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# **Comprehensive Academic Plan**

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**Faculty of Pharmaceutical  
Sciences & RAMA Institute  
of Pharmacy**

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**2026-2031**

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**RAMA  
UNIVERSITY**

## INTRODUCTION TO THE COMPREHENSIVE ACADEMIC PLAN

NAAC and UGC assign the responsibility for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the Faculty of Pharmaceutical sciences has undertaken the task of designing a Perspective Plan for the period of five years commencing from academic year 2026-27 to academic year 2030-31 for a balanced growth. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

In the preparation of the Perspective Plan, FPHS & RIPH have taken initiatives to obtain inputs from all stakeholders *viz*, the management, the faculty, the administrative staff, students of the Faculty, the parents and the peer colleagues. Stakeholders' expectations, management policies, goals and objectives and the vision and the mission statement of our Faculty and quality policy of the Faculty are also considered as a base for formulation of the perspective plan.

The prime role of department is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the FPHS have considered Feedback from all the stakeholders and the recommendations specified in the meetings. Besides, innovative ideas as suggested by all the stakeholders are also carefully incorporated in perspective plan. Student feedback mechanism, self-appraisal and job satisfaction record of teachers, faculty training programs arranged by the Faculty as well as attended by teachers, faculty improvement programs, introduction of Research committee to play a proactive role in encouraging teachers for research are some of the measures initiated with priority. The draft of academic Plan has to be discussed, reviewed and approved in the local managing committee of the Faculty and Governing Body of University before implementation.

A midterm review is proposed to be conducted by the end of the each year 2026-27 and 2027-28 and so on respectively to appraise the extent to which goals have been achieved. In addition, keeping a scope for midterm correction, the department also proposes an idea of reviewing the perspective plan if needed. This will enable the Faculty to take stock of the accomplishments and to relook into the action plans and untouched/ newer areas to lay stress upon. We hope this will facilitate the Faculty to realign the road map to reach the expectations of stake holders in a harmonious way.

## **GUIDING PRINCIPLES OF STRATEGIC PLAN**

The present Plan principally based on:

1. Academic Plan
2. Administrative Strategy
3. Expert Talks / Guest Lectures to be Conducted
4. Workshops / Technical Training Sessions to be Conducted
5. Projects / Dissertations / Theses Completed or Ongoing
6. Faculty Development Programs (FDPs)
7. MoU Activities
8. E-Content Developed by Faculty
9. Career-Oriented Short-Term Courses Offered
10. Startup / Incubation Activities Initiated
11. Cultural Events and Activities Planned
12. Strategies for Retention of First-Year Students
13. Industry-Oriented Studies
14. Laboratory and Classroom Setup
15. Curriculum Development (as per NEP & industry needs)
16. Student Mentoring and Support Activities
17. Use of ICT Tools in Teaching and Learning
18. Research Publications and Funded Projects
19. Extension and Outreach Activities
20. Collaborations with Industry / Academia
21. Student Progression and Placement Initiatives
22. Environmental Sustainability Practices (Green campus, waste management etc.)
23. Internal Quality Assurance Measures
24. Departmental Best Practices

25. Alumni Engagement and Contribution

26. Citation of each faculty member

27. h-index of each faculty member

This has helped us to formulate our future goals reaccreditation.

**Core Values of NAAC:**

1. Contributing to National Development
2. Fostering Global Competencies among Students
3. Inculcating a Value System in Students
4. Promoting the Use of Technology
5. Quest for Excellence

**Faculty of Pharmaceutical Sciences Mission & Vision**

**VISION**

To be at the forefront of education, training and research in pharmaceutical sciences and pharmacy practices.

**MISSION**

- To impart knowledge, foster skills and build competencies in pharmaceutical sciences to students
- To develop and advance the knowledge, skill set and attitude of pharmacists and faculty members
- To promote research activities in pharmaceutical sciences and interdisciplinary fields translating research into healthcare
- To create and nurture professionals who can provide comprehensive pharmaceutical care to patients, improve patient outcomes, and meet societal needs for safe and effective drug therapy.

**CORE VALUES**

Excellence, Innovation, Integrity, Leadership, Professionalism

## **AIMS AND OBJECTIVES OF COMPREHENSIVE ACADEMIC PLAN**

Writing a vision document envisages a concerted team effort. Considering the background of our Faculty as an institution imparting quality education has identified the broad aims of perspective plan as follows:

1. To institute a sustained quality system embedded with a conscious, consistent and programmed action;
2. To create an enabling academic environment for students embedded with sincerity, discipline and commitment;
3. To mould humane citizens of the nation;
4. To establish globally the brand image of the Faculty;
5. To emerge as a model Faculty for pharmaceutical sciences education.

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next 5 years:

1. To uphold continuously good academic performance;
2. To inculcate learner centric and effective teaching learning process;
3. To ensure transparency and credibility in the process of students' evaluation;
4. To develop a comprehensive system of student mentoring and student support;
5. To take care of horizontal and vertical up gradation of students considering the limits of time and expectations;
6. To establish close connections with industry and research organizations;
7. To create a research culture in faculty and students;
8. To launch value added and skill development programs improving the employability of students;
9. To motivate students for self-employment and to enable them to emerge as entrepreneurs;
10. To involve a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning;
11. To empower faculty about emerging trend in their profession for academic advancement.

