

## SHORT TERM PERSPECTIVE PLAN

### PLAN FOR AUTONOMY

We at RCP, can take efforts for Substantive Autonomy and Procedural Autonomy. Substantive autonomy covers the sphere of academics and research, specifically autonomy over areas associated with curriculum design, research policy, awarding the degree, etc. 1. *Substantive (Academic and Research)* 2. *Procedural (Non-academic Areas)*, Curriculum design, Budgeting, Research policy, Financing management, Entrance standards, Non-academic staff appointments, Academic staff appointments, Purchasing Awarding degree, Entering into contracts.

**Academic Autonomy involves:** a) designing academic programmes and curricula; b) autonomy to decide one's own procedure for selection of research fellows; c) adoption of choice-based credit courses; d) autonomy of departments; e) setting up of internal quality assurance cells; f) switching over to internal evaluation; g) performance appraisal of teachers with adequate weightage for research work based on quantifiable parameters; h) autonomy to establish linkages for academic and research collaboration in India and abroad; i) transparency and objectivity in the selection of faculty on an all-India basis; and j) quality of research with a focus on international benchmarks such as citation indices, and patents.

**Administrative Autonomy involves:** a) management system in the university to encourage best practices of governance; b) head of the institution to have the autonomy to determine both the rank and the number of positions of professors, as well as associate and assistant professors; c) outsourcing of non-academic activities for efficiency and effectiveness; d) a central/state higher education tribunal for grievance redressal mechanisms; e) norms of accountability to be evolved which are open, participative and data-based; and f) charter of responsibility and devolution and delegation of authority defined for different levels within the higher education system.

### PLAN FOR CLUSTER COLLEGE

Our college is thinking to have Cluster College and our plan is to take authorized permission to

1. Organizing training programmes for teachers and office staff.
2. Introduction of e-learning and network connectivity
3. Digitization and networking of libraries
4. Introduction of add-on / certificate / diploma courses
5. Clustering among departments in the member colleges
6. Institution of scholarships and measures to promote merit and equity
7. Introduction of common examinations and evaluation systems
8. Conduct of common sports activities / competitions
9. Conduct of common cultural activities / competitions
10. Organizing common programmes for NCC/ NSS volunteers
11. Common research publications and news letters
12. Conduct of extension lectures
13. Common hostel accommodation



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14. Implementing common programmes for entrepreneurship, career counseling and employment
15. Development of special infrastructure programmes for differently-abled students.
16. Common research facilities, sport and cultural facility.
17. Introduction of integrated programmes
18. Training programmes for teachers and staff
19. E Learning and networking
20. Networking of libraries
21. Introduction of add on courses
22. Common examinations and evaluation systems

### We are planning to do the following-----

- I) **Sharing of the information** : A **cluster College** is expected 'to lead' the entire process of the Total Quality Management of the cluster.
- II) **Sharing of the Infrastructure, Library, Laboratories, Sports Facilities** (Grounds), Big Halls/Stadium /LCD etc. : Here the process is of mutual co-operation. The 'Lead College' should provide its own infrastructure and other facilities to the neighboring colleges in the cluster and the neighboring colleges can also do the same if they have such facilities with them.
- III) **Sharing of Human Resources** refers to the **knowledge, skills, abilities and competencies** of the persons as Eminent/ experienced teachers, academicians, good administrators, researchers etc.
- IV) **Collective Organization of Academic Activities**: Academic activities like Seminar, Workshop, Conference requires eminent persons and organizations.
- V) **Helping Faculty Development**: A 'Lead College' can encourage the Faculty (teachers in the colleges in the cluster) to undertake research and also to work for Faculty Development Programme.
- VI) **Helping Administrative Development**: The success of any institution depends on the efficiency and quality of its administration. The administrative staff should be trained and be oriented to the new global developments in the field of **pharmacy**.
- VII) **Sharing of Extension Activities**: The ultimate end of HE is the "sustainable development" of our society, i.e. the "fitness for the purpose". We will implement activities as Yoga Studies, Farmers' Training or Orientations.
- VIII) **Utilization of Retired Expertise**: We can involve the retired persons, senior citizens, experts in their respective subjects/ areas for the quality enhancement of our institutions.





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*The cluster College can innovate and initiate such activities with the help of other colleges in the cluster. We can functions with the motto, "Efforts of each and welfare of all".*

**Following functions we can adopt..**

- 1) Avoiding course duplication within the cluster.
- 2) A cluster College will provide many educational opportunities to our students and teachers. Major or Minor Research Projects, Faculty Improvement Programme, funding for interdisciplinary and collaborative research activities are some of them.
- 3) Designing Research Projects/ Educational activities with mutual cooperation with other colleges. The joint efforts make such programmes successful and thus the aim of quality assurance is achieved.
- 4) Collective actions/ programmes with respect to NSS, NCC and sports activities.
- 5) Encouragement to Vocational Courses.
- 6) Organization of students' cultural activities.
- 7) Organizing international collaboration. Here national / international Seminars, workshops / Conferences can be arranged with collaborative efforts.
- 8) Career guidance and placement cell are important in our system of **pharmacy**. A cluster College can strengthen its Placement Cell with a placement officer and render a valuable service to our students. Other colleges can obtain proper guidance and relevant information from the Lead College in this regard.
- 9) Minimizing unfair competition: Unhealthy/ unfair competition is one of the major obstacles in our system of pharmacy.

We will adopt faculty development program through arranging seminars /symposiums/workshops/ISTE chapters/Grants from other funding agencies sponsored short term and long term FDP. Pharmacy internships are meant to expose students and graduates to pharmaceutical operations. The work can take place in either a healthcare facility or a pharmaceutical company.

We will adopt Professional **training programs** produce promising outcomes in the learning and teaching practices and many FDPs have proven effective in developing faculty skills and educational leadership. New instructional methods of teaching and learning processes will be implementing.



  
**PRINCIPAL**  
Rajarambapu College of Pharmacy  
Kasegaon