Institutional Development Plan – Vision 2039

Shri Vishnu College of Pharmacy, Vishnupur, Bhimavaram - 534202

Vision

Transform the society through excellence in education, community empowerment, affordable health care and sustained environmental protection.

Mission

- To achieve academic excellence through innovative learning practices
- To instill self confidence among rural students with co and extra – curricular activities
- To inculcate discipline and values
- To establish industry institute partnership, to create self employment opportunities with technical skills and to extend financial assistance to weaker sections
- To promote community health and hygiene, to support eco-friendly practices, creating innovation hubs

SWOC Analysis

Strength:

- Management with educational sector experience of 25 years
- Campus Infrastructure, amenities, student support facilities and security
- Sustainable environmental initiatives
- Faculty of National Repute
- Research centers of excellence
- Research and industry based curriculum
- Staff development systems and incentive policy
- Community connect through awareness programs
- Quality student intake

Weakness:

- Students from rural background
- Student soft skills
- Minimal flexibility in amending curriculum
- Research collaborations

Opportunities:

- Autonomy
- Multidisciplinary Projects
- Admissions in reputed national institutes (Through GPAT/ NIPER)
- Digitalization and hybrid learning

- Industrial projects
- Diverse career options
- Outsourcing

Challenges:

- Faculty Retention
- Motivation in students
- Publications in high impact and open access journals and citations
- Patents commercialization
- Placements with high annual packages

Strategic Objectives

Governance and Leadership:

Enabler	**Strategic approach**	**Measurable attribute**
Governing Body and external advisory boards **(Board of studies, Academic council, IQAC, Student council)**	Periodical review of policies to meet institutional and society goals. 1. Reviewing infrastructure upgradation 2. Active student council 3. Review and updation of curriculum 4. Review on Placements 5. Reviewing HR policies etc.,	100% Admissions Eamcet Ranks Below 9000 (B.Pharm and Pharm.D OC category) Stakeholders feedback NIRF Ranking
Financial autonomy	Initiating new sources of income from projects, outsourcing and startups	Research grant and income from startups
Feedback	360 degree feedback from all stakeholders Analysis and report	Annual Feedback analysis

Action Plan:

Short term (0 – 2 years):

Implementation of NEP 2020 at par with PCI

Inclusion of members from Industry to review Academic council and Board of studies recommendations.

Recruitment of faculty with emphasis to research and experience

Monthly review of all academic activities by IQAC

Annual maintenance of all equipment and other infrastructure

Review of incentive policy implementation and outcomes

Mid Term (2 - 5 years):

Recruitment of faculty with emphasis to research and experience as per requirement

Developing centers of excellence in Nanotechnology, Preclinical excellence and

Review on Accreditation i.e., NBA, NAAC, PCI, DSIR, UGC

Encouraging faculty to register and accomplish Ph. D.

Long Term (5 – 15 years):

70% faculty with Doctoral degree by 2034

100% Smart classrooms by 2034

Building active Startup ecosystem

Financial Sustainability:

Enabler	**Strategic approach**	**Measurable attribute**
Sources of Revenue 1. **Tuition Fee**	As per Government norms	Tuition fee for respective academic years
2. **Project Funding, Consultancy Projects**	Explore opportunities for external funding, such as grants, and industry partnerships, to support research and infrastructure development.	Government project Fund received during the academic year 5% increase in overall grant per year

3. Scholarships	Comprehensive scholarship program to support deserving students and promote academic excellence ● Government scholarships ● Institutional weavers and scholarships ● Private bodies and individuals ● Encouraging students to apply for merit scholarships	Percentage students receiving scholarships including academic excellence scholarships and fee waivers for economically backward section 5 national internship/scholarships per year
4. Patents and Startups	Encourage faculty and students to commercialize research outcomes through patents and startups Strengthening Innovation cell.	> 30 patent publications per year > 5 Patent grants per year 1 startup every year
5. Financial Committee	Allocation of Budget to respective heads and annual review.	Utilization and outcomes

