

**Strategic Plan
of the
Department of Law and Justice**

*Department of Law and Justice
BUBT*

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Strategic Plan of the Department of Law and Justice

Bangladesh University of Business and Technology (BUBT)

A. *Introduction*

The Department of Law and Justice at Bangladesh University of Business and Technology (BUBT) has long been committed to fostering academic excellence, professional competence, and ethical responsibility in the field of legal education. Recognizing the rapidly evolving demands of the legal profession – both nationally and globally – the department has developed this Strategic Plan (2025 and beyond) to align its teaching, research, and community engagement with contemporary challenges and opportunities.

This plan sets forth a comprehensive roadmap designed to advance the department's vision of producing skilled legal professionals equipped with leadership qualities, critical thinking, and a deep commitment to justice and the rule of law. It emphasizes not only academic and research excellence but also the practical application of legal knowledge through moot courts, internships, legal aid programs, and partnerships with courts, law firms, and international institutions.

By identifying its strengths, weaknesses, opportunities, and threats (SWOT), the department has crafted targeted strategies to enhance curriculum innovation, research productivity, faculty development, and student-centered learning. The plan also addresses infrastructural improvements, digital resource integration, and financial sustainability, ensuring that graduates are prepared to thrive in a competitive legal landscape while upholding ethical and social responsibilities.

Ultimately, this Strategic Plan serves as both a guiding framework and a commitment to continuous improvement, positioning the Department of Law and Justice as a pioneer of quality legal education in Bangladesh, with an expanding footprint in regional and international contexts.

- B. *Vision of the POE:*** To produce skilled manpower in the field of law for developing leadership and excellence in the modern competitive world through academic potentials, innovation and research.

Mission of the POE: The Department of Law and Justice has the following Missions:

1. To prepare students for qualified leadership and legal professionals in several fields by increasing critical thinking, problem solving to develop the legal system etc. and thus transform graduates into competent human resources.

2. To enhance oral and written communication skills and conducting legal research in diversified aspects so that the graduates can contribute in the legal arena.
3. To promote counseling skills, compromising approach for compromising suits, legal disputes and practical idea for alternative dispute resolution, organizing and managing power in legal field.
4. To spread knowledge among the graduates from multidisciplinary fields of scholarship associated with legal education; make them professionally skilled so that they can maintain professional ethics and transform them into competent human resources.

Goal(s) of the POE: The Department of law and Justice has set some specific goals which are as follows:

1. Deliver innovative and practice-oriented legal education.
2. Encourage impactful legal research and publications.
3. Develop advocacy, analytical, and critical thinking abilities.
4. Build partnerships with courts, law firms, and legal institutions.
5. Foster integrity, responsibility, and commitment to rule of law.
6. Provide legal aid and awareness programs for society.
7. Incorporate international perspectives and collaborations.
8. Improve infrastructure, digital resources, and faculty capacity.

Objectives of the POE: The Department of Law and Justice has the following objectives:

1. To make law graduates conceptualize so that they can critically analyze and acquire In-depth knowledge of law in theory and practice and thus can establish and ensure justice to the society and the peoples as social engineer, judges or human rights protectors.
2. To relate the affiliation of the knowledge of law with other program with a view to preparing qualified human resources capable to study law on problem solving methods, case study methods, and present them in seminar, discussion, group discussion, moot, mock trial and law clinic etc.
3. To extend ability of analyzing legal methods and approaches.
4. To produce professionally qualified skillful lawyers and judges.
5. To develop the ethical sense of humanity and learning law for meeting the people's demand of access to justice.

Objectives of the Strategic Plan

General objective

The general objective of this plan is to initiate and implement activities critical to achieve the defined vision, mission and objectives.

Specific Objectives:

1. Regularly update and innovate the curriculum with practice-oriented, ICT-based, and globally relevant legal courses.
2. Establish research cells, promote faculty–student research, and organize seminars, conferences, and publications.
3. Provide training in advocacy, communication, ADR, and critical thinking through moot courts, mock trials, and legal clinics.
4. Collaborate with courts, law firms, NGOs, and international institutions for internships, joint programs, and knowledge exchange.
5. Operate legal aid clinics, awareness campaigns, and ethics-based programs to foster integrity and access to justice.

