



EXECUTIVE SUMMARY

The Oxford College of Nursing, Address: 6/9, 1st Cross, Begur Road, Hongasandra, City: Bangalore,

Pin Code: 560 068. Website : www.theoxford.edu

It is a recognized - Telugu-Linguistic Minority Self Financing Institution.

The Date of establishment of the institution is 14-09-1992.

The Campus area includes 1 acre 5 guntas.

CRITERION I: CURRICULAR ASPECTS :

The College has a stated Vision, Mission, goals and objectives. The College is recognized by the Indian Nursing Council, Karnataka Nursing Council and affiliated to the Rajiv Gandhi University of Health Sciences,(RGUHS) Karnataka, Bangalore. It offers two Under Graduate- Basic B.Sc , P.B.B.Sc and one Post Graduate M.Sc programs with five specialties which are ICT enabled. The exposure of the faculty to recent advances and feedback from students, alumnae, employers, academic peers and self performance appraisal of the teachers give the right impetus and direction for necessary changes in the curriculum.

The College follows the curriculum set by the Indian Nursing Council and RGUHS which make periodic changes relevant to the needs of the society by which the curriculum is kept up to date. Field practice, field visits, research project work, participation in camps, National , State Health & Family Welfare programs , problem based learning and participatory type of teaching-learning methods are the innovative components of various programs. To help the slow learners, the college arranges remedial measures. Economically weaker, SC/ST students are provided with book bank facility. In collaboration with the National Skill Development Corporation (N.S.D.C), Government of India & IL&FS Institute of Skills, Skill development program and other Value added courses are organized.





CRITERION II: TEACHING–LEARNING AND EVALUATION:

The college prepares the graduates to become exemplary citizen by adhering to code of ethics, professional conduct at all times, to provide promotive, preventive, curative and rehabilitative care to people across their life span by exposing them to a wide variety of health care settings. The College uses lecture, demonstration, didactic lectures, discussion, PBL, interactive methods such as bedside clinics, nursing rounds, practical demonstration, PowerPoint Presentations, Computer assisted teaching, dummies and manikins for teaching and learning.

Outreach programmes and field visits to milk dairy, sewage plant, water purification and supply plants, Sri Ramana MahaRishi Academy for the Blind, Association for the Mentally Challenged, Nutritional visit at Kendriya Sadan and rural/urban health centers are organized as a part of community health nursing posting. Students are involved in conducting Continuing Nursing Education programmes, seminar, symposium, workshops and conferences, with the use of A.V aids like LCD projector, flannel board, slide projector, interactive board and over head projector.

Nursing procedures are taught through the demonstration technique in the laboratory; re-demonstration is taken and then the student is permitted to perform at the bedside. During the hospital posting, the students are supervised by the Nursing Superintendent, Assistant Nursing Superintendents, subject coordinators, clinical supervisors and ward in-charges. Clinical hours are planned as per the requirements laid down by INC which varies with the year of study. Students are encouraged to attend the conferences/seminars/workshops held within and outside the Institution. Guest lecturers/ journal clubs are regularly conducted. Formative subject evaluation is conducted by the subject teacher periodically. Students feedback of teachers on teaching – learning is analyzed and necessary actions are initiated.

Realizing the importance of institutional responsibility in the teaching, learning and evaluation process, the college gears up adequate intrinsic mechanisms and adopts new pathways in achieving the goals of academic excellence. Freshers are given adequate orientation during the introduction programme. Internal Quality Assurance Cell (IQAC) meets periodically to discuss the various issues regarding teaching, learning, evaluation and research. The process of admitting students is transparent. The faculty and students keep pace with the recent development in the various subjects by referring to journals, magazines, attending conferences, seminars, workshops and online resources such as, Science Direct, Ovid SP & HELINET. There are department libraries for the use of faculty and students which are updated every year with new books and research materials.





The Post graduate students are encouraged to conduct evidence -based research studies and the findings are applied into the clinical and community settings. The schedule for examinations is published in the Rajiv Gandhi University website well in advance. Our college is a recognized examination and paper evaluation center for UG exams.

CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION

The Research Committee of the College encourages and motivates the teachers to submit research projects to various funding agencies. The committee also renders adequate help in the preparation of project proposals. The committee is involved in synchronizing and encouraging research activities carried out by the members of the faculty of various departments. The Principal of the college is presently the Chairman of the committee with all the Head of the Departments as Research Department members. Scrutiny and selection of various applications and proposals for projects submitted by the members of the faculty are done by the committee.

