



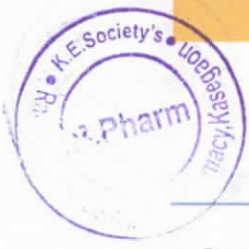
RAJARAMBAPU COLLEGE OF PHARMACY,

KASEGAON

INTERNAL QUALITY ASSURANCE CELL INSTITUTIONAL

STRATEGIC PLAN FORMULATION





Vision

- *Quality is the hallmark in whatever our college does*
- *Quality and quality assurance are the primary responsibility*

Mission

- *To act as a nodal agency of the institution for coordinating quality-related activities.*
- *To foster the quality culture in the institution towards achieving institutional excellence.*
- *To be the catalyst for creating quality consciousness to remove deficiencies and enhance quality through programmed action to improve the academic and administrative performance of the institution.*
- *Development and application of quality benchmarks/parameters.*
- *Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process*



Preface

Rajarambapu College of Pharmacy, Kasegaon drafted out its strategic plan which draws out action plan for achieving the institutions Mission. The strategic planning process was initiated by the IQAC to give a strategic direction for growth. A Strategic Plan Advisory Committee (SPAC) was constituted in the year 2022 with the following Members:

Dr. Shrinivas K. Mohite, I/C Principal

Dr. Vijay R. Salunkhe, HOD & Professor, Department of Pharmacognosy

Dr. Manojkumar M. Nitalikar, HOD & Asso. Professor, M. Pharmacy

Dr. Atul R. Chopade, Ass. Professor, Department of Pharmacology

Dr. Ganesh H. Wadkar, Academic Incharge

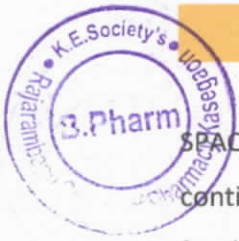
Dr. Mangesh A. Bhutkar, HOD & Ass. Professor, Department of Pharmaceutics

Dr. Somnath D. Bhinge, IQAC Coordinator

The Process

In order to have a better structure to the strategic plan, the strategic planning advisory council adopted the five pillars of knowledge delivery which was the guiding pillar goals for the institution. They are:

1. **Admissions & Selection:** Enroll, educate, and graduate the most promising, deserving, and diverse student pool possible.
2. **Academic System :** Motivate all students with an education that is innovative, distinctive, and of the highest quality, and that inspires in them a zest for learning
3. **Faculty excellence:** Maintain and enhance efforts to recruit, nurture, and retain diverse faculty members who are outstanding scholars and teachers
4. **Student Outcome:** Improve our outputs by enhancing academic excellence, creativity in our students and thereby contribute to the betterment of society.
5. **Infrastructure:** Create a most modern and conducive educational environment which facilitates free thinking and efficient knowledge delivery system.



SPAC gathered input from students, faculty, administrator and advisory board regarding continued appropriateness strategic goal and objectives. This input was collected during faculty meeting. Meeting with students group, meeting with various advisory board. The first plan was drafted for 15 years (for the year 2022 to 2037).

Revision

SPAC revised the strategic plan document in accordance NEP and revised plan document was drafted for the year 2022 to 2032.

