
Perspective Plan

Faculty of
Pharmaceutical
Sciences

2020-2025



RAMA
UNIVERSITY

Registrar
RAMA University
Mandhana, Karpur-20217



THINK TANK

Management	Faculty	External Experts
<p>Dr. Prateek Kushwah <i>Director,</i> <i>Rama University,</i> <i>Kanpur</i></p> <p>Dr. Pranav Singh <i>Director-Public Relations,</i> <i>Rama University,</i> <i>Kanpur</i></p>	<p>Dr. Abdul Wadood Siddiqui <i>Dean,</i> <i>Faculty of Pharmaceutical Sciences,</i> <i>Rama University,</i> <i>Kanpur</i></p>	<p>Dr. Roop K Khar <i>Former Dean,</i> <i>School of Pharmaceutical Education &</i> <i>Research,</i> <i>Jamia Hamdard,</i> <i>Delhi</i></p> <p>Dr. Mohd. Shaharyar <i>Asst. Prof.,</i> <i>School of Pharmaceutical Education &</i> <i>Research,</i> <i>Jamia Hamdard,</i> <i>Delhi</i></p> <p>Mr. Syed Suhail Ali <i>Executive Director and Head - Clinical</i> <i>Delivery, Asia Pacific,</i> <i>PRA Health Sciences,</i> <i>Singapore</i></p> <p>Dr. Gaurav Jain <i>Asst. Prof.,</i> <i>Delhi Pharmaceutical Sciences &</i> <i>Research University,</i> <i>Delhi</i></p>


Registrar
Rama University
Mandhana, Kanpur-209217

INTRODUCTION TO THE PERSPECTIVE PLAN

NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the Faculty IQAC has undertaken the task of designing a Perspective Plan for the period of five years commencing from academic year 2020-21 to academic year 2025-26 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, the Faculty IQAC has 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 IQAC is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the IQAC have considered Feedback from all the stakeholders and the recommendations specified in the meetings of the IQAC. 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 Perspective 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 1st and 3rd years 2020-21 and 2022-23 respectively to appraise the extent to which goals have been achieved. In addition, keeping a scope for midterm correction, the IQAC 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.


Registrar
Kuma University
Mandla, 21/04/2021

GUIDING PRINCIPLES OF PERSPECTIVE PLAN

The present Perspective Plan principally based on:

1. The NAAC guidelines for ensuring quality aspects in the higher education;
2. Vision and Mission of the Rama University
3. Vision and Mission statement of the Faculty of Pharmaceutical Sciences;
4. Feedback from stakeholders;
5. Societal expectations from the Faculty;
6. SWOC Analysis done by IQAC;

This has helped us to formulate our future goals.

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

Rama University's Mission & Vision:

VISION


To be recognized worldwide as a premier university with a vision to provide education of international standards. Our vision is to build superior professionals with strong work ethics and to empower the world with a commendable work force adept at meeting the challenges of the 21st century.

MISSION

Our mission is to empower each section of our society through education and produce socially committed professionals. Our mission is to provide our students a sense of understanding for values and ethics, a commitment to law and morality, and appreciation of human creativity.

Faculty of Pharmaceutical Sciences Mission & Vision

VISION


Rama University
Mandla

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


Registrar
Bama University
Mandhana, Kampur-209217

AIMS AND OBJECTIVES OF PERSPECTIVE PLAN

Writing a vision document envisages a concerted team effort. Considering the background of our Faculty as an institution imparting quality education in commerce field, the Faculty IQAC 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.


Registrar
Kama University
Mandhana, Kanpur-209217

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.

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

The Faculty is still in its infancy, with the PG and PhD programs or increase in the intake of UG program at least 2 years away.

It has had three Deans in two years. This frequent change of guard impeded the evolution of a cohesive culture with regards to academic, administrative and research processes. The Faculty members are hard working, enthusiastic and committed but also fairly inexperienced and need constant hand holding.

