

**6.2.1** *Perspective/Strategic plan and deployment documents are available in the institution.*  
*(02)*

Upload one example of activity successfully implemented based on the strategic plan in not more than 500 words

**JSPM's**

**Rajarshi Shahu College of Pharmacy & Research**  
**Pune-411033**

**STRATEGIC PLAN**

**2021-2026**

## PREFACE

**Rajarshi Shahu College of Pharmacy & Research**, an unaided private college, was founded in Pune in 2006 by Founder Secretary, Hon'ble Prof. **(Dr.) T. J. Sawant**, under the aegis of **Jayawant Shikshan Prasarak Mandal (JSPM)**. Since its inception the the college has created a niche as one of the premier institute of pharmaceutical education in the region of Western Maharashtra. Our college is permanently affiliated to Savitribai Phule Pune University (formerly University of Pune). The College is approved by All India Council for technical Education (AICTE) and Pharmacy Council of India, New Delhi.

There are numerous achievements to the credit of our college and enjoys a reputation of center of academic excellence. This was possible only due to the vision of the Hon'ble Founder Secretary, Prof. **(Dr.) T. J. Sawant**, who thinks that, "Development of Techno – entrepreneurial society" is the key to achieve VISION 2020 as perceived by our Former President of India Dr. Abdul Kalam.

Hence, the growth of the Rajarshi Shahu College of Pharmacy & Research in the last few years has been phenomenal. In order to achieve new horizons in the pharmaceutical education the Strategic Plan is proposed for stepwise growth of the institution in the form of STRATEGIC PLAN- document, which is developed based on ABCDE model and result of SWOC analysis of the college. The proposed strategic plan document focuses on entrepreneurship, innovations, research, international collaborations and very strong Industrial relations to develop globally competent pharmacists. This strategic plan documents also include the detail action plan with implementation schedule for various major activities for institutional development and resource mobilization.

I convey my sincere appreciation to all my colleague staff members without their support and excellent contribution, successful implementation of this STRATEGIC PLAN-2021-26 will not be possible.

Thank you.

Dr. K. R. Khandelwal  
Principal

# **STRATEGIC PLAN**

## **1.0 Preamble**

The college has prepared a strategic plan as proposed by the Principal in coordination with Management, CDC/LMC and GB. The Strategic plan is based on ABCDE model, taking into consideration the following aspects:

1. **Assessment, Baseline-** Where we are?
2. **Components-** Where we want to be?
3. **Down to specifics-** How we will do it?
4. **Evaluate-** How are we doing?
  1. **Assessment:** The assessment was based on institutional background followed by an environmental scan and SWOC analysis.
  2. **Baseline:** The institutions past developments, present situation and future prospects, taking into consideration all significant issues and capabilities as well as any gaps were considered to set the baseline.
  3. **Components:** The college STRATEGIC PLAN-2021-26 and mission was set taking into consideration the views of all stake holders, care was taken to imbibe values and guiding principles of the founder and mentors. The College runs both undergraduate and postgraduate programs in Pharmacy thus the program educational objectives were prepared using major and specific goals, further due consideration has been given to the desired graduate attributes and program outcomes.

4. **Down to Specifics:** Implementation is a major hurdle thus our strategic plan elucidates the action plan, initiatives, targets, standards for performance and specifics for performance measurement.
5. **Evaluate:** Periodic evaluation is mandatory to keep the plan on track so as to meet the desired targets. Performance management tools, effective review process, feedback mechanisms and corrective and preventive actions are necessary. An inbuilt design system providing space for appropriate revision in plan is incorporated.

## **2.0 Background of the institute**

**Rajarshi Shahu College of Pharmacy & Research** was established in the academic year 2006-07 under aegis of JSPM and the dynamic leadership of Hon'ble Founder Secretary Prof. (Dr.) T. J. Sawant, in the Tathawade campus along with other two degree pharmacy colleges and two diploma colleges in other campuses of JSPM. It is one of the premier institutes established under the flagship of JSPM situated in the educational belt of Pune. Prof. (Dr.) T. J. Sawant is strongly convinced that establishment of excellent technical institutions is the solution to the problem of development of techno-economic society. Driven by a mission of providing an excellent quality education JSPM's society has left no stone unturned in setting up Educational Institutes in Pune. At present there are five Campuses.

