



**SOMAIYA**  
**AYURVIHAR**

K J Somaiya School / College of Nursing

### **ACADEMIC STRATEGY PLAN (A. Y. 2017-22)**

The Academic strategic plan was approved by the Local management Committee in 2017

#### **What if:**

- Funding to the Institution is increased by 20%.
- Reduce the deficit.
- Forecast that none of the seats remain vacant.
- MOU is signed with at least 2 Universities.
- M.Sc Nursing program is launched

#### **Emerging challenges:**

- 21<sup>st</sup> century had posed new and greater challenges.
- Liberalization, globalization and Privatization has changed the organizational environment.
- Needs and expectations of the students, faculty, client's, regulatory bodies have undergone changes.
- Changes in the dynamic ever changing society leads to uncertainty in the educational environment.
- Organization needs to cope with the scarce resources: Physical, Financial, information, etc.

### **Strategy Intent**

#### **Vision:**

Impart nursing education to prepare professionals who are knowledgeable, skillful, having professional attitudes for rendering nursing services at par with global standards.

#### **Mission:**

Aspire and strive for excellence in education and service by creating a conducive teaching learning environment and developing the human potential of students for the benefit of society.



**Dr. Avani Oke**  
Principal

**K.J. Somaiya College of Nursing**  
**Ayurvihar, Sion (E), Mumbai - 22**

K J Somaiya School / College of Nursing

Somaiya Ayurvihar Complex, Eastern Express Highway, Hospital Building, 4th Floor, Sion, Mumbai - 400022. India

Telephone : (91-22) 50954754 / 24090253 (Extn - 4602/4609),

Email : principal.nursing@somaiya.edu Website : www.somaiya.edu

**Organizational Goal:**

- Educate and empower a diverse population of male and female nurses for professional nursing practice irrespective of age, caste, creed and religion in a variety of setting.
- Contribute to scholarly development of professionals through integration of theory, research and clinical practice.
- Provide an education foundation to promote self reliance, cultural competence, ethical sensitivity, leadership and lifelong learning in nursing profession.
- Contribute towards global improvement of health care through individual, collaborative and interdisciplinary efforts.
- Provide an environment and infrastructure that supports academics, scholarly publications, research and health care services.
- Provide a mechanism for continuous program assessment, evaluation and improvement
- To attract and retain best professional talents through continuous professional and personal development programs, rewards and honors for excellence.

**Core Values:**

- Respect
- Quality
- Preserve human life
- Dedicated service
- Excellence
- Integrity
- Ethics

Sr. No.	Short Term Goals	Objectives
1	Up gradation of the course content and laboratory facilities.	<ul style="list-style-type: none"><li>● Syllabus revision.</li><li>● Procuring more books, journals.</li><li>● Procuring additional equipment in the laboratories.</li><li>● Organizing expert guest lectures.</li><li>● Offering new electives.</li></ul>
2	To encourage faculty and staff to enhance their domain knowledge and pedagogical skills so as to improve the quality of education and training imparted to the students	<ul style="list-style-type: none"><li>● To depute faculty and staffs to training programs in institutions of higher learning.</li><li>● To encourage faculty and staff for training in pedagogical skills.</li><li>● To arrange for expert guest lectures.</li></ul>
3	Enhance research and consultancy services	<ul style="list-style-type: none"><li>● To form functional ethics committee.</li><li>● To collaborate with institutions for multidisciplinary research.</li><li>● Initiation of research activities , publications at all levels.</li></ul>

		<ul style="list-style-type: none"> <li>● Deputation of faculty for research poster and paper presentation.</li> </ul>
4	Enable the students to become competent, professional nurses in clinical and community setting.	<ul style="list-style-type: none"> <li>● Collaborate with institutions and hospitals.</li> <li>● Inculcate critical thinking ability among students.</li> <li>● Enhance skills in various procedures.</li> </ul>
5	Strengthening and nurturing the faculty and staff	<ul style="list-style-type: none"> <li>● Create conducive working environment.</li> <li>● Career advancement opportunities.</li> <li>● Support and motivation for progression.</li> </ul>
6	To promote overall development among students.	<ul style="list-style-type: none"> <li>● Encourage participation in co curricular and extracurricular activities.</li> <li>● To develop leadership and communication skills among students.</li> </ul>
<b>Sr. No.</b>	<b>Short Term Goals</b>	<b>Objectives</b>
7	Strengthen the bond among faculty, students, parents.	<ul style="list-style-type: none"> <li>● Involve the stakeholders in planning, decision making and feedback.</li> <li>● Well functioning Alumni association.</li> </ul>
8	To assist students to be self reliant and economically independent.	<ul style="list-style-type: none"> <li>● Campus placement</li> <li>● Certified refresher courses.</li> </ul>

#### Long Term Goals:

- To Enhance Intake capacity of students in each program to 50.
- To upgrade the existing laboratories.
- To initiate new PG program in various specialties.
- To improve revenue generation.
- To promote collaboration with Foreign Universities.