Nevertheless the Faculty 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	Intake
Diploma	1. D. Pharm.	60
Under Graduate	1. B. Pharm.	60
Post Graduate	Not started	-
Doctoral	Not started	-
Add on Courses	1. Pharma Industry Laboratory Techniques 2. Preformulation Studies: Become a Smart Formulation Expert 3. Standardization of Herbal Drugs	variable


Rama University
Mandhana, Kanpur-209217

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. 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. Both 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. The intake quality of students is not so good.
2. Inadequate use of ICT and updated infrastructure
3. Limited linkages with industries/ institutions for research promotions and consultancy services and no Formal MOU for placements and internship.
4. Overall number of faculty holding Doctorate degree is less.
5. International tie ups not initiated.
6. Lack of research culture in faculty and students.
7. Non-availability of financial support from funding agencies for senior faculty to reach international level


Kama University
Mandriana, Kimpur, 504217

8. Library process not yet fully automated.


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 sowing the seed of entrepreneurial ability in young minds

Institutional challenges

1. Improving the intake quality of prospective students
2. Improving the intake quality of Faculty in terms of academic and research experience
3. Motivating management to invest in developing good research infrastructure
4. Developing credible expertise to offer consultancy.
5. To institutionalize diverse courses offering to meet market and societal requirements.
6. To start short term programs with industrial collaborations in the cutting edge areas
7. Motivating students to gain additional skills at affordable cost through MCCE.
8. Regularization of employment and Job Security to Staff

In a nut shell, the faculty has begun well, much has been done, but much more has to be done.


Registrar
Rama University
Maddur, Bangalore-560027

PERSPECTIVE PLAN


Registrar
Bana University
Mandhana, Kanpur-209217

I. CURRICULAR ASPECTS

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.

	FACULTY QUALITY	
2020-21	<ul style="list-style-type: none">• At least 50% faculty should be PhD• All faculty to take up MOOCS (SWAYAM or Foreign Universities) mandatorily	<ul style="list-style-type: none">• Rest should be mandatorily enrolled in PhD
2021-22	<ul style="list-style-type: none">• 75% faculty should be PhD• All faculty to take up MOOCS (SWAYAM or Foreign Universities) mandatorily	<ul style="list-style-type: none">• faculty retention to be stabilized• recruitment cycle to be conducted in session starting• mid-session departures to be controlled
2022-23	<ul style="list-style-type: none">• 100% Faculty to be PhD• All faculty to take up MOOCS (SWAYAM or Foreign Universities) mandatorily• All Faculty members to take learn curriculum design & development• All faculty members to gain experience in designing syllabi for autonomous certificate, diploma, bridge and remedial programs	<ul style="list-style-type: none">• Faculty with M Pharm & PhD from top level Institutes only to be inducted
2023-24 onwards	<ul style="list-style-type: none">• All vacancies filled as per norms• Points 2-onwards will continue• Adjunct Professors from Industry/ Other Institutes/ Foreign Universities to be	


Registrar
Rama University
Mandliana, Kanpur-209217

	inducted	
--	----------	--

1.2 Conduct of Periodic Audits and NBA/ NAAC reaccreditation

- 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 (2020-21)

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

2. Strengthening of Existing Programs

2.1 Quantitative strength

2.1.1. Introduction of Additional Divisions

Taking into account the potential of our institution, the Faculty will strengthen the following programs by introducing the additional divisions:

(a) Undergraduate Degree Programs: B. Pharm.

2021-22	-	First batch of B Pharm graduates
2022-23	Apply for increase in intake from 60 to 100 (Dec 2022)	-
2023-24	B. Pharm. intake increases to 100	-

2.1.2.

Introduction of New Programs

(a) Doctoral Degree Program: Pharm. D.

2021-22		B. Pharm. program gets approved u/s 12 of PCI act
2022-23	Apply for Pharm. D. (Dec 2022)	-
2023-24	Pharm. D. Starts (July/Aug 2023)	-

(b) Post Graduate Degree Program: M. Pharm.

