

ACADEMIC STRATEGY PLAN

2022-27

What if:

- Funding to the Institution is increased
- Reduce the deficit.
- Forecast that none of the seats remain vacant.
- Ph.D Nursing program is launched

Emerging challenges:

- 21st Century has 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.

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">• Syllabus revision.• Procuring more books, E- journals and ensuring utilization.• Procuring and upgrading the equipment in the laboratories.• Organizing expert guest lectures.• Offering new electives modules.
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">• To depute faculty and staffs to training programs in institutions of higher learning.• To encourage faculty and staff for training in pedagogical skills.• To arrange for expert guest lectures.• To enhance the activities through active faculty engagement through in-service.
3	Enhance research and consultancy services	<ul style="list-style-type: none">• To form functional ethics committee.• To collaborate with institutions for multidisciplinary research.• Initiation of research activities , publications at all levels.• Deputation of faculty for research poster and paper presentation.• To improve the quality of research publications.
4	Enable the students to become competent, professional nurses in clinical and community setting.	<ul style="list-style-type: none">• Collaborate with institutions and hospitals.• Inculcate critical thinking ability among students.• Enhance skills in various procedures.• Active campus placement and career counselling.• Bridging course to be implemented during internship training.• Encouraging students to participate in various competitions.• Widen exposure through educational visits and field trips.

Sr. No.	Short Term Goals	Objectives
5	Strengthening and nurturing the faculty and staff	<ul style="list-style-type: none"> • Create conducive working environment. • Career advancement opportunities. • Support and motivation for progression. • Enhancing welfare measures through salary revision, research funding and immediate addressal of grievances.
6	To promote overall development among students.	<ul style="list-style-type: none"> • Encourage participation in co curricular and extracurricular activities. • To develop leadership and communication skills among students.
7	Strengthen the bond among faculty, students, parents.	<ul style="list-style-type: none"> • Involve the stakeholders in planning, decision making and feedback. • Well functioning Alumni association. • Regular parent teachers meeting. • Involvement of students in decision making.
8	To assist students to be self reliant and economically independent.	<ul style="list-style-type: none"> • Campus placement • Certified refresher courses. • Planned Bridging course • Soft Skill and Personal development training.

Long Term Goals:

- To Enhance Intake capacity of students in each program ; especially PG program
- To initiate Ph.D in Nursing
- 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:	<ul style="list-style-type: none"> • Encourage participation of all stakeholders in the decision making. • Provide for decentralization and delegation of power. • Provide for transparency, accountability and democratic process. • Plan effective career growth through attractive compensation and promotional avenues to all faculty and staff.
2	Quality Assurance (Teaching Learning Process)	<ul style="list-style-type: none"> • Promote and propagate self concept of quality. • Undertake curriculum planning, development review and revision periodically with inputs from all stakeholders. • Improve responsiveness to educational needs of students and industry. • Provide for student peer tutoring and mentoring by alumni. • NAAC accreditation

Sr. No.	Strategy Area	Actions
3	Human Resource Management	<ul style="list-style-type: none"> • Plan for career growth, advancement. • To revise the pay structure. • Creation of conducive working environment. • Continuous staff development and in service program. • Incentives for research, consultancy, paper publications etc. • Rewards, recognition. • Open door policy. • Immediate address of grievances.
4	Resource Optimization	<ul style="list-style-type: none"> • Utilizing the common facilities and available resources. • Proper Maintenance of stock inventory, Capital Asset register. • Repair and maintenance. • Accountability and responsibility while utilization of resources. • Co operation and collaboration with various departments and institutes.
5	Research and Consultancy	<ul style="list-style-type: none"> • Formation of research ethical committee, lab. • Initiation of research at individual, faculty, group, departmental or institutional level. • Identifying funding agencies and take new projects. • Consultancy services through certified short term programs, courses. • Resource persons/ experts in various institutes.
6	Brand Image:	<ul style="list-style-type: none"> • Ensuring quality in teaching learning process. NAAC accreditation • Students as brand ambassadors. • Increasing visibility of the institute: website, social media, campus placements. • Student and faculty participation. • Visits to various Institutes. • Workshops/ conferences/ seminars • Encourage participation by faculty as core leading members of various associations, governing bodies(INC, MNC, MUHS)
7	Research and Consultancy	<ul style="list-style-type: none"> • Formation of research ethical committee, lab. • Initiation of research at individual, faculty, group, departmental or institutional level. • Identifying funding agencies and take new projects. • Consultancy services through certified short term programs, courses. • Resource persons/ experts in various institutes.
8	Educational Social Responsibility	<ul style="list-style-type: none"> • Active NSS unit. • Participation in community awareness, screening, prevention programs. • Collaborate and render services to under privileged society. • Sensitize the students to existing problems and plan programs for upliftment.

