

# **STRATEGIC PLAN**

## **(2020-2025)**



**FACULTY OF DENTAL SCIENCES**  
**RAMA UNIVERSITY, KANPUR (U.P)**

**2020**

## ABOUT THE FACULTY OF DENTAL SCIENCES

Rama Dental College, Rama- Kanpur, is the first private Dental College in Uttar Pradesh established in year 1996. It is recognized by Dental Council of India and Govt. of India. The College is spread across 3.5 lac sq. ft. area and it is one of the largest dental facilities in the northern India.

The college imparts experiential learning through specialized under graduate, post graduate and doctoral courses in different fields of Dental studies. The strength of the college is in the form of expert faculty comprising more than 200 experts from around the globe who also have numerous international publications to their credit. Over the years, owing to its modern facilities and capability to produce expert in the field, the college has been able to achieve a very high patient satisfaction index.

The ultra modern facilities and well equipped laboratories add to the learning experience. While serving as a Dental Hospital for the people living in adjoining areas, the College provides the students an opportunity to learn, experience and gain the required skills that enable them to become qualified professionals.

### Courses Offered

Level	Program	Intake
BDS	Bachelor of Dental Surgery	100
MDS	Master of Dental Surgery	38
Ph. D	Doctor of Philosophy	In all 9 dental departments/specialties, Variable
Diploma in dental mechanic course	Diploma in Dental Mechanic	10
Diploma in dental	Diploma in Dental Hygienist	20

  
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hygienist course		
Fellowship	Head and neck onco-surgery	Variable

## VISION

- A superior educational experience for our students & faculty
- A caring, humane dental service for our patients & their families
- A leading edge research programme, allowing our local communities to access global advances in dental knowledge, treatment & prevention
- A value-added leveraging of regional & national assets as we collaborate with our research, educational service partners.
- A supportive institution for the health of our region through outstanding dental education & research to deliver quality, cost-effective oral health care.

## MISSION

- Maintain the highest ethical & moral standards emphasizing integrity, honesty, trustworthiness, confidentiality, professionalism & stewardship
- Uphold the spirit of philanthropy & the practice of volunteerism
- Provide outstanding service to all with the utmost respect regardless of viewpoint or status

## ORGANIZATIONAL VALUES

We support and uphold values to strengthen and improve our community.

- Learning - We support possibilities for continual development that maximize the capacity of the individual and strengthen the university.
- Communication - We strive to share information and ideas in an open, consistent and effective manner.
- Diversity - We accept the distinctive contributions of all members of our community.
- Excellence - We commit ourselves to the highest standards in all endeavors.
- Respect - We treat others with courtesy and dignity.
- Service - We encircle our responsibility to overtake the expectations of others who depend on our actions.
- Sustainability - We value and engage in sustainable practices that enhance current and future resources for our campus, our community and our world.

  
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- Teamwork - We encourage collaboration to meet common goals and produce a sense of shared responsibility.
- Compassion - We aspire to understand and respond to the needs and suffering of humanity through caring.

### **Comprehensive Structure of the Strategic Plan**

<b>Objectives</b>	<b>Action Plan</b>	<b>Responsibility</b>
1.1 Strengthening Start Academic of Existing Programs	Start Intake of PG in on clinical specialties	Academic Monitoring Committee, Principal
	Introduction of Value added courses for UG and PG	Academic Monitoring Committee, Principal
1.2 Expanding library holdings of reference books and databases related to dentistry + Increase holding of National/International journals	Encourage faculty to continuously update their reference sources every year in Cooperation with library assigned faculty.	Library Committee
1.3 Renovating Laboratories	Allocating funds for renovating laboratories	Principal
1.4 Upgrading laboratory facilities	Allocating funds for acquisition of required laboratory instruments	Principal

**Strategic Direction 2 Attract and retain diversified students, faculty and staff**

  
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Objectives	Action Plan	Responsibility
2.1 Support diversity in student body	To conduct career counseling workshops and seminars in college	Principal

