



Children's Education Society (Regd.)

The Oxford College of Pharmacy

(Recognised by the Govt. of Karnataka, Affiliated to Rajiv Gandhi University of Health Sciences, Karnataka;
Approved by Pharmacy Council of India, New Delhi)

INSTITUTIONAL STRATEGIC GOALS

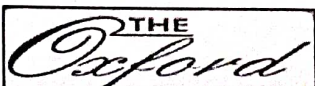
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P. Padma

**PRINCIPAL
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The Oxford College Of Pharmacy
No 6/9, 1st Cross, Begur Road, Hongasandra
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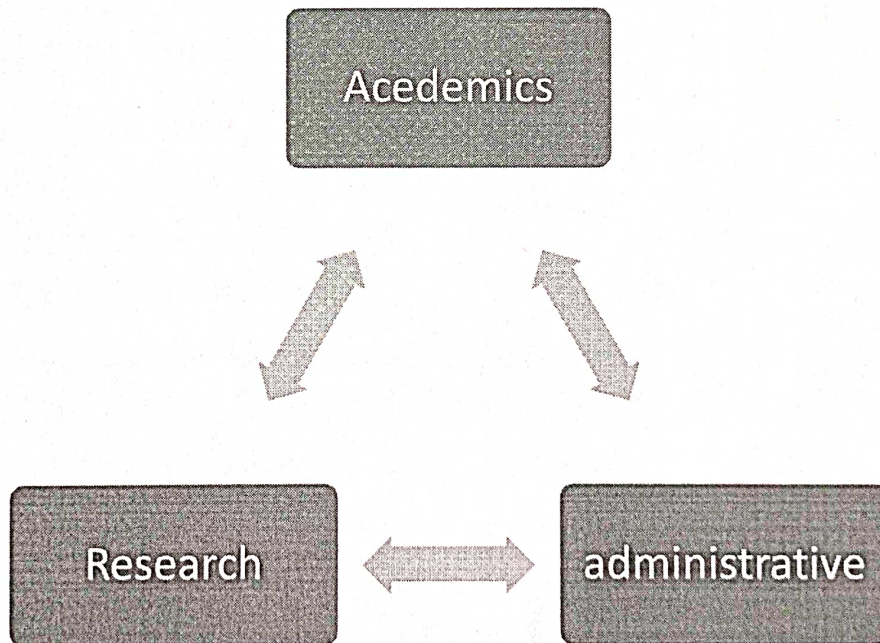
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Long term goals by 2027

- **To establish our self as excellent pharmacy institute in our state by 2028**
- MOUs with different industries and other Universities.
- Strengthening industry-institute interaction.
- Strategically enhancing academic, research, and infrastructural facets to elevate our NIRF ranking.
- Implementing comprehensive reforms across education, infrastructure, and governance to attain NAAC A+ accreditation.

Institutional Strategic Goals





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1. Approaching a successful teaching and learning process for teaching
2. Constant Internal Quality Assurance System
3. Ensuring Effective Governance
4. Ensuring student growth, involvement and development
5. Enhancing the employee's advancement and development
6. Administrative method for proper Discipline
7. Ensure staff Women/Student/ Faculty welfare & Grievance
8. Financial Planning & Management
9. Participative involvement in research and for the benefit of teacher/ student development
10. Increasing Alumni Interaction and Outreach Activities
11. Infrastructure development and upgrade them to high standard