## ABOUT THE FACULTY

Faculty of Pharmaceutical Sciences is an Academic Unit of the Rama University, Kanpur, Uttar Pradesh. It started functioning from the session 2018-19 with two programs, D. Pharm. and B. Pharm. With span of almost 8 years we have reached to such a spectacular position that we are running with B.Pharm (160) for both the Institutes, D.Pharm (120) for both institutes, M.Pharm with five key specializations, Pharm.D& Pharm. D (PB) and Ph.D courses.

The Faculty has had good enrolment percentage with students from diverse backgrounds and demography joining the Faculty.

The Faculty is now NAAC A accredited and has managed to establish a dedicated academic culture and has been progressing towards internalizing a quality culture and institutionalizing its best practices.

### Current Status of the Faculty

#### Name and address of the Faculty:

Faculty of Pharmaceutical Sciences

Rama University

Rama City, Mandhana, Kanpur, Uttar Pradesh-209217

INDIA

**Year of Establishment of Faculty:** 2018

#### Academic Programs offered:

Level	Program	FPHS	RIPH
Diploma	1. D. Pharm.	60	60
Under Graduate	1. B. Pharm.	100	60
Post Graduate	Five specializations (Pharmaceutics, Pharmacology, Pharmaceutical chemistry, Pharmacy practice and Pharmacognosy)	12x 05	.....
Doctoral	Currently enrolled with seven candidates	10	
Doctor of Pharmacy	Pharm. D	30	.....
	Pharm. D (PB)	10	.....

## SWOC ANALYSIS

The outcome of this analysis, given below, has been considered while preparing the perspective plan of the Faculty.

### **Institutional Strength**

1. Reputed University having a brand image with NAAC A accreditation.
2. The patron Society is renowned in the field of education for reinforcing a culture of excellence.
3. Located in a commercial city, in the vicinity of an IIT and placed for easy accessibility.
4. All the programs are duly approved by the Pharmacy Council of India
5. Learner centric Teaching-learning processes
6. Systematic and comprehensive Development process by addressing employability, skill development and entrepreneurship
7. Talented, disciplined, enthusiastic and committed faculty
8. Supportive administrative set up in Faculty office.
9. High standard of extracurricular activities
10. Enabling environment provided by Management for faculty to grow
11. Good relationship with stakeholders.
12. Extensive infrastructure for sports and extra-curricular activities
13. Availability of space for future expansions

### **Institutional Weakness**

1. Limited linkages with industries/ institutions for research promotions and consultancy services and very limited MOU for placements and internship.
2. Overall number of faculty holding Doctorate degree is less.
3. International tie ups not initiated.
4. Lack of experienced faculty.

### **Institutional Opportunities**

1. To develop effective industry- institute linkages
2. To start value added courses to enhance employability and holistic development of students.
3. To encourage research activity/ to develop a strong research culture in the Faculty and/ or to explore research potentials of the faculty and students.
4. To strengthen student support mechanism.

5. To establish an Entrepreneurial Development Cell aimed at showing the seed of entrepreneurial ability in young minds

### **PERSPECTIVE PLAN**

#### **Academic Plan and Administrative Strategy**

##### **1. Curricular Planning and Implementation**

##### **1.1. Appointment of Qualified Teachers**

- Well qualified and experienced teachers to be appointed against all sanctioned posts through rigorous process of interview and demo lectures as per norms and faculty improvement programs conducted subsequently.
- Appointment procedure to be fulfilled before the start of academic term so that faculty will be available for all subjects to conduct all lectures right from beginning of the academic year.

	<b>FACULTY QUALITY</b>	
2026-27	<ul style="list-style-type: none"> <li>• At least 30% faculty should be PhD</li> <li>• All faculty to take up MOOCS (SWAYAM or Foreign Universities) preferably</li> </ul>	<ul style="list-style-type: none"> <li>• Rest should be mandatorily enrolled in PhD</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• 40% faculty should be PhD</li> <li>• All faculty to take up MOOCS (SWAYAM or Foreign Universities) preferably</li> </ul>	<ul style="list-style-type: none"> <li>• Good faculty retention to be stabilized</li> <li>• recruitment cycle to be conducted in session starting</li> <li>• mid-session departures to be restricted</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• 60% Faculty to be PhD</li> <li>• All faculty to take up MOOCS (SWAYAM or Foreign Universities) preferably</li> <li>• All Faculty members to take learn curriculum design &amp; development</li> <li>• All faculty members to gain experience in designing syllabi for autonomous certificate, diploma, bridge and remedial programs</li> </ul>	<ul style="list-style-type: none"> <li>• Faculty with M Pharm &amp; PhD from top level Institutes only to be inducted</li> </ul>
2029-30	<ul style="list-style-type: none"> <li>• All vacancies filled as per norms</li> <li>• Adjunct Professors from Industry/ Other Institutes/ Foreign Universities to be inducted</li> </ul>	
2030-31	Visiting/Guest faculty from reputed Universities to teach value aided programs	

## 1.2 Conduct of Periodic Audits and NAAC reaccreditation and up gradations

- The Faculty to conduct periodic audits of the Faculty (in addition to Regular Financial Audit of every year) by inviting team of academic peer experts and action to be initiated on their recommendations.
- The proposed audits to be undertaken in the next 5 years are :
  1. Academic audit (every year)
  2. Structural Audit (2026-27)-year ending

All Audit Reports to be shared for the knowledge of all the stake holders.