JSPM provides right curriculum and innovative teaching methodologies to all its campuses. At JSPM there is a series of vibrant education and leadership strategies for gaining unbeatable competitive advantage from countrywide experts for a matchless growth beyond the ordinary.

JSPM provides students a vibrant academic experience that adheres to stringent international quality standards, imbibes **life skills** among its students, and prepares them to not only take on competitive careers but also succeed in life

The college started its development/ progressive path under the dynamic leadership of **Principal Dr. K. R. Khandelwal**, who is in Pharmacy profession since 1983. The college has got all necessary approvals from AICTE New Delhi, Govt. of Maharashtra, DTE- Mumbai and Savitribai Phule Pune.

Investment in human potential has helped college to create skilled and devoted team. The college has well experienced and dedicated staff members. Sincere efforts of the faculty members have created history in the academics of Savitribai Phule Pune University by showing excellence in the University exams. (Maximum University rankers and distinctions including University topper). Students- Guardian relationship scheme, students committee, students welfare etc. are the schemes run for the wellbeing of the students. Care taking faculty members enjoys all such activities with students.

College is situated in a wi-fi campus, the college has got spacious, well equipped and technically sound laboratories with inbuilt stores for chemicals and glassware, Class rooms with audiovisual effects are provided to make teaching effective and communicative. A separate computer Lab with LAN and internet facility is available with sufficient number of computers. Spacious library with continuous influx of Pharma books and journals is available for the student's service

The College has produced more than seven hundred undergraduates and postgraduate students from various Pharmacy programs. As educators we play a crucial role in implementing a framework which ensures educational equity to the socially and culturally diversified student body.

Hon'ble Founder Secretary Prof. (Dr.) T. J. Sawant envisioned a corporate culture and his efforts fructified with the signing of MOU with many industries and research for facility sharing, collaborative research, training and placement of students.

Research projects are underway in significant areas of synthetic medicinal chemistry, formulation development, basic and clinical pharmacology, translational medicine and phyto-pharmaceuticals. Faculty has published significant research publications in National and International journal of repute. The faculty and students of the College has filed Indian patent applications and published many books in the field of Pharmacy.

### **3.0 Major Achievement since the inception of the institute:**

- Inception in 2006 along with three degree and 2 diploma colleges by JSPM in different areas of Pune city.

- Exception result till date having University Toppers.
- Started post graduate course, M.Pharm Pharmaceutics, since academic year 2011-12 with sanctioned intake of 18.
- Increased intake of M. Pharm. Pharmaceutics to 24 from Academic Year 2012-13).
- Started M. Pharm in Quality Assurance Techniques from the academic year 2012-13 with sanctioned intake of 24.
- Active participation in organizing APTICON 2014
- Faculty members received many research project from SP Pune university.

