

**SDG BEYOND 2030 –  
STRATEGIC ROADMAP FOR  
THE NEXT DECADE**

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## **EXECUTIVE SUMMARY:**

KDU as a leading institution committed to sustainable development, presents this strategic roadmap for the next decade. Our vision is to be a globally recognized university, delivering high-quality, learner-centered education. To achieve this, we will prioritize the following Sustainable Development Goals (SDGs): Quality Education, Gender Equality, Decent Work and Economic Growth, and Reduced Inequality.

This strategic roadmap outlines KDU's key initiatives to enhance quality education, promote inclusivity, foster innovation, and contribute to sustainable economic development. We will achieve this through curriculum innovation, faculty development, technology-enhanced learning, and a focus on lifelong learning. Additionally, we are committed to promoting gender equality, creating a safe and inclusive campus environment, and empowering women in leadership positions.

To further reduce inequality, we will expand access to quality education, foster community engagement, and promote diversity and inclusion. We will strengthen industry partnerships, promote entrepreneurship, and enhance career services to foster economic growth and decent work.

By implementing these strategies and monitoring our progress, KDU aims to make a significant impact on society and contribute to a more sustainable future beyond 2030.

## **KDU'S VISION AND MISSION:**

### *VISION*

To be a university nationally and internationally known for its unique ability to engage both undergraduate and graduate students in distinctive and interdisciplinary defence related higher education that best serves the tri-services, the state sector and society at large.

### *MISSION*

To ensure a high-quality, learner-centered educational experience through undergraduate, graduate, and professional programmes along with high quality research across many disciplines in the field of defence, in both residential and non-residential settings in the campus.

## **1.0 SDG PRIORITIZATION:**

KDU has identified several Sustainable Development Goals (SDGs) that align closely with its core activities and strengths. These include SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, and SDG 10 Reduced Inequality

KDU's focus on these SDGs is rooted in its commitment to providing quality education, promoting inclusivity, fostering innovation, and contributing to sustainable economic development. By prioritizing these SDGs, KDU aims to make a significant impact on society and contribute to a more sustainable future.

## **2.0 STRATEGIC GOALS AND OBJECTIVES:**

KDU has established a strong foundation in the areas of quality education, reduced inequality, gender equality, and decent work and economic growth. This strategic roadmap outlines KDU's plans to further enhance its impact and position as a leading institution committed to sustainable development. This document presents KDU's strategic initiatives to address the four key Sustainable Development Goals (SDGs) that the university has been actively contributing to over the years. For the next decade, KDU will continue to prioritize these SDGs and strive to achieve tangible results.

**GOAL 1: ENHANCING QUALITY  
EDUCATION AND INCLUSIVITY**

## GOAL 1: ENHANCING QUALITY EDUCATION AND INCLUSIVITY

KDU has been a pioneer in enhancing the quality of education and inclusivity. With a focus on innovative teaching methodologies, state-of-the-art infrastructure, and a diverse and inclusive learning environment, KDU has consistently delivered high-quality education. Looking ahead, KDU aims to further elevate its standards by investing in cutting-edge technology, expanding its academic offerings, and promoting lifelong learning opportunities. The university is committed to creating an inclusive campus where students from all backgrounds feel welcomed and supported. By fostering a culture of innovation, critical thinking, and social responsibility, KDU aspires to produce well-rounded graduates who are equipped to excel in the globalized world. Moreover, KDU is committed to taking sustainability beyond the 2030 targets set by the UN, embedding sustainability into the core of its operations, and striving for long-term, positive impact.

- **Objective 1.1: Innovate Curriculum and Pedagogy**

To ensure that KDU's academic programs remain relevant and innovative, KDU will implement a comprehensive curriculum review and renewal process aligned with industry needs and global trends. This process will involve regular reviews of all academic programs to identify areas for improvement and update curricula to reflect emerging technologies and industry demands. Additionally, KDU will invest in faculty development programs to enhance their teaching and learning methodologies, equipping them with the skills to deliver engaging and effective instruction. By promoting the use of technology-enhanced learning, KDU will create a dynamic and interactive learning environment that fosters student engagement and critical thinking.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget		
				25	26	27	28	29	30	31	32	33	34			
1.1.15.1	Conduct periodic reviews of all academic programs	Dean HOD	No of reviews													
1.1.15.2	Encourage interdisciplinary collaborations	Dean HOD	No of collaborations													

1.1.15.3	Establish strong partnerships with industry leaders	Dean HOD	No of partnerships																
1.1.15.4	Offer flexible learning options, including modular courses, blended learning, and micro-credentials.	HOD DVC (Ac)	No of flexible learning options																
	Provide CPD opportunities to staff	Dean HOD SDC	No of opportunities																
	Implement mentorship and coaching programs to support staff	Dean HOD	No of coaching programs																
	recognize innovative teaching practices	Dean HOD	New practices identified																
	Provide training on technologies, such as LMS, AR/VR	Dean HOD	No of training programs																
	Procure digital learning platforms	Dean HOD Bursar	% Disbursement																
	Improve accessibility of technology-enhanced learning to all students	Dean HOD	% Completion of the task																

- **Objective 1.2: Foster Inclusive Learning Environments**

KDU is committed to fostering inclusive learning environments that support students with diverse needs. To achieve this, the university will implement inclusive policies and practices, provide accessibility services and accommodations for students with disabilities, and create a safe and respectful campus climate. By prioritizing inclusivity, KDU aims to create a welcoming and supportive environment where all students can thrive.