#### Strategy Areas

Sr. No.	Strategy Area	Actions
1	Governance and organization:	<ol style="list-style-type: none"> <li>I. Encourage participation of all stakeholders in the decision making.</li> <li>II. Provide for decentralization and delegation of power.</li> <li>III. Provide for transparency, accountability and democratic process.</li> </ol>
2	Quality Assurance	<ol style="list-style-type: none"> <li>I. Promote and propagate self concept of quality.</li> </ol>

		IV. Plan effective career growth through attractive compensation and promotional avenues to all faculty and staff.
	(Teaching Learning Process)	II. Undertake curriculum planning, development review and revision periodically with inputs from all stakeholders. III. Improve responsiveness to educational needs of students and industry. IV. Provide for student peer tutoring and mentoring by alumni. V. NAAC accreditation
3	Human Resource Management	I. Plan for career growth, advancement. II. To revise the pay structure. III. Creation of conducive working environment. IV. Continuous staff development and in service program. V. Incentives for research, consultancy, paper publications etc. VI. Rewards, recognition. VII. Open door policy. Immediate address of grievances.
<b>Sr. No.</b>	<b>Strategy Area</b>	<b>Actions</b>
4	Resource Optimization	<ul style="list-style-type: none"> <li>● Utilizing the common facilities and available resources.</li> <li>● Proper Maintenance of stock inventory, Capital Asset register.</li> <li>● Repair and maintenance.</li> <li>● Accountability and responsibility while utilization of resources.</li> <li>● Co operation and collaboration with various departments and institutes.</li> </ul>
5	Research and Consultancy	<ul style="list-style-type: none"> <li>● Formation of research ethical committee, lab.</li> <li>● Initiation of research at individual, faculty, group, departmental or institutional level.</li> <li>● Identifying funding agencies and take new projects.</li> <li>● Consultancy services through certified short term programs, courses.</li> <li>● Resource persons/ experts in various institutes.</li> <li>●</li> </ul>
6	Brand Image:	<ul style="list-style-type: none"> <li>● Ensuring quality in teaching learning process. NAAC accreditation</li> <li>● Students as brand ambassadors.</li> </ul>

		<ul style="list-style-type: none"> <li>● Increasing visibility of the institute: website, social media, campus placements.</li> <li>● Student and faculty participation.</li> <li>● Visits to various Institutes.</li> <li>● Workshops/ conferences/ seminars</li> <li>● Encourage participation by faculty as core leading members of various associations, governing bodies( INC, MNC, MUHS)</li> <li>●</li> </ul>
7	Research and Consultancy	<ul style="list-style-type: none"> <li>● Formation of research ethical committee, lab.</li> <li>● Initiation of research at individual, faculty, group, departmental or institutional level.</li> <li>● Identifying funding agencies and take new projects.</li> <li>● Consultancy services through certified short term programs, courses.</li> <li>● Resource persons/ experts in various institutes.</li> </ul>
8	Educational Social Responsibility	<ul style="list-style-type: none"> <li>● Initiate formation of NSS unit.</li> <li>● Participation in community awareness, screening, prevention programs.</li> <li>● Collaborate and render services to under privileged society.</li> <li>● Sensitize the students to existing problems and plan programs for upliftment.</li> <li>●</li> </ul>

## IMPLEMENTATION

**Note: The break-up of financial implications is attached in Appendix - iv**

### Short Term Goals:

Sr. No.	Goal	Finance	Infrastructure	Human Resource Management
1	ST:1 Up gradation of course content and laboratory facilities	Approx 25 lakh spread over 5 years. Smart board ( Rs. 1.5 Lakh each) LCD and computers in each classroom( Wall Mounted)	Improvement in lab Facilities Smart room More lab space	Curriculum committee Additional responsibility to maintain and upgrade lab.