## 2. Strengthening of Existing Programs

### 2.1 Add on Courses

Considering the employers' expectations and employability of students, the Faculty can introduce career oriented specialty programs periodically.

#### i. Short Tem Courses (As per the Industry needs)

2026-27	Mandatorily to be started	Complete design to be preserved for future use again in case the developing faculty member leaves
2027-28 onwards	new programs to be added each year	Each faculty to mandatorily develop at least one program

#### ii. Online Programs:

2026-27	Value aided courses to be started by the Faculty: <ul style="list-style-type: none"> <li>• Drug Regulatory Affairs</li> <li>• Clinical Research</li> <li>• Pharmacovigilance</li> </ul>	<ul style="list-style-type: none"> <li>• Tie-up with other institutes/ industry for training, module delivery and placement</li> </ul>
2027-28 onwards	new programs to be added each year	

## 2.2 Qualitative Strength:

### 2.2.1 Student Intake Quality

2026-27	<ul style="list-style-type: none"> <li>• Genuinely start filtering UG candidates</li> <li>• Candidates to be evaluated for aptitude and English proficiency</li> </ul>	
2027-28 & onwards	<ul style="list-style-type: none"> <li>• Take 50% PG candidates with GPAT Score Card</li> <li>• No admissions to candidates who don't want to attend classes</li> </ul>	

### 3.0 Expert Talks / Guest Lectures to be conducted

March, 2026	Work Shop/ Faculty development programme
July, 2026	Semester enrolment form (As per Academic calendar)
29 July 2026	ORS Day
Aug 2026	2 Guest lectures
03 <sup>rd</sup> -04 <sup>th</sup> July. 2026	International Conference (Planned )
25 <sup>th</sup> Sep. 2026	World Pharmacist day
28 <sup>th</sup> Sep. 2026	World Heart Day
2 <sup>nd</sup> Oct. 2026	Gandhi Jayanti
10 <sup>th</sup> Oct. 2026	cGMP Day
17- 23 Nov. 2026	National Pharmacy Week

**N.B-In each occasion try to invite eminent personalities from Pharma Industries or academicians for delivering expert talks/ guest lecture**

#### Industry Expert Lectures Series

Expert lectures of guest faculty from various Industry linkages will be organized to broaden the knowledge horizon of learners.

### 4.0 Workshops / Technical Training Sessions to be conducted

2026-27	<ul style="list-style-type: none"> <li>At least one workshop /technical training sessions for each course of duration 2 to 3 days on hands on training</li> </ul>	
2027-28 & onwards	<ul style="list-style-type: none"> <li>Take 100% U.G, PG and Ph.D candidates with minimum registration fees</li> </ul>	

### 5.0 Projects / Dissertations / Theses Completed or Ongoing

2026-27	Best Projects / Dissertations / Theses to be completed under the supervision of senior faculty members	<ul style="list-style-type: none"> <li>12 completed for B.Pharm</li> <li>15 completed for M.Pharm</li> <li>05 for Pharm D (PB)</li> </ul>
2027-28 & onwards	As per the strength to be completed and as part of research must e published indexed Journals	Publication in Scopus indexed journal is must

### 6.0 Faculty Development Programs (FDPs)

2026-27	<ul style="list-style-type: none"> <li>At least one per semester session (April and December)</li> <li>One must e related to teaching pedagogy related to NEP and other must be related to Research and innovations</li> </ul>	-----
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2027-28 & onwards	At least two every year (One International and the other should be National )	
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### 7.0 MoU Activities:

#### Linkages with Universities:

2026-27	MoU with reputed Research driven Universities	Will need a lot of exercise and fine-tuning the modalities.
2027-28 And onwards	MoU with Foreign University (At least 2-3)	Look for Asia-Pacific, Esatern Europe, Russia Explore students exchange possibilities Use methods other than written exam for internal evaluation. Work out the modalities with CoE and Academic Council

#### Linkages with Industry:

2026-27	MoU with CliniFluent, E Spin and BAI Labs	Convince University for revenue sharing, even if the major share goes to partnering organization Research and consultancy
2027-28	MoU with an industry	Explore possibilities of training 8th sem UG students in the industry University may even pay some amount as stipend through the industry to make students take it up Placements related boost up
2028-29 onwards	MoU with an industry	Explore possibilities of sending 2nd year PG students for carrying out their research project in industry Progress Updates Presentations in the University to be mandatory for such students (as they tend to ignore University instructions and norms once they gain foothold in industry)

## 8. E-Content Developed by Faculty:

### 8.1 Teaching Content Quality:

2026-27	e-content to be created or curated	30% of learning content to be delivered as e-content
2027-28 onwards	<ul style="list-style-type: none"><li>• e-content to be created or curated</li><li>• Lab Manuals to be provided to each student</li><li>• Each student to choose his/her experiment on every turn. Different students to perform different experiments instead of whole group doing the same experiment.</li></ul>	<ul style="list-style-type: none"><li>• 40% of learning content to be delivered as e-content.</li><li>• Will need full set of equipments/ chemicals and apparatus for the rotating lab exercises.</li></ul>

## TEACHING LEARNING AND EVALUATION PROCESS

### Monitoring of Teaching-learning Process

Immediately after the admission, the Students will be evaluated on the basis of their basic learning styles and the faculty will prepare strategies to meet different needs of the learners and to bring them on common platform. Such **Bridge Course** will help the faculty in forming an effective team and achieving the overall goals.

