



Dr. R. S. Bachhav
(M. Pharm., Ph.D.)
Principal

Kalyani Charitable Trust's
R. G. SAPKAL COLLEGE OF PHARMACY

**B. Pharmacy, M. Pharmacy (Pharmaceutics, Quality Assurance Techniques)
Ph. D. Research Centre (Pharmaceutical Chemistry)**

Affiliated to : University of Pune: ID.No.PU/NS/B. Pharm/121/2008

Approved by : A.I.C.T.E. (F.No.08/01/MHA/PHARM/2008/001 dtd. 24/06/2008),
Govt. of Maharashtra, Mumbai (No.TEM-2008/ (270/08)/Taanshi-1 dtd.30/06/2008,
Pharmacy Council of India, New Delhi, (No.401/32-802/2012-PCT) dtd. 23 May 2012
D.T.E. Mumbai (No. 2/NGC/New Pharm/Manyata/2008/737 dtd. 25/07/2008),
ISO-9000:2008, 14001:2004, OHSAS 18001:2007 Certified Institute.

Accredited with B+ Grade by NAAC



Hon. Ravindra G. Sapkal
Chairman & Managing Director
Kalyani Charitable Trust

Summary

6.2.1

The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc



KALYANI CHARITABLE TRUST'S



RAVINDRA GAMBHIRAO SAPKAL COLLEGE OF
PHARMACY
KALYANI HILLS, ANJANERI, TAL.
TRIMBAKESHWAR, DIST. NASHIK-422213



STRATERGIC PLAN

2020-21



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1. College Overview

Kalyani charitable Trust's Sapkal Knowledge Hub (SKH) has come a long way since its inception in 2005. Within this short span of time, it has emerged as one of preferred destination for the students in this region by establishing world class institutes and creating an academic milieu with an emphasis on human, cultural and ethical aspects of a human being and an aspiration to "groom a talented and diverse student body for a life of purpose, personal fulfillment and the rigors in the life ahead in a caring and enriched environment with the best qualified, accomplished, experienced and beautiful human beings around them.

"Kalyani charitable Trust's R.G.Sapkal College of Pharmacy was established 2008 by great visionary Hon'ble Dr. Ravindra Gambhirao Sapkal with the objective of creating center of excellence for education in the field of Engineering, Pharmacy and Management. It is one of the leading education groups in Maharashtra, and offers value base quality education in diverse disciplines from KG to Ph.D. in campus.

The college is affiliated to Savitribai Phule Pune University and approved by Pharmacy Council of India (PCD, All India Council for Technical Education (AICTE), New Delhi recognized by Government of Maharashtra and accredited with B+ grade by NAAC. The college offers Undergraduate program (B. Pharm) with intake capacity of 100, Postgraduate program (PG) since, 2011-12 with intake capacity of 30. The college has excellent infrastructure where classrooms are equipped with multimedia facility, laboratories with sophisticated equipment's/instruments and animal house approved by Committee for the Purpose of Control and Supervision of Experiments on Animals (CPCSEA). The college has a team of qualified and experienced faculty actively involved in imparting the knowledge and enhancing students' skills. In terms of learning resources, the library has good collection of



books, scientific journals and internet facility with 100 mbps speed. In recognition of the need and importance of Internet in the field of education, RGSCOP is a fully WIFI enabled campus. This facility allows students to access uninterrupted Internet connectivity anywhere within the campus. In addition to ensuring strong academic program, we also provide wealth of co-curricular and extracurricular activities. Developing creativity, communication, management, leadership, problem solving and perseverance are just a few of the skills students are able to develop through co-curricular and extracurricular activities. The sports infrastructure includes good gymnasium and facility for indoor as well as outdoor games within the campus.



