



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)

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6.2.1 Institutional Strategic Goals

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P. Padua

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6.2.1 THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED

6.2.1 (1) INSTITUTIONAL STRATEGIC GOALS



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Long term goals by 2027

- To establish our self as excellent pharmacy institute in our state by 2027
- MOU's 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.

S-W-O-C analysis of the institute

STRENGTHS	WEAKNESS	
<ul style="list-style-type: none"> • Supportive management emphasizing conducive environment for academic excellence. • Well-developed and maintained infrastructure with hostel facility. • Facilities like ICT enabled 'smart class rooms to promote teaching – learning environment. • Library with vast collection of books, journals, e-resources and 'book bank facility. • Excellent academic record bringing laurels to institute. • Well developed 'mentoring system' for overall development of students. • Assistance to students for fetching 'government/ non-government scholarships. • Institution offers Add-On Courses as an enrichment course to get in-depth knowledge about clinical research. • Institute has fetched significant Research Grants. • Research papers published in peer reviewed national and international journals with high impact factor. • Good number of books published by faculty members. • Diligent Training and Placement cell. 	<ul style="list-style-type: none"> • Weak communication skills of students • Limited Industry– Institute Interactions • Less number of patents. 	
	OPPORTUNITIES	<ul style="list-style-type: none"> • Organizing a greater number of national and international seminars, workshops and conferences. • Motivation of faculty members to avail a greater number of research grants and funds. • Improvement in consultancy and collaborative work. • Development of leadership qualities to become successful entrepreneur.
	CHALLENGES	<ul style="list-style-type: none"> • To fulfill expectations of stakeholders. • To inculcate research and entrepreneurship skills in students so as to prepare socially responsible pharmacy professionals. • To create awareness about Pharmacy profession amongst society.

D. Padma





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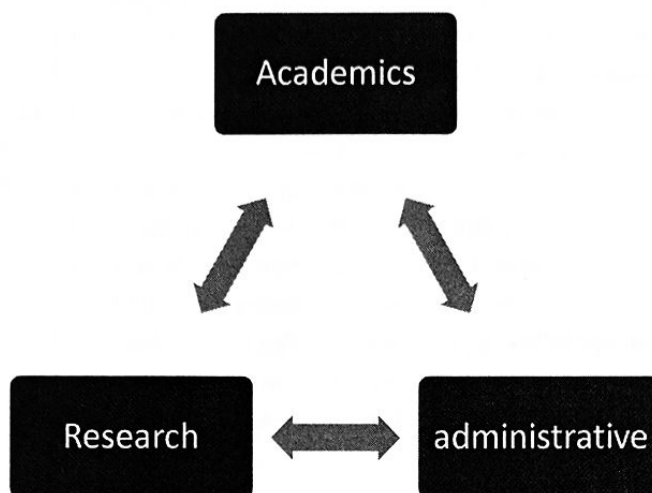
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Institutional Strategic Goals



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 employees 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



Strategic Planning

Approaching a successful teaching and learning process for teaching	<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
Constant Internal Quality Assurance System	<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 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 programmes.
- 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 programmes 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 employees advancement and development</p>	<ul style="list-style-type: none">• Developing and implementing a recruitment policy.• Increasing the participation on faculty development programmes(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.• 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>Ensure staff Women/Student/ Faculty welfare & Grievance</p>	<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
<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



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	<p>activities)</p> <ul style="list-style-type: none">All the faculty members are motivated to publish two research papers in Scopus/ in an academic year.
Increasing Alumni Interaction and Outreach Activities	<ul style="list-style-type: none">Establishing an Alumni Association in order to enhance involvementInvitation for guest lecturers / internship /placement /training /entrepreneurshipSponsorships/scholarships/fund generationDatabase creation, Regular interactions with alumni and networkingAppreciation and felicitation of accomplished alumni
Infrastructure development and upgrade them to high standard	<ul style="list-style-type: none">Construction and modification of infrastructureE-learning facilitiesSafety and security managementWater facilityHygiene, zero plastic, and a green campusWater recyclingSmart Classrooms, Tutorials, Seminar hallsModernization of Laboratory & equipmentLibrary infrastructure up gradationSystem up gradationMedical facilityDevelopment of sports(indoor/outdoor)facilitiesPlantations



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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 and procedures for each of the activities.