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Strategic Planning

<p>Approaching a successful teaching and learning process for teaching</p>	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Preparation of teaching plan as per OBE • Preparation of Lesson Plan based on CO & PO mapping • Conduct training based on current demand analysis • Constant assessment to measure outcomes • Use of more practical methods of teaching • Use of e-learning resources • Promote research culture & facilities • Provide mentoring and individual support • Follow a transparent feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Evaluation parameters and benchmarking
<p>Constant Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • Establishment of IQAC done • IQAC team conducts Academic Administrative Audit (AAA) and quality audits on a regular basis • Obtain NAAC Re-accreditation for the institution • Gather all relevant data for the NAAC Accreditation and apply of NAAC • Principal along with the other members of IQAC periodically review the strategic plan and its deployment • Create, maintain, and update the QMS as a document that contains all of the processes involved in academic and administrative activities, as well as the forms used to carry out the processes. • All departments, both teaching and non-teaching, carry out activities in accordance with the Processes and Forms. • Customer satisfaction is achieved by the collection of input from students, parents, alumni, and industry, as well as the implementation of measures to guarantee that the college meets the needs of all of its stakeholders. • Internal Audit - At certain intervals, internal audits are done to assess the effectiveness of the QMS's adoption, maintenance, and improvement. • Process and product monitoring Processes are continuously measured and monitored in order to identify suitable corrective action and assure service compliance. • External Audit. • Quality Policy Framing • Educating & Training of all employees • Periodic check & guidance for quality improvement



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Ensuring Effective Governance

- To review the smooth operation of the college's administrative activities, as well as to discuss the approval of new programme.
- To review all programme examination results (internal and external), as well as their analysis and improvement initiatives.
- To analyze the budgets allotted for various purposes, as well as their expenditures, and so on.
- Promotion of various faculty career progression programmers, post approval, study leave, and so forth.
- To assist in the execution of a wide range of activities: - Extra-curricular and co-curricular activities.
- To review student awards and scholarships based on their achievement in co-curricular and extra-curricular activities, among things.
- Benchmarking and evaluation of the Institute's performance
- Institutional strategic goals setting
- Institutional Strategic Planning
- Quality Management System Monitoring and Implementation
- Establishing E-Governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Following reporting structure of faculties
- Decentralization of academic, administrative, and student-related authorities and responsibilities
- Faculty meetings are held every two weeks by all department heads
- The minutes of the meetings are communicated to the principal, who then consolidates all of the suggestions and submits them to Management for approval and reference.



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<p>Ensuring student growth, involvement and development</p>	<ul style="list-style-type: none"> • Student Representatives owe it to students to be ready to listen to their opinions and concerns and to actively represent them in a fair and accurate manner. • Establishing a budget and allocating funds for student development programs and activities • Ensuring every student shall go through Placement/Entrepreneurship or Higher studies • Training & Placement Activities for Students • Student council formation • Student engagement in various committees and cells • Competition participation • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities • Motivating students to participate in various competitions conducted at the inter- and intra-state level, the national level, and also so encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities)
<p>Enhancing the employee's advancement and development</p>	<ul style="list-style-type: none"> • Developing and implementing a recruitment policy • Increasing the participation on faculty development programs (FDPs) • Employee performance evaluation system • Quality improvement training on a regular basis • Healthy and supportive working environment & infrastructure • A well-defined code of conduct, service norms, and leave rules must all be adhered to. • Implementation of the employee welfare policy • Opportunities for progression in your career • Delegation for seminars, conferences, and workshops, among other things • Support for further research in the form of seed money, sponsorship for attending conferences etc. Laptops and other computational facilities • Drive to improve one's qualifications • Research, consulting, and innovation support • Encouraging and motivating faculty to publish more Research papers with high impact paper journals • Support for further research in the form of seed money, sponsorship for attending conferences etc. Laptops and other computational facilities • All the faculty members are motivated to publish two research papers in Scopus/RGUHS/ in an academic year



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<p>Administrative method for proper Discipline</p>	<ul style="list-style-type: none">• Recommends the installation of CCTV cameras at desired places as well as other steps to maintain discipline.• Only students with proper ID cards and uniforms are allowed to enter.
	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none">• To educate women, students, faculty, and staff about their rights.• To educate children about the importance of good health and nutrition, as well as the resources accessible to them.• Assisting them in improving decision-making skills and becoming self-sufficient.• Assisting them in properly voicing their voices against all forms of discrimination.• To help them in changing their mind setup.• Assisting them in the entire growth of their personality by assisting them in changing their mindset.• To educate them (community women) about reproductive health and child care issues.• Students have the right to expect Student Representatives to be available and listen to their issues, as well as actively represent them in an objective and accurate manner.
<p>Financial Planning & Management</p>	<ul style="list-style-type: none">• Framing of financial budget according to multiple areas.• Department wise Budgeting• Forecasting of Revenue & Expenditure• Effective purchasing through this committee• Formulation and adoption of the budget by the Budget Committee• Periodic Audit