### Introduction of job oriented Programs

In collaboration with industrial partners, the Faculty wants to introduce innovative job oriented unaided courses leading to certificate, advanced certificate and diploma Programs. IQAC of the Faculty is to decide the focused academic area where employment potential lies.

### Attendance regularity of students

1. Attendance of student for each lecture shall be maintained by obtaining signature in the prescribed format and University norms will be strictly followed. Defaulters' list is to be declared during first week of every instructional month. The students remaining absent for more than 25% of lectures shall be identified, their parents to be intimated about the irregularity and necessary action shall be taken against them according to rules. In order minimize attendance default, technology is to be used to inform periodically students and parents in time.
2. Special counseling of defaulter students with their parents will be undertaken well in advance to avoid the possibility of drop out.

### **Policies to cater to diverse academic needs of students**

1. The Faculty has developed a system of remedial courses for educationally disadvantaged students. The same is to be fine-tuned effectively to have wider coverage of drop outs by timely dissemination of information.
2. The Faculty will support the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.
3. Interactions with students at various levels will help to assess students' knowledge and skill at entry point. Selected SFC programs are arranging one-week induction program before commencement of sessions for fresher. Same is to be extended as bridge courses in all classes.

### **Discipline in Teaching-Learning Process Academic Calendar**

Annual prospectus printed before the session(Even and odd Sem) every year will contain calendar for academic, co-curricular and extra-curricular activities during the academic year.

## **9. Career-Oriented Short-Term Courses Offered**

### **i. Short Tem Courses (As per the Industry needs)**

2026-27	Mandatorily to be started	Complete design to be preserved for future use again in case the developing faculty member leaves
2027-28 onwards	New programs to be added each year	Each faculty to mandatorily develop at least one program

### **ii. Online Programs:**

2026-27	Value aided courses to be started by the Faculty: <ul style="list-style-type: none"><li>• Drug Regulatory Affairs</li><li>• Clinical Research</li><li>• Pharmacovigilance</li></ul>	<ul style="list-style-type: none"><li>• Tie-up with other institutes/ industry for training, module delivery and placement</li></ul>
2027-28 onwards	new programs to be added each year	

## 10. Startup / Incubation Activities Initiated

- **Defining Objectives:**

Clearly articulate the goals of the incubation program, such as establishing a specific number of incubation hubs, supporting a target number of startups annually, and fostering collaboration between startups, academia, and established businesses.

- **Identifying Stakeholders:**

Map out all relevant stakeholders, including innovators, entrepreneurs, financial institutions, mentors, and government bodies, to understand their roles and leverage their contributions.

- **Establishing Value Proposition:**

Define the specific value that the incubator will offer to startups, focusing on their needs and how the program will address challenges like securing finance, refining business models, and developing marketing strategies.

- **Resource Provision:**

Detail the resources that will be made available to startups, including affordable office space, access to technology, mentorship programs, and opportunities for networking and funding.

- **Operational Framework:**

Develop a structured process for evaluating and implementing innovations, managing intellectual property, and providing business and marketing assistance.

- **Strategic Focus:**

Align the incubator's activities with broader strategic objectives, whether it's fostering innovation in specific sectors, addressing underserved areas, or aligning with corporate goals if it's a corporate incubator.

- **Monitoring and Evaluation:**

Implement mechanisms to track progress, assess the impact of the incubation program, and make necessary adjustments to enhance effectiveness and achieve desired outcomes.

- **Innovation**

2026-27	set up product development units in the faculty Identified domains: 1- nutraceuticals 2- molecular drug design 3- cosmeceuticals	<ul style="list-style-type: none"><li>• products should have market sale potential</li><li>• Faculty may work in groups to create products</li><li>• Involve students</li></ul>
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		<ul style="list-style-type: none"> <li>• seed money to be requested from management</li> </ul>
2027-28	create a catalogue of at least 5-6 products by session end	external expertise may be engaged on full-time or contractual basis for each project
2028-29 onwards	Launch products commercially	<ul style="list-style-type: none"> <li>• request management to set up an industrial arm of the Faculty with complete paper-work</li> <li>• incentivize faculty with fair and transparent revenue sharing offer</li> </ul>

2026-27	2027-28	2028-29	2029-30	2030-31
<ul style="list-style-type: none"> <li>• Focus on Number of Student Members &amp; Applications for Start-ups</li> <li>▪ Entrepreneurship Cell activities and Student Engagement through E Club.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Strengthening E Club- for Student Engagement through E Club</li> <li>▪ Student mentorship for start-ups – Develop and train Faculty Mentors.</li> <li>▪ Conducting workshops on making a Business Plan, Feasibility analysis etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships for Entrepreneurship Cell with local chambers, State and National entrepreneurship organizations</li> <li>• Apply for grant/ fund for developing an incubator.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Student mentorship for start-ups – Develop and train Faculty Mentors. Target at least 1 start-up each department</li> <li>• Identify and Apply for Funds/ grants for Skill Development Centre.</li> <li>• Presence in website with success stories.</li> </ul>	<p>Organize National level Events and Competitions in partnership with Entrepreneurship Organizations. Operational Incubation and Skilling Centre.</p>

