



6.2.1 - The institutional Strategic/ perspective plan is effectively deployed Strategic Plan and deolovment documents on the website:

Higher level academic committee consisting of Principals, Directors and senior professors after indepth discussions and by considering vision, mission, quality policy, core values, social factor and SWOC (Strengths, Weakness, Opportunities and Challenges) analysis established a strategic plan with well defined objectives and mechanism for its effective implementation and monitoring. The Institution successfully implemented strategic measures for improving academic performance through training

All faculty has taken responsibility to design and implement the specific programmmes on a specific strategic dates.

Overall skill projection of basis of life long practices is developed from events such as Guest lectures, Industrial visits, graduationday ceremony.

Plan of action for effective academic semester proceedings

Course Action Plan

s.no	Departmental Action Plans	Period	Remarks
1	Course choices from faculty members	2-3 weeks prior to the commencement of semester	Course choices are requested from faculty members for the forthcoming semester
2	Work Load Distribution	2-3weeks prior to the commencement of semester	Allotment of courses is done by the HOD based on the faculty members' specialization or based on the expertise on a particular Course.
3	Timetable Uploading	1 week prior to the commencement of semester	. Time table is prepared by the Time-table committee and the same is uploaded in the University

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			ERP.
4	Course File	1 week prior to the commencement semester	Course files are collected from the faculty members for their respective courses
5	Commencement of first spell of Instruction	As per academic calendar	Distribution of preface to the students to give orientation about the subjects.
6	Completion of 1 unit	4 weeks from commencement of classes	Covers the theoretical classes and practical labs
7	Completion of 2 1/2 unit	8 weeks from commencement of classes	Covers portion, conducting classes, preparing students for 1 mid exam by discussing important questions
8	Mid I exam	As per academic calendar	Question papers are collected from subject faculty and sent to exam branch.
9	Commencement of second spell of instruction	As per academic calendar	Evaluation of answer scripts and Gap analysis for assessment of performance of students
10	Workshops and seminars	10th week from commencement of classes	Conducting workshops and seminars to enhance the soft skills and improve presentation
11	Completion of 5 units	15th week from commencement of classes	Complete Syllabus coverage
12	Model papers discussion	16th week from	previous years.

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		commencement of classes	question papers are discussed with the students and prepare them for End exams.
13	Mid II exam	As per academic calendar	Question papers are collected from subject faculty and sent to exam branch
14	Preparation holidays	As per academic calendar	Course handouts and model papers of the related Subjects are distributed to the students
15	Endsemester exams	As per academic calendar	End exams
16	Address by HOD to the students	Last day of the exam	Address by HOD to the students regarding the upcoming academic activities of the next Semester

Support to Weak and Bright Students

s.no	Category	Method of categorization	Extra care taken for students
1	Bright students	Current CGPA > 7.5	<ul style="list-style-type: none"> Supplementary Assignments are provided to develop skills to enhance knowledge. Extra classes for advance topics. Special guidance to publish papers and to carry out innovative projects.

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2	Weak students	Current CGPA < 6	<ul style="list-style-type: none">Identify the courses in which student is weak.Additional time is provided by the faculty member for better understanding.Extra counselling to motivate students and guide students for better preparation.More test and assignment are given.Mentors are facilitated to understand personal and professional difficulties of students.
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A Guest Lecture on
"ICH Guidelines for the Manufacturing of New Drug Substances and New Drug Products"
Date: 20th December, 2021; Time: 10.30 AM
by:
Dr. A. Sunil Kumar Reddy M.Pharm., Ph.D.
Scientist-II, Chemical Research Development
Aurobindo Pharma Ltd., Hyderabad.

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Dr. A. Sunil Kumar Reddy
Scientist-II, Chemical Research Development
Aurobindo Pharma Ltd., Hyderabad.