Action Plan:

Short term (0 – 2 years):

Applying Major projects for funding agencies (DST, CSIR, DBT.,)

Complete ongoing consultancy projects

Initiating certificate and addon courses for UG and PG programs

Mid Term (2 - 5 years):

Initiating PG diplomas in Pharmacy associated courses (Pharmacovigilance, Datascience, Cosmetic technology etc.,)

Emphasis on Patent grants

Initiating student startups

Long Term (5 – 15 years):

Increase in overall grants from funding agencies and consultancy projects by 25% by 2034

Building active startup ecosystem

Commercializing patents

Curriculum and Academic Excellence:

Enabler	**Strategic approach**	**Measurable attribute**
Curriculum	Align the curriculum with NEP 2020 guidelines, emphasizing experiential learning, interdisciplinary approaches, and skill development	20% syllabus change oriented to industry and employability every 3 years Electives/Non credit courses/Vocational courses
Centers of Excellence	Foster research, innovation, and collaboration.	25% Student participation in research projects at centers of excellence
Campus Recruitment Training	Provide comprehensive campus recruitment training to students to enhance their employability skills.	100% placements Median Annual package 5 Lakhs
LMS	Teaching plan, study material, question banks, assignments and assessments are done through	Utilization report

Co-Curricular	Encouraging students to participate in Inter college competitions, seminars, workshops, national level competitions and quizzes	No. of student participations No. of Prizes in competitions 100% student participation in co- curricular activities

Action Plan:

Short term (0 – 2 years):

Attainment of COs, POs and PEOs

Increasing Ph.D scholars (Fulltime and parttime)

Monitoring student participation in online courses in NPTEL, SWAYAM and other platforms.

Mentoring system for slow learners.

Co curricular and extracurricular calendar

Mid Term (2-5 years):

Standard calendar for co and extracurricular activities

Encouraging student activities in intercollegiate competitions

Introducing Credit courses and vocational courses as per industry requirement

Long Term (5 – 15 years):

Multidisciplinary teaching.

Hybrid mode addon courses in current and advanced themes using LMS

100% utilization of LMS for teaching learning process

Initiation and monitoring Project based learning

Industrial/ Hospital training or internships to 100% students (UG and PG)

Research and Innovation:

Enabler	Strategic approach	Measurable attribute
Quality research	Encourage faculty and students to undertake research projects, both major and minor, in areas of pharmaceutical sciences.	2 Major Projects 10 Minor projects 30 Publications in Scopus or WoS per year
Incentive policy	Encourage participation of staff and students in research projects through incentives.	
Intellectual Property	Innovation cell: Protect intellectual property through effective IPR management practices and commercialize research outcomes.	>30 patent publications per year > 3 Patent grants per year 1 startup every year
Collaborations	Foster collaborations with industry, research institutions, and universities to promote knowledge exchange and innovation.	MOUs Internships for PG students Industrial training for 3rd B.Pharm students Hospital internships and additional training for Pharm.D
Incubation center	Encourage students to inculcate entrepreneur mindset.	Student participations in idea Hackathons and Initiation of startups

Action Plan:

Short term (0 – 2 years):

Improving experimental facilities

Monthly review on research projects, project applications.

Active innovation cell and incubating student ideas

Workshops on entrepreneurship

Conducting one research seminar/ workshop per department per year

1 application to major or minor grant per year per faculty

1 publication per faculty per year in Scopus (Q1/Q2) or WoS.