## 11. Cultural Events and Activities Planned:

1.	04 <sup>th</sup> Feb, 2026	World Cancer Day
2.	06 <sup>th</sup> Mar, 2026	National Pharmacy Education Day
3.	25 <sup>th</sup> Apr, 2026	World Malaria Day
4.	26 <sup>th</sup> Apr, 2026	Farewell Party (Tentative)
5.	July, 2026	Work Shop/ Faculty development programme
6.	29 <sup>th</sup> July 2026	ORS Day
7.	Aug 2026	Guest lecture
8.	03 <sup>rd</sup> -04 <sup>th</sup> July 2026	International Conference
9.	17 <sup>th</sup> - 23 <sup>rd</sup> Sep. 2026	Pharmacovigilance Week
10.	25 <sup>th</sup> Sep. 2026	World Pharmacist day
11.	28 <sup>th</sup> Sep. 2026	World Heart Day
12.	2 <sup>nd</sup> Oct. 2026	Gandhi Jayanti
13.	10 <sup>th</sup> Oct. 2026	cGMP Day
14.	11 <sup>th</sup> Oct. 2026	Fresher Party (Tentative)
15.	17-23 <sup>rd</sup> Nov. 2026	National Pharmacy Week

## 12. Strategies for Retention of First-Year Students:

- To provide AC smart classes with interactive panel
- Quality teaching by Experienced and senior faculty
- Weekly relaxation activities like cultural events, sports, Yoga session, motivational lectures by experts
- Adherence to get good academic results
- Monthly parent teacher meetings and regular follow ups
- Providing supportive environment
- Mentor-mentee system
- Fee payment relaxation at least in two or three terms based on the specific student's financial conditions
- Outreach activities in Industries, and any learning places
- To involve the students in various clubs of University

## 13. Industry-Oriented Studies

These studies aims at the tools, technologies, and practices prevalent in the industry, and may include collaborations with employers to tailor the curriculum to industry needs and provide practical learning opportunities, such as internships or project-based learning.

Key aspects of industry-oriented studies:

- **Specialized Knowledge and Skills:**

- **Practical Application:**

This is possible through internships to bridge the gap between academic learning and industrial application.

- **Industry Collaboration:**

Many industry-oriented programs are developed in partnership with employers to ensure the curriculum is relevant and prepares students for the demands of the job market.

#### **14. Laboratory and Classroom Setup:**

- Establishment of ICT based smart classrooms with AC
- Sophisticated instruments like HPLC, UV (double beam), FTIR and others should be procured (**as per the PCI Norms**)
- 12 punch automated tablet punching machine to be procured
- Digitized Dissolution apparatus
- Laboratories to be equipped with sufficient glassware
- Model pharmacy lab to be established on urgent basis (Prime requirement to run D. Pharm Course)
- The animal house functionality will help in consultancy generations

#### **INFRASTRUCTURE AND LEARNING RESOURCES**

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies:

1. Continuous improvement of infrastructure and learning resources.
2. Development of additional infrastructure and learning resources.
3. Availability of adequate average area of infrastructure per student.
4. Optimum utilization of available infrastructure and learning resources.
5. Maintenance of infrastructure and learning resources.

More specifically, practices of institution in respect to provision of infrastructure and Learning Resources will be as follows:

1. Facilities of Lift for physically disabled students
2. Adequate number of well-equipped laboratories
3. Main Library with ever increasing holdings and user friendly and comprehensive Library services.
4. Fully equipped auditorium hall with audio visual facilities.
5. Good quality furniture in class rooms
6. Safe drinking water facility on every floor with coolers and water purifiers.

7. Adequate number of toilet blocks for girl and boy students and staff.
8. Well-furnished Conference Room.
9. Boys and Girls Common Rooms.
10. Interactive Language Laboratory with 30 learning stations.
11. Supply of electricity power with separate panels in every floor coupled with generator facility to ensured continuous and uninterrupted flow of electricity.
12. Computers at laboratories, offices, Library, research center and departments with LAN.
13. Setting up well-equipped Resource Augmentation Cell for the faculty to prepare teaching material and carry out research in their subject by enhancing facilities in the existing research Centre.

