

St. Pauls College of Pharmacy



Approved by PCI , Affiliated to Osmania University  
Accredited by NBA (UG Program) and NAAC with 'A+' Grade

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# **STRATEGIC PLAN AND DEPLOYMENT FOR 2021-26**



**Strategic plan & Deployment for (2021-2026)**

## Message

St. Pauls College of Pharmacy was established in 2007, approved by All India Council for Technical Education (AICTE), Pharmacy Council of India (PCI), New Delhi and affiliated to Osmania University, Hyderabad, Accredited with NAAC - A+ Grade, Accredited with NBA (UG Program) The college is situated in a serene and beautiful campus which is conducive for imparting quality education, helpful for the growth of knowledge and career building.

The College has provided excellent credentials in the field of Pharmacy Education with a clear focus on the peaceful learning environment and sophisticated infrastructure.

St. Pauls college of Pharmacy offers pharmacy programmes such as Pharm.D, B.Pharmacy and M.Pharmacy (Pharmaceutics & Pharmaceutical Analysis). The instructional facilities are spacious, and the laboratories are continuously upgraded with state-of-the-art equipment. There are highly qualified and dedicated faculties. The strategic plan & development-2021-2026 would acts as supervisory document for the next five years to assess and improve the institution towards delivering high quality education there by earning due recognition. The focus of strategic plan & development would be on good governance, best in class teaching-learning, research & innovation and highly employable students who act as brand ambassadors for the institution and trained to students in technical skills while inculcating in them a sense of social responsibility, in tune with the vision and mission of the college.

I congratulate and commend the high-quality work done by the Principal, HODs, and Faculty towards developing Strategic plan & Development 2021-26.

Wishing all the success!

**Shri K. SUDHIR**  
**Chairman,**  
**St. Pauls College of Pharmacy**

## **Preface**

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short-term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals. While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to clearly identify the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for St. Pauls to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Pharmacists to the society.

## **Vision:**

To be the most reliable source for education, teaching, research in pharmaceuticals and allied sciences to serve the needs of the health care system.

## **Mission:**

M1- To strive towards academic excellence and training in pharmaceutical sciences for student centric outcome by providing overall development to pharmacy aspirants.

M2- To produce qualified and competent pharmacists from all corners of the society, with the help of qualified and experienced faculty.

M3- To align with time to meet the demands of the health care system.

## **Quality Policy:**

Nurturing the students with quality education and overall development in pharmacy and allied fields through dedicated faculty and state of art infrastructure.

## **Core Values:**

Core values deliver the basis for all the academic, student and social programs and activities. The stated core values support the mission of St. Pauls College of Pharmacy.

Enhance professionalism with good human values.

Encouraging students to become productive, participating citizens.

Support the mission and vision of the College.

Focus on student and stakeholder needs.

Continuously evaluate and improve programs, services, systems, and policies

Promote creativity and innovation in all activities.

Recognize and support staff and student contributions.

Create healthy atmosphere for effective teaching–learning process.

Encourage interdepartmental collaboration.

Recognize, appreciate, and celebrate the strength of diversity.

Encouraging students to become productive, participating citizens.

Sharing of experience, knowledge and skills.

## **Strength, Weakness, Opportunity, and Challenges (SWOC) Analysis**

### **Institutional Strengths:**

1. B. Pharmacy, M. Pharmacy, Pharm. D & Pharm. D (PB) Approved by PCI.
2. Accredited with NAAC A+ Grade
3. Accredited with NBA (UG Program)
4. Socially conscious, humanitarian, far- sighted and visionary management
5. Located at the center of the city.
6. Highly qualified and experienced teaching and non-teaching staff with high retention ratio.
7. Membership with professional societies like APP, APTI etc.
8. Wi-fi enabled campus.
9. Students' admissions have been consistently good.
10. Functional MoUs with industries and academic institutions.
11. Well- established and state-of-the-art laboratories with good infrastructure.
12. The administrative and management policies & controls are well-defined.
13. Students top in university ranks every academic year.
14. Registered Alumni Association.
15. Proactive NSS Unit.
16. Lush green environment-friendly, pollution- free, plastic-free campus to create an ideal study space.

### **Institutional Weakness:**

It takes proactive measures to improve the quality of teaching, learning, and research. Though the institute has scripted many success stories, there are certain areas in which it needs to move forward. There is a need to overcome the limitations in the following areas:

1. Attracting more core companies to campus for recruitment. Efforts are made by signing MoUs with various organizations to bridge the gap between academia and industrial requirements.
2. Adhering to affiliated status, the college has restrictions pertaining to the academic flexibility to address industry requirements.

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3. R&D and consultancy activities need to be strengthened.
4. Establishment of laboratories through Institute Industry Collaboration.