Mid Term (2-5 years):

International collaborations in research and innovation

Emphasis on Major and consultancy projects

Collaborative research projects and patents

Guest talks from national institutes to improve collaborations

Conduction intercollegiate hackthons

Long Term (5 – 15 years):

Involving > 25% students in Major and consultancy projects

Involving 50% faculty in Major or minor projects by 2034

5 Student startups by 2034

Human Resource Development:

Enabler	Strategic approach	Measurable attribute
Student and learner Enablers:		
1. Admission Framework	Student success center	Quality of student admissions, Student feedback
2. Scholarships	Financial aid to underrepresented group and merit scholarships to encourage talent	
3. Mentorship	Scheduled mentoring sessions	
Staff Development		
1. Competency based Recruitment	Structured faculty recruitment system emphasizing pedagogical and research experience	
2. Professional development and growth	Provide opportunities for staff development to improve their efficiency and effectiveness.	Continuing education programs/seminars/FDPs - online/offline per faculty Participation in conducting 1 inhouse seminar/workshop per department every year
3. Non teaching faculty	Encouraging staff for continuing educational programs	Online or offline workshop in respective department for each Non teaching Faculty.
Performance Evaluation	Implement a transparent and fair performance evaluation system to recognize and reward excellence.	Increments and promotion based on performance

Action Plan:

Short term (0 – 2 years):

Training for recent advances in technology in teaching learning by VEDIC

Performance management system

Mid Term (2-5 years):

Improve faculty retention

Long Term (5 – 15 years):

QIPs for teaching and non teaching faculty

Networking and Collaborations:

Enabler	Strategic approach	Measurable attribute
Industry Partnerships	Strengthen partnerships with pharmaceutical companies, healthcare organizations, and regulatory bodies.	Internships Consultancy projects Placements
Alumni Engagement	Foster strong relationships with alumni to support the college's growth and development.	2 Alumni meets per year Members in various councils Placements
International Collaborations	Explore opportunities for international collaborations, student exchange programs, and faculty partnerships.	MoUs, Internships, collaborative projects and publications

Action Plan:

Short term (0 – 5 years):

Reviewing outcomes from existing MoUs.

Collaboration and MoUs with industry, national and international institutes

Seminars and guest talks by Industry personnel to improve placement oppurtunities

Long Term (5 – 15 years):

1 International student exchange program for B.Pharm, Pharm.D and M.Pharm annually by 2034.

Internship/industrial training for 100% students by end of their stipulated program by 2034

Physical Enablers:

Enabler	**Strategic approach**	**Measurable attribute**
Infrastructure 1. Smart Campus	Facilities for students and staff regarding basic amenities, commutation, security, internet,	Stakeholder feedback.
2. Digital classrooms	Classrooms for better pedagogy, active learning	Student feedback
3. Green initiatives	Promote sustainable practices on campus, such as energy conservation, waste management, and green initiatives.	Zero Liquid discharge system Solar Power Waste management initiatives
4. Infrastructure to commute	Transport facility for students	No of students utilizing transport facility

5. Library	Apart from conventional reading material and books. Digitalization. Providing digital browsing facility, reading rooms, research journals, statistical software, drug databases	Library utilization report
6. Research facility	Centers of excellence, hands on training on equipments for students and staff	Publications and projects
7. Others	Ground, Gym, book store, eating outlets, temples etc.,	Student and parent feedback

Action plan:

Short term (0 – 5 years):

Review on infrastructural needs for teaching learning and research

Revival of infrastructure as per needs

Implementation of Annual maintenance and calibration for equipment

Long Term (5 – 15 years):

100% Smart classrooms

Upgradation of centers for excellence in Nanotechnology, Preclinical excellence and Central instrumentation to self sustainable labs of excellence

Developing hands-on training modules for students of other colleges

Digital Enablers:

Enabler	Strategic approach	Measurable attribute
Technology Integration	Integrate technology into teaching, learning, and research processes	LMS mode for teaching and internal evaluation
Online Learning	Explore opportunities for online learning and distance education.	NPTEL certifications, Online quizzes through LMS
Digital Infrastructure	Develop a robust digital infrastructure to support the college's operations.	Broadband, Digital classrooms Online fee payment software Drug databases for reference Statistical software tools

Action plan:

Short Term(0 – 5 years):

Upgradation of digital classrooms and digital library

Review and update of social media

Long Term (5 – 15 years):

Video content development studio

Review and up gradation of databases and software used for Teaching learning, finance and communication