



# **Vision, Mission & Strategic Plan**

2025 – 2030

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Prof & HOD

Dept of Microbiology

RMCH&RC,Kanpur

# Vision



“To be a premier best medical institution recognized for academic excellence through traditional and e-learning methods and innovation in research, providing quality enhanced compassionate patient care with superspeciality services and meaningful community engagement, producing globally competent and socially responsible healthcare professionals.”



# Mission-Core values

- **Excellence\***: Strive for the highest academic and clinical standards-Upgraded curriculum by traditional and e-learning methods following NMC standards,NAACand global benchmarking.
- **Integrity\***: Practice transparency, honesty, and ethics in all actions.
- **Compassion\***: Provide patient care with empathy and respect.
- **Innovation\***: Encourage creativity, research, and technology adoption,Translational research, AI integration, simulation-based learning,advanced cancer laboratories
- **Collaboration\***: Promote teamwork, interdisciplinary learning, faculty exchange and global partnerships.
- **Social Responsibility\***: Community Outreach\* through Rural postings, preventive health camps, community health centres.Commit to equitable healthcare and community well-being.



# Objectives of Mission

- To regularly follow (NMC), regulatory body guidelines, provide competency-based, student-centered education, short term courses, Pg convention workshops and state and national conferences
- To ensure quality assurance in academics -NAAC and patient care-QCI,NABH,NABL and JCI at hospital & laboratories
- To implement full time regular work culture for faculty
- To engage and encourage student cohort in academic excellence, career guidance, culturals, sports, alumuni activities and provide environment for good health and mental well being
- To foster innovative research, interdepartmental, interdisciplinary and international collaboration, through govt projects and seed money, publication in indexed journals



# Objectives of Mission

- To nurture & implement faculty development programs, CME's, workshops and host state, national and international conferences
- To deliver ethical, patient-centered healthcare
- To regularly monitor feedback from stakeholders
- To strengthen rural & urban community health programs
- To develop superspecialities in all the branches, eyebank, transplant medicine, regenerative and stem cell therapy, nuclear medicine, mental health and neuroscience, geriatric medicine, telemedicine, pediatric cardiology, neonatology
- To set up a cancer cell line laboratory

# Strategic planning for next five years



- 1. Academic Excellence
- 2. Research & Innovation
- 3. Patient Care
- 4.UG & PG Education
- 5. Community Outreach
- 6. Faculty & Alumni Development



# Academic Excellence(2025–2030),

- Involves the faculty development and student progression
- 2025–2027: Curriculum upgrading, BCME, CISP3 outcome based learning, simulation labs, early clinical exposure. traditional & E-learning methods
- 2028–2029: Digital library expansion, Quality assurance, IQAC, NAAC process.
- 2030: International collaborations & benchmarking.





# Research & Innovation

Year 2025–2027: Establish Research & Innovation Council, student projects, research papers, faculty projects

Year 2028–2029: Interdepartmental clusters, secure funded projects.

Year 2030: Centre of Excellence for Translational Research.



# Research and innovation promotion, including collaboration opportunities

2025-2026. Government projects-ICMR, UPCST, KIRANWISE, CSIRASPIRE

2025-in press-Patent, Copyright(C-0000251000)

2025-2028-Colloboration with govt institutions-SGPGI, KGMU, IIT Kanpur, JALMA, 7 Air force hospitals,

2025-2026 To organise CME's -call for research projects

2028-30 International colloboration-Yale university

# Collaboration with other institutes

## SGPGI



- **Govt project in collaboration with SGPGI - A project on Effect Of Plasma Rifampicin Level On Lipid Profile In Mdt Treated Leprosy Patients And Correlation With Bacterial Clearance To Their Dietary Strategy - by HPLC machine**
- **“Molecular detection and Next generation sequences toxins by RT-PCR in diarrhoea patients caused by Clostridium difficile”**