### **15. Curriculum Development (as per NEP & industry needs):**

**Year: 2026-27**

<b>Area</b>	<b>Initiatives</b>
Curriculum	<ul style="list-style-type: none"> <li>- Review and align curriculum with NEP 2020 &amp; PCI guidelines</li> <li>- Integrate soft skills and digital health modules</li> </ul>
Teaching & Learning	<ul style="list-style-type: none"> <li>- Regularly upgradation on teaching learning pedagogy</li> <li>- LMS training for faculty and students</li> </ul>
Assessment	<ul style="list-style-type: none"> <li>- Course-wise assessment mapping</li> <li>- Each 15 days internal evaluations assessments</li> <li>- Implementation of program outcome assessment (PO/CO matrix)</li> </ul>
Faculty Development	<ul style="list-style-type: none"> <li>- 2 FDPs on pedagogy and digital tools</li> <li>- Workshop on curriculum design</li> </ul>
Student Engagement	<ul style="list-style-type: none"> <li>- Bridge course for newly admitted students</li> <li>- Monthly mentoring &amp; peer group sessions</li> <li>- Alumni mentorship programs</li> </ul>
Research & Projects	<ul style="list-style-type: none"> <li>- Minor research project proposal submission</li> <li>- Promote undergraduate research (B.Pharm final year)</li> </ul>
Academic Events	<ul style="list-style-type: none"> <li>- 1 National Workshop</li> <li>- 1 Guest Lecture Series per semester</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>- MoU with 2 pharma industries/hospitals for training/internship</li> </ul>

**Year: 2027–28**

<b>Area</b>	<b>Initiatives</b>
Curriculum	<ul style="list-style-type: none"><li>-Introduce elective courses (e.g., Regulatory Affairs, Pharmacovigilance),</li><li>-Revision of lab manuals with current practices</li></ul>
Teaching & Learning	<ul style="list-style-type: none"><li>- Regularly upgradation on teaching learning pedagogy</li><li>- LMS training for faculty and students</li></ul>
Assessment	<ul style="list-style-type: none"><li>- Rubrics for practical and project evaluation</li><li>- OSPE/OSCE introduction in practical assessments</li></ul>
Faculty Development	<ul style="list-style-type: none"><li>- 1 National-level FDP</li><li>- Training on scientific writing and research proposal drafting</li></ul>
Student Engagement	<ul style="list-style-type: none"><li>- Innovation cell activities</li><li>- Annual inter-college pharma quiz</li></ul>
Research & Projects	<ul style="list-style-type: none"><li>- Apply for DST/ICMR/PCI-funded projects</li><li>- Encourage paper presentations at conferences</li></ul>
Academic Events	<ul style="list-style-type: none"><li>- National Seminar + Poster Competition</li><li>- Pharma Innovation Day</li></ul>
Collaboration	<ul style="list-style-type: none"><li>- Collaborate with 1 international university (academic exchange)</li></ul>

**Year: 2028–29**

<b>Area</b>	<b>Initiatives</b>
Curriculum	- Add modules on AI in Pharma, Clinical Data Management - Launch short-term certificate courses
Teaching & Learning	- Industry expert co-teaching - Incorporate simulation-based lab sessions
Assessment	- Mid-year academic audit - Improve feedback loop (students–teachers–admin)
Faculty Development	- International certification programs for faculty - AICTE/PCI-funded research training
Student Engagement	- Entrepreneurship awareness program - International student competition participation
Research & Projects	- Increase publication in Scopus/Web of Science journals - Interdisciplinary collaborative research
Academic Events	- 1 International Webinar Series - Pharma Model Exhibition
Collaboration	- Host visiting faculty from industry and foreign institutes

**Year: 2029–30**

<b>Area</b>	<b>Initiatives</b>
Curriculum	<ul style="list-style-type: none"><li>- Introduce M.Pharm specialization electives aligned with job market</li><li>- Curriculum benchmarking with global standards</li></ul>
Teaching & Learning	<ul style="list-style-type: none"><li>- Research-integrated teaching modules</li><li>- Use of virtual/augmented reality in labs</li></ul>
Assessment	<ul style="list-style-type: none"><li>- Implementation of program outcome assessment (PO/CO matrix)</li><li>- Peer evaluation in group tasks</li></ul>
Faculty Development	<ul style="list-style-type: none"><li>- Training on IPR &amp; Patent Filing</li><li>- Leadership development program for senior faculty</li></ul>
Student Engagement	<ul style="list-style-type: none"><li>- Hackathons and innovation challenges</li><li>- Publication in student-led journals</li></ul>
Research & Projects	<ul style="list-style-type: none"><li>- At least 3 patent filings</li><li>- Host 1 research symposium</li></ul>
Academic Events	<ul style="list-style-type: none"><li>- International Pharma Conclave</li><li>- Workshop on Drug Development Cycle</li></ul>
Collaboration	<ul style="list-style-type: none"><li>- Partner with CROs for internships</li><li>- Initiate student exchange program (short term)</li></ul>

## Year: 2030–31

Area	Initiatives
Curriculum	- Digital repository of academic resources - Modular curriculum design (credit bank system)
Teaching & Learning	- AI-powered academic support systems - Fully paperless assessments
Assessment	- Institutional Research and Teaching Index development - Finalization of graduate outcome tracking system
Faculty Development	- Global conference participation funding - Mentoring program for young faculty
Student Engagement	- Alumni mentorship programs - Career counseling and placement workshops
Research & Projects	- Establish a Centre for Pharmaceutical Research and Innovation - National-level funding acquisition
Academic Events	- Annual Pharma Fest (National + International) - Faculty–Industry–Student Innovation Meet
Collaboration	- Apply for NIRF ranking and NAAC re-accreditation - Build partnerships for dual degree programs

### 16. Student Mentoring and Support Activities

#### Student-Centric Approach:

- Expand student-centric services such as counseling, career guidance, financial aid, and extracurricular activities to promote holistic development, well-being, and engagement.
- Foster a culture of inclusivity and diversity through awareness campaigns, student clubs, and affinity groups.
- Implement gender sensitivity training for faculty and staff to promote a safe and respectful learning environment for all students.
- Academic and Personal Support
- Career Development and Guidance
- Social and Well-being Activities
- Resource Connection
- Goal Setting and Progress Tracking

## 17. Use of ICT Tools in Teaching and Learning

### Extensive Use of ICT in Teaching

The faculty will be promoted to use various teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners (fast and slow learner as per the NAAC).