GUEST LECTURES 2021-2022

S.No	Date	Guest details	Title	Students	Total no student attended
1	21-09-2021	Dr P Lakshmi Professor, HOD Dept of pharmacy Practice Pulla Reddy college of pharmacy	Pharmacovigilance towards clinical drug safley	Pharma D, II,III,IV B Pharmacy II,III,IV	110
2	21-09-2021	Mr Ashwin kumar, Manager Jeevan Scientific Technology	Pharmacovigilance towards clinical drug safley	Pharma D, II,III,IV B Pharmacy II,III,IV	110
3	25-09-2021	Dr Jagannath Kota Associate Director Novartis Health Care	Pharmacy Always trusted for your Health	B Pharmacy II,III,IV Pharma D II,III,IV	115
4	25-09-2021	Dr Prabhaakar Reddy Associate professor Dept of Clincial pharmacology, NIMS	Pharmacy Always trusted for your Health	B Pharmacy II,III,IV Pharma D II,III,IV	115
5	23-11-2021	Dr Chinnababu Robotic surgical oncologist. Apollo Hospital	Pharmacist An Integral part of healthcare	B Pharmacy II,III,IV Pharma D II,III,IV	95
6	27-11-2021	Dr santosh Kumar FRA Manager Dr Reddy Labs	Pharmacist An Integral part of healthcare	B Pharmacy II,III,IV Pharma D II,III,IV	100
7	20-12-2021	Dr. A. Sunil Kumar Reddy	ICH guidelines for manufacturing of New Drugs Substances and New drug products	pharmacy	200
8	22-12-2021	Dr B. Shiressha Professor	About Pharmacy	B Pharmacy and Pharma D I	120
9	23-12-2021	Dr Nageshwar singh	Personality development programme	B Pharmacy and Pharma D I	125
10	24-12-2021	Dr. Hari kiran	Career Development Lecture	B Pharmacy and Pharma D I	100
11	04-03-2022	Dr. P. Veeresh Babu Dept of Pharmacology Gokaraju Rangaraju	Toxicity Studies	Pharm.D	

Dr. P. Veeresh Babu
Dept of Pharmacology
Gokaraju Rangaraju
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		College			
12	18-03-2022	Industrial visit to Sunrise pharmaceutical		B Pharm IV year	80
13	27/04/2022	Dr. P.J Prasanna Sundari Professor., Sri Venkateshwara College of Pharmacy, Department of Pharmacology	Patenting aspects of traditional knowledge	B pharm II & III year	150
14	05-05-2022	Dr Lalitha devi Pulla Reddy college of pharmacy	Gene code genetic structure	pharm D II, III yr	55
15	13-05-2022	NIPER visit		B Pharmacy III & Pharma D IV Year	80
16	23-05-2022	Dr.V.Prabhakar Reddy Principal University College of Pharmaceutical Sciences, Palamuru University, Mahabubnagar	Nanotechnology	Pharm IV year	30

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GUEST LECTURE BY Dr. P.K. LAKSHMI



GUEST LECTURE By Mr. Ashwin Kumar



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GUEST LECTURE BY Dr. A. SUNIL KUMAR REDDY



GUEST LECTURE BY P. J PRASUNA SUNDARI



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GUEST LECTURE BY Dr. HARI KIRAN



GUEST LECTURE BY Dr. Lalitha Devi



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GUEST LECTURE BY Dr. P. VEERESH BABU



INDUSTRIAL VISIT




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GUEST LECTURE BY Dr. V. PRANHAKAR REDDY



Industrial Visit to Sunrise Pharmaceuticals

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6.2.1 THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED Institutional Strategic Goals

1. Efficient Teaching erudition procedure
2. Effective Leadership and Participative management
3. Constant Internal Quality Assurance System
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Escalating Placements 8. Proper
9. Women/Student/Faculty Grievance
10. Financial Planning & Management
11. Institute – Industry Interaction
12. Encouragement of Budding Entrepreneurs
13. Constant Growth in Research and Development
14. Boosting Internal Revenue Generation
15. Alumni Interaction and Outreach activities
16. Mounting Physical Infrastructure

Strategic Planning

<p>Efficient Teaching Erudition procedure</p>	<ul style="list-style-type: none"> • Academic planning Preparation of teaching plan as per OBE • Preparation of Lesson Plan. • 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
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	<ul style="list-style-type: none"> • Provide mentoring and individual support • Follow a transparent feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Evaluation parameters and benchmarking
<p>Effective Leadership and Participative management</p>	<ul style="list-style-type: none"> • Following reporting structure of faculties • Decentralization of the academic, administration and student related authorities & responsibilities • All the Heads of the Departments conduct faculty meetings every fortnight • Portfolio assignments • The minutes of the meetings are communicated to the principal who in turn consolidates all the suggestions and submits them to the Management for approval & reference.
<p>Constant Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • Establishment of IQAC done • Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. • All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. • Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. • Internal Audit - Regular internal audits are conducted at planned intervals to checks the effectiveness of the implementation, maintenance and improvement of the QMS. • Monitoring and measurement of processes and products Continuous measurement and monitoring of the processes are done to identify appropriate corrective action to ensure conformity of service. • Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement.

