



Strategic Plan 2017-2022



GOVERNMENT COLLEGE OF PHARMACY

Kathora Naka, Amravati-444 604, Maharashtra

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Vision

The institute envisions the journey towards the development of technical excellence among the students to make them globally competent pharmacists.

Mission

Our mission is to develop globally competent pharmacists with technical skills and positive attitude. The institute strives to generate attitude & skills, conducive to the creation of academic, industrial, clinical and social environment for life-long learning in pharmacy

Quality Policy

1. We are committed to provide best in class academics in pharmacy in tune with the state and central government education mission and NKC guidelines to enable students to cater various sectors of society
2. It will be achieved through continual improvement in system including syllabus, teaching, evaluation, training and liaising with industry and society
3. It will be achieved with help of team having high morale and, academic and social excellence

Program Outcomes (Pos)

PO1. Pharmacy Knowledge: Graduates will possess core and basic knowledge associated with the pharmaceutical and allied sciences.

PO2. Planning Abilities: Graduates will demonstrate effective planning abilities and skills for professional achievements.

PO3. Problem analysis: Graduates will acquire problem solving approach during daily practice.

PO4. Modern tool usage: Graduates will learn appropriate use of modern pharmacy-related computing tools.

PO5. Leadership skills: Graduates will develop professional and social leadership skills as responsible citizen to facilitate improvement in health and well-being.

PO6. Professional Identity: Graduates will understand, analyze and communicate the value of their professional roles in society.

PO7. Pharmaceutical Ethics: Graduates will honour personal values and apply ethical principles in professional and social contexts.

PO8. Communication: Graduates will develop effective communication abilities for community and professional interface.

PO9. The Pharmacist and society: Graduates will apply reasoning by the contextual knowledge and the consequent responsibilities relevant to the professional pharmacy practice.

PO10. Environment and sustainability: Graduates will understand the impact of the professional pharmacy solutions in societal and environmental contexts, and demonstrate the importance of sustainable development.

PO11. Life-long learning: Graduates will acquire ability to engage in life-long learning of revolution in technology with self-assessment through feedback analysis.

Preamble

Government of Maharashtra has started Government College of Pharmacy, Amravati in the year 1996 to remove the technical educational backlog of Vidarbha region. Initially it was started as one of the Departments of Government College of Engineering, Amravati, subsequently in the year 1999, it acquired the status of full-fledged College of Pharmacy. The institute in this short span has established its credibility to impart quality education. Presently it offers full time undergraduate (B. Pharm.), postgraduate (M. Pharm. and Pharm.D) and Ph.D. (Pharmaceutical Science) courses. It is permanently affiliated to Sant Gadge Baba Amravati University, Amravati and approved by All India Council for Technical Education, New Delhi and Pharmacy Council of India, New Delhi. The institute has 12 highly qualified faculty members actively involved in teaching and learning, research as well as consultancy works, and fetching the grants from AICTE, DST, Rajiv Gandhi Science and Technology Commission (RGSTC), Maharashtra Government and other funding agencies. The institute has developed excellent facilities i.e. library, class rooms and laboratories, pilot plant, central instrumentation laboratory, computer laboratory, animal house etc. The institute has an excellent academic reputation. With these programmes, the mission of this Institute is to develop globally competent pharmacy professionals with technical skills and positive attitude. The institute was accredited by the National Board of Accreditation (NBA), New Delhi for 3 years from 10.09.2013.

Courses Offered

The institute offers the following AICTE/ PCI approved courses.

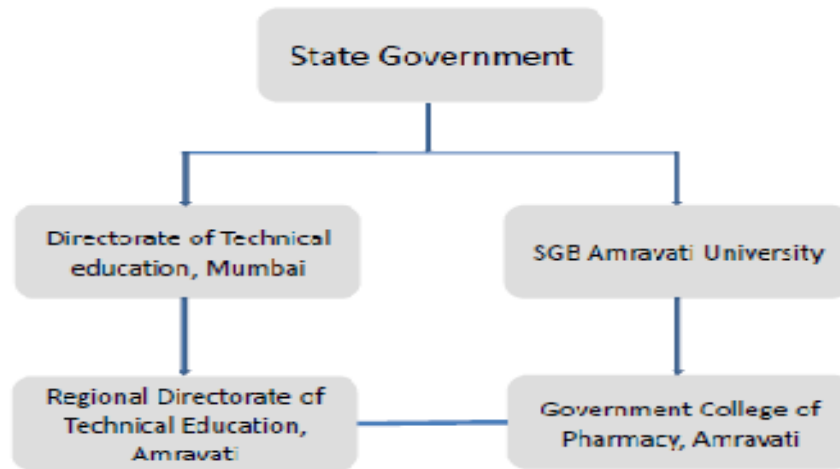
Sr. No.	Programmes	Intake	Year of Starting
1.	B. Pharmacy	60	1996
2.	Pharm. D	30	2011
3.	M. Pharmacy (Pharmacognosy)	12	2004
4.	M. Pharmacy (Pharmaceutical Quality Assurance)	12	2008
5.	Ph.D. (Pharmaceutical Science)	10	2006