The Faculty will ensure intensive use of innovative teaching and learning resources like Interactive panels for power point presentations, models, internet connections, Interactive Language Laboratory, Computing Laboratory, etc for ICT enabled Teaching-Learning.

Curriculum Design, Program Outcome, Course Outcome, Industrial Orientation, Skilling, Project Handling, Component Based Learning (Subject + Project), Self-learning MOOCS Platforms Coursera, Udemy, NPTEL etc., Online Mode of Teaching, Lab Taken to Class model, Hybrid Model, Flipped Classroom, Video Lectures of Courses (Digital Studios), Laboratories Hybrid model.

Year	Plan
2026-27	<ul style="list-style-type: none"><li>• Interactive panels in all class rooms</li></ul>
2027-28	<ul style="list-style-type: none"><li>• Computer to each Faculty member</li><li>• WIFI Connectivity</li><li>• E-Learning Initiatives</li></ul>
2028-29 Onwards	<ul style="list-style-type: none"><li>• Effective Implementation of E-Learning by providing proper hyperlink from where the faculty as well as student may download the desired learning materials.</li></ul>

## 18. Research Publications and Funded Projects

### RESEARCH, CONSULTANCY

As this Faculty is populated with undergraduate postgraduate programs only as of now, the Faculty intends to inculcate research element amongst learners and faculty by evolving micro level supporting, incentive based systems. The already established incentive policy of the University will be the key aid in this.

#### Research

- a. A Research Committee will be constituted to identify the potential research areas, to promote the research and to prepare the research proposals.
- b. The Faculty will make continuous efforts to obtain research grants from funding agencies.
- c. The Faculty members will continue to attend the workshops/ seminars/ training programs for preparation of proposals for minor and major research projects.

- d. Academic infrastructure such as instruments, laboratories, ICT facility, Library, and other requirements, as per needs for carrying out research activity will be added.
- e. The Faculty will continue to make an effort to promote research association with universities, industries and institutes.
- f. Exposure of students to various research areas where they will be guided to handle research projects independently.
- g. The Faculty will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programs and research publications.

### Consultancy

- a. The Faculty will explore options to provide consultancy services to Corporate & Research scholars.
- b. The Faculty will motivate and appreciate the faculty in case they provide consultancy services.

2026-27 Onwards	<b>Research Projects</b>	minimum one research project mandatory for each Faculty member at Associate Professor level and above	This project may also be sent for seed money grant to R&D Cell and may also involve students to combine with UG, PG and Ph. D students projects
2026-27 Onwards	<b>Seed Money applications</b>	minimum one application mandatory for each Faculty member	
2026-27 Onwards	<b>UG Students Research Projects</b>	each Faculty member to mandatorily design one project involving 4-5 UG students	The same to be published either in Scopus/SCI journals
2026-27 Onwards	<b>Books</b>	minimum one book mandatory for each Faculty member in one session with a reputed publisher	Incentive plans to be updated
2026-27 Onwards	<b>Book Chapters</b>	minimum two chapters mandatory	

		for each Faculty member in one session with a reputed publisher only	
2026-27 Onwards	<b>Research/ Review Articles</b>	minimum two papers mandatory for each Faculty member in one session with a SCOPUS/SCI/WOS indexed journal only	
2026-27 Onwards	<b>Research Journal</b>	Research Journal of the Faculty to be started	<ul style="list-style-type: none"> <li>• Tie-up with established publication organization</li> <li>• Editor-in-Chief and the rest of technical editorial team to be curated from outside from reputed Universities only</li> <li>• Dean/ any other faculty member to be Managing/ Executive Editor only</li> </ul>

## 19. Extension and Outreach Activities

Extension and outreach activities are initiatives that extend an institution's resources and knowledge beyond its traditional setting, engaging with the wider community and fostering collaboration.