Revised as on: September 23, 2022



SWOT Matrix for RCSS

	<p style="text-align: center;">Strengths</p> <ol style="list-style-type: none"> 1. Management Commitment. 2. Legacy and Brand Value in Maharashtra. 3. Alumni Network. 4. Infrastructure. 5. Human Resources. 6. Strong Outreach experience 	<p style="text-align: center;">Weakness</p> <ol style="list-style-type: none"> 1. Low visibility outside Maharashtra. 2. Funding source depended on fees. 3. Small Size. 4. Lack of diversity. 5. Lack of differentiation. 6. Lack of core-competency 7. Low research focus
<p style="text-align: center;">Opportunities</p> <ol style="list-style-type: none"> 1. Growing Industry. 2. Demography advantage. 3. Emerging market for skill development. 4. Rise of entrepreneurship 5. Scope for Industry Linkages 6. Social entrepreneurship growth 	<p style="text-align: center;">Opportunity-Strength Strategies</p> <ol style="list-style-type: none"> 1. Develop more skill development programs. 2. Consolidate strength in Maharashtra. 3. Work for Degree Granting Institution status. 4. Leverage Incubation cell 5. Leverage Corporate Network. 	<p style="text-align: center;">Opportunity-Weakness Strategies</p> <ol style="list-style-type: none"> 1. Develop brand outside Maharashtra. 2. Generate more funding opportunity through networks. 3. Develop consultancy as a funding resource. 4. Increase brand reach outside Maharashtra. 5. Find and strengthen core competence.
<p style="text-align: center;">Threats</p> <ol style="list-style-type: none"> 1. Competition for students– National and International 2. Competition for human resources– National and International 3. Over-regulation. 4. Change in attitude towards learning. 5. Technology Disruption like MOOC. 	<p style="text-align: center;">Threat-Strength Strategies</p> <ol style="list-style-type: none"> 1. Develop brand inside Maharashtra. 2. Build a bridge with regulators. 3. Focus on outcome-based learning to attract prospective students. 4. Strengthen placements to deliver more value. 5. Create environment for attracting and retaining human resources 6. Build technology capability for enhanced teaching and learning. 	<p style="text-align: center;">Threat-Weakness Strategies</p> <ol style="list-style-type: none"> 1. Consolidate position in the Home state for sustainability. 2. Build brand as a differentiator. 3. Increase scale of courses and departments. 4. Create Research centers in all departments.



Strategic Plan Process

Strategic Goals for 2032

1. To become a Accredited (NBA and/or NAAC) College for all courses in 2025.
2. Be acknowledged as one among the Most Highly Respected University /Institution focused on Teaching and Learning by 2030.
3. Sustain and Enhance Excellence in Scholarship, Research, and Social Impact.
4. Expand the global footprint by having students from around the globe enrolling in Rajarambapu College of Pharmacy, Kasegaon programs.
5. To create a sustainable, world-class, infrastructure that creates an effective learning environment.



Tactical Objectives and Plans



Goal 1: To become a Accredited (NBA and/or NAAC) College for all courses in 2025

The vision of the founders of KES Group of Institutions is to create a University of Excellence by getting permanent university affiliation and accreditation. Moreover, the process of becoming a accredited college requires the approval of NBA and NAAC regulatory bodies. The task is to get the approval of the authorities where a lot of external factors play a critical role.

Strategic Performance Measurement: Achievement of College permanent affiliation and accreditation status in 2025. Development of institute infrastructure. Funds Generated, Organizational Structure Creation etc.

Key Milestones: University Approval and accreditation, Application Submission, Visit of the expert committee, Final Approval.

Key Risks: NBA accreditation and Regulatory policy yet to be framed for PG course.

Strategy 1.1: Financial Stability and Funding for Institutional Development

Actions

- There are a lot of infrastructural requirements for applying for diploma, degree and PG accreditation approval status. That requires a lot of resources and funding is a priority for Rajarambapu College of Pharmacy, Kasegaon. Create a sustainable financial sourcing model with a diversified funding source reducing overdependence on fee income.
- An endowment will be created which will be a source of funding for Rajarambapu College of Pharmacy, Kasegaon. The endowment will solicit donations from Alumni, Industry and other stakeholders. The endowment will be handled by an internal group who has expertise in treasury management.

Strategy 1. 2: Faculty and Staff Development for transformation into a accredited Institute

Actions

- For accreditation status, each departments should have a requisite number of



Professors, Associate and Assistant Professors. Hence recruitment will be made for these positions to meet the requirements. Various departments will be intimated to give a resource plan indicating the gap in terms of requirements and expected cost and budget for meeting those requirements.

- The existing Faculty Policy will be redrafted to incorporate the changes mandated by regulatory authorities like UGC.

