

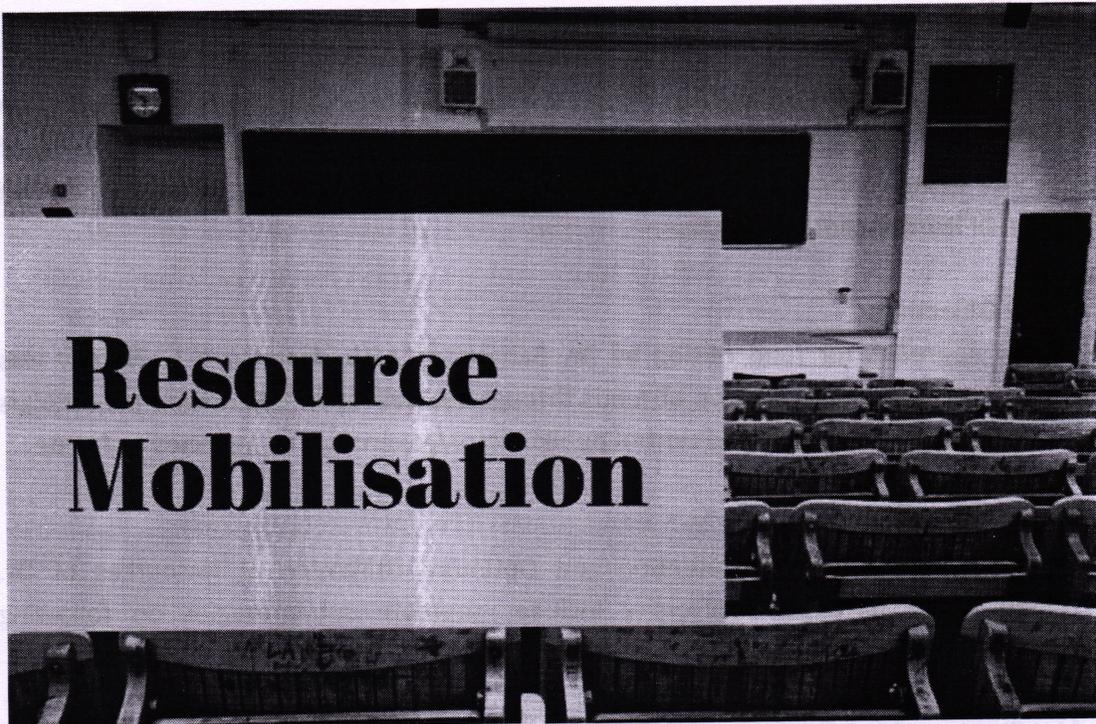


**BAOU**  
Education  
for All

**Dr. Babasaheb Ambedkar  
Open University**

(Established by Government of Gujarat)

## Policy on Resource Mobilization



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**Background:**

It has been observed as a trend across the globe that academic institutions of high repute across the world have cultivated a culture of considerable funding of the financial needs through various government and non-government sources including Alumni and philanthropists.

In a socio-economic country like India, where education has been presumed to be a social service for long, Dr. Babasaheb Ambedkar Open University, being an only State Open University in Gujarat is not expected to charge tuition fee and other academic charges on the level of private academic institutions.

**Introduction:**

Resource mobilization is the process of getting resource from resource provider, using different mechanisms to implement the organization's work for achieving the pre-determined organizational goals. It deals in acquiring the needed resources in a timely-cost effective manner. Resource mobilization advocates upon having the right type of resource, at the right time, at right price with making right use of acquired resources thus ensuring optimum utilization of the same.

The Resource mobilisation policy document serves to identify the resources available for various programs for efficient management of funds and to widen the resource base for the attainment of the set goals. The document outlines the procedures for efficient utilisation of generated funds.

The Resource mobilisation policy focuses on achieving the goals and target of the institution ensuring accountability and transparency. The various departments under the leadership of Hon'ble Vice Chancellor coordinate and monitor the optimal utilisation of the funds for the promotion of learner centric ecosystem.

**The Policy Objective:**

The earlier approach for fund raising by Dr. Babasaheb Ambedkar Open University was basically focusing up on generation of funds through fee collection from students, scholars and aids and grants from state and central public sector/governmental agencies and state.

**The Policy Parameters:**

The strategy for Resource Mobilization and Optimum Utilization of Resources of Dr. Babasaheb Ambedkar Open University includes separate sub-strategies on following parameters:

- Mobilization of Financial Resources
- Mobilization of Physical Resources
- Mobilization of Human Resources
- Optimum Utilization of Resources

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## **Mobilization of Financial Resources**

Funds Mobilisation: On the basis of Student Intake, Faculty requirements, Lab/library/ material need and infrastructural need, the details of funds requirement will be examined and cash inflow/out flow will be worked out at School Academic Council and consolidated at university level by Academic Planning Board, Finance Committee and Board of Management. A Resource Mobilization Plan will be made and put before the Board of Management.