# Research & Innovation

PhD	1.Research paper 2.Conferences	Research paper 2.Conference	Research paper 2.Conference	Research paper 2.Conference	Research paper 2.Conference	Research paper 2.Conference
BDS /Paramedical/Dental Hygienist courses	New batch- Models, charts ,BMLT- Interns(project)	New batch- Models, charts ,BMLT- Interns(project)	New batch- Models, charts ,BMLT- Interns(project )	New batch- Models, charts ,BMLT- Interns(project)	New batch- Models, charts ,BMLT- Interns(project)	New batch- Models, charts ,BMLT- Interns(project)



# Research activities

- Projects on invitro antimicrobial activities of various plant extacts -Thuja orientalis, Psidium guajava, Allium cepa, Allium sativum, Cannabis sativa,Ricinus communis,Annona muracita
- **Ongoing projects-103(copy enclosed)**

# GOVERNMENT PROJECTS



Project	Principal worker	Submitted to	Date of submission	Amount (Rs)
A study to test the invitro anti-cancer efficacy of <i>Annona muricata</i> in cancer cell lines.	Dr. R Sujatha Dr.Nashra Afaq	ICMR	In press-2025	17,00,000
A study to test the invitro and invivo anti-cancer efficacy of <i>Allium sativum</i> (Garlic) in Cancer cell lines and oral cancer Patients.	Dr. Nashra Afaq Dr. R Sujatha	ICMR	In press-2025	13,48,000/-
To study the invitro and invivo anticancer efficacy of <i>Allium sativum</i> (Garlic) in Cancer cell lines and the cancer Patients, at a tertiary care centre, a hope for an alternative cancer treatment.	Dr. Nashra Afaq Dr. R Sujatha	CSIR- ASPIRE	2026	17,00,000/-



Project	Principal worker	Submitted to	Date of submission	Amount (Rs)
The garlic miracle for the Invitro and invivo study to test the anticancer efficacy of <i>Allium sativum</i> (garlic) in cancer cell lines and human oral cancer patients, an alternative cancer treatment.	Dr. Nashra Afaq Dr. R Sujatha	CST-UP	2026	15,00,000/-
A study to test the invitro anti-cancer efficacy of <i>Allium sativum</i> , garlic in cancer cell lines and oral cancer patients.	Dr. R Sujatha Dr. Nashra Afaq	Department of science and technology (DST) , Government of India and Russian Science Foundation (RSF)	2026	23,00,000/-



Project	Principal worker	Submitted to	Date of submission	Amount (Rs)
In Vivo study to test the anticancer efficacy of <i>Allium Sativum</i> (Garlic) fresh juice in human oral cancer patients, at a tertiary care centre, an alternative cancer treatment.	Dr. Nashra Afaq Dr. R Sujatha	Knowledge Involvement in Research Advancement and Nurturing (KIRAN)	2026	12,46,000/-
A study to test the invitro and invivo anti-cancer efficacy of <i>Allium sativum</i> , garlic in cancer cell lines and oral cancer patients	Dr. Nashra Afaq Dr. R Sujatha	Department of science and technology (DST) , Government of India and Russian Science Foundation (RSF)	2026	23,00,000/-



Project	Principal worker	Submitted to	Date of submission	Amount (Rs)
DST-FIST- Electron microscopy C18 column Co2 Incubator	Dr. R Sujatha Dr. Nashra Afaq	DST-FIST	2027	1.5cr
Mining the potentials of the topical garlic extract <i>Allium sativum</i> , an organosulfur compound against Methicillin Resistance and vancomycin Resistance <i>Staphylococcus aureus</i> : A Treatable hope against drug resistance bacterial isolates.	Dr. Nashra Afaq Dr. R Sujatha	DST	2027	30lakhs



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# Future Aspects & Targets

Invivo study after the successful Invitro study done.

- To optimise an effective Dose from *Allium Sativum* (Garlic) and use it in a capsular form(**Capsule Designing**) for the oral cancer Patients attending Rama Hospital.
- To prepare an **“Ointment for the skin abscess”**
- To Setup a **“Cancer Cell Line laboratory”** for further investigation of Anticancer activity.
- Development of **“Novel antibiotics”** from the plant source.
- To target **“Gingerol compound”** in ginger.
- Target **“Liquorice for the tissue fibrosis”(Oral submucosal fibrosis).**

# Plant's Targeted for future research



*Ricinus communis*



*Annona muricata*  
*officinale*



*Allium sativum*



*Zingiber*



# Patient Care

Year 2025–2026: Expand OPD, IPD, ICUs. NABH accreditation

Year 2027–2028: AI-enabled diagnostics, telemedicine, QA programs.