Strategy 1.3: Develop opportunities for placement and entrepreneurship for students

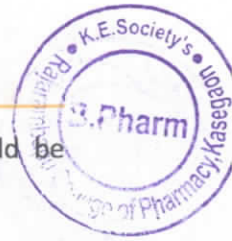
Actions

- Since institutions under NEP 2020 would cater to a larger number of students from diverse streams, the office of corporate relations would be strengthened to meet the needs of a larger group.
- Rajarambapu College of Pharmacy, Kasegaon envisages that the future institutions would generate entrepreneurs who will, in turn, create jobs for the society. NEP focuses more on skill development and holistic learning. Rajarambapu College of Pharmacy, Kasegaon should develop its academic design in tune with the new focus on skilling rather than just academic delivery. A state of the art Incubation Centre would be set up to promote entrepreneurship thereby providing impetus to societal growth.

Strategy 1.4: Infrastructure for Institute

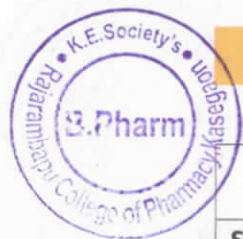
Actions

- NEP 2020 envisages less number of large institutions which cater to a large number of student pool. Institutions of the future require extensive infrastructure to cater to a large number of students, different departments, faculty members, hostels etc. The immediate priority of Rajarambapu College of Pharmacy, Kasegaon will be to cater to the regulatory requirements that will enable us to apply for accreditation. A task group will be created for identifying the infrastructure gap and suggest a plan to bridge the gap.
- NEP has changed the current structure of a three year degree program to a 4 year program with option for students to exit at various points. This creates infrastructural challenge for Rajarambapu College of Pharmacy, Kasegaon especially at the under-



graduate level. Infrastructural changes to accommodate this flexibility should be planned immediately to cater to a smooth transition.

- Rajarambapu College of Pharmacy, Kasegaon wants to develop world-class infrastructure both in terms of physical and knowledge infrastructure. Rajarambapu College of Pharmacy, Kasegaon would be investing in developing infrastructures like classrooms, library, lab etc specific to the needs of various departments and schools.
- Since institution envisaged under NEP 2020 will be accommodating a large number of students, infrastructure like hostels, recreational facilities etc will be created as per the regulations of the UGC or relevant authority as per NEP.
- An infrastructure team will be created who will recommend the necessary details and budget.



Tactical Plan

Goal 1 : To become a accredited institution by 2025

Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of team which work towards achievement of accreditation Status as first mile-stone	Requirement Identification Process conformance	Head of the Institution	3 Months
Create plan for scaling up courses and infrastructure	Plan approval	Head of the Institution	3 Months
Create Human Resources Plan in line with the scaling up of various courses.	Plan approval	HODs of various departments	3 Months
Creation of financial budget	Plan approval by Management	Management Committee	3 Months
Creation of administrative structure for degree granting institution	Plan approval by Management	Management Committee	2 Months
Strengthening of various offices like corporate relation, alumni, student affairs etc.	First Phase – Plan creation and approval. Second Phase – Execution	Respective Heads of these domains	6 Months



Goal 2: Being acknowledged as one among the Most Highly Respected Institution focused on Teaching and Learning by 2030

RCP will encourage the development of an enriching student experience through innovation in teaching and learning, enhancing the holistic development of students through immersive learning pedagogy. The institution believes that students learn more by doing and hence the entire pedagogy is designed to give student's hands-on experience with the concepts. According to NEP 2020, Degree granting institutions will be focused on teaching and learning while PG courses are more research oriented.

Strategic Performance Measurement: Feature among top 10 institutions in India in various rankings, ratings; Various schools ranked among top 10 in rankings, Global accreditations for programs, High scores in Teaching and Learning component in rankings and accreditations.

Key Milestones: Annual Growth in Rankings of various institute in ranking by reputed rating/ranking agencies like NIRF, NAAC, NBA accreditations.

Key Risks: Competition, Culture, Costs involved in accreditation conformation.

Strategy 2.1: Enrich Student experience through pedagogical innovation, immersive learning, student-centric pedagogy, and living environment.