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	<ul style="list-style-type: none"> • External Audit. • Framing of Quality Policy • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Release of Annual report preparation & submission
<p>Ensuring Effective Governance</p>	<ul style="list-style-type: none"> • To review the smooth running of the administrative activities of the college, discussing approval of new programs. • To review the examination results (Internal as well as External) of all programs result analysis and their improvement strategies. • To approve the up gradation & maintenance of the Infrastructure of the Institute. • To review the budget allocated for different purposes and their expenditure etc. Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc. • To review the Placement activities, Collaborations with Industry and R&D programs. • Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college. • To provide support for conducting all kinds of activities: - Cocurricular and Extra-curricular. • To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc • Evaluation of Institute's performance and benchmarking Institutional strategic goals setting • Institutional Strategic Planning • Monitoring and Implementing the Quality Management Systems • Establishing E-Governance • Leadership development through decentralization



	<ul style="list-style-type: none"> • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and effective performance appraisal system
<p>Student's Overall Development through Participation</p>	<ul style="list-style-type: none"> • The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner. • Budget framing and allotment for student development programs and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
<p>Employees Advancement & Welfare</p>	<ul style="list-style-type: none"> • Recruitment Policy development & implementation • Employees performance evaluation system • Regular Training for quality improvement • Healthy and supportive working environment & infrastructure. • Proper established Code of conduct, service rules & leave rules to be followed by all. • Staff welfare policy implementation • Career advancement scheme • Rewards, recognitions and incentive • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations
<p>Escalating Placements</p>	<ul style="list-style-type: none"> • The Central T & P Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement.

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	<ul style="list-style-type: none"> • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.
Proper Discipline	<ul style="list-style-type: none"> • Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with Id-cards and proper uniforms.
Women/Student/Faculty Grievance	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none"> • To make women, students, faculties & staff members aware about their rights. • To help them in knowing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be selfdependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To help them in changing their mind setup • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care. • The Student Representatives have the responsibility towards students to be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner
Financial Planning & Management	<ul style="list-style-type: none"> • Framing of financial budget according to multiple areas. • Forecasting of Revenue & Expenditure • Effective purchasing through this committee • Contingency Fund allocation every year • Budget formulation & approval through Budget Committee • Periodic Audit
Institute – Industry Interaction Cell	<ul style="list-style-type: none"> • Industrial Research & Consultancy. • Research guidance from industry • Short-Term Training Programmes. • Collaborative Educational Programmes.

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	<ul style="list-style-type: none"> • Industry-Institute Human Resources Exchange. • Faculty and student exchange for knowledge sharing. • Training programmes / Short term assignments to the faculty members in industries. • Participation of industrial experts in curriculum design. • Student internships and industrial visits. • Formation of industry institute interaction cell • Support for internships, visits, trainings, guest lectures • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing career guidance
<p>Encouragement of Budding Entrepreneurs</p>	<ul style="list-style-type: none"> • Establishment of Entrepreneurship & Development Cell • Industrialists visit for seminar, lecture, workshop for entrepreneurship development • Promoting, sponsoring and facilitating entrepreneurship development • Providing training & guidance for entrepreneurship development.
<p>Constant Growth in Research and Innovation</p>	<ul style="list-style-type: none"> • Dedicated R & D facilitation center. • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
<p>Boosting Internal Revenue Generation</p>	<ul style="list-style-type: none"> • Formation of the committee to look after the financial needs of the various Departments of the finances involved during functions and celebration, for other administrative and infrastructure purposes • Infrastructure creation for revenue generation • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue

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Alumni Interaction and Outreached Activities	<p>generation plans</p> <ul style="list-style-type: none">• Advertising & marketing• Configuration of Alumni association to increase their participation• Invitation for guest lecturers/internship/placement/training/entrepreneurship• Exploring Contributions• Sponsorships/scholarships/fund generation• Data base creation, Regular interactions with alumni and networking• Recognition of successful alumni for appreciation and felicitation
Mounting Physical Infrastructure	<ul style="list-style-type: none">• Infrastructure building development & modification• Functional facilities for e-learning Safety & Security management• Water facility• Hygiene, zero plastic & green campus• Recycling of water• Smart Class rooms, Tutorials, Seminar halls• Modernization of Laboratory & equipment• Library infrastructure up gradation• System up gradation• Medical facility• Development of sports (indoor/outdoor) facilities• Plantation

