Strategic Planning

And

Deployment Document

(2020-2025)

Strategic Goals

The passionate team of our institute after several discussion and planning and guided by the Mission and Vision of the Institutes, Quality Policy, Core Values and Stake holder's expectations framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process

2. Developing and following leadership and participative management

3. Establishing a continuous Internal Quality Assurance System

4. Ensuring good governance

5. Ensuring student's development and participation

6. Ensuring staff development & welfare

7. Developing financial management

8. Put emphasize on Institute – Industry interaction and partnership

9. Development of entrepreneurship

10. Encouraging research and development work

11. Increasing internal revenue generation

12. Increasing Alumni Interaction and participation and Outreach activities

13. Engagement in Community Services and Activities

14. Developing physical infrastructure

15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

Strategic Planning (2020-2023)

Teaching learning process	- Academic planning and preparation of Academic Calendar - Development of teaching plan as per NMC and MUHS norms(as per CBME) - Use of more teaching aids and adopt more ICT - Development of e- learning resources - Promote research culture & facilities - Provide mentoring and personal support - Follow a transparent and fair feedback system - Conduct training based programs - Evaluation parameters and benchmarking - Continuous assessment to measure outcomes - Performance development through credit system - Implementation of best practices - CISP Workshop organization every year - plan for interdisciplinary studies for faster research & collaboration indisciplinary areas. - Plan for Introducing Artificial Intelligence Training in Medical Education
Leadership and participative management	- Decentralize the academic, administration and student related authorities & responsibilities - Prescribe duties, responsibilities and accountability - Establishment of functional committees
Internal Quality Assurance System	- Regular IQAC meetings for assessing progress of teaching & learning - Framing of Quality Policy & publishing regularly - Formation of Quality Monitoring Committee & functioning - Educating & Training of all employees - Periodic check & guidance for quality improvement - Regular audit conduction & reporting - Audit for remedial measures - Promoting best practices - Annual report preparation & submission should be done regularly

Good governance	- Vision, Mission development & their articulation in every key position - Evaluation of Institute's performance and benchmarking - Institutional strategic goals setting - Institutional Strategic development plan - Monitoring and Implementing the Quality Management Systems - Following organization structure - Smooth Working of statutory committees - Leadership development through decentralization - Regular meetings of internal audit committee - Establishing fair and transparent performance appraisal system - Establishment of Oxygen Generation Plant (pressure swing adsorption (PSA)) - Establishment of Solar Plant . - Construction of helipads (2) for air ambulance as well as for organ transportation. . - Starting of PET Scan facility. - Getting NABL certificate for all laboratories.

Student's development and participation	- Budget allocation for student development programmes and activities - Formation of student council - Student's representation in various committee and cell - Participation in competitions - Organizing competitions - Rewards & recognitions of achievers - Participation in extracurricular activities - Participating in social and welfare activities
Staff development & welfare	- Staff performance evaluation system - Staff Training for quality improvement - Best possible work facilities & infrastructure facilities - Orientation Programme - Staff welfare policy implementation - Rewards, recognitions and incentives - Deputation for seminars, conferences and workshops etc. - Sponsorship/ Motivation for qualification improvement - Support for research, consultancy, innovations

Financial management	- Framing & implementation of Purchase and Financial policies - Department wise Budget planning and allocation - Forecasting income & expenditure - Effective functioning of purchase committee - Plans for Emergency Fund - Budget formulation & approval through Finance Committee - Periodic Audit
Research and innovation	- Dedicated R &D facilitation Centre - Upgrade Laboratories with more research facility - Fund generation through Project proposals - Apply for Government/Non-Government industry, sponsored funds - Collaborations with Government & Private Institutes, Universities and Research Organizations - Applying for patent - Faculties should publish their research article in indexed journal as per NMC & UGC norms. - Research conferences & seminars.

Alumni Interaction	- Formation of Alumni association, participation and registration - Data base creation, Regular interactions with alumni and networking - Recognition of successful alumni - Organizing for guest lecturers/workshops - Exploring Contributions - Sponsorships/scholarships/fund generation
Community Services and Outreach Activities	- Budget from institution resources/Faculty/students /other donors - Identify community and social development work - Identify challenges of society for development work - Provide health care facilities - Conducting awareness camps

Physical infrastructure	- Infrastructure building development & modification - Smart Class rooms, Tutorials, Seminar halls - Modernization of Laboratory & equipment - More ICT enabled classrooms - Library infrastructure up gradation - System up gradation - Functional facilities for e-learning - Safety & Security management - Water facility - Developing sports (indoor/outdoor) facilities - Plantations - Rain water harvesting - Renewable Energy usage - Hygiene, zero plastic & green campus - Recycling of water

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Dean along with College Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Strategic development plan	Implemented & monitored by
Governance & Administration	Dean, members of college council, administrative officer
Students Admissions	Dean ,HODs, Admission team, Students section
Statutory Compliance	Dean, HODs, Coordinators
Infrastructure (physical)	Dean, Members of college council, Administrative officer
Infrastructure (Academics)	Dean, HODs
Teaching- Learning	Dean HODs, Faculty and Staff
Research& Development	Dean HODs
Students Development	Dean HODs
Departmental Activities	HODs and Faculty
Quality Assurance	IQAC team

Measurable during Implementation

Effective teaching learning process	✓ No. of teaching aids ✓ Syllabus completion ✓ Seminars ✓ No. of learning resources ✓ No. of student counseling/mentoring ✓ Result of examinations (Pass, First classes, Distinctions) ✓ Student feedback
Leadership and participative management	✓ Reporting structure in place ✓ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments ✓ code of conduct - duties, responsibilities and accountability ✓ Function of statutory committees – no. of meetings, minutes of meetings ✓ Planning & implementation
Internal Quality Assurance System	✓ Number of IQAS initiatives ✓ Audits Reports ✓ AQAR submission
Good governance	✓ Vision, Mission , Dissemination & Review ✓ Organization structure in place ✓ Degree of decentralization ✓ Degree of E governance ✓ Resource mobilization ✓ Staff appraisal ✓ Service rules & benefits
Student's development and participation	✓ Number of student participation ✓ Number of skill development programmes ✓ Number of sports, technical, cultural events organized ✓ Sports infrastructure provided ✓ Funding for sports ✓ Regional, National & International competitions participated

Staff development & welfare	✓ Number of Staff attending training programs ✓ Staff training programs organized ✓ Number of staff welfare programs ✓ Staff awards/ recognitions/ incentives
Financial management	✓ Annual Budget forecasting income & expenditure ✓ Utilization / Allocation of funds Internal & External Audit
Alumni Interaction	✓ Alumni data base ✓ Number of interactions ✓ Contribution towards students development
Community Services and Extension Activities	✓ Health awareness camps provided ✓ Number of social projects undertaken ✓ Number of social welfare or outreach programs done
Infrastructure - physical	✓ Number of buildings, class rooms added ✓ Removal of obstacles ✓ New Laboratories added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Harvesting & Recycling of water ✓ Renewable energy source development ✓ Green initiatives
Infrastructure-Academic	✓ Numbers of reference and standard book ✓ Number of National& International journals ✓ Digital Library ✓ Smart Classroom ✓ ICT enabled classrooms

Monitoring of strategic plan

      The implementation of strategic plan will be monitored time to time by Dean, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

Dean
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