#### 4.0.S-W-O-C analysis of the institute

STRENGTHS	WEAKNESS
<ul style="list-style-type: none"> <li>Supportive management emphasizing conducive environment for academic excellence.</li> <li>Well developed and maintained infrastructure with hostel and transport facility.</li> <li>Facilities like ICT enabled ‘smart classroom’ and ‘video conferencing room’ to promote teaching – learning environment.</li> <li>Highly sophisticated instruments such as HPLC, Texture analyzer, Spray dryer and Infra-red spectrophotometer to promote research activity.</li> <li>Library with vast collection of books, journals, e-resources and ‘book bank facility’.</li> <li>Excellent academic record bringing laurels to institute.</li> <li>Well developed ‘mentoring system’ for overall development of students.</li> <li>Assistance to students for fetching ‘government/ non-government scholarships’.</li> <li>Institution offers ‘Clinical Research Certificate Course’ as an enrichment course to get in-depth knowledge about clinical research.</li> <li>Institute has fetched significant Research Grants.</li> <li>Research papers published in peer reviewed national and international journals with high impact factor.</li> <li>Good number of books published by faculty members.</li> <li>Diligent Training and Placement cell.</li> </ul>	<ul style="list-style-type: none"> <li>Weak communication skills of students</li> <li>Limited Industry – Institute interactions</li> <li>Less number of patents</li> </ul>
OPPORTUNITIES	
	<ul style="list-style-type: none"> <li>Organizing more number of national and international seminars, workshops and conferences.</li> <li>Motivation of faculty members to avail more number of research grants and funds.</li> <li>Start Ph. D. centre to upgrade qualification and strengthen research activity.</li> <li>Improvement in consultancy and collaborative work.</li> <li>Development of leadership qualities to become successful entrepreneur.</li> </ul>
CHALLENGES	
	<ul style="list-style-type: none"> <li>To fulfill expectations of stakeholders.</li> <li>To inculcate research and entrepreneurship skills in students so as to prepare socially responsible pharmacy professionals.</li> <li>To create awareness about Pharmacy profession amongst society.</li> </ul>

## **5.0 VISION & MISSION OF THE INSTITUTE**

### **Vision of the institution**

To be a premier institution in the field of pharmaceutical education, research and healthcare for the betterment of society.

### **Mission of the institution**

To provide, nurture and maintain conducive environment for academic excellence, research and entrepreneurship to prepare competent, ethical and socially responsible pharmacy professionals.

#### **Elements of Mission:**

##### **M1: Academic**

With the ever-increasing demand of the pharmacy profession, this institution has been established with an objective to provide excellence in academics, upholding and maintaining skill based values. Our institution has intellectually rich, adroit and properly trained staff members to disseminate pharmacy education amongst students. Our motto is to enrich staff knowledge, attitude and skill, to prepare graduates from the future prospective.

##### **M2: Research**

State-of-the-art research space is provided to carry out research and development activities. The institution has vibrant faculty with active involvement in research. With the advent of new information and cutting-edge technologies, young talents are motivated to take newer challenges to face expanding and enlarging pharmacy segment. We encourage students to create, transmit, and apply new knowledge, based on advanced research in the pharmaceuticals. Faculties are making great strides in improving drugs activity, developing novel drug delivery methods, finding better methods of patient care, engaging in groundbreaking socioeconomic research.

##### **M3: Entrepreneurship**

Entrepreneurs are usually viewed as individuals who take substantial risks to go out and start new companies or business related to the profession. This institution provides a platform with the

necessary critical thinking, critical questioning, and problem-solving skills, as well as intellectual curiosity, entrepreneurial spirit, and passion for life-long learning, needed for success over their professional career and for the future development and enhancement of pharmacy profession.

The training and skill required to be a successful entrepreneur are inculcated among the students, as India has set to be a super power in Pharmaceutical business by 2020 and to fulfill the 'Make in India' vision of the nation.

#### **M4: Ethics**

Ethics is the application of values and moral rules to human activities and involves moral duty and obligation. Pharmacy profession demands high ethical values. Graduates are educated about the fact that pharmacy profession is bound by codes of ethics, which are designed to protect the health and well-being of the public and to ensure ethical behavior among members of the profession. We teach them skills needed in order to address ethical challenges that may arise by illustrating concepts through real-life examples. This institution strives to inculcate moral and ethical values in the graduates in relationships with patients, health professionals and society at large. The study of ethics aims to discover what factors determine whether actions are good or bad and right or wrong, both for individuals and for social groups.

#### **M5: Social Responsibility**

Pharmacists play a crucial role in health-care system as they are responsible for providing solution related to medication, thus discharging their duties to serve the humanity. The health-care delivery pattern has been completely transformed to an all-together different image. The role of pharmacists is now no longer a fixed and rigid one, but has been continuously changing and redefining its meaning and significance in the changing scenario. The bond between a pharmacist and society is becoming stronger day-by-day and acquiring new dimensions. High technological advancement and information explosion have significantly raised the knowledge and quality level, which made the pharmacists to shoulder bigger responsibilities with appreciable sense of sincerity and dedication. Through the curricular and extra-activities a sense of social responsibility is imbibed in the graduates.