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Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

Implementation at Institute Level

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

Deployment

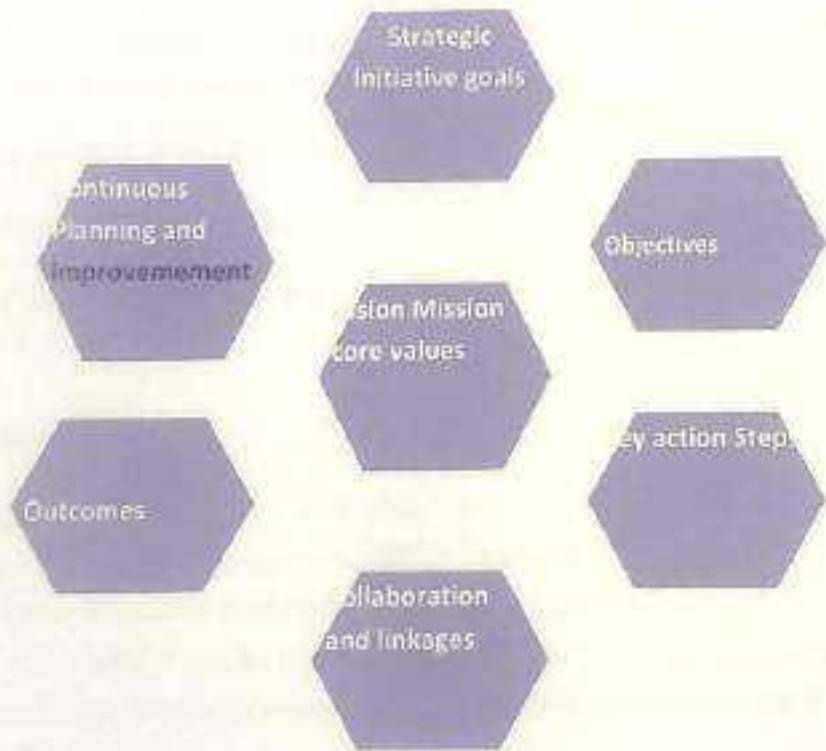
The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails and other forms of communication. The Principal's handbook serves as guideline at the institutional level to undertake these activities. The organizational procedure manual guides all the activities through well-defined policies and procedures for each of the activities.


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Strategic plan process

SWOC ANALYSIS

Strengths –

- Reputed & well-known management with Financial stability
- Positive social perception with diversity of students
- State-of-the-art Infrastructure for curricular and co-curricular activities
- Holistic Education
- The Curriculum is integrated with ICT to enhance employability
- Innovative teaching and learning process are effectively followed to ensures holistic education development of student

- #### Weakness –
- Low faculty research profile, and patents
 - Consultancy activities are limited.
 - Research publications are limited with respect to Scopus & SCI journals

Opportunities –

- Recognition as research center under BCU
- Scope for high level inter-disciplinary research.
- Tie-ups & academic exchanges with reputed institutes
- With significant increase in coaching programs for Competitive Exams, the institution aims to create a greater number of placements for the students.

To strengthen alumni associations for their involvement in developmental, academic, research and mentorship activities of the students.

- Opportunity has been created for development of E-content by faculty

Challenges: -

- Upgrading & updating programs in tune with global trends
- Competing with Autonomous institutions across India

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- Greater Industry and Academia connect necessary to ensure curriculum and skills in line with requirements.
- To search for innovative career opportunities for students

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Focus of Strategic Plan

To make students more employable

- Providing various courses which will help in increasing their practical knowledge
- Periodic interaction with the distinguished guests who have excelled in their field
- Industrial visits to various business premises

Apart from these, we also plan to conduct the following:

- Conducting soft skills and lectures on etiquettes
- To maintain continuously good academic performance
- Increasing students' engagement in learning
- Increasing students' responsibility towards learning
- Motivating students by periodic interaction with distinguished guests
- To develop and execute effective teaching- learning process
- ICT-based teaching
- Organize Study tours for students
- Provide state of art library facilities
- Encourage teachers to participate in Seminars and Conferences

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