2. Assesment

2.1 Internal Environment Analysis

- **Management:** Kalyani charitable trust's RGSCOP is committed to continually improve and deliver high quality technical education. The management provides necessary resources and support to enable the achievement of educational objectives. A team of corporate directors, campus directors, college development committee and local managing committee continuously facilitate, monitor and evaluate the academic programs for continuous improvement.
- **Human Resource:** The knowledge, experience and capability of an organisation's workforce is a determining factor of success. For this reason, JSPM pays particular attention to the recruitment of faculty/staff and also to engage in the training of faculty/staff to build the institutes capability. While appointing the faculty/staff members, the candidate is scrutinized by senior faculty members at college. If the candidate is found suitable technically, the application is forwarded to corporate office through campus director. The candidate is then evaluated by corporate director and founder secretary before issuing appointment. The college ensures proper training of faculty/staff through seminar/workshops. The faculty is also encouraged to register for higher education and involve in research activities.
- **College Culture:** A positive learning environment is created wherein the students feel physically and emotionally safe. The students know that they are valued and respected, regardless of other factors such as ability, gender, religion etc. A positive rapport is created between teachers and students by effective implementation of Mentor-Mentees scheme. The curriculum is planned in the beginning of academic year and the implementation is monitored on regular basis. Standards of behaviour are established and are consistently and equitably enforced for all students. Considering the changing needs of the workforce in pharmaceutical industry, special training is provided to the students for eg. Communication skills, technical skills like Pharmacovigilance, medical coding etc. The college consistently make efforts to ensure that the faculty and students get exposure to the latest trends in pharmaceutical sciences through seminar/workshop/industrial visits etc. The college provides all the necessary resources and facilities for faculty and students to attain higher qualification. The faculty, staff and students in the college adhere to the core values so as to make the Teaching – Learning process the best and maintain the progress.



pace of the college. In addition to teaching responsibilities, the faculty members are actively involved in Co-curricular activities. A number of modern sophisticated equipments are available for supporting the teaching learning process. The college has highly enriched learning resources like library with good number of books, digital library, subscription of national/international journals, WiFi facility to students and staff. In the time period of last ten years i.e., since the establishment, the college has worked hard so as to maintain high standards of education and make progress in its status.

2.2 External Environment Analysis

- The college has established itself as a centre maintaining high standards in pharmacy education. The college is located in a lush green campus providing all the necessary facilities like security, canteen, stationery store, gymnasium, sports facility, ATM facility etc.
- In a scenario where the neighbouring colleges are strong competitors and challenging trends e.g., dramatic changes in higher education sector, expectations of stakeholders like management/students/alumni/industry and parents, desired shift in Savitribai Phule Pune University towards quality assessment have compelled to go ahead for Accreditation from national agencies like NAAC/NBA so as to improve the quality of Pharmacy Graduates and Postgraduate from the institute



3. Tools used for situation analysis

- Strategic Planning needs accurate situation analysis. The committee adopted SWOT analysis to assess the college situation. The college intends to compare its standing with the Benchmarks so as to find the Gaps. Then an action plan will be made to fill the gaps through implementation of Good Educational Practices.
- The strategic planning committee defined areas for SWOC analysis and did an unbiased analysis, the outcomes are as follows:
 1. Work Environment (Facilities, Faculty and Staff, Students)
 2. Quality Systems & Plan
 3. Teaching Learning Process
 4. Research & Extension Activities

3.1 Work Environment (Facilities, Faculty and Staff, Students)

Work Environment	
STRENGTH	WEAKNESS
1. More than 50% faculty is associated with college for more than 8 years 2. Faculty actively involved in seminar/faculty development workshops 3. Staff welfare measures like provident fund, group insurance scheme 4. Positive relationship between students and faculty through GFM concept 5. Active Student Council 6. Laboratories equipped with sophisticated instruments/equipment. 8. Internet and WIFI facilities to the students 9. Green Campus 10. Safety and Social security 11. Transportation facility for students and staff member from every corner of city.	1. Both academic and administrative workload to the faculty. 2. Number of senior faculty with Ph. D Qualification is less 3. Lack of Industry exposure to the faculty. 4. Need to organize sponsored seminar/workshops on current trends. 5. Communication skills of students are not good enough due to college comes under tribal area. 7. Lack of awareness/clarity with regard to career avenues/planning amongst students. 8. Library with insufficient numbers of books and scientific journals.
OPPORTUNITY	CHALLENGES
1. Promotes faculty members to acquire Ph. D Qualification. 2. Procure Sophisticated instruments giving exposure of latest Technology 3. Enhance Industry –Institute Interaction 4. Promote faculty to organize/attend	1. To retain highly qualified faculty 2. Improve student’s awareness with regard to career planning. 3. Improve communication/presentation skills of students. 4. Improve Placement record/percentage



