18
	Grand Total	57	88	145

Research Output: Books and Articles

S. No.	Name of Faculty	No. of Articles/Books Published
1.	Natural Sciences	53
2.	IT/ Numerical/Computer Sciences	15
3.	Engineering and Technology	07
4.	Management Sciences	05
5.	Social Sciences	38
	Total	118

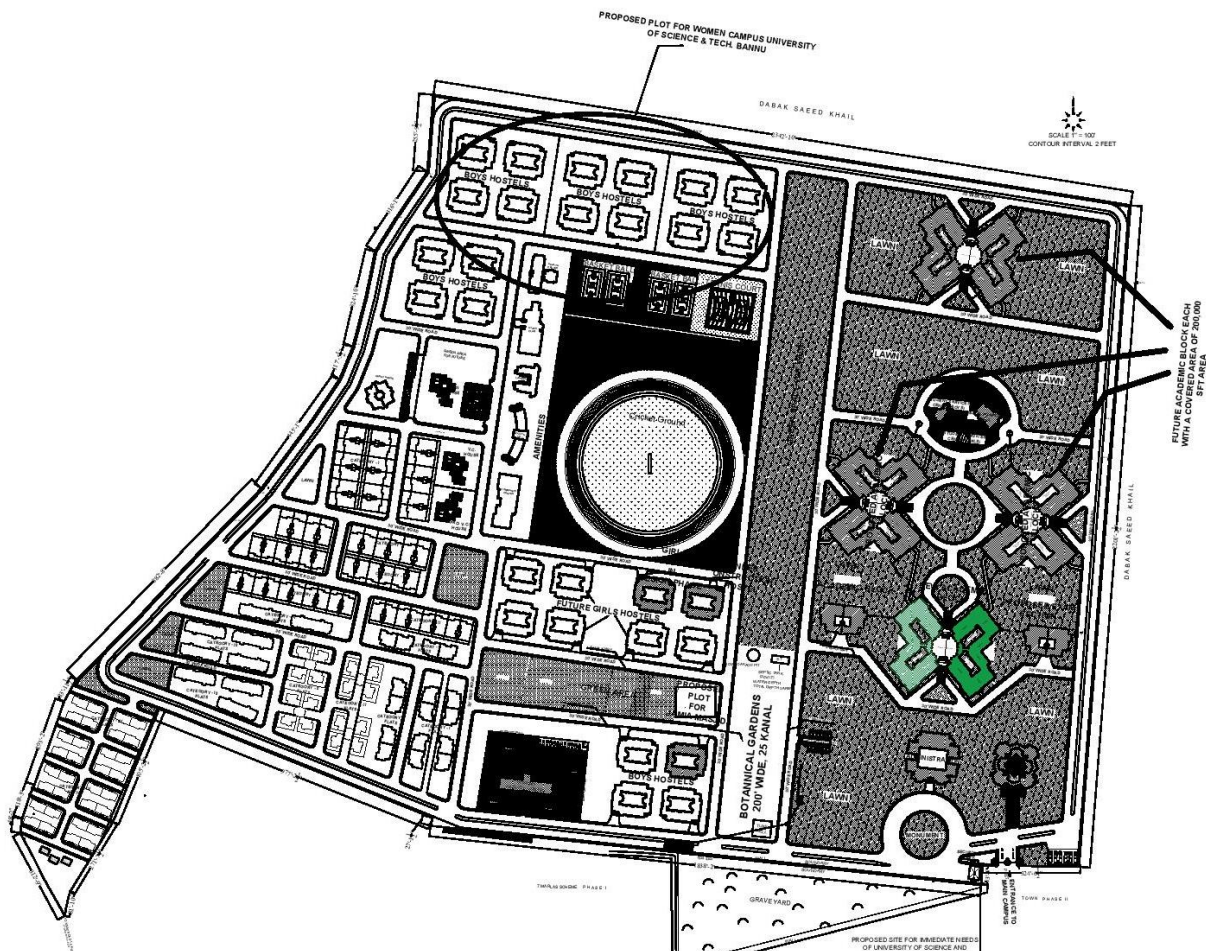


Existing Physical Infrastructure Details

S. No.	Building/Block	Covered Area (Sq. Ft)	Remarks/Capacity
A. Main Campus (Bannu Township)			
1.	Administration Block	38730	
2.	Academic Block-I	35115	04 Teaching Deptts
3.	Academic Block-II	60333	03 Teaching Deptts
4.	Central Library	16278	
5.	Boys Hostel (Ground + 02 Floors)	38799	200 Students' Capacity
6.	Girls Hostel (Ground Floor)	14781	100 Students Capacity
7.	Faculty Hostel	12913	31 Persons Capacity
8.	Green House with Botanical Garden	2490	
9.	Math Block	2965	
10.	Cafeteria	2025	
11.	Boundary Wall Around Campus (R. Ft)	14200	
Sub Total			
B. IECS Campus (Bannu City)		238629	
12.	Academic Block-I	31489	
13.	Multi-Purpose Hall	4133	
14.	English Department 4 Classrooms	3213	
15.	Vintage Block Classrooms	1332	
16.	Girls Hostel	38781	200 Students Capacity
17.	Boundary Wall Around Campus (R. Ft)	3968	
Sub-Total		82916	
C. IMS Campus (Bannu City)			
17.	Academic Block	33036	
18.	Exam Section	5304	
19.	Faculty Hostel	7800	15 Persons Capacity
20.	Boundary Wall Around Campus (R. Ft)	2482	
Sub-Total		48622	
D. Women Campus (Miranshah Road)			
21.	Infrastructure	19525	
Grand Total		389692	



USTB's Master Plan (Main Campus)



Future Plan of USTB's Infrastructure Development

- USTB infrastructure development Roads, Water Supply, Sewerage, Drainage, Electrical Work and Street Lights.
- New Academic Blocks
- Hostel Blocks for male and female students.
- Exam Section Block
- University Monument/Clock Tower
- Overhead Water Tank
- Convocation Hall
- Multi-Purpose Gymnasium with sport facilities both for male and female students



- USTB Jamia Masjid
- Cafeterias and Service Centers separately for male and female students
- Football Ground, Cricket Ground
- USTB Faculty and Staff Housing



Financial Outlook

S. No.	Income	2014-15	2015-16	2016-17	2017-18	2018-19
1.	Grant in aid	176.997	221.467	252.540	271.360	310.000
2.	Need Based Scholarship	1.691	8.809	8.381	8.381	10.000
3.	Supplementary Grant	36.786	26.371	000	10.750	15.000
4.	Special Grants	---	---	---	---	---
5.	Own Sources	274.796	415.637	459.991	513.616	452.363
	Total	490.270	672.284	720.912	804.107	787.363
6.	Expenditure	271.301	436.426	450.483	604.363	665.879
7.	Deficit/Surplus	218.969	235.858	270.429	199.744	121.484



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