#### **Program Educational Objectives (PEO):**

The program educational objectives (PEO's) describe accomplishments that graduates are expected to attain after graduation. Program educational objectives of the Rajarshi Shahu College of Pharmacy and Research are as follows:

**PEO 1:** Graduate shall have successful pharmacy career and exhibit team work, leadership and communication abilities.

**PEO 2:** Graduate shall possess an ability to address healthcare, safety and environmental issues by applying ethical principles.

**PEO 3:** Graduate shall be abreast with ever-changing professional challenges and research by using modern tools and have flair for life-long learning.

### **Core Values:**

With six campuses across the state, we approach our mission with a commitment to excellence, research, ethical action and social responsibility, for which interdependent core values have been defined. The core values are a set of principles that are aligned with our mission and guide the practice and development of curriculum, faculty, students, and staff.

### **Excellence**

We strive to develop and pursue higher standards by exhibiting quality in staffing, facilities, programs, and services, promoting continuous improvement, encouraging creativity and innovation, utilizing systems that promote student and employee success, encouraging interdepartmental collaboration. Striving for excellence touches all aspects of institutes life from academic programs to sports, from student services to campus environment, from recruitment to publications, from special occasions to daily business. A culture of excellence must pervade the institute in both academic and non-academic areas.

### **Ethics**

Foster a learning environment that promotes responsible, principled behavior which respects the dignity of all members of the community. We believe in acting with honesty, courage, and trustworthiness. Commit to practices that are fair and honest.

### **Quality**

Provide educational programs that lead to the acquisition of knowledge and skills necessary to achieve information literacy, career advancement, personal enrichment, leadership, and service to the community. Our Institution is dedicated for positive transformation through research, scholarship, and creative works.

### **Commitment**

We are dedicated to meeting the needs of the communities we serve. We commit to being responsible and accountable in our operations at all levels of the institution, including continuous assessment of our academic programs and transparency in our operational proceedings.

### **Respect**

We include stakeholders in the decisions that affect them, treat people with dignity and encourage feelings of self-worth, recognize and support employee and student contributions. Respect for personal dignity and individual potential has consistently prompted our institution to welcome the students and help them succeed.

## **Leadership**

Our students will become well-educated leaders and global citizens who excel in addressing the challenges of the 21st century.

## **Diversity**

We embrace diversity as a commitment to fostering a welcoming environment in which all individuals can achieve their fullest potential and in which open and respectful communication is facilitated. Institute continues its efforts to enrich the diversity of its faculty and staff. Such diversity strengthens institutes academic program and educational environment, preparing students to live and work in an international society and global economy.

## **6.0 Goals**

1. Be among the top 10 Pharmacy Institutes in state by 2021.
2. Develop joint venture/partnership with industries and research laboratories for teaching and research excellence.
3. Develop eco-system for innovation leading to publications, patents, trademarks and copyrights.
4. Develop programs that respond to emerging needs of India and other emerging markets.

## **7.0 How we Plan to Achieve**

1. By promoting faculty scholarship at the National level.
2. Benchmarking academic programs and processes, best in India.
3. Creating a excellent learning experience through a mix of student and faculty community from the diverse places in India.
4. Developing institutional level partnership with one of the top national Institutions recognized for its academic and research excellence.