FDP's/Conference/Seminar/Workshop. 5. Promote use of technology to reduce administrative workload of faculty. 6. Counseling and coaching students for higher studies/career growth.	of students opting for higher studies. 5. To meet the industry expectations with regard to skill sets of the students. 6. To develop Research oriented approach/ attitude in students
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3.2 Quality Systems and Plan

Quality Systems and Plan	
STRENGTH	WEAKNESS
1. Strong Management support for the quality culture. 2. Quality norms specified by PCI/SPPU followed evident thorough continuation of affiliation by SPPU 3. Tie up with local village scheme for waste management. 3. Quality services provided to the students within campus eg., security, canteen ,national cricket stadium, WIFI facility, stationery store etc.	1. ISO Certificate in Quality Management System (ISO 9001-2008). 2. Quality assessment by national accreditation agencies like NAAC/NBA.
OPPORTUNITY	CHALLENGES
1. Increased stakeholder awareness of quality. 2. ISO Certification in Quality Management System (ISO 9001-2008). 3. Quality Assessment through national accreditation agency like NAAC/NBA.	1. Recognition of college under NIRF ranking

3.3 Teaching-Learning Process

Teaching –Learning Process	
STRENGTH	WEAKNESS
1. Course outcomes clearly stated in the syllabus. 2. Availability of ICT enabled classrooms. 3. Excellent library as a learning resource with good number of books and digital library with subscription of e-journals 4. Internet facility available to staff and students. 5. Curricular gaps identified and guest	1. Limited actual number of teaching days due to semester pattern. 2. Limited participation in curriculum design process being affiliated to SPPU. 3. Lack of opportunity to inculcate research aptitude in undergraduate students. 4. Facing problem to getting online feedback during COVID-19 pandemic



<p>lecture/certificate course organized to fill the curricular gap.</p> <p>7. Efforts taken to create awareness about social/ethical & moral responsibilities.</p> <p>8. Excellent academic results.</p> <p>9. Attention to individual student and monitoring through Mentor-Mentees system.</p> <p>10. Continuous assessment of students giving opportunity to the teachers</p>	<p>situation.</p>
OPPORTUNITY	CHALLENGES
<p>1. Organize guest lecture/seminar/workshop/ certificate course to improve the skill sets of students and thereby meet industry expectations.</p> <p>2. Promote students to attend seminar/workshop/conference organized at centres other than college.</p> <p>3. Promote students to participate in poster presentation competitions so as to improve their presentation /communication skills.</p> <p>4. Include students in different committees of the college giving them platform to improve planning abilities/leadership skills.</p>	<p>1. Increased workforce competition with newly established colleges of pharmacy.</p> <p>2. Accommodate content beyond syllabus to fill curricular gaps.</p> <p>3. Meet industry/students/and parent's expectations with regard to employability skills.</p>

3.4 Research & Extension Activities

Research & Extension Activities	
STRENGTH	WEAKNESS
<p>1. PG-Research Center in Pharmaceutical Quality Assurance affiliated to Savitribai Phule Pune University.</p> <p>2. Five faculty members approved by SSPU as PG-Research Guides. Five faculty members eligible for PG-Research guide, applications submitted to SPPU.</p> <p>3. Sophisticated instruments available.</p> <p>4. Internet/Wifi facility available</p> <p>5. Digital library with subscription of E-Journals available.</p> <p>6. NSS Unit approved by Savitribai Phule</p>	<p>1. Inadequate funding for research projects from major funding agencies.</p> <p>2. Few research paper publications in national/international journal of repute</p> <p>3. Industry-Institute interaction is inadequate.</p>



Pune University.	
OPPORTUNITY	CHALLENGES
<ol style="list-style-type: none"> 1. Enhance Research Publications 2. Enhance Industrial-institute collaborations with regard to faculty training and research 3. Promote faculty to apply for funded research projects. 4. Promote awareness among retail pharmacists with regard to sale of drugs on prescription. 	<ol style="list-style-type: none"> 1. Meet industry expectations with regard to students' research aptitude. 2. Enhance culture of research and increasing faculty/students research productivity. 3. Create awareness in society with regard to prevention/timely diagnosis of disease and safe use of medicines



4. COMPONENTS (STRATEGIC PLAN)

4.1_VISION

To nurture talent into all round excellence by providing an educational experience which intellectually inspiring and technologically innovative and produce not just professionals but visionaries of tomorrow.