### **Institutional Opportunities:**

1. Autonomous status will provide the flexibility in overcoming the shortfalls faced under affiliated status.
2. The location of the college will leverage the opportunity to have collaboration with Central/State Universities, industry and Research laboratories.
3. Collaborative research work can be carried with government sectors like CSIR, CCMB, NIN DRDO etc.
4. Creating awareness among faculty members and students about the intellectual property rights and patent filling.
5. Strengthening the alumni network to provide more carrier development opportunities to the students.
6. Introducing PG programs in each branch of the institution.

### **Institutional Challenges:**

1. With a wide range of career opportunities available in the Pharma industries, attracting quality students to enroll in the Pharmacy.
2. Being an affiliated institution, meeting the industry demands and expectation with rapid change in technology has become a challenge.
3. Attracting core companies for placements.
4. Promoting sponsored research and consultancy as per industry requirements.
5. Imparting value-added courses to bridge the curricular gaps in the stipulated time period of an academic year has always been a challenge.

## Strategic Goals

St. Pauls College of Pharmacy Management team after brainstorming the vision, mission, quality policy, core values, environmental factors and SWOC analysis have reached the step of defining Institution Strategic Goals for 2016-21.

1	Good Governance
2.	Autonomous Status
3.	Accreditation & Certification
4.	Infrastructure and facilities
5.	Teaching & Learning
6.	Industry & Institute Collaborations (MOUs)
7.	Placement, Internships & Career
8.	Research & Development
9.	Alumni engagement and interaction
10.	Quality assurance systems
11.	Library & information centre
12.	Entrepreneurship



## Strategic Planning (2016-2021)

Strategic Goal	Strategic Planning
<p><b>Good Governance</b></p>	<p>Governing Body:</p> <p>Supervisory and approving policy matters, Staff Recruitments, annual budgets</p> <p>Evaluation of institutions academic performance and bench marking.</p> <p>Smooth Working of statutory committees.</p>
	<p>Vision, Mission, and Institution Strategic Goals:</p> <p>Vision, Mission progress &amp; their delivery. Setting short term and long-term goals. Institutional Strategic development plan.</p>
	<p>Leadership &amp; Transparency management:</p> <p>Polices formulation, approval &amp; implementation. Service Rules circulations</p> <p>Student &amp; Staff Grievance Redressal mechanism Decentralization of leadership managements</p> <p>Implementation E-Governance in administrative, Student support, etc.,</p>
	<p>Internal Quality Assurance Cell &amp; Accreditation:</p> <p>Monitoring</p> <p>Conduct internal audit committee for monitoring compliance.</p> <p>Systems, checks and balances- Remedial measures.</p>

<p><b>Autonomous Status</b></p>	<p>Discussion in Governing Body and approval for university affiliation &amp; Autonomous Status.</p> <p>Resource planning &amp; budget approval.</p> <p>Inspections university affiliation preparation &amp; Approvals.</p> <p>Preparation for the Accreditation &amp; certifications</p>
<p><b>Physical Infrastructure</b></p>	<p>Upgrade the Classrooms, Tutorials, Seminar hall.</p> <p>State of the art Laboratory &amp; equipment</p> <p>up gradation Library infrastructure &amp; e-learning Emerging sports (indoor/outdoor) facilities</p> <p>Strengthen Hobby clubs &amp; Canteen facilities. Increasing Transport facilities</p> <p>Rain water harvesting and plantations.</p> <p>Developing facilities to improve the energy saving &amp; management.</p> <p>Solid waste management (zero plastic usage)</p> <p>Developing facilities to efficient usage of recycled waste water.</p>
<p><b>Teaching &amp; Learning</b></p>	<p>The improvements in teaching &amp; learning infrastructure keeping in line the changing pedagogy and its implementation like aggressive adoption of ICT through improved facilities in classrooms, e-classrooms, skill development centers, laboratory, library, Wi-Fi enabled classrooms.</p> <p>R&amp;D Laboratory and its maintenance</p>
<p><b>Library &amp; Information Centre</b></p>	<p>Budget allocation for library &amp; information centre. Books, journals procurement, storage, and retrieval</p> <p>Digitization of Library resources</p> <p>Resources automation &amp; Access (24X 7)</p>

<p><b>Industry &amp; Institute Collaborations</b></p>	<p>Formation of industry institute interaction cell Identify branch wise preferred industries &amp; companies.</p> <p>Identification of potential areas of research MoUs with industries</p> <p>Support for internships, visits, trainings, guest lectures</p> <p>Providing opportunities for Industry based/sponsored projects.</p> <p>Providing career guidance &amp; Strengthen training &amp; placement.</p> <p>Establish centres of excellence &amp; skill development centers.</p> <p>Professional bodies membership.</p>
<p><b>Internal Quality Assurance &amp; Assessment cell</b></p>	<p>Setting up of IQAC team</p> <p>Intermittent checks and guidance</p> <p>Recognizing achievements &amp; best practices Choose accreditation/certification agency.</p> <p>Establish academic audit process &amp; audit teams.</p>
<p><b>Research &amp; Development</b></p>	<p>Enhancing R&amp;D laboratories in all departments. Dedicated R&amp;D facilitation &amp; documentation centre.</p> <p>Competent technical staff for R&amp;D labs. Establishing centres of excellences.</p> <p>Establishing Consultancy cell.</p> <p>Startup of maker Space– Product and development.</p> <p>Focus on Product development. Starting of patent cell.</p> <p>Patent filing, Scaling up &amp; commercialization.</p>