5. Strengthen the bondage with industry and community or social organizations at a national level.

### **Following action plan is proposed**

- **Education**

1. Continue to integrate students and alumni feedback on a continuing basis with the developments in curriculum.
2. Provide mentoring support to all faculty members especially those at the junior level.
3. Provide support in the form of human resources, technology and exposure to different sources for development of student centric learning courseware.
4. Provide for development of faculty in curriculum design and delivery.
5. Provide mentoring and counseling services to students to ensure that there is no learner failure.
6. Co-design programs and modules with industry partnership that will enhance technical skills of students.
7. Rajarshi Shahu College Of Pharmacy & Research will continue to follow a system of continuous evaluation and feedback to the student. While we wish to create a community of high performer, it to note that Rajarshi Shahu College Of Pharmacy & Research will create enough facilities and support infrastructure to ensure that there are no learner failures. Hence, the success of the teacher of the programme will be determined by the strength of its weakest link that what action has been taken to convert the weakest of the weak performer of the class into a higher performer. This obviously implies an investment in competency building of our students through tutorial and small group activities.

### **Research and Publications**

### **Create Institution Level Structure**

1. Constitute Institutional Research Committee.
2. Principal to identify potential researchers that include faculty and PG and UG students.
3. Create platforms (physical / virtual) for sharing research concepts across different departments.
4. Develop research media (newsletters / blogs, etc.)

### **Develop Reward Process**

1. Contributors are rewarded based on the research throughput.
2. Consider select faculty researchers for suitable rewards such as remission in work load for the next academic semester.
3. Consider other contributors for suitable rewards.
4. Acknowledge researchers in the media.

### **Further, focus on:**

1. Start the doctoral programmes.
2. Seek industry funding for research.
3. Create financial and non-financial support infrastructure to facilitate non-doctoral faculty to pursue the same.
4. Provide innovative, state-of-the-art facilities and laboratories that can function as or serve multidisciplinary research needs of faculty community.
5. It would also provide for financial and non-financial support for encouraging publication.
6. To encourage joint research and publication between Rajarshi Shahu College Of Pharmacy & Research and industries.

7. Create infrastructure and resources for research which will impact the development of the state, country and society.
8. Develop & communicate policies related to intellectual property and its commercialization.

### **Faculty**

1. Source faculty from leading research and academic institutions in a more aggressive manner.
2. Source faculty from leading institution both in the government and private.
3. Create a faculty development programme for new faculty especially those who have just completed their masters' programme and have a research bent of mind. This will help to create a pool of potential faculty.
4. Provide a mentorship and assistance programme for junior faculty.
5. The class feedback of faculty member in each subjects taught by them should be a minimum of 7 on a 10 point scale or 3.5 on a 5 point scale.
6. Performance incentive and recognition for excellence in teaching with a minimum score of 9 on a 10 point scale or 4 on 5 point scale will be put in place.
7. Likewise performance incentive for outstanding research as evidenced by publication national and international journals, books published by leading publishers will also be put in place.
8. There will be a transparent and objective faculty performance evaluation system in place for all annual promotions and increments and confirmation. Any incentives will be announced based on this evaluation system.

### **Student**

1. Participate in all major national and international education exhibitions.
2. Strengthen exchange relationship with well-known Institutions.

3. Rajarshi Shahu College of Pharmacy & Research will create scholarships and assistantship programme for the economically backward students. Students will be mentored by the faculty. In the context of PG students, efforts will be made to have joint mentorship with the industry faculty.
5. To promote an all-round development of the students, Rajarshi Shahu College Of Pharmacy & Research will create a separate programme on soft skills, personality development and languages.
6. Students will also be encouraged to participate in national and international events.

### **Community Development**

The Rajarshi Shahu College of Pharmacy & Research will be seen as an active promoter of inclusive growth and for this purpose will actively participate in empowering poorer communities through education and development of employable skills. It will also actively participate to develop competencies of NGOs and other social organizations.

## **8.0 Strategic Directions 2021-2026**

Following complete assessment of the current status and SWOC analysis, the following strategic directions are set for the period of 2021-2026:

**Strategic Direction 1.** Encourage curricular development and innovation a long way to prepare highly competent pharmacists.

