



RATNAM INSTITUTE OF PHARMACY

(Approved by A.I.C.T.E. & P.C.I., New Delhi, Govt. of A.P., Affiliated to J.N.T. University, Anantapur.
Recognized u/s 2(f) of the UGC Act 1956, New Delhi)

An ISO 9001:2015 certified Institution

PIDATHAPOLUR (V&P), MUTHUKUR (M), SPSR, NELLORE (DT)-524 346 (A.P)

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STRATERGIC PLAN (2020-2028)




PRINCIPAL

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RATNAM INSTITUE OF PHARMACY
Pidathapolur, Nellore Dt. - 524 346

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STRATEGIC PLAN DEVELOPMENT AND DEPLOYMENT

PREAMBLE

Ratnam Institute of Pharmacy College was established in the year 2017 by Ratnam educational society, Nellore, Andhra Pradesh, India and it offers B.Pharmacy, M.Pharmacy, Pharm.D, Pharm.D (P.B) and research assistance. Sri. K. V. Ratnam, the Founder Chairman of Ratnam Educational Society, to provide affordable quality education to all and to fulfill the aspirations as reflected in the institution's vision and mission. This dream is further nourished by the current management team headed by Sri. K.VenugopalGaru, Chairperson and Sri. K Rama treasurer RE, Society.

The institution is located on Pidathapolur- Nellore Ratnam Institute Of Pharmacy. It is approved by PCI and is affiliated to Jawaharlal Nehru Technological University Ananthapur(JNTUA). The Governing Body was established by the Ratnam Institute of Pharmacy, to ensure that its mission and objectives are upheld, and each member contributes to the institution's expansion and advancement. The institution's organizational structure is clearly defined, facilitating efficient governance, strategic planning, and the unique qualities of the establishment in meeting the demands of all parties concerned.

The institution offers a Bachelor's Degree in Pharmacy (B. Pharm), Master's degree in pharmacy (M. Pharm) and Pharm D (Doctor of Pharmacy). The Pharm D students gain their hospital experience at AC Subbha Reddy Medical college hospital, Nellore.

All of the Institution's processes are decentralized. The Governing Body delegates all the powers to the Principal as required, who along with the team formulates common working procedures and entrusts implementation through various Committees, thus ensuring good governance.

INSTITUTE VISION

- The Vision of our college is to aggrandize the intellectual wealth through imparting good quality education and excellent technical skills among the students hailing from both the urban and rural areas.

INSTITUTE MISSION

- Our college is dedicated to eminence in imparting knowledge with a human face and creating an amicable atmosphere where students, teachers, and the organization can grow together in synchronization for their mutual benefit with the larger picture of educated well-meaning society belonging to all the sections in the background. Implanting the seeds of discipline and professionalism among the faculty and the students.

STRATEGIC PLAN DEVELOPMENT AND DEPLOYMENT

QUALITY POLICY

To maintain the quality of academic administration and research activities that help produce pharmacists who promote quality pharmaceutical practice, meet the demands of the current pharmaceutical industry scenario, possess basic intellectual property ethics, are strong academicians who fulfill the criterion of PCI and meet the global challenges.

CORE VALUES

1. Continuous Improvement of Quality

The College constantly aspires to excellence in all of its activities. It also aims to co develop in all areas and will measure its progress with appropriate national standards.

2. Learning and Development of Students

Being a student-centric institution, the College strives to provide quality education and environment that stimulates healthy personal development of the student

3. Integrity and Entrepreneurship

The College strives to develop long-term relationships based on honesty, fairness and respect. It provides a safe environment that supports freedom of inquiry, protects diversity, fosters a sense of wellbeing and encourages entrepreneurship.

4. Stewardship and Service

The college aims to provide responsible stewardship of all its resources while encouraging a spirit of service to society and a life style of Philanthropy.

OBJECTIVES

The Institution has a well-defined strategic plan with the following objectives.