Year 2030: NABH re-accreditation, JCI-audit, Centres of Excellence.

# Patient care-Manpower, licenses, Equipments and Infrastructure



Patient care	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
1.Labaoratory	<p>1 To continously monitor NABL Accredited-Microbiology Laboratory</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p> <p>6. Equipment requires repairing and callibrations</p>	<p>1. To apply for NABL accreditation for Pathology and Biochemistry</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p>	<p>1.Surveillance audit from NABL</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p>	<p>1. Reaccreditation of NABL microbiology laboratory</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p>	<p>1.Surveillance audit from NABL</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p>	<p>1.Reaccreditation of NABL Pathology and Microbiology laboratory</p> <p>2.EQAS</p> <p>3. IQC</p> <p>4.ILC</p> <p>5.Standard precautions</p>
2. Hospital	<p>1. Application for 6th edition full accreditation</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p> <p>3.Committee meetings</p> <p>4.DMHEM Auditing</p>	<p>1.Statutory licences</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p> <p>3.Preparation of</p>	<p>1.Statutory licences</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p> <p>Preparation for</p>	<p>1.Statutory licences</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p> <p>2. S...</p>	<p>1.Statutory licences</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p>	<p>1.Statutory licences</p> <p>2. Preparation for Audit by HIC, Quality and HR team</p> <p>2. P...</p>

# Patient care



Patient care	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
3.Cleaning	BMW audit, daily rounds, house keeping checklists, recruitment of more staff	BMW audit, daily rounds, house keeping checklists, recruitment of more staff	BMW audit, daily rounds, house keeping checklists, recruitment of more staff	BMW audit, daily rounds, house keeping checklists, recruitment of more staff	BMW audit, daily rounds, house keeping checklists, recruitment of more staff	BMW audit, daily rounds, house keeping checklists, recruitment of more staff
4. Infrastructure and equipments	<ol style="list-style-type: none"> <li>Existing lifts to be made functional</li> <li>New lifts to be installed</li> <li>False ceiling in all the wards and ICU of hospital facilities</li> <li>No touch taps to be installed</li> <li>Good canteen for doctors and patients</li> <li>Facility- proper infrastructure for storing gas cylinders</li> </ol>	<ol style="list-style-type: none"> <li>Statutory licences</li> <li>Preparation for Audit by HIC, Quality and HR team</li> <li>Inspection of NABH 6th edition accreditation</li> </ol>	<ol style="list-style-type: none"> <li>Statutory licences</li> <li>Preparation for Audit by HIC, Quality and HR team Preparation for Audit by HIC, Quality and HR team</li> <li>Committee meetings</li> <li>BMWM Audits</li> </ol>	<ol style="list-style-type: none"> <li>Statutory licences</li> <li>Preparation for Audit by HIC, Quality and HR team</li> <li>Surveillance audit</li> </ol>	<ol style="list-style-type: none"> <li>Statutory licences</li> <li>Preparation for Audit by HIC, Quality and HR team</li> <li>Committee meetings</li> <li>BMWM Audits</li> <li>Kitchen Audits</li> <li>Laundry Audits</li> <li>Facility Audits</li> <li>Trainings of all</li> </ol>	<ol style="list-style-type: none"> <li>Statutory licences</li> <li>Preparation for Audit by HIC, Quality and HR team</li> <li>Reaccreditation</li> <li>To apply for JCI</li> </ol>

# **Establishments of centres of excellence in specialized medical fields**

- IVF and ART centre
- Eye bank
- Transplant medicine-Kidney, liver, heart, lung and multi organ transplantation
- Pediatric cardiology, neonatology, oncology
- Geriatric Medicine-Elderly care, palliative medicine, dementia & Parkinson's disease
- Regenerative medicine & stem cell therapy-clinical research and therapy applications
- Imaging & Nuclear Medicine-PET-CT, MRI, Interventional Radiology
- Blood disorders and Hematology-Bone marrow transplant, hemophilia care
- Mental health & neurosciences-Psychiatry, de-addiction, psychotherapy, neuro-rehab
- Ozone therapy for orthopedics
- Pain clinic
- Gene bank