Actions

- NEP has put lot of focus on skill development among the student community. RCP would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. The institute believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions. The existing Immersive Learning framework would be strengthened by including innovative activities under the four dimensions.
- RCP believes that students would gain a holistic perspective through interacting with a diverse set of cohorts. Hence we would be investing in building a diverse community of students, staff and faculty members so that a vibrant cosmopolitan experience can be given to the students.
- We will increase faculty engagement with students aimed at augmenting the students'



life-transforming experience and favoring the development of their abilities, skills, and competencies through the effective mentoring program. We will invest in training our faculty members to become excellent mentors for our students thereby enriching the student's life.

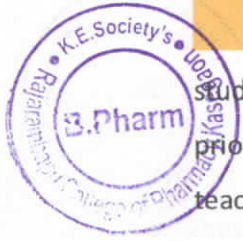
- RCP commit to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students. A teaching philosophy will be formulated that will act as the differentiator for RCP in the Teaching and Learning domain.
- Assessment and feedback is vital in any teaching and learning endeavor. RCP would develop competency in analytics and use data to measure the student's learning, competency and satisfaction. Assessment and Development Centre would act as the facilitator for this.

Strategy 2.2: Retain and Develop excellent faculty

The faculty is the key to success of any institution of repute. RCP recognize this and will ensure that there is a resource pool of faculty members who have a high caliber of research and teaching. We will encourage the recruitment and retention of quality faculty resource by committing greater rewards for excellence in teaching and research. We will ensure that RCP have a best faculty-student ratio.

Actions

- Faculty size: Fine-tuning the number of faculty in terms of the number, quality, and competency. We will ensure that all the courses under RCP would have an adequate number of faculty resources to pursue teaching and research. Three tracks of faculty viz. Academic track, Research track and Practice Track would be created with separate Key Performance Index for each track. The NEP 2020 focus more on scale hence, lot of investment in creating a large pool of multi-disciplinary faculty strength is vital in RCP' march towards a accredited institute.
- Faculty composition: We intend to strengthen the research output of our various course by recruiting faculty with research aptitude and competency. The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.



Student-pool to create such large number of enrolment. So diversity has to be an important priority for RCP. Having a diverse community of faculty and student would enhance the teaching and learning process and increase the exposure of both student and faculty to a wide range of experience. In the next five to ten years, RCP would strive to increase the diversity in terms of gender and geography.

Actions

- RCP will create specific goals for each department in terms of gender/ geographic diversity of students and faculty members and each department would provide actionable inputs in achieving the goals.
- RCP will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes canteen facility which supports the diverse culinary needs of the members.
- We will ensure that all department will give appropriate attention and focus on increasing the diversity through effective monitoring. The department will include diversity as an important pillar in their strategic plan.

Strategy 2.5: Develop highly relevant course curricula, focus on learning outcomes.

Teaching is the core responsibility of any institution of education. As an institution, RCP has to ensure that the students get the best of the resources, environment, and support for learning. For this, the involvement of all stakeholders is necessary. RCP commits to invest a major amount of focus and resource to enhance the learning outcomes of the students.

Actions

- We want all departments to have a robust list of competencies/Graduate Attributes for their students. These attributes should be used to derive the learning outcomes of various courses and each department should map these Learning Outcomes to courses so that at the end of the program, all learning outcomes are effectively embedded in the various courses.
- RCP want all departments to develop a robust assessment of the learning outcomes and ensure that these assessments are standard and transparent. The Assessment and Development Centre (ADC) would be expanded by investing in resources and encouraging the center to take projects from the industry.

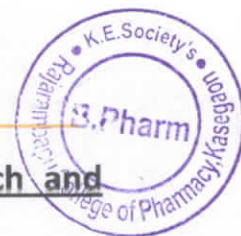


- We will ensure that the students would be given feedback on their performance on the learning outcomes.
- RCP want all departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.
- RCP will encourage faculty members to innovate on pedagogy and also suggest innovations that go beyond classrooms.