2021-22		B. Pharm. program gets approved u/s 12 of PCI act
---------	--	---


 Registrar
 Rama University
 Mandhana, Kanpur-209217

2022-23	Apply for M. Pharm. (Dec 2022) <ul style="list-style-type: none"> • Pharmaceutics • Pharmacology • Pharm. Chemistry • Pharmacy Practice 	-
2023-24	M. Pharm. Starts (July/Aug 2023)	-

(c) Research Degree Program: Ph. D.

2023-24	Start Ph D in Pharm. Sciences	M Pharm Starts (July/Aug 2023)
---------	-------------------------------	--------------------------------

(d) Add on Courses

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

i. Short Tem Courses

2020-21	Mandatorily to be started	Complete design to be preserved for future use again in case the developing faculty member leaves
2021-22 onwards	new programs to be added each year	Each faculty to mandatorily develop at least one program

ii. Online Programs:

2021-22	MOOCS to be started by the Faculty: <ul style="list-style-type: none"> • Drug Regulatory Affairs • Clinical Research 	<ul style="list-style-type: none"> • Tie-up with other institutes/ industry for training, module delivery and placement • MOOCS may be offered on SWAYAM
2022-23 onwards	new programs to be added each year	

2.2 Qualitative Strength:

2.2.1 Student Intake Quality

2022-23	<ul style="list-style-type: none"> • Genuinely start filtering UG candidates • Candidates to be evaluated for aptitude and English proficiency 	
2023-24	<ul style="list-style-type: none"> • Take 50% PG candidates with GPAT Score Card • No admissions to candidates who don't want to attend classes 	


Registrar
Rama University
Mand. ana, Kanpur-209217

2.2.2 Program Quality

2024-25	Apply for NBA Accreditation of B. Pharm.	2 batches of UG have passed out
---------	--	---------------------------------

2.2.3 Teaching Content Quality:

2020-21	e-content to be created or curated	25% of learning content to be delivered as e-content
2021-22	<ul style="list-style-type: none">• e-content to be created or curated• Lab Manuals to be provided to each student• Each student to choose his/her experiment on every turn. Different students to perform different experiments instead of whole group doing the same experiment.	<ul style="list-style-type: none">• 40% of learning content to be delivered as e-content• Will need full set of equipments/ chemicals and apparatus for the rotating lab exercises


Registrar
Rama University
Mandhana, Kanpur-209217

II. 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.


Registrar
Rama University
Mandiana, Kanpur-209217

Industry Expert Lectures Series

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

Discipline in Teaching-Learning Process Academic Calendar

Annual prospectus printed in April every year will contain calendar for academic, co-curricular and extra-curricular activities during the academic year.



III. RESEARCH, CONSULTANCY, INNOVATION & EXTENSION

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.

2020-21 onwards	Research Projects	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 students projects
2020-21	Seed Money	minimum one application mandatory	


Registrar
Rama University
Mandana, Kanpur-209217

onwards	applications	for each Faculty member	
2020-21 onwards	UG Students Research Projects	each Faculty member to mandatorily design one project involving 4-5 UG students	
2020-21 onwards	Books	minimum one book mandatory for each Faculty member in one session with a reputed publisher	
2020-21 onwards	Book Chapters	minimum two chapters mandatory for each Faculty member in one session with a reputed publisher only	
2020-21 onwards	Research/ Review Articles	minimum two papers mandatory for each Faculty member in one session with a SCOPUS indexed journal only	
2021-22	Consultancy		
2023-24	Research Journal	Research Journal of the Faculty to be started	<ul style="list-style-type: none"> • Tie-up with established publication organization • Editor-in-Chief and the rest of technical editorial team to be curated from outside from reputed Universities only • Dean/ any other faculty member to be Managing/ Executive Editor only

Innovation

2020-21	<p>set up product development units in the faculty</p> <p>Identified domains:</p> <p>1- nutraceuticals</p> <p>2- molecular drug design</p>	<ul style="list-style-type: none"> • products should have market sale potential • Faculty may work in groups to create products • Involve students
---------	--	---