Sr No	Activity	Responsibility	KPI	Execution Plan											Budget		
				25	26	27	28	29	30	31	32	33	34				
1.1.15.1	Promote awareness and understanding of diversity and inclusion	VC All Deans	% completion														
1.1.15.2	Offer flexible learning options to accommodate students with diverse needs																
1.1.15.3	Promote cultural competency through cultural exchange programs																
1.1.15.4	Conduct regular accessibility audits to identify and address barriers																
	Provide assistive technology, such as screen readers and speech-to-text software, to students with disabilities																
	Provide counseling and support services to students who have experienced discrimination or harassment																
	Promote a culture of respect, empathy, and understanding																

- **Objective 1.3: Promote Lifelong Learning**

KDU is committed to promoting lifelong learning by offering a range of continuing education and professional development programs. By partnering with industry, KDU can provide industry-relevant training and ensure that graduates are equipped with the skills and knowledge needed to succeed in the dynamic job market.

Sr No	Activity	Responsibility	KPI	Execution Plan											Budget		
				25	26	27	28	29	30	31	32	33	34				
1.1.15.1	Offer a variety of certificate and diploma programs to cater to the needs of working professionals.																

1.1.15.2	Offer customized training solutions for organizations to meet their specific needs																	
1.1.15.3	Explore the use of mobile learning and microlearning to cater to busy learners.																	
1.1.15.4	Collaborate with industry partners on joint research projects to address real-world challenges.																	
	Develop executive education programs tailored to the needs of senior professionals																	

- **Objective 1.4: Enhance Digital Learning**

To create a robust and engaging online learning environment, KDU will invest in digital infrastructure to ensure seamless access to learning resources and platforms, adopt innovative learning technologies such as learning management systems, virtual classrooms, and interactive learning platforms, provide faculty training to equip them with the necessary skills to effectively deliver online courses and utilize digital tools, develop high-quality online content, including videos, simulations, and assessments, and ensure reliable technical support to students and faculty to address any issues promptly.

Sr No	Activity	Responsibility	KPI	Execution Plan											Budget			
				25	26	27	28	29	30	31	32	33	34					
1.1.15.1	Upgrading IT Infrastructure																	
1.1.15.2	Modernize Learning Management Systems																	
1.1.15.3	Provide Adequate Hardware and Software																	
1.1.15.4	Digital Literacy Training																	



	Pedagogical Training																	
	Provide Technical Support for students																	
	Conduct Digital Literacy Workshops																	
	High-Quality Content Creation																	
	Ensure accessibility to students with disabilities																	

## Goal 2: Promoting Gender Equality and Empowerment

KDU is committed to promoting gender equality and empowering both men and women. Despite its military origins, KDU recognizes the importance of gender equity and strives to create an inclusive environment where everyone, regardless of gender, has equal opportunities to succeed. KDU is a champion of gender equity and is dedicated to promoting and protecting the rights of both males and females. Looking ahead, KDU aims to further strengthen its commitment to gender equality by increasing female representation in leadership positions and academic faculties, promoting gender-sensitive curricula, providing gender-sensitive support services, creating a safe and inclusive campus environment, and collaborating with other institutions to share best practices and advocate for gender equality. By taking these steps, KDU aims to create a more equitable and just society for all.

- **Objective 2.1: Advance Women's Leadership**

To advance women's leadership by implementing mentorship programs and leadership training, increasing the representation of women in leadership positions, and promoting gender equality in decision-making processes.

Sr No	Activity	Responsibility	KPI	Execution Plan											Budget			
				25	26	27	28	29	30	31	32	33	34					

	Establish a Formal Mentorship Program																			
	Develop Targeted Leadership Training Programs																			
	Create Networking Opportunities																			
	Implement Gender-Neutral Recruitment and Promotion Practices																			
	Provide Flexible Work Arrangements																			
	Ensure Equal Representation in Decision-Making Bodies:																			
	Train Decision-Makers on Gender Equality:																			

- **Objective 2.2: Foster Gender-Sensitive Campuses**

To create a gender-sensitive campus, we will establish robust grievance redressal mechanisms, organize awareness campaigns on gender equality and sexual harassment, and provide comprehensive counseling and support services to victims of gender-based violence. By implementing these strategies, we aim to foster a safe, inclusive, and respectful environment for all students and staff.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget							
				25	26	27	28	29	30	31	32	33	34								
	Develop a Clear Grievance Redressal Policy																				

	Set Up a Grievance Redressal Committee																		
	Conduct Regular Workshops and Seminars on Gender equity																		
	Incorporate Gender Sensitivity into Curriculum																		
	Establish a Counseling Center																		
	Collaborate with External Organizations on the same																		

### Goal 3: Reducing Inequality and Promoting Social Justice

To reduce inequality and promote social justice, we aim to create a more equitable and inclusive society by addressing economic disparities, combating discrimination, ensuring environmental justice, and promoting fair political representation. This involves strategies to reduce poverty, enhance social mobility, eliminate prejudice, protect the environment, and ensure that all voices are heard in decision-making processes.