4.2 MISSION

- To draw a fine faculty base so that students can be educated in the most pragmatic and innovative methods to drawn from the progressive professional colleges and universities across the globe.
- To give a taste of creativity, innovation, research and the highest standards of professionalism in the students.
- To educate students with the fundamental knowledge, problem solving skills, business awareness and confidence required to be confident leaders in the global environment.
- To contribute to the performance improvement of the corporate world through compatible academic programmes, Pharma Development Programs and Pharma consulting services.
- To evoke a deep sense of goodness and beauty in the young adults, graduating from the institutes of SKH, to enable them to make responsible choices influenced by the society.
- To guide budding Pharmacists into learning about the beauty and joy of learning so that they develop a life-long devotion towards learning.

4.3 PROGRAMME EDUCATIONAL OBJECTIVES (PEO's)

- **PEO-1:** Impart scientific knowledge and technical skills in the core pharmacy subjects and applied competency areas.
- **PEO-2:** Encourage students to continue to pursue professional development, including advanced education relevant to their career growth and to create enthusiasm for life-long learning.
- **PEO-3:** Inculcate ethical attitude, effective communication and interpersonal skills necessary to work as an individual or as a team member.
- **PEO-4:** Develop a sense of social responsibility and commitment to contribute in the social healthcare system.

4.4 CORE VALUES

- **Excellence & Integrity-** We strive for excellence and integrity in everything we do.

- **Student Focus-** We are committed to fostering the professional and personal growth of all the students by promoting life-long learning and leadership development.
- **Diversity -** We seek and respect a diversity of background and opinion among our students, faculty and staff, and deal with all members of our organization fairly and ethically.
- **Ethics-** We are committed to the highest standards of honesty, fairness, respect and professional ethics.
- **Teamwork –** We support our students, staff, and faculty by creating a collegial and positive environment for learning and working.
- **Social Responsibility-** We are focused on promoting the sense of social responsibility in students by involving them in various social/healthcare activities.

4.5 SHORT TERM GOALS

1. To achieve and maintain excellent academic results.
2. To focus on student centric learning process
3. Enhance percentage of faculty with Ph.D qualification
4. Improve research facilities by procuring sophisticated instruments/equipments.
5. To inculcate research aptitude in faculty and students
6. Enhance communication/presentation skills of the students
7. Improve placement through industry-institute interaction
8. Quality assessment through national accreditation agency.

4.6 LONG TERM GOALS

1. To be recognized as one of the top pharmacy colleges in India.
2. Permanent affiliation to Savitribai Phule Pune University
3. To obtain
4. Obtain research funding from different funding agencies like DST/UGC/ICMR/ SPPU.
5. Improve the quality of research output.
6. To strengthen institute-industry interaction for training/placement/research collaborations and consultancy.



5. Action plan/ Performance measurement/Targets

ACTION PLAN	PERFORMANCE MEASUREMENT	TARGETS
❖ To achieve and maintain excellent academic results.		
<ul style="list-style-type: none"> • Conduct academics • Implement and review feedback on teaching learning • Address the needs of slow/advanced learners 	<ul style="list-style-type: none"> • Performance of students in internal/end semester examination 	<ul style="list-style-type: none"> • 100 percent result-subject wise. • Students merit in examination conducted by SPPU
❖ To focus on student centric learning process		
<p>Self-learning-</p> <ul style="list-style-type: none"> ✓ Organizing model making competitions ✓ Organizing poster presentation competitions <p>Problem based learning-</p> <ul style="list-style-type: none"> ✓ Assignments on problem based learning during practical ✓ Solving problems by simulations ✓ Use case study in class rooms <p>Cooperative learning-</p> <ul style="list-style-type: none"> ✓ Organize small groups working together to accomplish a learning task 	<p>Self-learning</p> <ul style="list-style-type: none"> ✓ Evaluation of posters/models by external examiner testing presentation skills/subject knowledge/ defense to the questions asked. <p>Problem based learning</p> <ul style="list-style-type: none"> ✓ Conducting tests for Evaluating the outcome of problem statement ✓ Analysis of case study <p>Co-operative learning</p> <ul style="list-style-type: none"> ✓ Level of participation in group discussion ✓ Subject knowledge with regard to task ✓ Helped keep the group on task 	<p>Improved</p> <ul style="list-style-type: none"> ✓ Subject knowledge ✓ Communication skills ✓ Presentation skills ✓ Analytical skills ✓ Leadership skills and working as team member
• Enhance percentage of faculty with Ph.D qualification		
Promotes faculty for Ph.D under Quality improvement Programme by AICTE	Ph.D degree certificates	Improved number of faculty with Ph.D Qualification
• Improve research facilities by procuring sophisticated instruments/equipments& subscription to national/international journals		
<ul style="list-style-type: none"> ✓ Submission of Research Proposal to AICTE under MODROB Scheme. ✓ Submission of proposal under Quality Improvement Programme BY SPPU ✓ Submission of proposal to Management 	<ul style="list-style-type: none"> ✓ Number of equipment's/instrument s purchased/procured ✓ Investment on purchase of instruments/ equipment's ✓ Number of journals subscribed 	<p>Procure equipment's/ instruments like,</p> <ul style="list-style-type: none"> ✓ Spray dryers ✓ Quaternary gradient HPLC System ✓ Improved research facilities in terms of equipment's and