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
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

SHORT TERM GOALS

1	Up gradation of course content and laboratory facilities	Curriculum committee, Lab in charge, Principal	Course content- .Once in 3 years. Lab upgradation continuous
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	Continuous
3	Enhance research and consultancy services	Faculty	continuous
4	Enable the students to become competent, professional nurses in clinical and community setting.	Faculty	continuous
5	Strengthening and nurturing the faculty and staff	Principal, Vice Principal, Management, HR Dept	continuous
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
LONG TERM GOALS			
1	To improve the Intake capacity of students esp in PG program	Faculty, Management	By 2025
2	To initiate Ph.D Nursing	Principal, lab in-charge	By 2027
3	To up grade the existing laboratories.	Principal, lab in-charge	By 2022
4	To initiate new PG program in various specialties.	Faculty, Management	Later after 5 years
5	To improve revenue generation.	Principal, Faculty, Accountant, Management	Continuous
6	To promote collaboration with Foreign Universities	Principal, In- charge(International Collaborations)	By 2020


EVALUATION/ PERFORMANCE

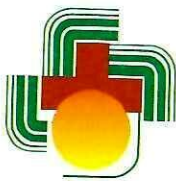
Sr. No.	Area	Measure	Frequency
1	Governance and organization	<ul style="list-style-type: none"> Meetings conducted as per mandate. LMC, Local Advisory, Other Committee: Library, hostel, Anti-ragging, Curriculum, grievance etc. Minutes communicated to all members 	Twice a year Within 15 days
2	Quality Assurance: Teaching Learning Process:	<ul style="list-style-type: none"> 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:	<ul style="list-style-type: none"> 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

Sr. No.	Area	Measure	Frequency
4	Resource Optimization:	<ul style="list-style-type: none"> Updated inventory of all items Reduction in time taken to resolve complaints pertaining to repairs and maintenance. Increase collaboration with various Institutes. 	<p>Annually and continuous</p> <p>Immediate and continuous</p> <p>Every year at least one more institute to be added.</p>
5	Brand Image:	<ul style="list-style-type: none"> 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 	<p>5% increase every year</p> <p>Less than 2% . Increase by 5% year</p> <p>By 2022.</p> <p>At least 2 per year.</p>
6	Research and Consultancy:	<ul style="list-style-type: none"> Total number of papers presented State/ National/ International Conference by faculty and students: Total number of Research publications in peer review/National/International Journals: in SCOPUS? Web of Science or UGC care list Number of books/ chapter/ manual publication: Number of faculty as Resource persons: New projects added: New MOU signed: 	<p>At least one/ yr</p> <p>At least 2 papers/ yr</p> <p>1 in 5 yrs.</p> <p>2 / year</p> <p>1/ year</p> <p>1/ year</p>
7	Educational Social Responsibility:	<ul style="list-style-type: none"> Number of awareness programs conducted Participation in screening programs Participation in National Programs: New community projects undertaken 	<p>10 programs every year</p> <p>2/ yr</p> <p>All</p> <p>4/ year</p>

Sr. No.	Area	Measure	Frequency
8	Curriculum Revision:	<ul style="list-style-type: none"> Curricular Revision In service/ Faculty Development program: Teaching pedagogy: Implementation of ICT and Creating students interest in research and critical thinking <p>Student Development:</p> <ul style="list-style-type: none"> Participation at institute/ inter college/ state/ national level. Participation of students for conference/Workshop Prizes won at various levels <p>Academic Results:</p> <ul style="list-style-type: none"> Number of students in merit Number of Distinctions Total result Number of Failures 	<p>Once in every three years</p> <p>At least 3 /yr or as per need</p> <p>Continuous</p> <p>Improve overall participation of each and every student by creating various opportunities in areas of individual interest.</p> <p>Continuous Guidance and support.</p> <p>Reduce failures and strengthen the mentoring and counselling.</p>




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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 on 27th June 2016.

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:

- 21st 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.




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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
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- Excellence
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Sr. No.	Short Term Goals	Objectives
1	Up gradation of the course content and laboratory facilities.	<ul style="list-style-type: none">• Syllabus revision.• Procuring more books, journals.• Procuring additional equipment in the laboratories.• Organizing expert guest lectures.• Offering new electives.
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">• To depute faculty and staffs to training programs in institutions of higher learning.• To encourage faculty and staff for training in pedagogical skills.• To arrange for expert guest lectures.
3	Enhance research and consultancy services	<ul style="list-style-type: none">• To form functional ethics committee.• To collaborate with institutions for multidisciplinary research.

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

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:	I. Encourage participation of all stakeholders in the decision making. II. Provide for decentralization and delegation of power. III. Provide for transparency, accountability and

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

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

IMPLEMENTATION AND CONTROL

Sr. No.	What (Actions)	Who (Responsibility)	When (Schedule)
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2	Quality Assurance	Principal, Vice Principal, All Faculty	Continuous
3	Human Resource Management	Principal & HR Dept	Annual
Sr. No.	What (Actions)	Who (Responsibility)	When (Schedule)
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
SHORT TERM GOALS			
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	Principal, Vice Principal, In charge- In-service and faculty development	2017 onwards

	and training imparted to the students		
3	Enhance research and consultancy services	Faculty	continuous
4	Enable the students to become competent, professional nurses in clinical and community setting.	Faculty	continuous
5	Strengthening and nurturing the faculty and staff	Principal, Vice Principal, Management, HR Dept	continuous
Sr. No.	What (Actions)	Who (Responsibility)	When (Schedule)
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

Long Term Goals

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	Principal, Faculty, Accountant,	Continuous

	generation.	Management	
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	Once a year Twice a year Annually

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

		New MOU signed:	
7	Educational Social Responsibility:	Number of awareness programs conducted Participation in screening programs Participation in National Programs: New community projects undertaken	5% increase every year 2 % increase every year All 2/ year
8	Curriculum Revision:	In service/ Faculty Development program: Student Development: Participation at institute/ inter college/ state/ national level. Participation of students for conference/Workshop Prizes won at various levels Academic Results: Number of students in merit Number of Distinctions Total result Number of Failures	Once in every two years At least 3 /yr or as per need



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