

Vidarbha Youth Welfare Society's
INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH
Borgaon (Meghe), Wardha (M.S.)

STRATEGIC PLANNING AND DEPLOYMENT
DOCUMENT (2022-23 to 2026-27)

Preface

Strategic planning is very crucial to achieve the Vision and Mission of Institute. It is a continuous task with focus to attain goal of institute in this competitive global scenario. Strategic Planning and deployment document (SPDD) is founded on basis of recent challenges and future opportunities. SPDD foresees the path in the direction of which the institute should move to attain its predefined goals and objectives.

The first section of it reports about the vision and mission of the institute along with core values, long term and short term goals. These are prepared by the institute stakeholders (Management, Principal, Head of the departments (HOD's), Faculty, Staff, Industry, Students, Alumni and Parents) using strength, weakness, opportunities and challenges analysis. After discussion with HODs and staff members, institute decided objectives in all probable growth capacities using continuous thought process. The different strategies were planned to attain institute goals.

The implementation practices has been recognized evidently by taking measures and checked by recognizing assessable goals in line with the desired results. This will emerge to be the directorial power for institute to attain its goal to become an organization of Academic Excellence and producing professionally skilled young pharmacist to the society

Vision

Making every student a total quality person and pride of human race.

Mission

To become a centre of excellence where
Innovative techniques and training
Methodologies are instilled for excellence
in education, training and research in
Order to build quality Pharmacrats.

Core Values

- Devoted to provide best academic environment and experience as possible as to every student.
- Develop trust in the stakeholders through professional politeness and impartial conduct
- Highlight quality in all part of the institution like, staff, services, programmes and facilities provided.
- Promote sharing of experience, knowledge and skills.
- Develop equality, humanity, ethical values, integrity and patriotism.

Quality Policy

- Attainment of Excellence through continuous improvement and focus in Academics, Research, Administration, Cultural and Social activities

CHAIRMAN PERSPECTIVE

The Vidarbha Youth Welfare Society was established in the year 1965, with the objective to uplift the rural students in academic excellence particularly in the field of Science and Technology. The society runs 70 Institutions from pre – primary to post – graduate level covering various faculties like Arts, Commerce, Science, Social Sciences, Engineering, Dental and Pharmaceutical Sciences. The goal of higher education organization in our county is to deliver quality education to all students with clearness and responsibility in order to provide sustainable growth of the country.

The Institute of Pharmaceutical Education and Research was established in 1991, a pioneering Pharmacy Institution in Vidarbha region of Maharashtra. The Institute provides instruction leading to Degree, Post Graduate courses and Research programs in Pharmaceutical Sciences. Around 400 students from all corners of India are studying in the Institute. Within a span of three decades, the institute has earned a reputation of student focused and sound academic culture which fosters young pharmacist to serve for economic progress of nation and professionals.

The strategic development plan 2022-2026 can act as regulating tool for the next five years to evaluate and enhance quality of our institute which help in increase in its recognition.

Dr. Nitin R. Dhande

President

Vidarbha Youth Welfare Society,
Amravati

PRINCIPAL PERSPECTIVE

Institute of Pharmaceutical Education and Research, one of the outstanding institutions of Pharmaceutical Education and Research in the Country. As the country's premier pharmaceutical institute, IPER's mission is to contribute to the profession and society by providing student with pharmaceutical career-related education training and experience. Our institute constantly focus on excellence and innovation in research and education.

Through the strategic perspective plan, the Institute is devoted to developing its enthusiastic faculty and aspiring students as well as investing in development of best-inclass infrastructure and resource. With this plan, Institute of Pharmaceutical Education and Research aims to propose a wider spectrum of activities with improved flexibility in order to attain the various academic and R&D targets. I am confident that this strategic perspective plan will act as tool to make rapid progress towards achieving vision of the institute.