### Key Aspects of Extension and Outreach:

- Dissemination of Knowledge and Expertise:
- Community Engagement
- Promoting Lifelong Learning
- Societal Impact

### Examples of Extension and Outreach Activities:

- Educational Workshops and Programs
- Health Camps and Awareness Programs
- Environmental Conservation Projects
- Skill Development Initiatives
- Community Development Projects
- Adoption of Schools or Villages
- Promoting Digital Literacy

- Health and Hygiene Awareness
- Sensitization Programs
- Entrepreneurship Development
- Agriculture and Allied Activities

### **Benefits of Extension and Outreach Activities**

- Enriched Educational Experience
- Stronger Community Relations
- Positive Societal Impact
- Enhanced Institutional Reputation

## **20. Collaborations with Industry / Academia:**

### **Linkages with Academia:**

2026-27	MoU with reputed Research driven Universities	Will need a lot of exercise and fine-tuning the modalities.
2027-28 And onwards	MoU with Foreign University (At least 2-3)	Look for Asia-Pacific, Eastern Europe, Russia Explore students exchange possibilities Use methods other than written exam for internal evaluation. Work out the modalities with CoE and Academic Council

### **Linkages with Industry:**

2026-27	MoU with CliniFluentE, Spin and BAI Labs	Convince University for revenue sharing, even if the major share goes to partnering organization Research and consultancy
2027-28	MoU with an industry	Explore possibilities of training 8th sem UG students in the industry University may even pay some amount as stipend through the industry to make students take it up Placements related boost up
2028-29 onwards	MoU with an industry	Explore possibilities of sending 2nd year PG students for carrying out their research project in industry Progress Updates Presentations in the University to be mandatory for such students (as they tend to ignore University instructions and norms once they gain foothold in industry)

## 21. Student Progression and Placement Initiatives:

### Training

2026-27	<ul style="list-style-type: none"><li>• Set up QC training center in the Faculty</li><li>• Soft skills training to be implemented for each course at least 2 hours weekly</li></ul>	enroll students from other colleges too on paid basis
2027-28 onwards	Conduct GPAT preparation classes for 7th sem.	enroll students from other colleges too on paid basis

### Placements

2026-27	Placement quality (level of companies and salary packages) should put us in top 10 institutes of UP at least	For the final year student of each course, by taking help of T&P team
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## 22. Environmental Sustainability Practices (Green campus, waste management etc.)

- Regular plantation drive through students and faculty
- Paperless Initiatives
- Community Engagement and Awareness
- Cleanliness Drives and Eco-Clubs (SwachhtaAbhiyan)
- Environmental Awareness Campaigns
- Celebration of Environmental day (5<sup>th</sup> June every year)

## 23. Internal Quality Assurance Measures:

Internal Quality Assurance (IQA) refers to the systematic processes and practices within an organization to ensure the quality, consistency, and effectiveness of its products, services, or processes, particularly in education and training, and involves activities like setting quality standards, monitoring performance, identifying areas for improvement, and implementing corrective actions to achieve desired outcomes and meet customer/learner expectations.

### Key Internal Quality Assurance Measures and Practices:( Through IQAC Team)

- Quality Standards and Benchmarking
- Process Monitoring and Evaluation
- Assessment Assurance
- Continuous Improvement Cycle

- Documentation and Record Keeping
- Stakeholder Involvement
- Compliance and Accountability
- Staff Development

#### **24. Departmental Best Practices:**

Best practices for a department involve implementing established methods and strategies to improve efficiency, effectiveness, and overall performance. These practices can include optimizing processes, fostering collaboration, and ensuring continuous improvement. Key elements include defining clear goals, conducting regular reviews, and adapting to changing circumstances.

- Define Clear Goals and Objectives
- Optimize Processes
- Foster Collaboration and Communication
- Invest in Training and Development
- Implement Performance Management
- Encourage Innovation and Continuous Improvement
- Focus on Customer Satisfaction
- Promote a Positive Work Environment
- Utilize Data and Analytics
- Adapt to Change

#### **25. Alumni Engagement and Contribution:**

##### **Alumni Connect**

The Faculty will remain connected with its alumni and use it as a resource for further augmentation of the quality and as a feedback and placement resource.

2026-27	<ul style="list-style-type: none"> <li>Fix Alumni Coordinator</li> <li>Get all passing out students to register with Alumni Association</li> <li>Collect all contact details</li> <li>Keep tab on placements</li> </ul>	First D. Pharm. batch passes out
2027-28 onwards	<ul style="list-style-type: none"> <li>Invite 4-5 alumni to interact with existing students every year</li> <li>keep updating the Alumni records</li> </ul>	

**Extensive strategic plan:**

(2026-27)	2027-28	2028-29	2029-30	2030-31
<p>1) Strengthening of alumni portal and social media pages.                      2) Newsletter to provide coverage                      3) Alumni talk by each department.</p>	<p>1) Organizing Achievers Connect programs                      2) Focused sessions on Leadership Talks                      3) Enhancing the network of alumni with a coverage of at least 2000 alumni.                      4) Women Empowerment programs                      Mentoring programs.</p>	<p>1) Alumni reunion programs to be scheduled Batch-wise and Department-wise                      3) Build network using WhatsApp leading to job referrals within alumni, advisory support.                      4) The alumni connections to be raised to at least 3000.                      5) Internship and Placement drives</p>	<p>1) Orientation program by alumni                      2) Starting of collaborative projects                      3) Attaining a alumni networking target of at least 4000 alumni.                      4) Specialized drives for internships and placements.</p>	<p>1) Establish start-ups within the campus                      Collaboration efforts through strategic MOU's and exploration in the field of research and development.                      2) Strategic collaboration with start-ups                      3) Attaining a alumni networking target of at least 5000 alumni.</p>

**26. Citation of each faculty member:**

The citations and H-index of each faculty at the end of five years from the day of implementation of strategic plan must reach 2000 and 20 approximately.

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