# **Strengthening academic programs including undergraduates and postgraduates, enhancing student experience, skill development and community outreach**

- Through Medical Education unit - Foundation courses, Electives, Self directed learning, skill development, simulation lab
- AETCOM
- Menter mentee counselling,
- curriculum development meetings everly quaterly is conducted and report is submitted-BCME, CISP3
- BLS, ACLS, conferences, workshops, seminars, horizontal and vertical integration



# UG & PG Education

- Year 2025-2027: Skill labs, UG mentorship, E-learning conferences- Edublogging, Interdepartmental seminars, case presentations, PG pedagogy training, workshop for call for paper, CME's, State and National conference
- Year 2028-2029: Seed grants for PG research, super-specialty exposure, PG convention
- Year 2030- Develop super-specialty training modules.

# Student-centric methods



Camps



Hands on training



Field visit



Practical



Role Play



Project Learning







# **.Faculty development, mentoring, and training initiatives to enhance teaching quality.**

Faculty & Alumni Development

Year 2025-2027: Regular FDPs, BCME and CISP3, programs.

Year 2028-2029: Leadership training, faculty exchanges.

Year 2030: Global alumni network, scholarships, mentoring

Recent Advances-Completed ACME-Advanced courses in medical education at 11th ACME NMC-Regional centre-Wardha, Maharashtra, 1st prize for Best poster award







# Expansion & modernization of infrastructure and hospital facilities

- 1. College-Central library, Increase demo room capacity with A/C, practical labs, dissection hall, modular lab for animal handling
- 2. Hospital-more Modular OT's, Anesthesia ICU, Eye bank, separate gynae unit, JSY system,
- 3. Mess-storage of cylinders
- 4. Maintenance facilities-entire institution
- 5. Ambulance- 2 ACLS ambulance to procure
- 6. Laboratories-Cancer cell line laboratory

# Requirements of Instruments



S.no.	Instruments	Department	Advantage
1.	Digital cadaveric table	Anatomy	Advanced teaching learning methods
2.	Trichological equipments	Dermatology	For diagnosis
3.	Advanced monitoring systems Other inhalational anesthesia	Anesthesia	Accurate monitoring
4.	Hysterolaproscopy	Gynecology	For diagnosis
5.	Flow cytometry and flurescent microscopy	Pathology	For diagnosis
6.	Cardiac MRI Breast MRI Coronary angiography	Radiology	For diagnosis
7.	EBUS, Thoracoscopy, VATS	Respiratory Medicine	For diagnosis

# Requirements of Instruments



S.no.	Instruments	Specification	Price	Advantage
1.	CENTRIFUGE MACHINE	16 tubes Remi	8-15k	Increases sensitivity of the test
2.	BOD INCUBATOR	Enlight 350ltr.	65-90 k	Proper temp maintain for growing Microorganisms
3.	ELISA READER AND WASHER	J-Mitra Er180	1.5 – 2.0 lacs	Confirmation for viral marker test
4.	TRU-NA AT MACHINE (10-12 LACS)	Mol bio	10-12 lacs	Detection of confirmatory gene-HCV, HBV
5.	MICROSCOPE WITH CAMERA	Olympus Bi-ocular	50-90k	For PG GROUP DISCUSSION
6.	DISTILLATION UNITS	Tanco	15-25k	For preparation of all laboratory Media, Biochemicals, and stains
7.	VITEK-2 COMPACT	Biomerieux	15-18 lacs	Detection of rare pathogens,EQAS
8.	AUTOMATED BACTEC-ALERT	BD	10 lacs	TAT-FOR BLOOD CULTURE IS 5DAYS-CONVENTIONAL -7DAYS
9.	MALDI-TOF	BR	Approx 2 Cr.	DETECTION OF VIRUSES, BACTERIA AND FUNGUS WITH LESS TAT