Governance

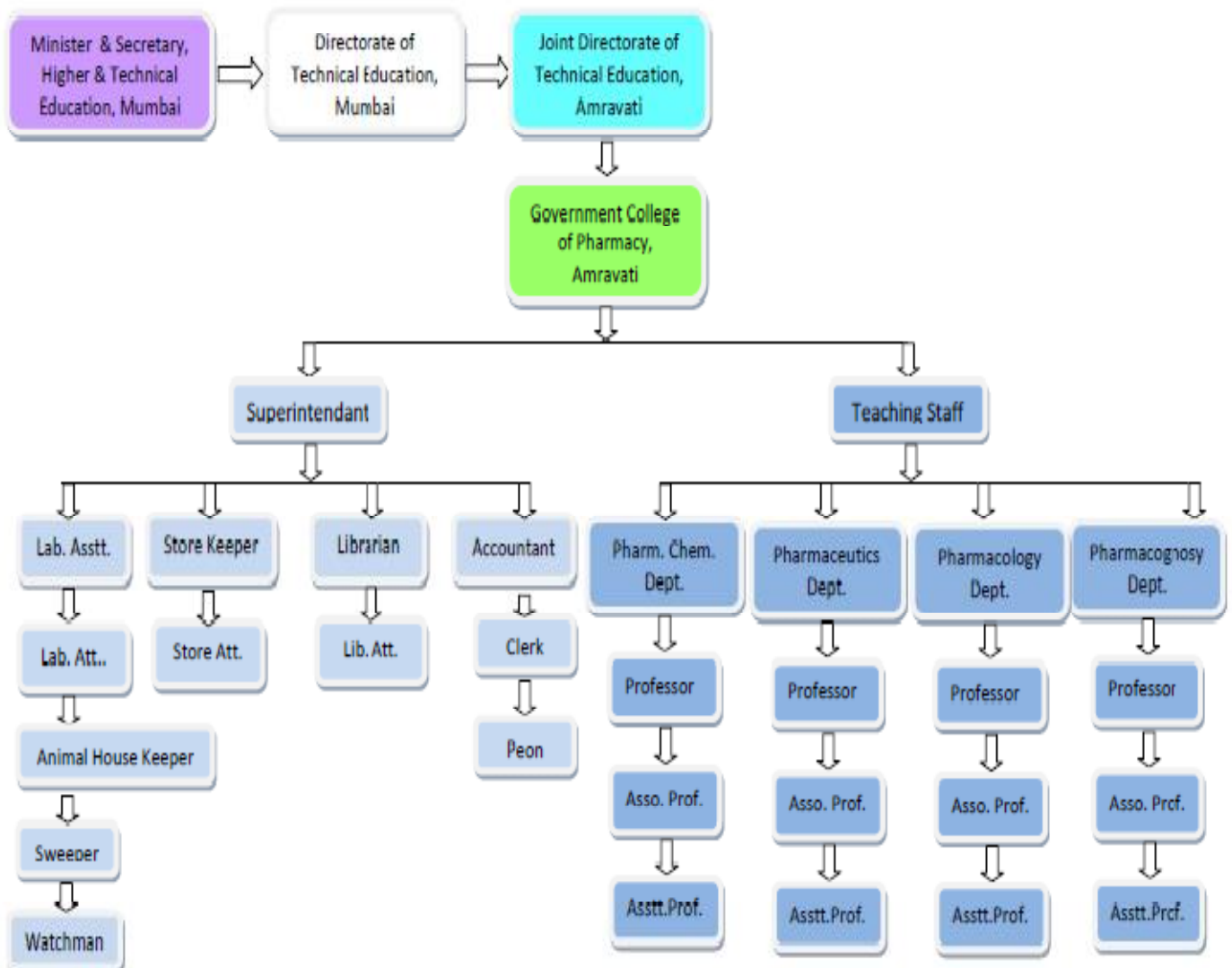
This institute, one of the four state Government Pharmacy colleges, has well defined vision and mission statements addressing the needs of all its stakeholders. It has got a strong internal organizational structure, and an effective decision making process. The institute has constituted college development committee (CDC) and internal quality assurance cell (IQAC) with other academic and administrative committees for its effective governance. Various committees execute works of all the activities and processes with the equal participation and decentralization of the responsibility in order to ensure the responsibility and everyone's participation in the development and progress of institute. The principal, by finding reduced burden with more efficient decision making, could ensure participation of all the teaching and non-teaching staff through decentralized administration. Steps have been taken by the institute to develop governance strategies, ensuring the organization's system development, implementation and continuous improvement, identifying organizational needs and striving to fulfill them. Institute also promotes a culture of participative management and also develops leadership at various levels. The institution is always keen in promoting the excellence both in academic as well as in clinical field.