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Strategic Perspective Plan for Five Year

SL. No	Action plan	2022-23	2023-24	2024-25	2025-26	2026-27
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.				

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5	a)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. 	
	b)Research support	<ul style="list-style-type: none"> • Encouraging and motivating faculty to publish more Research papers with high impact paper journals. • More collaborative research and technical events with national and international universities 	
	c)Extension activity	Promoting more activities of Department Associations and NSS.	
	d)Infrastructure facilities	<ul style="list-style-type: none"> • All infrastructures must be upgraded to meet high standards. 	
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 programmes 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	



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	conferences		
12	Extension and outreach programs conducted	Every department is motivated to carry out an outreach programme during the academic year,	Every department shall conduct minimum two outreach programme in an academic year
13	Collaborative activities/consultancy	Each department should engage in Collaborative activities	
14	MOUs with institution	Minimum of one MOU and at least one activity shall be conducted as per the agreement in MOU by every department	
15	Institution subscriptions for E-Resources	Students in the UG and PG programmes 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 of Capacity building and Skill enhancement activities to be 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 trainee positions while taking into account hospital/ industry requirements and the goal to attract MNCS/hospitals 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	

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21	Number of Teachers attending professional development training program	Minimum two Faculty Development Programmes (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 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 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 alumni participation in all aspects	Conduct minimum two Alumni Meet 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.		



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Monitoring Report of Strategic Perspective Plan for the Year 2022-2023

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SL: NO	Action Plan	Measurable Indicators 2022-23	Performance of the year 2022-2023	Status
1	Board of management / Governing council Academic Council of the affiliating university/other university/college.	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, framing the question paper which are conducted by the university time to time .	Faculty members actively participated in framing the question paper, evaluation process and suggestions for the development of the curriculum	Completed
2	Conduct programs related to cross cutting issues	Minimum of 3 to 4 professional/Association /club IQAC activities per semester by every department.	The Institute conducts 28 events, 18 of which were held under the umbrella of the IQAC and 10 under NSS	Completed
3	Add On Course in each department peryear	Conduct minimum 5 Add on Course in each department per year and ensure to enroll a greater number of students (Min. 90%)	There are 25 additional ADD on courses offered and in all the departments students are enrolled. The IQAC team recommends more enhancements to reach the target.	Acheived
4	a) Seminars and Guest Lectures	Each department must organize at least two seminars and guest lecturers from reputable institutions, MNCs, and pharmaceutical industries during the academic year.	Throughout the academic year, 15 events—including seminars, guest lectures, and workshops—were arranged by all departments.	Completed



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	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 encouraging them to participate globally. (Extracurricular, co-curricular, cultural, and sports activities)	Most of students took part in co- curricular, extracurricular, sports, and cultural events.	Achieved
	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	Renowned subject experts employ contemporary teaching aids and web resources to support their classroom instruction.	Completed
5	a) Online feedback to be collected twice / annum on parameters from different stakeholders Student, Teacher, Alumni, Employer, Parents & Community.	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.	Based on the SSS feedback was gathered from faculty members, employers, alumni and students.	Achieved
		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.	The IQAC team completed a feedback analysis in accordance with our guidelines and implemented corrective measures.	Achieved
	b)Research support	Encouraging and motivating faculty to publish more Research papers with high impact paper journals.	During the academic year, 39 research publications in reputable journals with high impact factors have been published.	Achieved



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	c)Extension activity	Promoting more activities of Department Associations, NSS, IQAC.	The outstanding achievement was that 28 events were planned and conducted successfully under the IQAC and NSS activities were completed during the academic year.	Completed
	d)Infrastructure facilities	All infrastructures must be upgraded to meet high standards.	The department is equipped and few class rooms are equipped with LCD projectors.	Partially completed
6	Student full time teachers ratio	The faculty-to-student ratio will be less than 1:15.	Student full time teachers students ratio was achieved to 1:11	Achieved
7	Faculty PhD	All the faculty members are motivated to register for PhD	8 PhD teachers are recognized as research guides and 3 faculties are pursuing Doctoral degree	Achieved
8	Pass percentage of final year students	Result should be >80%	During the academic year, 100 percent of final year students passed; these considered noteworthy accomplishments.	Achieved
9	Workshop and seminar conducted on IPR	Minimum of two programs in funding, patenting, or IPR at departmental level in an academic year.	During the academic year, 5 IPR at were conducted by different department of the institution	Completed
		Minimum of two innovative projects at the departmental level in an academic year.	The faculties of TOCP successfully converted their 12 ideas into projects. 33 innovative projects have been completed by students this academic year. 5 Innovative ideas were	Achieved