- **Objective 3.1:** Expand Access to Quality Education

To expand access to quality education, we will increase the number of scholarships and financial aid programs, implement targeted outreach programs to attract students from disadvantaged backgrounds, and provide comprehensive counseling and support services to help students succeed. By removing financial barriers and providing necessary support, we aim to create a more inclusive and equitable education system.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget
				25	26	27	28	29	30	31	32	33	34	

	Partner with Corporate and Philanthropic Organizations and Establish Need-Based Scholarship Fund																	
	Collaborate with Government Grants and Subsidies																	
	Conduct Outreach in Underserved Communities																	
	Create Bridge/ foundation Programmes																	

- **Objective 3.2: Promote Diversity and Inclusion**

To promote diversity and inclusion, we will implement policies and practices that foster a welcoming and equitable workplace. We will also organize cultural events to celebrate diversity, encourage intercultural dialogue, and support employee resource groups. These initiatives aim to create a culture where everyone feels valued, respected, and empowered to contribute their unique perspectives.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget				
				25	26	27	28	29	30	31	32	33	34					
	Develop a Diversity and Inclusion Policy:																	
	Establish a Diversity and Inclusion Committee																	
	Review and Update HR Policies																	
	Support Employee Resource Groups																	

#### Goal 4: Fostering Economic Growth and Decent Work

This goal aims to stimulate economic growth while ensuring that it is inclusive and sustainable. By promoting job creation, improving labor conditions, and enhancing social protection, we seek to create a thriving economy that benefits all. We will focus on strategies that encourage entrepreneurship, invest in infrastructure and technology, and promote fair labor practices. Additionally, we will prioritize the development of skills and capabilities of the workforce to meet the demands of a changing economy.

- **Objective 4.1: Strengthen Industry Partnerships**

By fostering strong relationships with industry partners, we aim to bridge the gap between academia and industry. This will enhance the relevance of our programs, provide students with practical experience, and drive innovation through collaborative research.

Sr No	Activity	Responsibility	KPI	Execution Plan											Budget	
				25	26	27	28	29	30	31	32	33	34			
	Establish Industry Advisory Boards															
	Conduct DICBs to discuss industry trends, skill gaps,															
	Organize regular visits to relevant industries															
	Pair students with industry mentors															
	Collaborate on research projects with industry partners															
	Commercialize research findings in collaboration with industry partners															

- **Objective 4.2: Promote Entrepreneurship**

By fostering a culture of innovation and risk-taking, we aim to equip students with the knowledge, skills, and resources to launch successful entrepreneurial ventures. This will contribute to economic growth and job creation.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget	
				25	26	27	28	29	30	31	32	33	34		
	Offer specialized courses on entrepreneurship in relevant degrees														
	Organize workshops and seminars inviting successful entrepreneurs														
	mentorship and coaching to aspiring entrepreneurs														
	Offer access to resources such as office space, funding, and technology														
	Provide funding to support student-led startups.														

- **Objective 4.3: Enhance Career Services**

By providing comprehensive career services, we aim to equip our students with the necessary skills and knowledge to secure fulfilling careers. This includes improving career counseling, job placement, and professional development opportunities, ultimately enhancing our students' employability and career satisfaction.

Sr No	Activity	Responsibility	KPI	Execution Plan										Budget	
				25	26	27	28	29	30	31	32	33	34		
	Offer individualized career counseling sessions to help students														

	Foster strong relationships with alumni																
	Establish strategic partnerships with industry leaders to create internship and job opportunities																
	Organize regular career fairs and networking events																
	Provide training on soft skills such as communication, teamwork, problem-solving, and leadership																

### Implementation and Monitoring

To ensure the successful implementation of the strategic plan, a detailed implementation plan will be developed, outlining clear timelines, responsibilities, and resource allocation. A robust monitoring and evaluation system will be established to track progress and identify areas for improvement. Strong collaborations with government, industry, and other stakeholders will be fostered to leverage resources and expertise. Finally, strategies will be implemented to ensure the long-term sustainability of the initiative, including financial planning, resource optimization, and building strong partnerships. By focusing on these strategic goals and implementation strategies, KDU aims to further solidify its position as a leading institution committed to sustainable development and social impact.