Tactical Plan

Goal 2: Be acknowledged as one among the Most Highly Respected University focused on Teaching and Learning by 2032			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of positions responsible for learning and pedagogy	Performance of students. Number of training programs across departments. Number of innovative pedagogy implemented.	Respective Head of Departments.	3 Months
Faculty Development programs on teaching and learning	Number of training programs. Feedback of faculty members	Head of the Institution	3 Months
Creation of Faculty recruitment and retention plan for next 5 years.	Number of faculty recruited. Retention Ratio. Faculty Diversity	Head of the Institution	6 months
Audit of current technology platform and creation of plan for technology up-gradation.	Plan approval by management.	Systems Department	One year.
Creation of MOOC in every department.	Number of MOOC courses offered.	HODs	3 years
Launching of Executive programs in management.	Regulatory Approval. Enrolment in Executive Education Programs.	RCP management	Three years.
Respective Programs to be rated among the top 100 in rankings.	Progression in ranking of programs and institutions by various agencies.	HODs	5 years



Goal 3: Sustain and Enhance Excellence in Scholarship ,Research and Social Impact

RCP aspires to be a center of excellence in research which has an impact both on academics and industry. The institution wants all the faculty members to contribute to the body of knowledge of their respective departments through research and publication. Hence each department would be treated as centers of excellence in their respective domains.

Strategic Performance Measurement: Number of research publications from each Faculty, Quality index of Journals, Doctoral students and awardees, Number of funded research projects.

Key Milestones: Doctoral Centers in all departments

Key Risks: Competition for fund resources. Research Culture, Balance between research and teaching

Strategy 3.1: Develop Centres of Excellence in Research in various department

Actions

- Identify departments which have the potential to deliver world-class research output in the next five years. These departments would be given enough resources and mentorship to deliver results. Develop better criteria for each department to monitor and track research progress.
- Create Research Budget for each courses for the resources needed for encouraging and conducting research. A research committee constituted at the highest level would oversee research fund allocations.
- Each department would strive to retain faculty with research aptitude and create a system of mentorship for faculty members who are in their initial stages of research.

Strategy 3.2: Develop a culture of research in various departments and create strong performance management system.

Actions

- RCP want to make research and publication to be one of the priorities of the faculty members. Hence every department would include research and publication as one of the key result areas of the performance management system. NEP also focus on inter-disciplinary research among the faculty members. RCP should be creating a



platform for nurturing inter-disciplinary research work.

- Adequate training and mentorship will be provided to the faculty members to develop themselves as excellent researchers.
- The departments would be encouraged to introduce research-based pedagogy like a dissertation, research projects to the students so that they can be converted into research and publication.

Strategy 3.3: Enhance financial support for research and development

Actions

- NEP 2020 envisages the creation of a research funding agency that will be responsible for giving funding to the institutions. We will encourage the faculty members to get funding for their research from AICTE, UGC, Government of India and other funding agencies. Necessary administrative support will be given by RCP.
- RCP would allocate a specific budget to ensure proper research output is produced by various departments. A research committee would be constituted which will monitor the effective use of the budget.
- RCP recognizes that library is the primary resource center for any research-based activity. The institute proposes to increase the focus on developing RCP library as the best in the region by creating enough resources to develop both hard and soft resources.
- RCP will encourage inter-departmental collaboration in research and publication.
- RCP would encourage each department to have their own journal and ensure that it matches international standards.
- RCP will invest in building the indexed Journals to world-class journals by developing a strong editorial team and also through proper marketing.

Strategy 3.4: Develop doctoral research centers

Actions

- Doctoral research centers are vital in the development of research output in organizations of higher learning.
- RCP would encourage the faculty members who are doctorate to enroll themselves



as research guides at affiliated universities.

- The current research programs would be strengthened with the addition of resources like experienced faculty members and other administrative resources.

Strategy 3.5: Create strong outreach activities that touch a large spectrum of stakeholders.

RCP believes that the academic research should benefit all stakeholders especially the students, industry, and society.

Actions

- RCP envisages that the research output of the various departments would benefit the large sections of the society. Hence we encourage research which is action-oriented and also those areas where there is a maximum impact. RCP would thus encourage close working between the researchers and the live labs for identifying projects that have maximum impact on the society.
- For M. Pharm programs, RCP encourages the departments to work closely with industry for identifying the research projects. RCP wants to help the industry by disseminating the research output through conferences and workshops where the research output of the faculty members are shared.