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<p>Participative involvement in research and for the benefit of teacher/ student development</p>	<ul style="list-style-type: none"> • Fund development through project ideas • Apply for government/non-government industry sponsored funds • Establish and grow laboratories with more research facilities • Collaborations with public and private research institutes, universities, and research organizations. • Motivating students to participate in various competitions conducted at the inter- and intra-state level, the national level, and also so encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities) • All the faculty members are motivated to publish two research papers in Scopus/ in an academic year.
<p>Increasing Alumni Interaction and Outreach Activities</p>	<ul style="list-style-type: none"> • Establishing an Alumni Association in order to enhance involvement • Invitation for guest lecturers / internship /placement /training /entrepreneurship • Sponsorships/scholarships/fund generation • Database creation, Regular interactions with alumni and networking • Appreciation and felicitation of accomplished alumni
<p>Infrastructure development and upgrade them to high standard</p>	<ul style="list-style-type: none"> • Construction and modification of infrastructure • E-learning facilities • Safety and security management • Water facility • Hygiene, zero plastic, and a green campus • Water recycling • Smart Classrooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure upgradation • System up gradation • Medical facility • Development of sports(indoor/outdoor) facilities • Plantations



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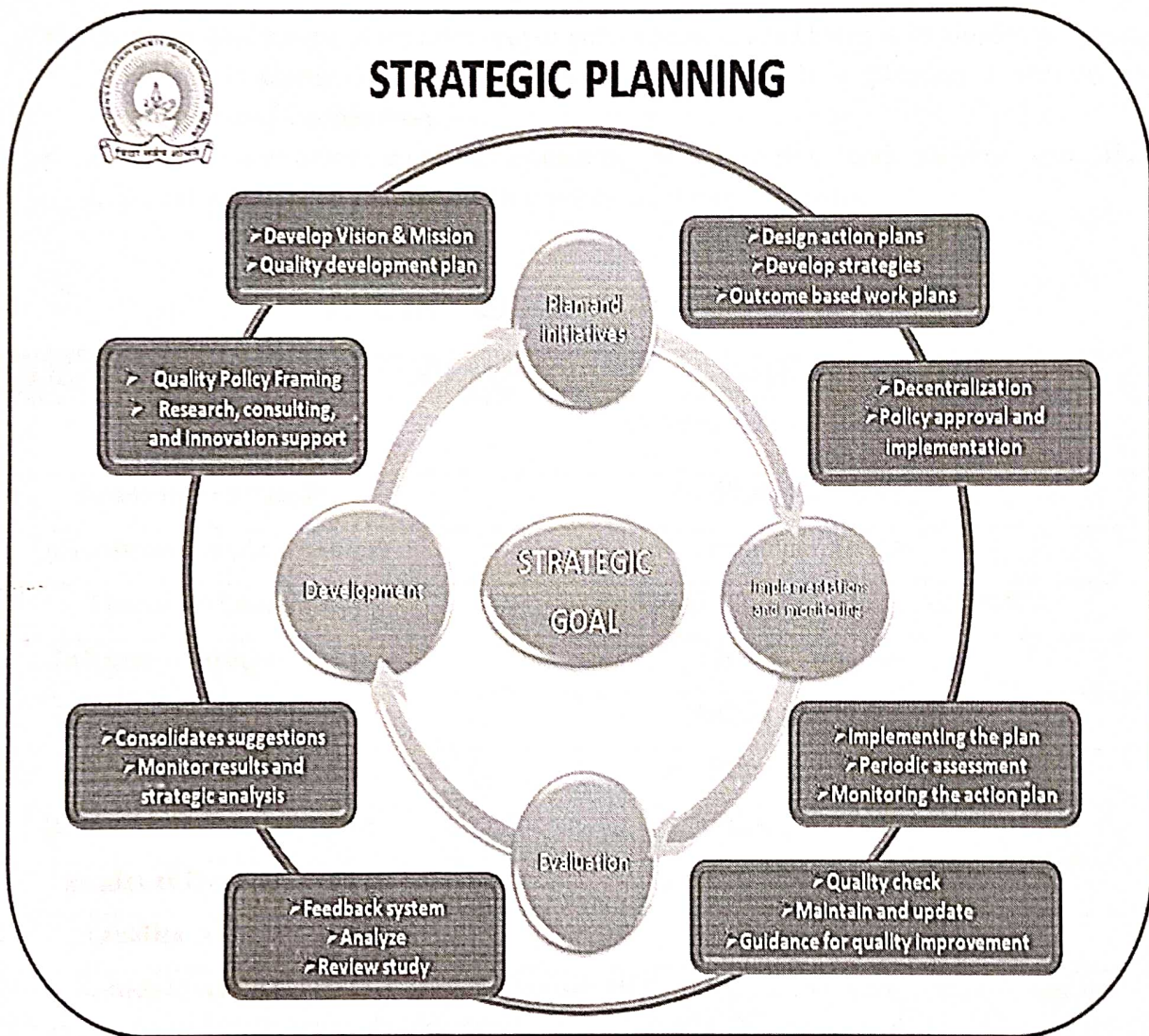
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INSTITUTIONAL STRATEGIC PLANNING