Mobilization of financial resources basically involves the following steps:

- Identification and implementation of a fee structure that is coherent with the higher education objectives of Centre, State and university.
- Identification of platforms and opportunities for getting grants from various governmental agencies and working in the direction of making university eligible for optimum level of these grants.
- Identification of platforms and opportunities for getting grants from various Non-governmental agencies including fund-giving organizations, corporations and individuals including philanthropers and Alumni, and working in the direction of entering into suitable agreements and MoUs, so as to mobilize optimum level of grants from these sources without defying the basic objectives of Dr. Babasaheb Ambedkar Open University as a state university.
- To source in funds from Non-governmental agencies including philanthropers and Alumni, the university shall also adhere to good PR practices with these sources. Simultaneously, the university will also focus up on building a transparent and objective process of fund raising and its expenditure.
- Understanding its deep impact on fund raising activity, it shall be the part of basic premise of fund raising activity of the university to build a good knowledge environment Simultaneously, the university shall also work upon its relationship with its students, as today's student will be tomorrow's alumni, who can be a considerable source of financial, physical and human resources. Further, the university shall also attempt to build a culture which can inculcate amongst its students a mind-set of contributing to their alma-mater in the future days.
- The university shall also attempt to build a rationale relationship with corporates by providing them opportunities to meet their Corporate Social Responsibilities (CSRs) as per the existing norms. This, in turn, will open new avenues for fund raising by university. Simultaneously, the university will assist the corporates in assessing their human resource needs in time ahead, and will accordingly attempt to incorporate relevant changes in course curriculum of various programs offered by its university teaching departments.
- It shall be the part of strategic resource mobilization plan of university to create an effective database of its scholars and alumni.

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### **Mobilization of Physical Resources**

Equipment & Material Resources: Based on the Strategic Plan the requirement of equipment & material resources will be worked out by respective departments in School Academic Council and consolidated at university level by Academic Planning Board and Board of Management. The requirement will be examined by respective committee in detail.

Optimum utilization of space and resources to generate funds:

- Renting out the university premise, seminar hall, and computer lab for conducting various competitive exams.
- University Seminar Hall and Auditorium rented for academic and community functions on weekends and holidays.

Mobilization of Physical resources basically involves the following steps:

- The annual budgeting of the university activities shall be planned in a way to create a sufficient room for meeting its infrastructural and physical developmental needs along with meeting its regular operating needs.
- Looking to the infrastructural and physical developmental needs of the university, it shall attempt to identify and materialize such platforms and opportunities that can provide ample financial sources to cater to these needs.
- Projects and research grants of the central and state governmental agencies will be focused up on to meet the physical and infrastructural resource requirements of the university.
- Time and again, additional avenues in the form of Non-governmental agencies including fund-giving organizations, corporations and individuals including philanthropers and Alumni shall be explored, that can pave the way to infrastructural and physical developmental needs of the university.

### **Mobilization of Human Resources**

Appointment of Teachers: The posts of Assistant Professors, Associate Professor and Professors are laid down by relevant regulating authorities like UGC, DEB, AICTE, NCTE etc. Posts as prescribed by regulating authorities for the department to operate courses will be approved by State Government. For any additional requirement or to fill up the vacant posts the matter will be taken up with the Board of Management through School Academic Council by respective Departments. After approval of Board of Management the University will initiate the recruitment process.

Selection and Recruitment Process for Teachers: As per the vacancies approved by the State Government requirement as per the statute, the Registrar will publish the vacancies in the newspapers. All the applications will be scrutinized by Registrar. A Selection Committee will

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be constituted by the University in accordance with laid down norms by the Statute. The Selection Committee will have a representative from Board of Management, Representative of the State Government and experts of respective department. The Selection Committee will carry out interview, demonstration etc. to make a panel of selected candidates as per the merit. The Selection Committee will be headed by the Vice Chancellor. Appointments will be done as per the approved vacancies based on actual reporting against appointment letters issued by the Registrar.

**Appointment of Non-Technical Staff:** The number of officers/supervisors required for non-technical work is laid down by the statutes, act and laid down norms. The Registrar will take up the matter for effective recruitment as per approval of the State Government and Board of Management.

Mobilization of Human resources basically involves the following steps:

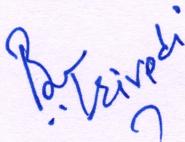
- The university shall basically focus up on the norms of state ministry and decisions of its board of management to meet the growing and changing needs of academic and non-academic human resource.
- The university shall also rely upon the entrepreneurial capabilities of its alumni, students, and industry and fellow academicians so as to meet the contemporary need of practice/experience oriented education for its scholars.
- Time gap arrangements, as feasible, shall be worked out by university against positions of academic and non-academic resources available as a result of superannuation of its various employees. Similarly, the same process shall be followed to optimize the human resource team in the light of newly available vacancies.

#### **Optimum Utilization of Resources**

Optimum Utilization of resources basically involves the following steps:

- Depositing funds collected through various sources at centralized level and permitting their utilization after due audit process and within laid down restrictions.
- Sharing by various teaching departments of physical and infrastructural resources available with various teaching departments and at central level.
- Deputing various academic and non-academic human resources at various teaching departments and administrative offices of the university as per changing needs and structure of university.

**Driving resource mobilization in any organization like a state university requires a sense of belongingness and commitment coupled with passion amongst all its stakeholders.**



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