Institute Patronage and Organizational Structure

Institute Patronage



Organizational Structure (Organogram)



Core Values of the institute

- Social Responsibility: we promote a sense of social responsibilities in students by promoting their participation in healthcare (Pharm.D students) and social activities
- Code of ethics: Institute is committed to the highest levels of professional ethics, fairness, honesty and respect.
- Teamwork: We encourage faculties, students, administrative and supporting staff for togetherness, cooperative and coordinative culture by creating a positive environment to meet teaching and learning objective.
- Academic excellence: The institute has been always trying to achieve desired academic excellence
- Student centric institute: We are committed to fostering professional growth of the students by encourage students in both curricular and extra-curricular activities
- Diversified system: The feedback from the stakeholders of the institute is taken into account for its further implementation and action.

Performance Appraisal System

As per the Maharashtra Government Resolution (CFR-1210/47/2010/13 dated 01.11.2011 and CFR-1211/257/13 dated 07.02.2018), the principal of the institute write performance appraisal report of all the employees in the month of April every year. It is then submitted to the Joint Directorate (reporting officer), Regional Office, Directorate of Technical Education, Amravati or the Director, Directorate of Technical Education, Mumbai who are acting as reviewing officers. The assessment of the performance appraisal report is mainly based on the following attributes-

1. Work completion (weightage: 40 %) with accomplishment of planned Work, quality of output, accomplishment of exceptional work /unforeseen tasks performed and average gradation on work completion.
2. Personal attributes (weightage: 30 %) with attitude to work, sense of responsibility, overall bearing and personality, emotional stability, communication skills, moral courage and willingness to take professional stand, leadership qualities, capacity to work in time limit, average gradation on personal attributes.
3. Efficiency (weightage: 30 %) with knowledge of relevant acts/ rules/ procedures/IT Skill and awareness of local norms in the relevant area), strategic planning ability, decision making ability, initiative, ability to co-ordinate with other government agencies in relation to work, ability to motivate and develop subordinates/work in a team, average gradation on work efficiency.

Institutes Short- Term and Long-Term Goals

Short-term goals	Long-term goals
1. To strictly encourage and implement teaching, learning and evaluation related activities	1. To undertake institutional reforms and effective Governance
2. To promote and upgrade academic excellence of the institute	2. To advance quality of research
3. To inspire faculties and students for R&D activities	3. To fetch research from various Government and non-Government agencies
4. To promote research activities of the institute by procuring sophisticated equipments	4. To establish strong industry-institute interaction through research projects and training
5. To improve training and placement activities	5. To build newer research laboratories
6. To get the institute accredited by national accreditation agencies	6. To become top most institute from the Vidarbha region with state-of-the-art-library and laboratory facilities
7. To promote awareness of intellectual property rights (IPRs)	7. To attain institutional excellence

Executive summary of the Strategic plan

This strategic plan has been prepared by scrutinizing and consolidating the faculties of the institute. The overall objective of the strategic plan is to increase enrolment of meritorious students in undergraduate, postgraduate education and research and enhance research, development and innovation in pharmacy and pharmacy practice. This is envisaged to be accomplished through a strategy of upgrading the quality of existing UG and PG programs, upgrading existing PG labs, attracting good quality students for both UG and PG education and research, developing an atmosphere conducive for research in the department, strengthening industry institute collaboration as well as collaboration with reputed institutes, organizations and professional bodies, training of faculty and supporting staff, encouraging faculty to attend seminars, workshops and conferences etc. It is expected that these measures will improve the visibility of the Institution and this, in turn, is expected to attract good quality students for post graduate education and research. The Institution will thus be able to contribute to the task of nation building much more effectively.