- To improve the ambiance of the institute
- To enhance the intake of admissions
- To improve student grades and encourage them to write review articles
- To provide coaching for competitive examinations like GPAT, PGECET etc.
- To encourage students in NSS activities
- To enhance more activities for experiential learning
- To enhance placement drives for better placements in core fields of pharmacy
- To increase number of volumes in Library
- To enhance consultant projects by various government and non-government organizations

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- To improve research funding from different government and non-government organizations
- To improve Alumni activities
- To achieve autonomous status
- To be the best Pharmacy college in the state of Andhra Pradesh.

STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Strengths

- The college is present in lush green pollution free campus with excellent infrastructure
- Supportive and progressive management, qualified & experienced faculty with high retention rate
- Good coordination and integration among teaching and non-teaching faculty
- College is ISO 9001:2015 certified
- Admissions rate is 100%
- The college has ICT enabled classrooms
- Laboratories are well equipped with sophisticated equipment
- Library is enriched with very good reference books and latest versions of IP, USP and BP
- Encouragement and sponsorships for skill development programs for faculty by the management
- Student centric teaching-learning integrated with mentoring and counseling
- Appreciable number of research and review publications in various national and international journals in past five years from both faculty and students
- Active involvement of college in extension and outreach activities
- Excellent academic report for the past five years
- Hospital facility for students
- Availability of transport from all the corners of the city.

Weakness

- No freedom to change the curriculum of academic schedules as we are affiliated to the University
- Majority of students have communication problems, as most of the admissions are from rural background
- Lack of Project Funding through agencies and consultancy
- Industry-institution interaction is not up to the mark
- The Faculty lack in having appreciable count of the patents.

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Opportunities

- Providing a campus drive to the final year of the students
- Through its research, development and extension activities, the college has unique potential to positively impact the growth of the region
- Students at the college gain expertise in organizing and carrying out projects involving participatory development
- The college encourages the students to participate in the national level workshops and enhance their skills by writing review articles in esteemed journals
- Students are encouraged in Extra-curricular courses as per the current needs of the Pharma Industry and new pharmacy regulations
- As the college is a part of Group of Institutions, interdisciplinary activities can be enhanced
- The college also has Memorandum of Understanding (MoU) with various industries and reputed institutions.

Challenges

- It is challenging to collaborate with national and international organizations for academic and research activities in the thrust areas of pharmacy
- As a private college, there are challenges to get the consultancy and funded projects
- The current stagnation in the job market has depressed placement opportunities for the students. However, the R&D Cell and Incubation Centre of the institution continues to enhance the research activities and networking with potential employers for recruitment opportunities and schemes for incubation of business ideas.

STRATEGIC PLAN OF THE INSTITUTION

After several discussions and planning sessions and guided by the mission and vision of the Institute, quality policy, core values, stakeholder expectations and SWOC analysis, the Institution has framed the strategic goals.

Strategic Goals:

1. Improvement of Teaching & learning Process
2. Strengthening the Faculty
3. Development of infrastructure
4. Research & Development Cell
5. Student Support Activities
6. Student Career Development

STRATEGIC PLAN DEVELOPMENT AND DEPLOYMENT

7. Community engagement programs
8. Entrepreneurship cell
9. Feedback analysis

The components of strategic plan and their deployment is summarized as follows

Strategic Plan	Attainment status/Deployment
<p>Teaching & Learning Process</p> <p>i) Revision of curriculum and syllabus as per the needs of the industry</p> <p>ii) To adopt innovative teaching aids</p> <p>iii) To encourage students with self-learning and e-learning</p> <p>iv) To enhance the technical skills of the students</p> <p>v) To offer Interdisciplinary Courses</p> <p>vi) Assessment and Evaluation of the students progress.</p>	<p>i) The curriculum and syllabus were revised under R23 UG, R21 PG, R17 UG regulations</p> <p>ii) The faculty members use in class ICT facilities and PowerPoint presentations for a better understanding of the topics</p> <p>iii) The students are encouraged to study professional courses through NPTEL portal</p> <p>iv) Students are encouraged to write review articles and publish them in esteemed journals</p> <p>v) The institute encourages students to take Interdisciplinary courses as part of the National Education Policy 2020 (NEP2020). Students have the option to choose any courses from the list of courses offered as open electives</p> <p>vi) Mentor-mentee system and Academic Monitoring Team are crucial in the Assessment and evaluation of the students progress</p>
<p>Strengthening the Faculty</p> <p>i) To ensure academic and research ambience in the institution by increase the number of PhD qualified faculty</p> <p>ii) To enhance faculty participation in FDPs/ Workshops/ Seminars Conferences to update their knowledge with current changes in</p>	<p>i) 25% of the faculty are qualified with PhD and 20% are pursuing</p> <p>ii) More than 80% of the faculty attended various FDP Workshops/ Seminars/ Conferences to enhance their knowledge</p>