The Institute encourages faculty and students to pursue research in their interested domain. The faculties and students are encouraged to attend seminars, conferences, workshops and present papers in and outside the college. The college organizes continuing nursing education programs, journal clubs, workshops, guest lectures, seminars, departmental paper presentations and conferences periodically. Four faculty members are editorial board members for National and International journals.

In the last five years, the faculties have published many research papers and articles in national /international peer reviewed, indexed research journals. The central library has online and printed national / International research journals. Students and faculties actively participate in extension activities, outreach programs such as blood donation camps, national pulse polio programs, cancer, HIV & AIDs awareness programs, Anti tobacco, Diabetes, Tuberculosis prevention, medical camps and health clinics. WHO themes, Women's day, national integration are celebrated. Faculties and students conduct research studies in the community.

CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES:

The College of Nursing occupies an area of 36,894.94 square meters. The whole campus has wi- fi connectivity. The classrooms are well equipped with latest teaching aids and audiovisual facilities. The auditorium has the capacity to accommodate 650 people and is well designed with video conferencing





facilities to interact with well-known personalities and experts in related fields from all over the world. The College has well equipped centralized computer center to cater to students and faculty. The Wi-Fi facility connects academic, administrative, and hostel blocks of the campus, with internet facilities on all the nodes. The College has a Central Library besides different Department libraries and English laboratory with Wordsworth software. The library is stocked with books, scientific journals and has an e-library facility. The support facilities available in the library are automation of certain services for easy accessibility ,reading room and individual cubicles for undisturbed reading ,computers with Internet facility, reprographic facility, uninterrupted power supply and backup facility, notice board for information display like circular, paper clipping, job openings and important news and competitive examination books and journals.

Provision of an elevator facilitates the easy movement of staff and students especially in case of emergency. The College has separate common room facility for male and female students and faculty. Clean drinking water and wash room facility is available for all. The college has well equipped state of the art laboratory with modern equipments for each discipline which assist our students to develop clinical skills in an effective manner. Separate secure hostels are available for boys and girls. Our institution issues time to time norms and standards for student's behavior. The hostels are provided with round the clock security. Mess facility is available in the hostel. Healthy and a variety of foods are served under the supervision of experienced warden. Recreational facilities are available in the hostel. Students are well informed of all the latest updates through regular seminars, talks by eminent speakers organized throughout the year. Also, a week's orientation programme is organized for the freshers when they join. The college has a well organized transport network. Vehicles are provided for students to commute from hostel to college and also for clinical visits. We have a cafeteria functioning from morning till evening providing hygienic food and beverages.

The college has 24x7 health center with a general physician, fully fledged pharmacy within the campus. An ambulance facility is also available for transport during medical emergencies to nearby super specialty hospital. Medical checkup for both students and staff is conducted regularly. All departments and the offices have intercom facility. For all academic activities the College has OHP , interactive boards and LCDs . For encouraging the students to take part in sports and games the College has a basket ball court and a volleyball/throw ball court. There is provision for indoor games. Gymnasium facility is available.





CRITERION V: STUDENT SUPPORT AND PROGRESSION:

The College of Nursing offers graduate and postgraduate courses for the students from various socio economic backgrounds. The Institution provides good educational facilities and efforts are made to prevent dropouts by detecting and counseling the potential dropouts, regular evaluation of students academic performance and remedial measures for the slow learners.

The Institution encourages the students to pursue higher education and generally 10- 20% of the students go for the same. About 90-98% of the students join various hospitals/institutions for employment. Students after the completion of their studies are given opportunity to work in the parent institution. Those who wish to seek job abroad, qualify themselves for competitive examinations, the students are encouraged by the faculty and guidance is provided for qualifying in such competitive examinations as per the requirements. The College also takes pride in stating that their students shine in cultural events, sports and inter College fests, bringing fame and recognition to the Institution.

The College of Nursing publishes updated Prospectus, Academic Calendar and the Annual Magazine 'OXFO NIGHTINGALE'. The College makes provision for developing computer skills for all students. As per the syllabus of the RGUHS, both theory and practical hours have been allotted and periodic exams are conducted for under graduate and postgraduate students. Value added sessions, Enrichment courses are introduced by the institution to develop life skills, career training, community orientation, good citizenship and personality development.

The College has a Student Counseling Committee, Career counseling/placement cell, anti ragging and anti Sexual Harassment Committee to note the incidence of sexual harassment. The helpline number and email ID are displayed across the institution for the easy access. The Student Grievance Redressal Committee addresses the grievances of the students and the grievances are aptly dealt by the concerned authority. The College has active Alumni Association, Student Nurses Council and National Service Scheme. Students have won many awards in the regional and state level cultural and academic competitions. The College has a website, blog spot –“oxfordnursing.blogspot.in” which provides necessary information to the students and the society. The economically weaker, SC/ ST students are provided with book bank facility and students group insurance under the United India Insurance scheme.