		Lab equipment, models, simulators etc. Rs. 20 Lakh		
2	ST: 2 To encourage faculty and staff to enhance their domain knowledge and pedagogical skills so as to improve the quality of education and training imparted to the students	Rs. 50,000/ yr For in-service, faculty and staff development program. IT cost	Conference room Latest hardware/ software Digital library RFID technology	Training for library staff. Training for faculty and students
3	ST: 3 Enhance research and consultancy services	Identify funding agencies. Incentives for faculty Creating funds for research. Initially Rs. 15,000/ yr. Research Lab: Rs. 1.5 Lakh Salary.Rs. 15,000/ month	Computer with latest technology Research Lab SPSS latest package	Assistant for computing and entering data. Identify agencies, institutes to collaborate multidisciplinary research
4	ST : 4 Enable the students to become competent, professional nurses in clinical and community setting.	Clinical affiliation fees Rs. 5 Lakhs/ yr Simulation lab: Approx 1 crore	Manuals to be printed and procedures to be standardized. Adequate lab equipment for practice and re-demonstration Simulation lab to be created.	1: 10 teacher student ratio Staffs, in charges to be involved in student teaching and supervision.
<b>Sr. No.</b>	<b>Goal</b>	<b>Finance</b>	<b>Infrastructure</b>	<b>Human Resource Management</b>
5	ST: 5 Strengthening and nurturing the faculty and staff	Salary revision: 6 <sup>th</sup> Grade Pay Incentives for research, consultancy, publications. Furniture: Rs. 7 Lakhs	Conducive working environment Proper working space. Adequate storage area for keeping records	HR policy for career advancement, study leave, deputation, salary revision for all.

			Adequate space	
6	ST : 6 To promote overall development among students.	Co- curricular/ sports/ Extracurricular activities: Rs. 50,000/ yr New sports equipment: Rs. 1 Lakh Rs. 1 Lakh/ Yr for 3 years.	Recreation room Indoor sports . Environment to motivate maximum participation for all types of events. Class room with LCD and wi fi connectivity for expert lectures	Additional responsibility for hostel warden. SNA student body to take over the responsibility of maintenance.
7	ST : 7 Strengthen the bond among faculty, students, parents.	In- service/ guest lectures: Rs. 3,000/ yr Finances to be managed through the alumni life time membership fees. ( Rs. 1,000/ student)	Suggestion box Alumni reunion meetings, Conference room	Alumni committee Faculty, students, alumni, parents, Recruiting hospitals to be involved Scholarships to be provided( Later)

#### Long Term Goals:

Sr. No.	Goal	Finance	Infrastructure	Human Resource Management
1	LT: 1 To Enhance Intake capacity of students in each program to 50.	Fees: Essentiality, affiliation, inspection ( Govt, INC, MNC, MUHS) Salary for faculty: teaching and non teaching Furniture: Desks, chairs, lockers etc Av aids	More space for students, faculty, non teaching. In the classroom as well as in hostel. More library books, equipment	Appointment of more teaching as well as non teaching faculty.
2	LT:2	Equipment, models, manikins, library. Latest	Space as per INC regulation	Faculty responsible for inventory,

	To up grade the existing laboratories.	software, hardware, More beds, library books, Furniture		maintenance and asset register.
3	LT :3 To initiate new PG program in various specialties.	Equipment, models, manikins, library. Latest software, hardware, More beds, library books, Furniture.	Space as per INC regulation	Appointment of more teaching as well as non teaching faculty.
4	LT: 4 To improve revenue generation.	<ul style="list-style-type: none"> <li>• Advertising.</li> <li>• Increase student intake'</li> <li>• Reduce drop out</li> <li>• Increase fees</li> <li>• More scholarships</li> <li>• Conferences/ workshops/ certificate courses.</li> <li>• Curtail unwanted expenses.</li> <li>• Prioritize needs</li> <li>• Funds, donations encouraged.</li> </ul>	Conducive teaching learning environment.	Mentoring, counseling. Trained and effective trainers.
5	LT: 5 To promote collaboration with Foreign Universities	<ul style="list-style-type: none"> <li>• Travel, Accommodation</li> <li>• Sponsorship/ financial assistance</li> </ul>	Latest hardware, software Lodging and mess facility. Hospital with modern equipment, technology.	MOU. Syllabus flexibility.

#### IMPLEMENTATION AND CONTROL

Sr. No.	What (Actions)	Who (Responsibility)	When (Schedule)
1	Governance and Organization	Trustees, LMC, Local Advisory Committee, Regulatory bodies, Principal, Vice- Principal	Continuous
2	Quality Assurance	Principal, Vice Principal, All Faculty	Continuous