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<p>technology</p> <p>iii) To encourage faculty to publish papers in reputed journals and conferences</p> <p>iv) Encouraging the faculty to apply for patents</p> <p>v) To motivate faculty towards self-learning through MOOC Platforms like NPTEL, Coursera etc.</p> <p>vi) Participation in faculty exchange programs</p>	<p>iii) More than 50% of the faculty published papers in indexed journals and reputed conferences</p> <p>iv) The faculty of the institution has a total of 16 patents</p> <p>v) The college has achieved good number of NPTEL certifications as a part of continual learning process</p> <p>vi) Faculty members are being used as a resource persons as a part of faculty exchange programs</p>
<p>Development of Infrastructure</p> <p>i) To equip all classrooms and Tolaboratories with LCD projectors and smart boards in seminar hall</p> <p>ii) To upgrade the existing bandwidth from 50 Mbps to 100 Mbps</p> <p>iii) To provide WiFi facility in the institus</p> <p>iv) To promote research activities</p> <p>v) To establish Incubation Center</p>	<p>i) 60% of the classrooms are equipped with LCD projectors and a smart board in seminar hall</p> <p>ii) Internet handwidth is increased from 50Mbps to 100 Mbs</p> <p>iii) WiFifreility is provided in the institute</p> <p>iv) R&D Call is established to facilitate the research work of various departments</p> <p>v) Incubation Center is established in the Institution</p>
<p>R&D Cell</p> <p>i) To enhance MoUs with esteemed institutions, industries and research organizations</p> <p>ii) To promote publication of research papers in reputed journals</p>	<p>i) JBRPC has signed more than 25 Molis with reputed institutions, industries and Research Organizations for technology transfer and knowledge sharing</p> <p>ii) Around 100 research papers were published in indexed journals.</p>
<p>Student Support Activities</p> <p>i) To conduct technical events seminars, workshops etc.</p> <p>ii) To encourage students to participate in Ideathon</p>	<p>i) Technical events were conducted to enhance the skills of the students</p> <p>ii) Students participated in ideathon and their idea is rewarded with cash prize</p>

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<p>iii) To register for internships and certification courses</p> <p>iv) To encourage students to participate in cultural events and sports at state and national levels</p>	<p>iii) Students are doing internships in hospitals, industries and certification courses in NPTEL</p> <p>iv) Students are participating in cultural events and sports and are being awarded as well</p>
<p>Student Career Development</p> <p>i) To enhance the placement opportunities</p> <p>ii) To arrange for career guidance and training programs</p> <p>iii) To conduct awareness program on education in abroad</p>	<p>i) Alumni of the institution is strengthened as a result there was an increase in the percentage of placements for the past 5 years.</p> <p>ii) Experienced faculty were involved in conducting career guidance programs and coaching classes for competitive exams</p> <p>iii) Awareness programs were conducted in the college regarding education and working opportunities in abroad</p>
<p>Community Engagement Programs</p> <p>i) To encourage students to participate in social and community programs</p> <p>ii) To pay a visit to orphanages, old age homes and NGOs</p> <p>iii) NCC</p>	<p>i) NSS unit of the institution regularly conducts medical camps, health awareness programs, in the surrounding villages and also arranges for blood donation camps</p> <p>ii) NSS unit arranged visits to old age homes, orphanages and social service geethamai orphan, Balaji nagarto enhance the social and moral responsibility in the students</p> <p>iii) A good number of students members of NCC and participated in Republic Day events</p>
<p>Entrepreneurship Cell</p> <p>i) To establish Incubation Center</p> <p>ii) To pay a visit to industries</p> <p>iii) To encourage students and faculty to take</p>	<p>i) Incubation Center was established in the College</p> <p>ii) The College has arranged for industrial visits to MSN laboratories and Pharmatrain</p> <p>iii) Under the guidance of faculty, students are</p>