Dr. R. O. Ganjiwale

Principal

M. Pharm., Ph.D.

Institute of Pharmaceutical Education and Research
Borgaon (Meghe), Wardha

SWOC ANALYSIS OF THE INSTITUTE

Institutional Strength

1. Strategically well connected to Nagpur, Butibori and Kalmeshwar with Industrial hub situated in its vicinity.
2. Proactive management willing to provide infrastructure support system and human resource to provide a conducive environment for excellent teaching-learning ambience.
3. Qualified, experienced, committed and passionate faculty.
4. Consistently good student enrolment.
5. Consistently obtaining good results and secured ---- University ranks since its inception
6. Effectively blended Teaching-Learning processes
7. Aims at holistic development
8. Located away from Concrete Jungle.
9. The campus with lush green & pollution free ambience.
10. Effective implementation of E-governance.
11. Spacious, well lighted class rooms, well equipped computer lab, well designed staffrooms with comfortable work area, well designed office, state of art laboratories.
12. Harmonious teacher student relationship
13. Caters to different sections of the society, Unity in Diversity
14. Word of mouth publicity
15. Created Separate Identity in academic field
16. ICT enabled teaching

Institutional Weakness

1. Low philanthropic support
2. Because of rural location, industry institute interface is bit low especially in the area of collaborative research projects.

Institutional Opportunity

1. To become an autonomous institute enabling design of curriculum as per industry requirements.
2. Interaction through Industry-Academia will widen the opportunities for students' internships and faculty exchange.
3. Fulfilling the necessities of society through start-ups, innovations and patent.
4. Developing technology for rural community.

Institutional Challenge

1. Sustainability without compromising standards.
2. International students and faculty exchange programs with foreign universities.
3. Due to rural location, industry response towards campus placement is modest.

STRATEGIC GOALS

The strategic goals of the institute prepared by taking into considerations of Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis with many discussions

1. Establish Good Governance, Leadership and Participative Management
2. Follow effective curriculum aspects and teaching-learning
3. Upgrade infrastructure development and learning resources
4. Encourage research, innovation and extension activities
5. Emphasize on Faculty and Staff empowerment strategies
6. Increase Community Services
7. Effective Financial Management
8. Increase Alumni interactions and participations
9. Increase industry-institute interactions

STRATEGIC PLANS 2022-2026

STRATEGIC GOAL	ACTION PLAN
<p>Establish Good Governance, Leadership and Participative Management</p>	<ol style="list-style-type: none"> 1. Expression of Vision and Mission at all level. 2. Dissemination of Institute performance at each level. 3. Decentralization of the academic, administrative and student related systems and responsibilities. 4. Allotment of duties and responsibilities 5. Assignment of portfolios. 6. Upgradation of resources for e-governance. 7. Setting of strategic goal of institute. 8. Development of strategic plan of institute. 9. Ensure smooth functioning of statutory committees. 10. Development of unbiased and transparent performance evaluation system. 11. Summative and formative Assessment through External and internal academic auditing.
<p>Follow Effective Curriculum Aspects and Teaching-Learning</p>	<ol style="list-style-type: none"> 1. Preparation of academic calendar in line with university academic calendar. 2. Preparation of academic planner following outcome based education. 3. Preparation of program outcome and course outcome. 4. Design experiment to incorporate research skills. 5. Conduct training as per industry requirement. 6. Use fair and effective feedback system. 7. Following of Continuous assessment to assess result. 8. Evaluation parameters monitoring.