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Strategy Implementation and Monitoring

- ✓ Once the goal has been set after proper action plan, the next step is its implementation.
- ✓ This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.
- ✓ Effective monitoring involves evaluating the activities and making sure that implementation is on the right path towards achieving the goals.

Implementation at Institute Level

Particulars/Functions	Deployment Authorities
Governance & Administration	BOG & Administration Office
Branding/Expansion	BOG Members
Infrastructure (Academics)	Principal, HODs
Teaching-Learning	Principal, HODs, Faculty and Staff
Infrastructure(physical)	BOG, Principal
Departmental Activities	HODs and Faculty
Training & Placements	Principal, HODs
Research & Development	Principal, HODs
Students Development	Principal, HODs
Quality Assurance	IQAC Team
Students Admissions	Principal, HODs, Admission team, Students Section
Statutory Compliance	Principal, HODs, Coordinators

Deployment

- ✓ The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stake holders through meetings, mails and other forms of communication.

✓ The organizational procedure manual guides all the activities through well-defined policies



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and procedures for each of the activities.

Strategic Perspective Plan for Five Year

SL. No	Action plan	2018-19	2019-20	2020-21	2021-22	2022-23
Academics						
1	Board of management / Governing council /Academic Council of the affiliating university	Faculty members of the Institute take active participation in design and development of the curriculum. Many faculty members are on board of studies of the University and many are participating in syllabus reframing workshops which are conducted by the university time to time			Stakeholders feedback and suggestions on curriculum is taken in every session Based on this feedback, the suggestions received regarding the curriculum are communicated to university.	
2	Conduct programs related to cross cutting relevant to issues relevant to	Minimum of three professional society/Association activities per semester by every department.				
3	Value Added Course in each department per year	Conduct minimum 5 Value Added Course in each department per year and ensure to enroll a greater number of students (Min. 90%)				
4	a) Seminars and Guest Lectures	Each department must organize at least three seminars and guest lecturers from reputable institutions, MNCs, and public sector companies during the academic year.				
	b) Students' participation in competitions	Motivating students to participate in various competitions conducted at the inter- and intra-state level, the national level, and also so encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities)				
	c) Teaching and Learning	Enhancing teaching and learning through the use of contemporary teaching aids, referring students to NPTEL/SWAYAM/MOOCs, and using these resources in the classroom				
	Online feedback to be collected twice/annum on parameters from different stakeholders- Student, Teacher, Alumni, Employer, Parents & Community.	<ul style="list-style-type: none"> Mentor allocation to each group of students to monitor, motivate, and encourage both academic and non- academic activities and to provide feedback to department. and parents. To adopt the Feedback mechanism for curriculum separately from different stake holders for analyzing the content within university syllabus and beyond syllabus to take appropriate measures. 				
5	Research support	<ul style="list-style-type: none"> Encouraging and motivating faculty to publish more Research 				



