

STRATEGIC PLAN

(2020-2025)



RAMA
UNIVERSITY

FACULTY OF NURSING
RAMA UNIVERSITY, KANPUR (U.P)
2020


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ABOUT THE FACULTY OF NURSING

Faculty of Nursing was established in 2008 as the first private sector Nursing College in a Campus with an adjoining Medical College. The faculty is recognized by the Indian Nursing Council and U.P. State Nursing Council to offer degree and diploma courses in nursing to meet the diverse needs of healthcare sector.

The college has been producing professionals with best skills and deep insight into health care practices. Students has an added advantage of practical experience owing to our super specialty hospital extending services in varied disciplines comprising Medicine, Surgery, Gynaecology, Paediatrics, Orthopaedics and Ophthalmology. The campus provides a perfectly healthy education to the students and the well developed infrastructure paves way for modern learning.

Professional nursing is a significant component of quality healthcare and is considered vital to the National Health Care Delivery System. Nurses promote health, prevent diseases and help patients cope with illness. They collaborate with all members of the healthcare team to provide the necessary care for each patient as an individual. Nursing involves practices that are restorative, preventive and supportive in nature

The nurses are trained in not just basic medical specialties but also Intensive and critical super specialties such as Intensive Care Units, Cardiology, Gastroenterology, Oncology, Nephrology and Neurology. The training is imparted through our health centres in Rural and Urban settings, managed and owned by the


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group, along with several camps and community programmes to prepare the professionals who can intently serve the community in various settings.

Faculty of Nursing is fully equipped to provide comprehensive healthcare services upholding high standard of moral conduct through discipline and an established code of conduct. Students in the University get the unique opportunity of interacting with the faculty, doctors and students of medical, dental and management colleges for sharpening their technical and managerial skills and getting groomed up as competent nurses and technicians.

Courses Offered

Under Graduate

B.Sc. Nursing Course-Bachelor of Science Nursing

Post Basic Nursing

Post Graduate

M.Sc. Medical and Surgical Nursing

M.Sc. Obstetrics and Gynaecology Nursing

M.Sc. Mental Health Nursing (Psychiatry)

M.Sc. Community Health Nursing

M.Sc. Child Health Nursing (Paediatrics Nursing)

Certificate Course- (ANM)

Diploma in General Nursing and Midwifery (GNM)


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VISION

- We Faculty of Nursing is an effectual stimulant for improving health and remolding health care through novelty and eminence in education, knowledge development and professional practice with resilience to meet the needs of a global society.

MISSION

- To develop nurses to shine as exceptional and benevolent clinicians, academicians, and leaders who will emphasize the health and health care of individuals, families, communities both locally and worldwide.

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.
- 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.


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STRATEGIC PLAN GOALS

Category	Aim	Goals
Nursing Education	Establish and maintain an environment that ensures a high quality of nursing education at College of Nursing	<p>Select students with high competence for the programs</p> <p>Intensifying academic programs and teaching practices that are incorporating the needs of local and global health sectors</p> <p>Imparting students with necessary support services and opportunities for participating in extracurricular activities.</p> <p>Increasing number of nurses dominant leadership positions</p>
Nursing Research	Conduct basic research to contribute to the advancement of knowledge and practices in the field of nursing.	<p>Deliver support for quality research and maintain an active research culture at CON</p> <p>Motivate and facilitate the production of high quality academician output through optimal exertion of internal and external research resources available to CON members</p> <p>Developing supportive infrastructure which makes Rama College of Nursing as leader in nursing science.</p> <p>Recruit and retain outstanding research faculty staffs and trainees</p>
Nursing Faculty and Staff	Recruiting and developing outstanding faculty and excellent staff to improve the teaching, intellectual contribution and service effectiveness of the college.	<p>Retaining the excellent faculties so that to improve the standards of nursing education</p> <p>Develop skills of faculty members in teaching and research and jobskills of staff members in variety of nursing , health, patient care and administrative areas</p> <p>Encouraging faculty members to engage in research activities</p>