Factual Plan

Goal 3 : Sustain and Enhance Excellence in Scholarship and Research

Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Creation of Research Centers in every department.	Research Output. Grants Received. International Collaboration. Doctoral Candidates. Journals for each department.	HOD	One Year



- The long-term objective of RCP is to have at least 5% of its student enrolment from across the globe. This requires a lot of regulatory approvals and RCP would be investing resources in achieving those goals.
- In order to attract enrolment from outside India, RCP need to develop strong brand equity outside the host country. Hence RCP has identified Accreditations as a brand building opportunity. We want all departments to identify world-class accreditations and start working towards getting accredited globally.
- Necessary infrastructure would be developed to support the internationalization of the various programs.

Strategy 4.3: Develop globally relevant courses in all departments

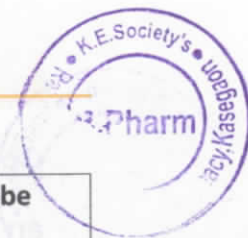
Actions

- Every department should develop a short-term and long-term course specifically for the students. These courses should be communicated to our partner universities to explore the possibility of getting student enrolment.
- Necessary training will be given to the faculty to develop competencies to teach to a nationally diverse group of students.

Strategy 4.4: Create globally relevant research through collaborative research projects.

Actions

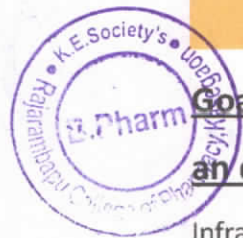
- RCP already have a tie-up with different organizations across India. We will encourage faculty members to have collaborative research projects with our partner national universities/institutes/organizations.
- Each department should develop at least one research project every year with a partner university in the next five years.



Tactical Plan

Goal 4 : Expand the global footprint by having students from around the globe enrolling in Rajagiri College of Social Sciences.

Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Increase the number of collaborations across India	Number of MOU signed	HOD's	Three Years
Increase the number of national students (5%) in various departments	Number of other state students	All the staff members	Three Years
Collaborative research projects with partner national universities/institutes /organizations	Number of projects. Number of publications.	HOD	Three years
Global Accreditations for Respective Schools	Number of programs accredited.	Head of the Institute. Accreditation teams	5 Years



Goal 5: To create a sustainable, world class, infrastructure that support an effective learning environment.

Infrastructure is the most visible element in any educational institution. Infrastructure provides the ambiance and learning environment. RCP is blessed with its green campus and also the location which is at the center of the Pachim Maharashtra of the state.

The importance of infrastructure as a goal is high because RCP is aiming to become a leading Institution that requires developing infrastructure to sustain a large number of courses and departments. The infrastructure should also support the quest for internationalization which is one of the major goals of RCP.

Strategic Performance Measurement: Benchmark scores in comparison with an exemplar institution, Satisfaction of students, faculty in infrastructure,

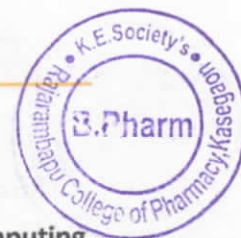
Key Milestones: Plan creation, approval by management, funding

Key Risks: Funding.

Strategy 5.1: Create world-class infrastructure in terms of classrooms, and technology that supports global and local students.

Actions

- Infrastructure is the backbone of creating an effective learning environment. RCP constantly tries to provide the best infrastructure in terms of classrooms and other audio-visual equipment. In line with the stated objective of creating world-class infrastructure, RCP will continue to invest in creating an environment that promotes teaching and learning.
- RCP is also an institution which is sensitive towards the environment. Hence efforts would be made to create an infrastructure that promotes environmental sustainability. It is our endeavor to create a green campus where nature and modernity would co-exist.
- In the quest to create sustainability in power generation, RCP would invest in harnessing solar energy to power its energy requirements. The goal is to generate 10% of the energy through solar in the next 5 years.
- In order to provide best services to visiting eminent faculty members and guests



from the industry.