 Registrar
 Rama University
 Mandhana, Kanpur-209217

	3- cosmeceuticals	<ul style="list-style-type: none"> • seed money to be requested from management
2021-22	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
2022-23	Launch products commercially	<ul style="list-style-type: none"> • request management to set up an industrial arm of the Faculty with complete paper-work • incentivise faculty with fair and transparent revenue sharing offer

Linkages with Universities:

2021-22	MoU with Jamia Hamdard or DPSRU	will need a lot of exercise and fine-tuning the modalities.
2023-24	MoU with Foreign University	<p>Look for Asia-Pacific, Esatern Europe, Russia</p> <p>Explore students exchange possibilities</p> <p>Relax attendance norms for students taking up exchange program</p> <p>Use methods other than written exam for internal evaluation. Work out the modalities with CoE and Academic Council</p>

Linkages with Industry:

2021-22	MoU with CliniFluent FRAC	Convince University for revenue sharing, even if the major share goes to partnering organisation
2022-23	MoU with an industry	<p>Explore possibilities of training 8th sem UG students in the industry for full sem</p> <p>Relax attendance norms for students taking up such training</p> <p>Use methods other than written exam for internal evaluation. Work out the modalities with CoE and Academic Council</p> <p>University may even pay some amount as stipend through</p>


 Registrar
 Rama University
 Mandhana, Kanpur-209217

		the industry to make students take it up Placements will see marked boost up
2023-24	MoU with an industry	Explore possibilities of sending 2nd year PG students for carrying out their research project in industry Relax attendance norms for such students Progress Updates Presentations in the University to be mandatory for such students (as they tend to ignore Univ instructions and norms once they gain foothold in industry)


Registrar
Rama University
Mandhana, Kanpur-209217

IV. 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. Adequate number of well-equipped laboratories
2. Main Library with ever increasing holdings and user friendly and comprehensive Library services.
3. Fully equipped auditorium hall with audio visual facilities.
4. Good quality furniture in class rooms
5. Departmental rooms for faculty with computers and internet facilities.
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. Well-furnished and fully computerized Administrative Office.
10. Boys and Girls Common Rooms.
11. Interactive Language Laboratory with 30 learning stations.
12. Maintenance and cleanliness of infrastructure
13. Supply of electricity power with separate panels in every floor coupled with generator facility to ensured continuous and uninterrupted flow of electricity.
14. Reduction in electricity bills by use of LED bulbs and solar panels
15. Well secured firefighting facilities in strategic places.
16. Effective internal communication through intercom facilities.
17. Complete automation of Library services.
18. Computers at laboratories, offices, Library, research centre and departments with LAN.
19. Develop and install complete ERP in the Faculty.


Registrar
Rama University
Mandhana, Kanpur-209219

20. 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.

Creation of infrastructure

2020-21	CIF to be augmented
2022-23	Labs to be created for Pharm D
2022-23	Labs and Classrooms to be created and equipped for 4 UG specializations and increase in intake of B Pharm
2022-23	Fully equipped, well furnished, hi-class Seminar Hall for Pharmacy to be created
2022-23	Conference Room
2022-23	Auditorium hall with audio visual facilities
2022-23	Change Classroom furniture to fixed desks
2022-23	Language Lab
2022-23	Each faculty to have fully functional work station
2023-24	CIF to be further augmented

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.