Objectives	Action Plan	Responsibility	Expected Completion Date
2.2 Attract faculty of academic and cultural diversity	To develop recruitment plan	HR	2020-2025

### **Strategic Direction 3. Create research culture and enhance research scholar activities**

Objectives	Action Plan	Responsibility	Expected Completion Date
3.1 Enhance research collaboration among college faculty with the same research interests	Establish research groups within the college of Dentistry	Research Committee	Continuous process
3.2 Increase Research Funding	Research proposals to University and National funding agencies	Faculty members	2020-25
3.3 Enhance research collaboration with National Hospitals &	Establish Linkages, functional MoUs	Principal, Research Committee	Every year

  
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research centers			
3.4 To upgrade research Lab	To buy suitable (essential) equipment	Research Committee	2020-2025
3.5 Organize seminars/workshops conferences (CDE)	To secure organizing partners, Attract sponsorships and organize at least one conference /workshop every year	Principal	Continuous Process

#### Strategic Direction 4. Engagement in impactful community Activities

Objectives	Action Plan	Responsibility	Expected Completion Date
4.1. Extension activities in the neighbourhood community	To participate in community engagement and outreach activities	Public Health Dentistry Department	Continuous process
4.2. Provide Awareness campaigns of major public dental health issues and education in local area	Provide local Community with the awareness public dental health issues.	Public Health Dentistry Department	Continuous process

#### Tool for Evaluation and Monitoring:

- Formation of evaluation & monitoring committee by involving external experts from industry and academic.
- Development of tools and formats for collection of data and analysis of data
- Half yearly and annual review against project benchmarks and project plan
- Publication of half yearly and annual reports
- Publication project performance report (project-wise)

  
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## SWOC ANALYSIS

The Think Tank conducted an internal SWOC analysis while preparing the report submitted to the University. 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.
2. Multifaculty dental college, especially in the field of dental science offering a variety of UG, PG, Diploma, Doctoral, fellowship and super-specialty programmes, with updated relevant curriculum.
3. Qualified, competent and experienced teaching faculty, professionals as well as committed and dedicated technical, nursing and non-teaching staff and community.
4. Maximum thrust on research work, projects, publications and clinical trials.
5. Good physical infrastructural facilities and instruments for institution, laboratories, hospital, hostels, ICT, library and other support or all stakeholders - students, faculty and patients.
6. Maximization of extension and outreach activities like rural, slum and school camps.
7. Extensive infrastructure for sports and extra-curricular activities
8. Availability of space for future expansions.
9. Discounted treatment including expensive sophisticated investigations and procedures for all indoor as well as outdoor patients along with facility of medicine and food.

### **Institutional Weakness**

1. Less number of awards and recognitions at international level.
2. Lack of doctoral degree holders.
3. Lack of international, national patents, international projects.
4. Lesser emphasis to inter-institutional projects and interdisciplinary/Trans disciplinary approaches.
5. Lack of financial support from funding agencies for research/project work.

  
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### **Institutional Opportunities**

1. To start new super-specialty and professional programmes and dual- degree /twinning programmes; strengthen existing programmes, FDPs.
2. To enhance the number of MoUs and linkages for collaborative research and clinical trials, publications, seminars/symposia/workshops, exchange and sharing of resources.
3. To utilize the increasing inflow of patients with myriad of ailments to extend best dental health care and use it to provide best dental education; to maximize use of vast clinical resources for innovative approaches and best practices.
4. To grow and develop as a world class Institution for dental education and health care.

### **Institutional challenges**

1. To meet the expectations and demand of ever rising inflow of patients for best health care: to overcome societal dogmas, misperception about diseases, health habits, lifestyle and their impact on patient management.
2. To retain the established brand name, standing up to competition from other institutions and sustain the established growth trajectory.
3. Time management by professionals for teaching, research and their specialized professional service/consultancy; to keep and sustain the motivational level 24x7.

  
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