Strategy 5.2: Develop world-class learning infrastructure in terms of library, computing facilities, online resources etc.

Actions

- RCP would be developing a world-class library which will cater the needs of the academic community across various departments. Since the world is moving towards digital repository, RCP would be focusing more on harnessing the digital resources which provide cutting-edge knowledge.
- RCP would be strengthening the already robust networking system by adding more bandwidth.
- RCP would also invest in developing IT-enabled infrastructure to facilitate collaboration and engagement between teachers, students, various campuses, industry, potential students etc.

Strategy 5.3: Develop infrastructure for developing entrepreneurship, placement, Skill development,

Actions

- RCP already have a well-established entrepreneurship incubation center. The vision of RCP is to extend it to all campuses. We will invest in developing infrastructure for entrepreneurship development.

Strategy 5.4: Create avenues for funding the infrastructure requirements by creating endowments, revenue streams etc.

Actions

- The development of infrastructure requires a lot of funding. RCP would be looking at developing resources for funding of infrastructure through endowments from alumni, create new revenue streams through Government grants etc.
- RCP wants its various departments to create a strategy for self-reliance in the infrastructure funding.



Strategy 5.5: Create strong infrastructure for corporate relations, consulting, alumni relations and outreach activities.

Actions

- RCP will be investing in creating infrastructure for the outreach activities concerning the alumni and industry.
- The institute will be creating separate infrastructure for training, consultancy etc. The creation of this infrastructure would be met through internal accruals especially through the contribution from Alumni.
- In the long-term, RCP wants to develop a series of PG courses for working executives. This requires infrastructure and faculty resources. The institute aims to build the infrastructure by 2025.

Tactical Plan

Goal 5 : To create a sustainable, best in the world infrastructure that is best that creates an effective learning environment.			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Create a plan for infrastructure development in line with Degree Granting Institution and Internationalization	Plan approval by Management.	Management Committee	6 Months
Strengthening of Technology Platform	Plan approval and execution	Systems Department	Two years
Generating funding for infrastructure development.	Funds Raised.	Management Committee	One year
Strengthening the knowledge infrastructure including library and e-resources.	Number of books. Number of journals and e-resources.	Library department.	Two years

Strategic Plan Dashboard for Management Monitoring						
	Objectives	Measure	Good	Satisfactory	Not Satisfactory	Remarks
Financial	Create Sustainable Funding	% Revenue share from non-fee funding				
		Budget Usage				
		Debt burden				
		Operational Surplus				
Customer	Financially Independent Schools					
	Enhance Student Diversity – National	Number of Non- Keralite Students in each school.				
	Enhance Enrolment of International Students	Number of international students in each school				
	Enhance Student Satisfaction	Satisfaction Scores				
	Placement & Industry relationship	Average CTC				
		Number of incubated firms / Startups				
		Corporate satisfaction				





Quality of Intake	# of referral admissions					
	# of applicants to seats					
	Mean Satisfaction Score					
	Student retention rates					
	Higher education					
	Endowment contribution					
	Alumni Relations – Meetings participation					
	Faculty Retention Ratio					
	Faculty and staff satisfaction score					
	Number of outreach programs					
	Number of beneficiaries					
	Funding from agencies					
	Impact study scores					
Strengthening Pedagogy	Pass Percentage					
	Competency Scores					
	Student Ratings of courses					
Enhancing Brand Value	Accreditations, Rankings					
	Ph.D. faculty members					
Process	Enhancing Faculty					

Resources	Faculty Diversity Ratio					
	Practice Track faculty members					
	Live projects					
	Retention rates					
	Student-Faculty Ratio					
	Enhance Research and Development	Number of research publications				
		Quality rank of Journals				
		Doctoral Students				
		Number of funded research projects				
	Learning & Growth	Number of consultancy projects.				
Scale of programs						
Number of new programs offered.						
	Student Enrolment in programs					

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(IQAC Coordinator)



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PRINCIPAL
Rajarambapu College of Pharmacy
Kasegaon