**Requirements for Medical College**



# Community engagement

Community health care services	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
1.PHC/UHC- 2.Awareness programmes for all the world health days ( Jan -Dec every year)	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World antimicrobial awareness week in 3rd week of November 2025 4. World AIDS day on 1st Dec 2025 5.Nukkad natak and Role play 6. FM -Radio-apka swast, ek doctor ka mulakat on the same	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World Tuberculosis day, 4.World leprosy day 5.World Malaria day 6.World vaccination week 7.Nukkad natak and Role play 8. FM -Radio-apka	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World Health Day 4.World Hepatitis Day 4. World AIDS day on 1st Dec 2025	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World antimicrobial awareness week in 3rd week of November 2025 4. World AIDS day on 1st Dec 2025 5.Nukkad natak and Role play 6. FM -Radio-apka swast, ek doctor ka	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World antimicrobial awareness week in 3rd week of November 2025 4. World AIDS day on 1st Dec 2025 5.Nukkad natak and Role play 6. FM -Radio-apka swast, ek doctor ka mulakat on the same	1.All the batches of MBBS students, post graduates in Community Medicine are regularly posted in PHC and UHC 2. Family adoption program for new MBBS batch 2025-26 3. World antimicrobial awareness week in 3rd week of November 2025 4. World AIDS day on 1st Dec 2025 5.Nukkad natak and Role play 6. FM -Radio-apka swast, ek doctor ka

# Interdepartmental & Interdisciplinary collaborations



- Pg thesis, Phd thesis and departmental projects are interdepartmental(copy enclosed),
- Collaboration with FET-Dept of Biotechnology,
- FDS-Dept of Oral medicine, Prosthodontics,oral maxillo facial surgery
- MOU's-IIT Kanpur-on Drug resistant Acinetobacter baumannii
- MOU with NACO
- MOU with NTEP



# **.Improving patient care services and hospital management systems.**

- NABH accreditation by 6th edition for our hospital to improve the quality care,
- To go for JCI
- Training of new nursing staff, cleaning, regular monitoring, house keeping staff



# **Alumni Engagement Plan**

# Vision



“To build a lifelong bond with alumni, fostering collaboration in education, research, and healthcare services for institutional and societal growth.”



# Objectives

- 1. Build a sustainable alumni network-each year
- 2. Recognize alumni achievements
- 3. Promote mentorship & career guidance
- 4. Encourage alumni contributions & philanthropy
- 5. Enhance institutional growth through collaboration



# Phase 1: Foundation (Months 1–3)

- Alumni Portal & Database
- Alumni WhatsApp/LinkedIn group
- Quarterly e-Newsletter
- Alumni Spotlight (monthly feature)



# Phase 2: Engagement (Months 4–9),

- Virtual Alumni Meets
- Mentorship Program
- Guest Lectures / Webinars
- Alumni Achievement Awards

# Phase 3: Collaboration (Months 10-12)



- Annual Alumni Meet & CME
- Alumni Scholarships
- Alumni-led Health Camps & Social Programs
- Alumni Research Collaboration Cell



# Expected Outcomes

- Strong alumni network (national & international)
- Student mentorship & career opportunities
- Collaborative research & publications
- Scholarships & donations for students
- Enhanced institutional reputation



# Sustainability Measures

- Annual membership renewal
- Feedback surveys (alumni & students)
- Regular recognition & appreciation
- Alumni Advisory Council formation



# Monitoring & Evaluation

- Annual strategic review by governing council
- KPIs: student outcomes, research output, patient care quality, community impact, faculty progression
- Mid-term evaluation at year 3 for course correction

# Outcome by 2030



- Recognized Centre of Academic Excellence.
- Strong culture of research & innovation.
- Accredited hospital & laboratories.
- Vibrant alumni network.
- Transformational community health impact.



# Way forward

Commitment\*: Strengthen academic, research, patient care, and outreach pillars.

\*Collaboration\*: Foster partnerships with national and international institutions.

\*Accountability\*: Annual monitoring with transparent KPIs.

\*Innovation\*: Embrace technology, digital learning, and AI-driven healthcare.

\*Sustainability\*: Ensure long-term growth through alumni support, funding, and community trust.

**Thanking you**

**Working towards excellence**