Actions Taken for Quality improvement

- Availability of sufficient and required reference and text books
- Additional classes for competitive exams like GPAT by college faculties
- Organized quality improvement program for faculties
- Guest lecturers organized by eminent personalities from academic and industrial background and regulatory authorities
- Organize seminars, refresher and training programs
- Industrial visits to pharmaceutical industries
- Regular publication of e-Magazine
- Published research paper by students and faculties

SWOC Analysis

As the strength, weakness, opportunities and challenges of the various programs are different; it was decided to carry out the SWOC analysis at institute level.

Strengths

- Institute run by the State Government
- Staff welfare measures
- Almost 100 % faculty retention who are well qualified, experienced and dedicated
- UGC recognized 2(f) & 12(B) institute
- Ph.D. approved research centre in Pharmaceutical Science affiliated to SGB Amravati University, Maharashtra
- Students admitted with high scores in entrance examination (MHT-CET)
- Benefit of scholarship to students from state Government, Social Welfare Department, AICTE etc.
- Excellent record of success in university examinations, competitive examinations
- Grants accrued from Department of Science & Technology (SERB-DST), AICTE (RPS) and Rajiv Gandhi Science & Technology Commission (RGSTC)
- 20 years standing Alumni in Senior / influential positions spread across India
- Well established credit based curriculum and a very credible examination system
- Excellent central facilities like laboratories, computers / Library, etc.
- Internet/ Wi-Fi facilities available
- NSS unit approved by Sant Gadge baba Amravati University, Amravati

Weaknesses

- ◆ Poor communication skill of students due to rural background
- ◆ Limited regular faculty recruitment
- ◆ Insufficient supporting staff
- ◆ Difficulty in prioritizing (teaching/ research/ short term courses/ projects/ institute responsibilities/ consultancy) works
- ◆ Procedural delay in administrative and academic activities
- ◆ Increasing proportion of new faculty (clock hour basis teachers) with limited teaching experience
- ◆ Complicated and restrictive purchasing procedures
- ◆ Lack of meaningful and functional collaboration with Industry or academic institutes

Opportunities

- Increase in intake of UG and PG students
- Recruitment of full time teachers as per regulatory norms
- Interaction and collaboration with industries and premier academic institutes
- Availing funds from UGC, DST, DBT, AICTE, CSIR, RGSTC and other sources for improving infrastructure for learning and research activities
- Tapping rich experience of Alumni
- E-Governance system implementation to reduce workload of faculty
- Increase in research publications

Challenges

- ◆ Controlled utilization of funds allocated by the state Government
- ◆ Competition with growing self financing institutions rich in infrastructure, academics and research
- ◆ Deterioration of quality in teaching as priorities get changed toward administrative works
- ◆ Quality of admitted students (communication skills, attitude, analytical thinking, motivation)
- ◆ Faculty have to emphasize more on administrative works
- ◆ Decrease in faculty and staff morale due to institutes threatened reputation for quality
- ◆ Research oriented attitude in students and faculties

STRATEGIC OBJECTIVES

A close examination of the SWOC analysis reveals that the Institutes Strategic Plan should focus on the improvements that are related to students, faculties, teaching, research and stakeholders. Therefore, the following strategic objectives are proposed to address the weaknesses and challenges related to various aspects of those issues.

1. Meet the global standards of pharmaceutical education with motive to develop a globally competent institute with existing and proposed infrastructure
2. Recruit, nurture and retain outstanding students
3. Recruit, nurture and retain outstanding faculty and other staff
4. Improve teaching and learning through continuous assessment
5. Promote innovation, research and consultancy activities that address the immediate and long-term needs of the society
6. Create a strong relationship with society in particular with industry to cooperate in the advancement of the country's economy
7. Continue to develop and maintain an adequate infrastructure
8. Create skilled professional to cater social responsibilities and future needs of the society.

Research & Innovation

- The Institution proposes to establish of a regional sophisticated instrumentation facility for meeting the requirements of research students and faculty members in the university area. This will improve the quality of research and acquire high quality technical knowledge in the field of their choice.
- Institute is planning to establish pilot industrial plant to increase the placement opportunities to technically qualified graduates and making teaching, learning and training more relevant and appropriate. Establishment of pilot plant is proposed to attract the consultancies for the product and formulation development.
- To set scale up R and D activities, improving industry-institute linkage, upgrading the status of the institute, thereby increasing the employment potential of graduating students.
- Research collaborations with laboratories, university departments and industries will be implemented with ultimate objective of improving and upgrading the postgraduate education, research and innovations.
- The input from industry will help in formulating research hypothesis to take up as a research problem. This will benefit the industry and students knowledge and skill domain becomes relevant to industrial applications.
- Expanding and strengthening the library facility will improve access to knowledge resources.