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up projects in the incubation center	involved in start-up projects
Feedback	
i) From students	i) Student feedback helps in understanding the merits and weakness in the teaching process and make needed changes.
ii) From alumni, employers and community	ii) It will be helpful in improving the curriculum and necessary employable skills

IMPLEMENTATION AND MONITORING OF STRATEGIC PLAN

Implementation follows the Strategic development plan, which will be monitored from time to time. The Principal along with the members of Governing Body will look after the implementation of the strategic plan and its deployment. Various statutory and non-statutory committees were established and their members regularly monitor the implementation of the strategic plan and its deployment.

Implementation at institution level:

Governance & Administration	Governing Body, Administration Office
Statutory Compliance	Principal, Committee Coordinators
Infrastructure (physical)	GB, Secretary
Infrastructure (Academics)	Principal, Professors & Associate Professors
Teaching-Learning	Principal, Professors, Associate & Assistant Professors
Research & Development	Principal, R&D Department
Students Development	Principal, Professors & Associate Professors, NSS activity cell
Training & Placement	Principal, TPO & Professors
Quality Assurance	IQAC team

Monitoring of Strategic Plan

The implementation of the strategic plan is regularly monitored by the IQAC coordinator through regular reviews. The members of the various committees prepare a detailed progress report and present it at the review meetings. The benchmarking of quality standards and their monitoring as well as the evaluation of achievements is carried out independently by the IQAC

STRATEGIC PLAN DEVELOPMENT AND DEPLOYMENT

The IQAC reports the results to the principal. After a thorough analysis of the results and on the basis of the IQAC report, corrective actions, the need for further processes and the deployment of resources are recommended. All these reports are forwarded to the principal for further discussion and implementation by the Governing Body.

CONCLUSION

The elaboration of the Strategic Plan Development and Deployment is an attempt to pave a way to achieve the goals Ratnam institution of Pharmacy dreams of. The mere formulation of the strategic plan does not guarantee success, but it provides a guiding framework through the process of participatory brainstorming by stakeholders. Proper implementation of strategies through teamwork with good spirit leads to success and sustainability through a dynamic process over an extended period of time. It needs to be continuously evolved to incorporate lessons learned during implementation and emphasizes the role of the IQAC in ensuring the quality of implementation.




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Date: 02/11/2020

ANNUAL e-GOVERNANCE REPORT FOR AY 2020-2021

The principal is pleased to present the following annual e-Governance report of RIPH for the Academic year 2020-2021.

The institution has implemented e-Governance in the following areas of operation:

1. Administrations
2. Finance and accounts
3. Student admission and support
4. Examination

The details of the above are as follows:

1. Implementation of e-Governance in Administration College Website- www.ratnampharma.edu.in

a. The college website is used for hosting information and notices from time to time related to administration and students. The website is constantly updated with respect to Placements, Conferences, Workshops and information related to various committees like student welfare and grievance. Academic calendars, examination timetable, semester end examination results and other related information like holiday are also hosted in college website. In addition, details regarding various MoUs and program related feedbacks are posted.

b. The college submits its data annually on the AISHE portal All India Survey on Higher Education AISHE - <http://aishe.gov.in/aishe/institutel.ogi> Page, and in the AICTE portal https://portal.aicte-india.org/partnerportal_enu/. Data is submitted on several parameters such as teachers, student enrolment, programs, examination results, education finance, infrastructure, Indicators of educational development such as Institution Density, Gross Enrolment Ratio, Student-teacher ratio, Gender Parity Index, Per Student. The college updates student and faculty related information in the state government website: <https://jnanabhumi.ap.gov.in/>, <https://the.survey.apsche.ap.gov.in/>.


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2. Implementation of e-Governance in Finance and Accounts

a. Accounts: All the Payments and Receipts information is managed on Tally - 9. The competent auditors audit the necessary information in the Tally.

b. Online Fees Payment: Institution has successfully implemented cashless fees payment system through POS terminals and implementation of Unified Payment Interfaces (UPI) such as Paytm, PhonePe and internet payment. Majority of the students are paying the fees through online.