**Strategic Direction 2.** Accreditation of the academic programs.

**Strategic Direction 3.** Attract and retain diversified students, faculty and staff.

**Strategic Direction 4.** Create research culture and enhance research scholar activities.

**Strategic Direction 5.** Engagement in impactful community activities.

## 9.0 Comprehensive Structure of the Strategic Plan

<b>Strategic Direction 1. Encourage curricular development and innovation a long way to prepare highly competent pharmacists.</b>				
<b>Objectives</b>	<b>Action Plan</b>	<b>Responsibility</b>	<b>KPIs</b>	<b>Expected Completion Year</b>
1.1. Strengthening of Existing Programs	Increase in intake	Academic Monitoring Committee, Principal	Sanctioned intake for B. Pharm. increased	Academic year 2019-20
	Introduction of New Programs	Academic Monitoring Committee, Principal	Value added courses added, new PG courses added	
1.2. Expanding library holdings of reference books and databases related to pharmacy	Encourage faculty to continuously update their reference sources every Semester in cooperation library assigned faculty	Library Committee	As per norms of AICTE/PCI	Continuous process
	Allocating funds budgets for acquisition of required learning resources	Principal	20% increase in the allocated budget	Every year
1.3. Renovating Laboratories	Allocating funds for renovating laboratories.	Principal, Lab. incharge	10% increase in the building and structure budget	2018-19
1.4. Upgrading	Allocating funds for acquisition	Principal, Lab.	20% increase for lab facilities and	2019-20

laboratory facilities of required laboratory instruments.	incharge	equipment	
---	----------	-----------	--

**Strategic Direction 2. Accreditation of the academic programs.**

Objectives	Action Plan	Responsibility	KPIs	Expected Completion Date
2.1. Accreditation of the B.Pharm & M. Pharm. Programs	Preparation and submission of the self-study for the accreditation of the B. Pharm.& M. Pharm. program to the NAAC & NBA	Institute accreditation and assessment committee in collaboration with Principal	SSR submission	2017-18

**Strategic Direction 3. Attract and retain diversified students, faculty and staff.**

Objectives	Action Plan	Responsibility	KPIs	Expected Completion Date
3.1 Support diversity in student body	Inviting HSC students to visit the Institute	Principal and Admission committee	At least 25 Jr. College visits every academic year	Continuous process
	Establish relation with local Junior/Diploma colleges	Principal	To create the relationship with ten leading colleges	Continuous process

**3.2. Attract faculty of academic and cultural diversity**

Objectives	Action Plan	Responsibility	KPIs	Expected Completion
------------	-------------	----------------	------	---------------------

				<b>Date</b>
3.3. Enhance research collaboration among college faculty with the same research interests	Establish research groups within the college of pharmacy	Research Committee	Research group established	2018-19
3.4. Increase Research Funding	Research proposals to University and National funding agencies	Faculty members	DST/ICMR/CSIR Project	2019-20
3.5. Enhance research collaboration with Industry & research centers	Establish Linkages, functional MoUs	Principal, Research Committee	At least two functional MOUs are signed	Every year
3.6. To upgrade research Lab	To buy suitable (essential) equipment	Research Committee	Increased budget for Lab	2019-20
3.7. Organize seminars/workshops conferences	To secure organizing partners, Attract sponsorships	Principal & TPC	One national seminar/ workshop every year	2018-19

#### **Strategic Direction 5. Engagement in impactful community Activities.**

<b>Objectives</b>	<b>Action Plan</b>	<b>Responsibility</b>	<b>KPIs</b>	<b>Expected Completion Date</b>
5.1. Extension activities in the neighbourhood	To participate in community engagement and	NSS Coordinator,	1 NSS camp every year	Continuous process

community	outreach activities	Students council coordinator		
5.2. Provide awareness campaigns of major public health issues in local area	Provide local community with the awareness and education on health issues	NSS Coordinator, Students council coordinator	Participate in National programs	Continuous process

## **10. Tool for Evaluation and Monitoring:**

The following strategies will be followed for evaluation and monitoring of the strategic plan-

- a. Formation of evaluation & monitoring committee by involving external experts from industry and academic (5-member committee)
- b. Development of tools and formats for collection of data and analysis of data
- c. Half yearly and annual review against project benchmarks and project plan
- d. Publication of half yearly and annual reports
- e. Publication project performance report (project-wise)