<p>Upgrade Infrastructure Development and Learning Resources</p>	<ol style="list-style-type: none"> 1. Modernization of Laboratory and equipment 2. Upgradation of ICT tools. 3. Upgradation of e-learning resources. 4. Upgradation of Safety and Security management. 5. Renewable Energy usage. 6. Upgradation of sports (indoor/outdoor) facilities. 7. Modernization of Laboratory and equipment. 8. Upgradation in library facility. 9. Water harvesting.
<p>Encourage Research, Innovation and Extension Activities</p>	<ol style="list-style-type: none"> 1. Acquire research funds from Government and Non government agencies. 2. Upgradation of laboratories to provide research facilities 3. Protect Intellectual property. 4. Providing support to staff for international and national research publications. 5. Encourage and support to students for preincubation activities like creation of idea. 6. Organization of professional camps and activities related to curricular at semi urban and rural areas in collaboration with other organization for benefits of society.
<p>Emphasize on Faculty and Staff Empowerment Strategies</p>	<ol style="list-style-type: none"> 1. Encourage and support faculty to register for Ph.D. 2. Motivate faculty with Ph. D qualification to register for PH.D Supervisor. 3. Deputation of faculty for seminars, conferences and workshops. 4. Encourage faculty to attend faculty development programme. 5. Providing Support for research, consultancy and innovations. 6. Regulation of fair and transparent staff evaluation system.

Increase Community Services	<ol style="list-style-type: none"> 1. Monetary contributions from institute/faculty/student/alumni/industry. 2. Identification of challenges for rural areas. 3. Conduction of camps and activities other than curriculum for benefits of community. 4. Providing support to village people.
Effective Financial Management	<ol style="list-style-type: none"> 1. Development & implementation of Purchase and Financial policies. 2. Forecasting and estimation of income and expenditure. 3. Budget formulation and approval through College development committee. 4. Internal and external auditing. 5. Providing support through research and consultancy.
Increase Alumni Interactions and Participations	<ol style="list-style-type: none"> 1. Increase in activities of alumni association. 2. Sponsorship through alumni association. 3. Recognition of successful alumni. 4. Conduction of guest lecture and training by alumni. 5. Support for Placement of students through alumni.
Increase Industry-Institute Interactions	<ol style="list-style-type: none"> 1. Memorandum of understandings with industries. 2. Support for internships, visits, trainings, guest lectures. 3. Identifications of industry needs and advice on Curriculum for value added courses apart from curriculum. 4. Establishing innovation relating activities. 5. Arrangement of campus interview.

STRATEGY DEPLOYMENT

After approval of Strategic development plan in the IQAC meeting, it is forwarded to college development committee for successful deployment and monitoring. College management, Principal, IQAC and staffs will make efforts its effective deployment.

DEPLOYMENT AT INSTITUTE LEVEL

STRATEGIC GOAL	RESPONSIBLE COMMITTEE AND OFFICIAL
Establish Good Governance, Leadership and Participative Management	Chairman, Members of CDC, Administrative Office, Principal, IQAC and Different Committee in charges.
Follow Effective Curriculum Aspects and Teaching-Learning	Principal, HODs, Programme committee, Faculty and Staff.
Upgrade Infrastructure Development and Learning Resources	Chairman, Members of CDC, Administrative Office, Principal, IQAC and HODs.
Encourage Research, Innovation and Extension Activities	Principal, HODs, Research Committee, Innovation cell and NSS.

Emphasize on Faculty and Staff Empowerment Strategies	Principal and HODs.
Increase Community Services	Principal, NSS and Woman Security Cell.
Effective Financial Management	Chairman, Members of college development committee, Principal, Administrative Office, HODs and Different Committee in charges.
Increase Alumni Interactions and Participations	Principal and Alumni Association.
Increase industry-institute interactions	Industry Institute interaction Committee and Innovation cell.

PARAMETERS OF DEPLOYMENT

STRATEGIC GOAL	PARAMETERS
<p>Establish Good Governance, Leadership and Participative Management</p>	<ol style="list-style-type: none"> 1. Vision and Mission review. 2. Strategic goal review. 3. Monitoring of strategic goal and action plan. 4. Organization structure review. 5. Review of degree of decentralization. 6. Review of degree of E governance. 7. Resource mobilization. 8. Staff appraisal scheme in place. 9. Service rules and benefit 10. Decentralization in the form of various committees in the area - academic, administration, staff welfare, student development, industry-institute interaction, infrastructure management, girls security, alumni and student grievances. 11. Duties, responsibilities and accountability of each committee. 12. Working of each statutory committee: - no. of meetings/ semester, minutes of meetings and action taken report.
<p>Follow Effective Curriculum Aspects and Teaching-Learning</p>	<ol style="list-style-type: none"> 1. Achieving level of academic planner. 2. Mapping of Course outcome and Programme outcome. 3. No. of teaching aids. 4. Syllabus completion. 5. Mini projects, Major projects and Seminars. 6. No. of learning resources. 7. No. of student counselling/mentoring/training sessions conducted. 8. Result of examinations (Pass, First classes, Distinctions). 9. Graduate attribute attainment levels. 10. Student feedback.