3. Student Admission and support:

a. Admission Details: The admission details including student admit year, branch, register number and category of the admission are uploaded to state government websites <https://jnanabhumi.ap.gov.in/> and in <https://the.survey.apsche.ap.gov.in/>. Further details like fee reimbursement and other financial benefits received from the state government are uploaded. Even attendance details are uploaded through the designated website to the state government and the affiliated University, JNTUA

b. Academic Details: the academic details of the students, are uploaded to EMS, our college existing automation. All details regarding their attendance and marks obtained in internal and external exams are uploaded for communicating the parents their wards SMS provision is available in the EMS. In the academic year 2020-2021, the college has procured ECAP (Engineering Colleges Automation Package) offered by EMS approved by JNTUA for better and efficient e governance.

4. Examination

The internal examination related details are like the time tables are posted in the college website. The internal marks are uploaded in the University portal. The external practical examination time tables are posted in the website and the both the internal and external marks are uploaded to University portal. The results are given in the university portal which are displayed for students in college website.

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Date: 08/11/2020

AGENDA FOR GOVERNING BODY MEETING:

1. Review the academic results and activities.
2. Proposal for the entering the MoU with other institution and industries for the research activities.
3. To consider the important communications received from the university, PCI and AICTE.
4. Discussions on the forthcoming PCI approval inspection.
5. Budget estimation for the year 2020-2021.
6. Review the conferences, seminar and workshops .
7. Review the academic development.
8. Discuss on encouraging the staff members to publish their research activities.
9. Committee reviewed the strategic plan for next 10 years and approved.


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Minutes of meeting of governing body of Ratnam institute of pharmacy, Pidathapolur, Nellore, was held on 11-03-2020 at 03:00 PM in the chairman chamber in the premises to consider the following items of agenda.

Members Present:

1. Sri. K.V. Ratnam	-	Chairman
2. Sri. K. Venugopal	-	Member
3. Dr. K. Krishna Kishore	-	Member
4. Dr. S. Raja	-	Academician
5. Dr. M. Gopinath	-	Member Secretary
6. Dr. V. Haribaskar	-	Faculty Member
7. Dr. S. Nivedhitha	-	Faculty Member

The chairman initiated the proceedings of the meeting with a warm welcome to all the members present. He gave a brief presentation about the progress made by the institution in academic and other related activities. The members reviewed the resolutions taken in the previous general body meeting before proceeding for the discussion of the current agenda. The chairman requested all the members to participate in the discussion upon the agenda already circulated.

After the presentation by the chairman, the principal sought the permission of the chair to start the proceedings. In turn, the chairman, on finding the quorum of the meeting in order, granted permission to start the proceedings. Accordingly, the agenda for the meeting was taken up and after a good deal of the discussion and deliberation on each item, the following resolutions were adopted.


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MINUTES

Item 1.0:

- The members of the governing council appreciated the management, principal and faculty members for the measures taken for the improvement of academic activities, disciplinary maintenance of the students and results achieved in the last academic year.

Item 2.0:

- Resolved and enter the MoU with dental college for the research activities.

Item 3.0:

- Reviewed the important communications received from JNTUA and AICTE/PCI and discussions made on the deficiencies and other special conditions received from the same.

Item 4.0:

- Resolved the forthcoming PCI approval inspection about the college development.

Item 5.0:

- Resolved the estimation of budget for the academic year 2020-2021.

Item 6.0:

- Resolved that the report by the principal be recorded.
- Successful conduction of the workshops on hands on training in analytical instruments.
- Conducted a seminar and conferences in this academic year for benefits for the students.

Item 7.0:

- Resolved the results from the b. pharmacy 1st year students by developing a academics and maintain a attendance to get a better outcome for the students.
- Conducted a research activities to the final year students of B. Pharmacy and M.Pharmacy to developed a academic

Item 8.0:

- Members review the publications made in this year and suggested to encourage the staff members for the publication in the scopus, science indexed journals.

Item 9.0:

- Resolved the strategic plan for next 10 years was approved by the discussion.

The meeting ended with a vote of thanks by the principal.


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