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

Year	Plan
2021-22	<ul style="list-style-type: none"> LCD Projector in all class rooms
2022-23	<ul style="list-style-type: none"> Computer to each Faculty member WIFI Connectivity E-Learning Initiatives
2022-23 to 2024-25	<ul style="list-style-type: none"> Paperless functioning of all Departments including Office. Effective Implementation of E-Learning


 Registrar
 Rama University
 Mandla, Kanpur-209217

V. STUDENT SUPPORT AND PROGRESSION

Training

2021-22	Set up QC training centre in the Faculty	enrol students from other colleges too on paid basis
2022-23	Conduct GPAT preparation classes for 7th sem	enrol students from other colleges too on paid basis

Placements

2021-22	Placement quality (level of companies and salary packages) should put us in top 10 institutes of UP at least	First Batch of B. Pharm. is passing out
---------	--	---


Registrar
Rama University
Mandhana, Kanpur-209217

VI. GOVERNANCE LEADERSHIP AND MANAGEMENT

Institutional Vision and Leadership

Vision and mission of the institution will be communicated effectively to all stake holders by placing it in prominent places in the Faculty premises.

Democratic and transparent organizational structure will be maintained embedded with features of direct access and free flow of ideas.

Strategy Development and Deployment

Perspective plan is to be designed collectively having thorough review of the academic programs and analysis based on feedback from stack holders. The Faculty will maintain throughout the period the following organizational arrangement for effective functioning:

1. Decentralized administrative mechanism with accountability.
2. Participatory functioning of the institution involving all staff members.
3. Distribution of responsibilities equitably according to capabilities.
4. Formulating annually on the day of reopening, statutory and non-statutory committees with clearly defined roles, responsibilities and objectives.
5. Efficient Students' Council and Students' Grievance Cell, Students' Welfare Committee, Women Development Cell, Anti Ragging Committee etc having wide representation of staff and students in decision making, execution of policies and in growth prospects of the Faculty.

Faculty and Staff Empowerment strategy

For effective Human Resource Management following steps shall be taken:

1. Strategic policy and time bound implementation plans (normally within a year) for filling in the vacancies with qualified faculty and staff as and when vacancy arises.
2. Arranging periodically Faculty and Staff Development Programs, encouraging them to present papers in seminar, conference and to attend on time orientation/ refresher courses for promotions.
3. IQAC to record every year comprehensive and effective performance appraisal of faculty as per API and staff through confidential reports.
4. Constant follow up with Government office for timely implementation of PF, Pension and Gratuity Scheme.


Registrar
Rama University
M.C.No. and Kanpur-209217

5. Developing Team building initiatives and good interpersonal relations.
6. Upholding Conducive work environment.
7. Liberty for use of innovative ideas and ICT in teaching-learning system.
8. Promoting an integrated framework of academic and administrative activities.

Financial Management and resource mobilization

For effective Financial Management and to augment resources following steps will be taken-

1. Growth oriented Annual budgetary allocation.
2. Financial freedom in utilization of funds for the purpose for which they are allocated within the allocated budget.
3. Effective internal control, compliance monitoring mechanism, periodic internal audit and timely statutory audit of the accounts.
4. Continuous efforts to obtain development grants from funding agencies.


Registrar
Rama University
Mandhana, Kanpur-209217

VII. INNOVATIONS AND BEST PRACTICES

Environment Consciousness

Energy conservation by reducing Electricity consumption through installation of LED lights.

The Faculty will undertake regularly green audit.

The Faculty will promote eco-friendly campus and will achieve paper less administration.

Innovations

The Faculty will encourage innovative practices in the field of teaching-learning strategies.

A comprehensive index of institutional performance to be developed by the end of 2021-22.

The Faculty will encourage innovative practices in various extra and co-curricular activities by way of reshuffling committees and Associations in a span of every 2 years.

Best Practices:

The Faculty will try to establish the Best practices of:

1. Salary to be deposited on the first day of every month
2. Dissemination Boards in strategic places.
3. Tea corner for faculty
4. Introducing contributory Medclaim Insurance to non-teaching employees and paid-for Medclaim insurance for Faculty members.
5. Seed money for research.

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.

2020-21	Fix Alumni Coordinator Get all passing out students to register with Alumni Association Collect all contact details Keep tab on placements	First D. Pharm. batch passes out
2021-22 onwards	Invite 4-5 alumni to interact with existing students every year keep updating the Alumni records	
2024-25	Arrange alumni meet each year	


Registrar
Rama University
Mandana, Kargpur-209217