<p><b>Training &amp; Placement</b></p>	<p>Setups dedicate T&amp;P Team.</p> <p>Conduct Awareness programmes. Conduct Value added programmes. MOU s and relationship management Internships planning and execution.</p> <p>Developing Data base of various potential industries/companies.</p> <p>Modernisation of infrastructure (Video conferencing, interview &amp; conference rooms).</p>
<p><b>Entrepreneurship</b></p>	<p>Establishment of dedicated EDP cell.</p> <p>Identification of emerging areas of entrepreneurship.</p> <p>Identify interested students for entrepreneurship.</p> <p>Identify mentors from successful entrepreneurs from Alumni/others.</p> <p>Formal training on entrepreneurship.</p>
<p><b>Alumni Interaction</b></p>	<p>Strengthen Alumni association and engagement. Establish alumni association office on campus, engage students.</p> <p>Data base updation and interactive alumni website Establish global chapters and networking</p>
<p><b>Social Activities</b></p>	<p>Study rural projects and challenges under UBA. Conduct awareness programs in villages/communities.</p> <p>Conducting health awareness camps &amp; Blood donation camps.</p>

## **Strategy Implementation and Monitoring**

Strategic development plan once approved by Governing Body and the progress shall be measured from time to time through the IQAC. Hence the measurable success indicators are clearly spelt out in the implementation document. The principal along with academic council and other team member will be the custodian for strategic plan and its deployment.

### **Implementation at institute level**

<b>Particular</b>	<b>Committee</b>
Good Governance & Administration	GB, Chairman, Members of GB
Infrastructure-Academics	GB, Chairman, Principal, Vice- Principal, HODs and Incharge Maintenance
Physical Infrastructure	GB, Chairman, Principal, Vice-Principal, HODs and Incharge Maintenance
Teaching- Learning	Principal, Vice-Principal, HODs, Faculty and Staff
Research & Development, Consultancy	Principal, Research Coordinators
Student affairs	Principal, Vice-Principal & HODs
Student admissions	Principal & Admission Incharge
Departmental activities	HODs and Faculty
Placement & Training	Principal, Placement & Training Incharge and HODS
Entrepreneurship	Principal and E&D Cell Incharge
Library	Principal, Vice Principal and Library Coordinator

## Measurable during Implementation

Strategic Goal	Deployments
<b>Good Governance</b>	Governing Body selection Vision-Mission reviews Number of meetings conducted. Policies implementation. Student & staff procedures, Service & Conduct Rules etc.,
<b>Accreditation &amp; Certification</b>	NBA 2 <sup>nd</sup> cycle accreditation Process is on-going; NAAC - AQAR submissions & NIRF Participation.
<b>Infrastructure and facilities</b>	Upgrade the all the computers. Strengthen WIFI Facility. The entire campus installed CCTV cameras and fire safety equipments in each floor of the block. Adequate infrastructure is developed for extracurricular activities. Potable water supply through coolers and dispensers is made available in every floor and block
<b>Teaching &amp; Learning</b>	No. of learning resources No. of student counseling/mentoring/training sessions conducted. Result of examinations (Pass, First classes, Distinctions) Graduate attribute attainment levels Student feedback
<b>Industry &amp; Institute Collaborations (MOUs)</b>	MOU's done with different industries and organizations
<b>Skill Development</b>	MOU's done with Telangana Academy for skill and knowledge
<b>Student Clubs</b>	Established St. Pauls Clubs for Cultural Activities.
<b>Research &amp; Development</b>	Established R&D Cell
<b>Training &amp; Placement</b>	Every Year Conducted Campus Recruitment Training (CRT) Classes with TASK
<b>Certification</b>	NIRF Participation
<b>Green Initiative</b>	Replacement with tube lights with LED lights

The Principal, Academic Committee and other committees will be monitored implementation of strategic plan regularly. The various committees' in-charges will prepare the detailed improvement report. IQAC committee intermittently monitoring, evaluation of attainment of strategic plan and will report the findings to the Academic Committee and Governing Body. Based on IQAC report, the Academic Council and Governing Body committee will recommend the corrective actions, need of further processes and deployment of resources.

## **Conclusion**

The strategic plan & deployment is an effort for clearing a pathway towards achievement of objectives of St. Pauls College of Pharmacy dreams to accomplish. Simply defining the essential arrangement doesn't guarantee a good outcome, however it gives a directing structure which is an aggregate exertion conveyed by the cycle of participative brainstorming of stakeholders. The appropriate execution of strategies through collaboration with great soul prompts achievement and manageability throughout a more drawn-out time through a powerful cycle. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.