Societal responsibility and public service

- Institute aims to set medicine information and patient counseling center for providing the information on safe and effective use of medicine.

Infrastructure

- Infrastructural aspects of growth research laboratories, instrumentation facility, technologically equipped classrooms, E-library are included in the proposed strategic plan.
- The existing infrastructure is planned to be upgraded and expanded with additional buildings with renovation in the existing, open area, networking of the infrastructure and other facilities.
- The Institution is looking forward to improve classroom, laboratory, infrastructural and instructional facilities for the graduate and postgraduate students.
- Facilities like auditorium and indoor sport are required to improve the quality of educational life while promoting the health and extracurricular hobbies.

Human Resource

- It is proposed to improve the skills of faculty and technical staff in the Institution by conducting training sessions in different specialized areas.
- Interacting with technological experts, scientists, academicians, industrial professionals and experts through conferences, seminars and workshops constitutes an integral part of progressive academic, research and learning activities.
- Facilitating short term exchange or movement of faculty members, research scholars, students from the Indian and foreign institutions through faculty/student exchange programs will provide opportunity to acquaint and participate with global advancements.
- Following the identification of need of training program for weaker section of students, training program will be organized for personality and communication skill development.
- Support to the students will be established through counseling centre. Every effort will be made to ensure availability of timely and effective counseling to the students in times of crisis. Counseling cell will help the students for career planning and building life-skills.
- Faculty training needs will be analyzed and the timing of training and the institution will be decided after scrutinizing the relevance and utility of the programs. Faculties will be motivated to undergo basic and advanced pedagogy training for academic quality management. Courses on basic pedagogy, communication skills and teaching methodology will be recommended for new faculty members and advanced courses on pedagogy for experienced faculty members.
- Bridge courses for practicing community pharmacists, health workers can be developed for imparting information about newly introduced drugs, technology tools, ethical practices, regulatory requirements, their role in patient counseling and good pharmacy practices.

Five Years Strategic Plan (2017 – 2022)

Sr. No.	Strategic Plan	Major task/ achievement	Status in Jan 2020
1.	Approval of 2(f) and 12(B) from UGC	Application submitted in year 2016	Institute recognized under 2(f) and 12(B) in 2017
2.	NBA/NAAC accreditation	Prequalifiers rejected by NBA due to low student- faculty ratio	NAAC accreditation is in process
3.	Establishment of College Development Committee (CDC)	CDC was established as per the guidelines of SGB Amravati University	College development committee established on 27.09.2017 in
4.	Internal Quality Assurance Cell (IQAC)	IQAC was established for quality improvement	IQAC established on 27.04.2018
5.	Establishment of Research Advisory Committee (RAC)	RAC was established as per SGB Amravati University guidelines	RAC established on 11.09.2018
6.	Institute submitted proposal to DST for FIST project	Research and Development infrastructure Division of DST accepted application	Received INR 80 Lacs grant from DST
7.	Research grants from AICTE, SERB-DST, RGSTC etc.	Submitted research proposals to AICTE, SERB-DST, RGSTC	Institute received one EMR funding, AICTE funding under RPS, research funding from RGSTC
8.	MoU with Research institutes, Pharmaceutical Industries	Training & Placement Cell	MoU signed
9.	MoU with foreign institute	Training & Placement Cell	MoU signed with Department of Chemistry, Federal University of Piaui, Brazil
10.	Organization of workshops	Proposals submitted and fetched grants from DTE to organize workshops on interdisciplinary themes	02 workshops in 2016-17 01 workshop in 2017-2018 02 workshops in 2018-19 01 workshop in 2019-20
11.	Development of plant tissue culture (PTC) laboratory	AICTE-RPS funds helped to develop PTC laboratory	PTC laboratory established
12.	Development of polymer based formulations	Grants received from SERB-DST	Research fellow appointed, the laboratory development is under process
13.	Blood donation camps	NSS cell of the institute organizes blood donation camp activity	Blood donation camps conducted every year
14.	Organization of guest lectures, refresher/ orientation programmes	IQAC of the institute organizes these programmes	IQAC organized different carrier oriented programmes
15.	Start of Bachelor of Pharmacy Practice two year course	Provided permission is granted by State Government	2021-22
16.	Submission of proposal and approval of QIP centre in the institute	-	2021-22