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		papers with high impact paper journals.	
	Extension activity	<ul style="list-style-type: none"> More collaborative research and technical events with national and international universities 	Promoting more activities of Department Associations, NSS, NCC, LIC and Chapters of Professional Societies.
	Infrastructure facilities	<ul style="list-style-type: none"> All infrastructures must be upgraded to meet high standards. 	
	Student support activities	Motivating Students to participate in more competitions conducted national and international and place awards and gain recognition to the Institution	Motivating Students to participate Minimum one competition conducted across the Globe and place awards and gain recognition to the Institution
	Faculty welfare & development activities	<ul style="list-style-type: none"> Free medical camp for employees Subsidized canteen facility Health Insurance 	
6	Student full time teachers ratio	The faculty-to-student ratio will be less than 1:15	
7	Faculty PhD	All the faculty members are motivated to register for PhD	Support for further research in the form of seed money, sponsorship for attending conferences etc. Laptops and other computational facilities
8	Pass percentage of final year students	Result should be >80%	Result should be >90% and detention should be nil
9	Workshop and seminar conducted on IPR	<p>Minimum of two programme in funding, patenting, or IPR at departmental level in an academic year</p> <p>Minimum of two innovative projects at the departmental level in an academic year.</p>	
10	Number of research papers published by faculty	All the faculty members are motivated to publish two research papers in Scopus/WOS/ICI/SCI in an academic year	
11	Books and chapters published and papers presented in conferences	All faculty members are encouraged to attend and present at least two conferences or write books or book chapters in an academic year	
12	Extension and outreach programs conducted	Every department is motivated to carry out an outreach program	Every department shall conduct minimum two outreach program in an academic year



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		during the academic year,	
13	Collaborative activities/consultancy	Each department should engage in Collaborative activities	
15	Institution subscriptions for E-Resources	Students in the PG and PhD programme must be encouraged to use the institute's E resources.	E resources will be updated on a regular basis to reflect current development in all disciplines.
16	Number Capacity building and Skill enhancement activities conducted	Minimum two Skill development programme in an academic year shall be conducted at Institutional level	
17	Placement of outgoing students	<ul style="list-style-type: none"> Conduct a greater number of Institute Industry Interface Programs. The training curriculum is designed to prepare students for entry-level graduate engineer trainee positions while taking into account industry requirements and the goal to attract MNCS to hire our students with higher compensation. 	
18	Students progression to higher education	Every student shall go through Placement/Entrepreneurship or Higher studies	
19	Awards /medals	At least one cultural activity in Institutional level in an academic year	
		Become a great performer NAAC	
		The students should be encouraged by every department to obtain greater academic university ranks.	
20	Number of Professional development/administrative training programs organized by the institution	To organize one National/International Conference at the Institutional Level and Department level every year	
21	Number of Teachers attending professional development training program	Minimum two Faculty Development Programme (internal/External), minimum of one workshop, minimum of two seminars, and Guest Lectures shall be organized by each department in an academic year.	
22	IQAC Formation	<ul style="list-style-type: none"> To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices. IQAC team conducts Academic Administrative Audit (AAA) and quality audits on a regular basis After approval of Strategic development plan the next step is its implementation, during implementation the progress of strategy shall be measured from time to time. Hence the measurable 	



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		success Indicators are clearly spelt out in the implementation document. Principal along with the other members of IQAC periodically review the strategic plan and its deployment		
23	NAAC Accreditation	Gather all relevant data for the NAAC Accreditation and apply of NAAC	Obtain NAAC Re-accreditation for the institution	
24	Expand the number of annual alumni programs.	Encourage more Alumni activities across the departments and also strengthening alumni connects as they are our main Ambassadors and Notable Alumni may be invited to the College to deliver motivational talks to their Juniors.	Increase alumini participation in all aspects	Conduct minimum two Alumni Meet in the department in an academic year
25	Training Teaching and non-teaching staff	Professional development /Administrative training programs organized by the institution for teaching and non-teaching staff in every year		
26	Funding	All doctorates are encouraged to submit research ideas to various funding entities.		