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			nominated for grants in Rajiv Gandhi University of Health Sciences, Bangalore.	
10	Number of research papers published by faculty	All the faculty members are motivated to publish two research papers in Scopus/WoS/SCI/UGC/RGUHS in an academic year	During the academic year, 39 research publications in reputable journals with high impact factors have been published	Partially completed, further IQAC Team has taken steps to encourage faculty members to exert greater effort in order to meet the target
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	During the academic year, 3 book chapters.	The IQAC Team has taken steps to encourage faculty members to exert greater effort in order to meet the target. The entire faculty members enthusiastic writing of books and book chapters has greatly risen.
12	Extension and outreach programs conducted	Every department shall conduct minimum two outreach programs in an academic year	Institute conducted 8 outreach program to create social awareness and reaching government schemes to the society.	Completed
13	Collaborative activities/consultancy	Each department should engage in Collaborative /consulting activities	Institute conducted 6 Collaborative activities and all department were actively participated.	Achieved
14	MOUs with institution	Minimum of one MOU and at least one activities shall be conducted as per the agreement in MOU by every department	During the academic year, 6 MOUs were done.	Completed
15	Institution subscriptions for E-Resources	Students in the UG and PG programs 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.	Achieved



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16	Number of Capacity building and Skill enhancement activities conducted	Minimum two Skill development programme in an academic year shall be conducted at Institutional level	The institution carried out 16 capacity building and skill enhancement programmes during the academic year in accordance with the skill requirements.	Achieved
17	Placement of outgoing students	Conduct a greater number of Institute Industry Interface Programs and prepare students for entry-level graduate positions while taking into account industry/hospital requirements and the goal to attract MNCS/Hospitals to hire our students with higher compensation.	Students are inspired to concentrate on career buildups, and we've held a lot of events with IQAC.	Achieved
18	Students progression to higher education	Every student shall go through Placement/Entrepreneurship or Higher studies	A total of 23 students are pursuing higher education this academic year.	Achieved
19	Awards /medals	At least one cultural/sports activity in Institutional level in an academic year	Cultural and sports events were carried out according to schedule.	Completed
		The students should be encouraged by every department to obtain greater academic university ranks.	During the academic year, final year RGUHS result was 100%, and university ranks and medals was yet to be published	Achieved
20	Number of Professional development/ administrative training programs organized by the institution	To organize one National/International Conference training programs at Institutional Level and Department level every year	Institute conducted 6 Faculty Development Program and 4 training programs organized by the institution during this academic year.	Completed
21	Number of Teachers attending professional development training program	Minimum two Faculty Development Programme (Internal/External), minimum one workshops, minimum two seminars and Guest Lectures shall be organized by each department	Faculty members attended 6 FDP, which was a good accomplishment in terms of skill development and guest lectures, seminars, and workshops held in accordance with the	Achieved



Children's Education Society (Regd.)

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		in an academic year.	scheduled	
22	IQAC Formation	IQAC team conducts Academic Administrative Audit (AAA) and quality audits on a regular basis.	All the department 100% completed	Completed
23	NAAC Accreditation	Gather all relevant data for the NAAC Accreditation and apply of NAAC	Applied for NAAC Accreditation	In process
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.	Alumni are encouraged to provide students their valuable suggestions and exposure to current industry trends that would aid in their Placement through various communication aids.	The institution encourages alumni members to exert greater effort in order to meet the institutional target.
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	4 training programs organized by the institution for teaching and non-teaching staff during this academic year	Completed
26	Funding	All doctorates are encouraged to submit research ideas to various funding entities.	5 Innovative PROJECTS were nominated for grants in Rajiv Gandhi University of Health Sciences, Bangalore.	Achieved

P. Padua

PRINCIPAL

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