The Institution encourages and develops entrepreneurial skills by involving and exposing them to a wide variety of health care education and management related seminars/ workshops/conferences, rural and urban health care programmes. Subsidized health care facilities are provided for all the students and faculty for getting treatment from the parent institution. A well established Security Department is open 24 hours a day, for the protection and services to the campus. Transport facilities are provided for the students and staff whenever in need. Fire extinguishers are placed at strategic points and all electrical wires are concealed and periodically inspected.

CRITERION VI: GOVERNANCE AND LEADERSHIP

The vision and mission statement of The Oxford College of Nursing is based upon the motto of the parent organization that endorses the three fold approach of excellence, variety, and perfection to education. The national objectives of higher education stress excellence, equity, and expansion. The college emphasizes holistic development of students through academics and extracurricular activities that enables them to compete in the global arena. In realizing its vision, the college has framed functional committees for various activities .An efficient teaching fraternity works toward academic excellence, and fosters research while simultaneously providing opportunities for co-curricular and extra-curricular activities. The college has a rich tradition of visionary and participatory leadership which has driven the institution towards the phenomenal growth and development that it experiences today. Such leadership facilitates in sustaining and reflecting the vision and mission of the college through every activity of the Institution. Management is committed to provide quality nursing education by recruiting well qualified teaching faculty adequate infrastructure , modern teaching aids including e-Library and online sources.

Clinical learning is taken care of by providing adequate supervision both in the laboratories and in the hospital. The faculties are encouraged to participate as resource persons in knowledge disseminating activities. The transparent admission procedures takes care of students from all socio-economic background and other disadvantaged sections of the society, thus confirming our commitment to equity. The College believes in decentralized leadership. Duties of the staff are well defined and communicated to the staff of the institution through job description. Other responsibilities are communicated through circulars, notices, meetings and website of the institution. Records and reports are meticulously maintained which ensure smooth flow of information. Staff meetings, department meetings and class coordinators' meetings are conducted every month with the HODs and Principal. Decisions taken at higher level are communicated and discussed and most of the decisions pertaining to academic matters are taken at these meetings.





Various departments of College of Nursing work hand-in-hand and support each other. Periodic meetings are held for developing team work and coordination among the various departments. Teacher's diary is an effective monitoring mechanism. Weekly submission of the work done by the faculty is assessed and examined by the HOD and Principal. Master Plan of the academic activities is evolved annually. The effectiveness of implementation of the Master Plan is periodically assessed. The objectives are communicated and deployed to all levels, to ensure individual employee's contribution for the institutional development through various ways such as the organization's vision and objectives is displayed at prominent places, notice boards/circulars to convey the messages. Regular meetings ensure interactive communication among the faculty. Management Information System is in place to meet the needs of the students and faculty regarding academic and administrative aspects of the institution.

Performance assessment of faculty and staff is done through self appraisal where the faculty gets an opportunity to assess his / her strengths or weaknesses. Opportunity for self introspection is given whereby good work is appreciated and rewarded and scope for improvement is realized. Annual Appraisal/Performance Appraisal is done by superiors- HOD/ Principal. Feedback is given to the staff on the strengths and weakness and where corrective actions need to be taken. Welfare measures are provided to the teaching and non teaching staff. The College believes in decentralized leadership. The management, HODs , faculty members and students representatives of various committees contribute to decision making, regarding academic and related work.

The institution follows the decentralized administration to a considerable extent. Principal conducts regular meetings with the academic and the nonacademic staff. The suggestions and opinions of the staff members are considered. HODs' are delegated with the academic and administrative work. The departmental meetings are conducted by the HODs' with the teaching staff focusing on improving the academics, co-curricular and extra curriculum activities. Various responsibilities of the faculty-timetable, teaching plans, lesson plans, course material, work dairy are reviewed by the HODs' at the end of the month. In addition to the academic responsibility shouldered, fulltime teaching staff also take up administrative work and are on the functional committees that cover all aspects of governance of the college. All these committees meet regularly and the major decisions are taken to remove delays and ensure total transparency in the procurement of items.





CRITERION VII: INNOVATIVE PRACTICES

The college has following innovative practices: MMC – Mission Monitoring Cell , Internal Quality Assurance System (IQAC), enrichment and value added courses, quality education, sports and cultural activities, conducive learning environment, feedback mechanism and active community participation.

The best practices in the college that have contributed to better academic and administrative functioning of the institution are: Encouraging evidence based practice and research utilization in the clinical areas, inculcating the value of writing scientific papers and publishing it in Indexed Journals among faculty members of the college and the use of blog spot (social media) as teaching learning method.