Key Documents Consulted

- i) Accreditation standard & Criteria
- ii) Vision, mission and objectives of the POE & HEI
- iii) Academic Ordinance/Rules
- iv) Annual Budget of the HEI/POE

C. Resources Alignment with the teaching-learning & assessment of the Courses

The Department of Law and Justice ensures that resources are strategically aligned to support effective teaching, interactive learning, and fair assessment. This alignment is structured as follows:

1. Human Resources

- i. Faculty: Qualified faculty with both academic and professional expertise deliver courses, ensuring theoretical rigor and practical relevance. Faculty are trained in Outcome-Based Education (OBE) to align teaching with CLOs and PLOs.
- ii. Teaching Assistants & Support Staff: Teaching assistants and administrative staff reduce faculty workload and ensure smooth academic operations.
- iii. External Experts: Guest lecturers, judges, and legal practitioners are regularly invited for seminars, workshops, and moot court training to enrich learning.

2. Curriculum & Pedagogical Resources

- i. The curriculum is sequentially designed, integrating case studies, moot courts, mock trials, ADR training, and legal clinics to align classroom learning with real-world legal practice.
- ii. Regular curriculum review committees incorporate emerging fields (e.g., Cyber Law, AI in Law, International Human Rights) and ensure global relevance.
- iii. Ethical, leadership, and advocacy modules are embedded into the courses to prepare students for professional and societal responsibilities.

3. Physical & Digital Infrastructure

- i. Classrooms & Moot Court Rooms: Equipped with ICT tools, legal texts, and facilities for advocacy training and mock trials.
- ii. Seminar Library & Central Library: Provide access to updated legal texts, journals, and reference books.
- iii. Digital Resources: Subscriptions to databases such as JSTOR, HeinOnline, and Manupatra support legal research, case analysis, and coursework preparation.
- iv. IT Infrastructure: Reliable internet, e-learning platforms, and digitized result systems enable blended learning and assessment.

4. Student-Centered Support Resources

- i. Legal Aid Clinic & Career Counseling Cell: Support experiential learning, legal awareness, and professional guidance for Bar Council and judiciary exams.
- ii. Scholarships & Financial Aid: Ensure inclusivity and access to quality education for all deserving students.
- iii. Co-curricular Activities: Moot Court Society, Law Club, and Trial Advocacy Programs nurture advocacy, communication, and leadership skills.

5. Assessment Alignment

- i. Continuous Assessment: Quizzes, presentations, assignments, and viva-voce align with CLOs and PLOs.
- ii. Summative Assessment: Examinations, research projects, dissertations, and moot court evaluations measure knowledge integration and application.
- iii. Feedback Mechanisms: Student, alumni, and employer feedback loops are integrated to refine assessment tools and improve outcome achievement.
- iv. OBE Compliance: Assessment methods are directly mapped to CLOs and PLOs for accreditation readiness.

6. Research & Extension Resources

- i. Research Cell: Facilitates faculty–student collaborative research, publications, and conference participation.
- ii. Grants & Incentives: Funding allocated for faculty research, publications, and student research projects.
- iii. Community Engagement: Legal awareness programs and pro bono services connect classroom learning with social responsibility.

7. Quality Assurance Mechanisms

- i. IQAC & PSAC: Monitor alignment between resources, teaching, and assessments to ensure accreditation standards.
- ii. Annual Program Self-Assessment: Evaluates resource utilization and learning outcomes for continuous improvement.

D. Situation Analysis

Strengths: Strengths are the resources, abilities, and qualities of the HEI/POE that would support the achievement of mission and objectives.

1. Qualified Faculty and Ethical Practices.

The department boasts a faculty with strong academic credentials and professional experience, as evidenced by a 93.1% positive rating from students, 92.1% positive response from *alumni*, and 93.8% from faculty regarding their suitability for achieving learning outcomes. Transparent recruitment practices (93.8% faculty approval) and a commitment to ethical conduct (93.8% positive response from students) further reinforce institutional integrity.

2. Strong Alignment with Mission and Practical Focus.

An overwhelming 94.5% of students affirm that the department’s vision, mission, and objectives are clearly articulated and effectively communicated.

3. Strong Practical Training.

Practical elements like moot courts, mock trials, and legal aid are frequently praised as best practices by students (e.g., "Moot court" mentioned multiple times in responses regarding strengths), fostering skills in oral advocacy, critical thinking, and real-life application. It has been noted that the department has achieved tremendous success in moot courts and law olympiads.

4. Effective Governance and Student Support.

The department excels in following an academic calendar (97.8% students responding positively) and maintaining fair admission processes (94.4% students responding positively). Orientation sessions and career guidance are appreciated (93.8% students responding positively), with comments highlighting supportive teacher-student relationships and active alumni involvement.

5. Compliance of OBE Curriculum.

The curriculum aligns well with program learning outcomes (93.1% students responding positively) and includes practical components like ‘Internships’ (90.8% students responding

positively). The students also opined that the curriculum adheres to and achieves Course Learning Outcomes (CLO) and Program Learning Outcomes (PLO).