<p>Upgrade Infrastructure Development and Learning Resources</p>	<ol style="list-style-type: none"> 1. Number of class rooms modified. 2. Number of laboratories modified. 3. Number of new equipment's added. 4. Annual budget allocated and utilized. 5. Renewable energy source development. 6. Green initiatives. 7. Number. of volumes and titles added in library. 8. Number of national and international journals added in library. 9. Digital library initiatives. 10. Number of smart classroom modified. 11. Number of ICT tools added in classrooms. 12. Modification done in sports facilities. 13. Harvesting and recycling of water.
<p>Encourage Research, Innovation and Extension Activities</p>	<ol style="list-style-type: none"> 1. Research funds granted from government and non government agencies. 2. Number of laboratories upgrades for research facilities. 3. Number of international and national journal publications. 4. Numbers of preincubation activities. 5. Number of professional camps organized for benefits of societies.
<p>Emphasize on Faculty and Staff empowerment strategies</p>	<ol style="list-style-type: none"> 1. Number of faculty registered for Ph. D. 2. Number of faculty registered as Ph. D Supervisor. 3. Number of faculty deputed for seminars, conferences and workshops. 4. Number of faculty participated in faculty development programmes. 5. Support for research, consultancy and innovations. 6. Application of performance based appraisal system. 7. Number of seminars, conferences and workshop organized.

Increase Community Services	<ol style="list-style-type: none"> 1. Monetary contributions for such activity. 2. Numbers of camps and activities other than curriculum conducted for benefits of community. 3. Number of supports provided to village people.
Effective Financial Management	<ol style="list-style-type: none"> 1. Development and deployment of purchase and financial policies. 2. Budget planning and allocation. 3. Forecasting income and expenditure. 4. Functioning of purchase committee. 5. Planning of emergency fund. 6. Budget formulation and approval through finance committee 7. Periodic audit (internal and external)
Increase Alumni Interactions and Participations	<ol style="list-style-type: none"> 1. Alumni Participation and registration in alumni Association. 2. Data base creation of alumni. 3. Alumni meet. 4. Recognition of successful alumni. 5. Support for guest lecturers/internships/placements/training/ entrepreneurship. 6. Support for Sponsorships/scholarships/fund generation 7. Increase number of alumni chapter.
Increase Industry-Institute Interactions	<ol style="list-style-type: none"> 1. Enhancement in collaborative activities in memorandum of understandings of institute with industries 2. Support for internships, visits, trainings and guest lectures. Conduction of extra courses other than curriculum according to the corporate sector requirement. 3. Opportunities provided for industry based/sponsored projects. 4. Support for career guidance. 5. Conduction of training and placement activities. 6. Conduction of innovation activities.

MONITORING OF STRATEGIC PLAN

The strategic plan deployment will be monitored timely by Principal, HOD's, IQAC and other committees through time to time meeting. Responsible committee/person will present progress report during review meetings. IQAC will report findings to Principal. After thorough analysis of reports, principal will recommend further corrective actions. All reports will be forward for further discussion to college development committee.

CONCLUSION

The SPDD sets out specific targets for attainment of goals of IPER. Strategic plan can provide guiding skeleton which will be travelled effectively with team work and spirit. Proper application and deployment of strategies with great efforts will results in to success and uphold reputation in the challenging environment. Continuous assessment and monitoring will help in modification of actions in to improve quality of deployment.