The college maintains eco friendly environment by conserving energy through the use of glass windows for the class rooms to facilitate the maximal utilization of natural light and replacing the traditional lighting systems with CFL lighting system. The college has bio-methanation reactor which is capable of producing 7 Kg of LPG from 100 kg of Kitchen waste. The college organizes periodical NSS camp to inculcate the values of plantation and plastic free environment among the students and the faculties.

The Principal and faculty maintain adequate networking between the parents and the alumni for the overall development of the college academically and for effective administration. The institution with a vision to become an institution with a difference in the country is willing to attempt any pioneering effort in its onward journey towards academic excellence.

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STRENGTHS

- ❖ **Location:** The Oxford College of Nursing is strategically located in a rapidly developing urban area.
- ❖ **Management Support:**
- ❖ Children's Education Society is the Management of the institution which is focused onto education. The society runs several educational institutions spanning from schools, degree colleges in science, arts, commerce and law, hotel management, pharmacy, physiotherapy, engineering and also **medical and dental** college.
- ❖ **Infrastructure:**
- ❖ Auditorium with 650 seating facility.





- ❖ There is adequate fire safety infrastructure and capacitative power availability.
- ❖ 200 KVA electricity with 30 KVA online UPS back-up facility is available
- ❖ Sewage treatment plant is also setup to take care of water conservation.
- ❖ The campus also has an in-house medical facility.
- ❖ Hostels for boys and girls are housed within the campus.
- ❖ Cafeteria is available. The campus has Wi- Fi connectivity and high speed Reliance (4Mbps) broad band Internet facility.
- ❖ **Computer Laboratory:** The computer laboratories are well equipped with latest high end desktops and networked through high speed, latest Lenovo servers.
- ❖ **Language Lab:** The computers are equipped with Words worth Software.
- ❖ **Central/Departmental Libraries:** Central library of 603 sq.mts has good ambience with a seating space of about 110.
- ❖ **Curriculum and related activities:**
- ❖ Value added, Enrichment courses for students so as to improve their employability. National /International level conference/seminars/workshops/ faculty development programmes are being organized on a regular basis. The curricular and co/extra-curricular activities are systematically planned and executed to provide quality education.
- ❖ **In collaboration with National Skill Development Corporation N.S.D.C – Government of India & IL&FS (Institute of Skills)** Skill development programs are organized.
- ❖ **Pupil pod:**
- ❖ Student/staff data base, syllabus, performance assessment is being automated using pupil pod software, aiming towards easy access of the same to all the stake holders.
- ❖ **Research/Consultancy**
- ❖ Faculty members are pursuing research/ higher studies – Doctorate in Nursing .
- ❖ **Attrition rate:**
- ❖ Negligible faculty attrition rate.
- ❖ **Transport Facility:**
- ❖ Adequate transport facility to cater to the needs of the students and staff.
- ❖ **Medical facility :**
- ❖ Health Centre with full time qualified Physician.
- ❖ Facilities such as First aid, Inpatient, Outpatient, Emergency care is available.
- ❖ An ambulance is available.
- ❖ The 700 bedded teaching and training Medical College Hospital& Research centre and





Dental College & Hospital with state-of-the art facilities provide exposure to a variety of clinical materials.

Weakness:

W1. Admission:

- ❖ Fluctuation/Decline in rate of admissions.
- ❖ Lack of Students admitted from diverse education streams

W2. Research/Consultancy:

- ❖ Minimal research projects and publications in Indexed Journals.

W3. Faculty Higher Studies:

- ❖ Only few faculties are pursuing Ph. D

Opportunities:

O1. Becoming autonomous institute / deemed university: Motivating faculty to pursue research/consultancy will result in increase in number of research projects, publications in reputed national/international journals which will help the institution to gain autonomy and also there are prospects to acquire deemed university status.

O2. Collaboration with foreign universities: Possible collaboration with foreign universities by deputation of faculty on sabbatical leave, Post doctoral work and also faculty exchange programmes.

Challenges:

C1. Retention of qualified & experienced faculty members: This is a major challenge. With increase in demand for professional education and increase in the number of nursing colleges, retaining qualified and experienced faculty has become a challenge. Hence measures to increasing affinity and allegiance of faculty towards the institute needs to be implemented.

C2. Competition from autonomous colleges: With autonomy these institutions will be able to offer new programmes with flexible curriculum. Therefore autonomous institutions will be able to attract better students, qualitatively as well as quantitatively.

C3. Fast changing technology: The solution for this challenge therefore lies in increased research, publications and consultancy.