6. Resources.

Facilities such as libraries and IT resources are rated positively (91.2% students responding positively), and co-curricular activities promote development (90.5% students responding positively; 93.8% faculty responding positively).

7. Robust Student Support and Admission Processes.

Admission is fair and transparent (93.8% positive response from faculty members; 96.5% positive response from *alumni*), as the department has initiated taking admission tests to ensure that the quality of students is not below par.

8. Quality Assurance and Monitoring.

A functional IQAC exists (93.8% positive response from faculty members), feedback from stakeholders is gathered systematically (93.8% positive response from faculty members), and it drives improvements (93.8% positive response from faculty members). This aligns with feedback on proper record keeping in terms of course files and other documents, and well-organized operations. The department also has a Program Self Assessment Committee (PSAC) to monitor and ensure quality internally.

9. Leadership Skills of the Graduates.

The employers responded (75% responded as excellent) that the graduates of the BUBT Department of Law and Justice show great leadership skills and professionalism in their work ethic.

10. Strong Non-Academic Staff Support and Development.

Salary and incentives are attractive for retention (100% positive response from non-academic staff), opportunities for seminars/workshops/trainings exist (100% positive response from non-academic staff), mentoring/continuous guidance is provided, performance awards inspire staff, and good team spirit prevails.

11. Fairness and Transparency in Academic Decisions.

The institution upholds fairness and transparency in all academic decision-making processes by strictly following the academic calendar and ensuring the timely publication of results (88.6 % positive response from the students). It also maintains a clear chain of command through which students can express their concerns to the appropriate authority.

12. Sequential Curriculum and Strategies.

The curriculum is structured in a logical and sequential manner, with courses arranged to build upon each other. Teaching approaches and assessment methods are strategically designed to strengthen the achievement of learning outcomes. Questionnaire analysis indicates that employers believe (75% responded as excellent) that the curriculum effectively enhances written and oral communication skills, which are essential for professional practice in the legal arena.

13. Comprehensive Handbooks.

Students receive thorough brochures and handbooks that offer complete guidance for their academic journey. (100% positive response from the students)

14. Satisfactory Scholarships and Grants.

The institution provides sufficient scholarships and grants, ensuring that deserving students have access to necessary financial assistance.

15. Good Recruitment Policy and Practices.

The institution follows a strong recruitment policy that ensures the selection of qualified and competent individuals, contributing to the improvement of educational quality and overall services. (93.8% positive responses from the faculty members).

16. Successful Alumni in Academia and Industry.

The institution is proud of its alumni who have excelled in both academia and industry, making valuable contributions to the development of Bangladesh. Survey results show that 100% of employers consider the alumni well-prepared to meet industry demands, while approximately 83.3% of *alumni* are actively engaged in economic activities.

17. Adequate Sports and Internet Facilities.

The institution offers extensive sports amenities, including both indoor and outdoor options, together with dependable internet services that contribute to a balanced student experience. (90.8% positive responses from the students)

Key Movers/Players (Persons in Charge)

Key movers in a university typically include the president or chancellor, who provides overall leadership and strategic direction. The provost or vice president for academic affairs oversees academic programs and faculty matters. Additionally, deans and department heads manage specific departments, handling day-to-day operations and ensuring alignment with institutional goals. In the Department of Law and Justice, BUBT, the following are playing as key player in the below mentioned areas:

QA Areas	Key mover(s)
Governance	1. Board of Trustees 2. Syndicate 3. Vice Chancellor 4. Registrar 5. Dean, Faculty of Law 1. Chairman, Department of Law and Justice
Curriculum Content Design & Review	2. Chairman, Department of Law and Justice 3. Dean, Faculty of Law 4. Academic Council
Student Admission, Progress and Achievements	1. Chairman, Department of Law and Justice 2. Dean, Faculty of Law 3. Academic Council 4. Admission Office 5. Exam Controller Office 6. Registrar Office
Physical Facilities	1. Syndicate 2. Board of Trustees
Teaching - Learning and Assessment	1. Chairman, Department of Law and Justice 2. Dean, Faculty of Law 3. IQAC-BUBT 4. PSAC, Law
Student Support Services	1. Registrar Office 2. Department Office 3. Faculty Office
Staff and Facilities	1. Registrar Office 2. Syndicate
Research and Extension	1. Dean, Faculty of Law 2. Chairman, Department of Law and Justice 3. Center for Legal Research
Process Management & Continuous Improvement	1. IQAC-BUBT 2. PSAC, Law 3. Syndicate

	4. Board of Trustees
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