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<p>Nursing Practice</p>	<p>Promoting and Providing inimitable clinical practice and experience</p>	<p>Forwarding clinical excellence for outstanding patient care with astonishing educational experience Encouraging opportunities with health care organizations to implement innovations in clinical practice Positioning Rama College of Nursing as a valued partner for patient centered clinical practice</p>
<p>Community Health Improvement</p>	<p>Integrating community to facilitate health</p>	<p>Strengthen the magnitude of Rama College of Nursing to enhance community engagement and boosting health Design, Estimate and Propagate community based models for education, practice and research</p>
<p>Partnership with Local and International communities</p>	<p>Build and strengthen strategic partnerships with business communities, professional organizations, and other constituencies at the local and international levels.</p>	<p>Build strategic partnerships with the nursing communities and leading nursing colleges and involve them in all CON activities Develop the CON's outreach relationship with alumni and involvement in related communities Make the CON's image as a leading nursing college in the local and global communities</p>


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SWOC Analysis

STRENGTHS (S):

- CON's program is well attracted in the community and higher demand from markets.
- CON is an English-medium teachings with well-qualified faculties and a highly equipped technological resources and facilities.
- CON has a stable system and campus leadership with great ambitions and solid leadership
- at the academic level. CON is able to select high performing students through the use of rigorous screening in admission.
- The availability of an attractive faculty and students housing and support facilities
- The college has well developed hospital with more than 500 bedded inpatient and Outpatient services.
- Learning the latest in technology and software to enhance faculties ability to students
- The college has a well established postgraduate program (Master of Science in nursing), as well as Bridging program (Post Basic B.Sc nursing)
- CON offers its program for both male and female students.
- The enrolled students have an extensive orientation program that is conducted during their admission time.
- Establishment of the University website with initiation of E learning management system within and outside the college.
- Offering the programs Prime Minister Special Scholarship Scheme for the UTs J&K and Ladakh students.
- Well established research culture with adequate number of research papers/publications for teachers and students.


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WEAKNESS (W)

- Lack of resources for effective teaching and lacking in virtual classroom
- Relatively low incentives for faculty and staff
- Lack of sufficient time for faculty members to attend conferences
- A large number of researches are focused primarily on obtaining promotion rather than discovery.
- The relatively low level of research activity can be an impediment to the recruitment and retention of research-oriented faculty
- Most faculty recruitment is not associated with strategic plans for the academic program development.
- There is minimal evidence of inter-departmental joint recruitment efforts.
- Dean lacks the full authority to make some urgent decisions for the college.
- Faculty retention is hampered by absence of clear job descriptions and a transparent system of performance evaluation and reward
- Administrative and supportive staffs need some management, secretary and communication skills improvements.
- Difficulty of coordination between the faculty and clinical training settings for students.
- Students' dropout because of lack of conviction of nursing.

OPPORTUNITIES (O)

- Creating new integration of educational, training, and research experiences for students, faculty members, and researchers
- Nursing profession is one of the rare professions regionally, nationally and internationally.
- Increase market demand for national nursing staff
- Direction of the university toward attracting distinctive faculty members from various reputable strong universities.
- The opportunity for cooperation with various research centres in University.
- Deanship of staff development provides workshops and training courses for faculty skills development.
- Availability of job opportunities for nursing staff in the national labour market.


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- Approach to marketing the importance of the nursing profession and the positive media impressions among the community.
- Thirst of community organizations to the college's services (training, advisory, and consultancy).

CHALLENGES (C)

- Increasing faculty with Doctoral degree
- Lack of communication with the market to identify market needs and skills of nursing staff.
- Lack of community organizations demand for the college's services (training, advisory, and consultancy).
- Lack of nursing college interest for collaborate and cooperation in diversity of work.
- Presence of nursing graduates from other competitor colleges.
- Increasing private training centers
- Budget constraints to maintain pace with advancing equipment
- Getting ready with centre of excellence in Nursing.


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