3	Human Resource Management	Principal & HR Dept	Annual
<b>Sr. No.</b>	<b>What (Actions)</b>	<b>Who (Responsibility)</b>	<b>When (Schedule)</b>
4	Resource Optimization	Principal, Secretary, Repair and Maintenance Dept, Faculty	
5	Brand Image	All Stakeholders	Continuous
6	Research and Consultancy	Principal, Ethical committee,	Continuous
7	Educational Social Responsibility	Principal, Community Department, SNA	Continuous
8	Financial Management	Chief Finance Officer, Accountant, Principal	Continuous
<b>SHORT TERM GOALS</b>			
1	Up gradation of course content and laboratory facilities	Curriculum committee, Lab in charge, Principal	Course content- 2017 onwards. Once in 2 years. Lab up gradation: 2022.
2	To encourage faculty and staff to enhance their domain knowledge and pedagogical skills so as to improve the quality of education and training imparted to the students	Principal, Vice Principal, In charge- In-service and faculty development	2017 onwards
3	Enhance research and consultancy services	Faculty	continuous
4	Enable the students to become competent, professional nurses in	Faculty	continuous

	clinical and community setting.		
5	Strengthening and nurturing the faculty and staff	Principal, Vice Principal, Management, HR Dept	continuous
<b>Sr. No.</b>	<b>What (Actions)</b>	<b>Who (Responsibility)</b>	<b>When (Schedule)</b>
6	To promote overall development among students.	Faculty	continuous
7	Strengthen the bond among faculty, students, parents.	Principal, Vice Principal, Faculty, Alumni coordinator	continuous
8	To assist students to be self reliant and economically independent.	Faculty	continuous
<b>Long Term Goals</b>			
9	To Enhance Intake capacity of students in each program to 50.	Faculty, Management	Later after 5 years
10	To up grade the existing laboratories.	Principal, lab in-charge	By 2022
11	To initiate new PG program in various specialties.	Faculty, Management	Later after 5 years
12	To improve revenue generation.	Principal, Faculty, Accountant, Management	Continuous
13	To promote collaboration with Foreign Universities	Principal, In- charge( International Collaborations)	By 2020

### EVALUATION/ PERFORMANCE

Sr. No.	Area	Measure	Frequency
1	Governance and organization	Meetings conducted as per mandate. LMC, Local Advisory, Other Committee: Library, hostel, Anti-ragging, Curriculum, grievance etc.  Minutes communicated to all members	Twice a year  Within 15 days
Sr. No.	Area	Measure	Frequency
2	Quality Assurance: Teaching Learning Process:	Number of faculty sent for training  Evaluation of teaching  Evaluation of clinical supervision  Feedback from parents, students  NAAC	At least 3 / yr  Twice a year  Twice a year  Twice a year  A grade
3	Human Resource Management:	Feedback from faculty  Feedback from students, parents, Alumni  Reduction in number of grievances, complaints of faculty, students, parents, alumni  Reduction in number of warnings/ memos to faculty & Students	Once a year  Twice a year  Annually  Annually
4	Resource Optimization:	Updated inventory of all items	Annually and continuous  Immediate and continuous

		Reduction in time taken to resolve complaints pertaining to repairs and maintenance.  Increase collaboration with various Institutes.	Every year at least one more institute to be added.
5	Brand Image:	Increase demand for admission  Reduction in drop out.  Increase in number of recruiters demand for Somaiya nursing students  Somaiya visible in the first ten best Nursing Institutes  Increase in number of conferences/ workshops organized	5% increase every year  Less than 2% .  Increase by 5% year  By 2022.  At least 2 per year.
<b>Sr. No.</b>	<b>Area</b>	<b>Measure</b>	<b>Frequency</b>
6	Research and Consultancy:	Total number of papers presented State/ National/ International Conference:  Total number of Research publications in peer review/National/International Journals:  Number of books/ chapter/ manual publication:  Number of faculty as Resource persons:  New projects added:  New MOU signed:	Increase by 3% every year  At least one/ faculty  Increase by 5% every year  2 / year  1/ year
7	Educational Social Responsibility:	Number of awareness programs conducted	5% increase every year

		<p>Participation in screening programs</p> <p>Participation in National Programs:</p> <p>New community projects undertaken</p>	<p>2 % increase every year</p> <p>All</p> <p>2/ year</p>
8	Curriculum Revision:	<p>In service/ Faculty Development program:</p> <p><b>Student Development:</b> Participation at institute/ inter college/ state/ national level.</p> <p>Participation of students for conference/Workshop</p> <p>Prizes won at various levels</p> <p><b>Academic Results:</b> Number of students in merit Number of Distinctions Total result Number of Failures</p>	<p>Once in every two years</p> <p>At least 3 /yr or as per need</p>



*Dr. Avani Oke*  
**Dr. Avani Oke**  
 Principal  
 K.J. Somaiya College of Nursing  
 Ayirvihar, Sion (E), Mumbai - 22