✓ Subscribe to national/international journals		learning resource
<ul style="list-style-type: none"> • To inculcate research aptitude in faculty and students 		
<ul style="list-style-type: none"> ✓ Promote faculty to register for Ph.D program ✓ Encourage faculty to apply for SPPU sponsored research projects ✓ Opt for faculty exchange programs ✓ Promote faculty to apply for funded/consultancy research projects ✓ Organize State/National level seminar/ workshop for students and faculty ✓ Encourage students/faculty to attend seminar/ conference/workshops ✓ Encourage students to opt for post-graduation ✓ Encourage PG students to publish their research work ✓ Promote faculty/students to attend webinars online ✓ Assign projects to advanced learner students. ✓ Industry Visit. Collaboration with Industry. Consultancy Project. ✓ Students Exchange, Faculty Exchange 	<ul style="list-style-type: none"> ✓ Presentation in National/State level conference. ✓ Provide training to faculty/Students. ✓ Faculty guiding PG research projects. ✓ Consultancy/funded research projects. 	<ul style="list-style-type: none"> ✓ Teaching Staff attending Faculty Development Programs- at least 02 faculty members. ✓ Teaching staff attending Seminar/workshops- at least 02/academic year. ✓ Faculty attending webinar- at least 01 webinar. ✓ Organizing National/State level seminar- at least 01/year. ✓ Organizing guest lectures under special guidance scheme- at least 03 lectures/year. ✓ Communicate research paper publication- at least 01/year. ✓ At least 01 funded/consultancy research project. ✓ Improved number of students opting for higher studies
<ul style="list-style-type: none"> • Enhance communication/presentation skills of the students 		
<ul style="list-style-type: none"> ✓ Encourage students to deliver seminar. ✓ Organize personality development workshops ✓ Organize model making/poster presentation competitions ✓ Encourage students to participate in poster presentation 	<ul style="list-style-type: none"> ✓ Evaluation of seminar by internal and external subject experts. ✓ Evaluation of models/posters by external experts. ✓ No. of students participating in personality development workshops ✓ Evaluation of students 	<ul style="list-style-type: none"> ✓ Improved seminar grades of PG students. ✓ Improved communication and presentation skills of students. ✓ Improved placement of students



competitions ✓ Organize debate competitions ✓ Encourage students to participate in debate competitions organized by other institutes	performance in debate competitions by external experts	
• Improve placement through industry-institute interaction		
✓ Constitute IIPC in college ✓ Organized Guest Lecture/ Seminar/ Workshop involving speakers from industry. ✓ Organize industrial/Hospital visits ✓ Organize off-campus interviews for final year appearing/pass out students ✓ Establish Entrepreneurship development cell in college ✓ Organize Entrepreneurship Development Camp	✓ Number of Industry experts visiting college to share their knowledge and expertise. ✓ Number of students participated in industrial visits ✓ Number of students placed through Placement Cell ✓ Number of students participated in entrepreneurship development camp ✓ Number of students opting for entrepreneurship	✓ More than 75 % students participating in health awareness campaign or State/National programs ✓ At least one health check-up camp/year
• Quality assessment through national accreditation agency.		
Appearing for NAAC/NBA	Preparation of SSR/SAR	NAAC/NBA Accreditation of college.

6. EVALUATE

1. Student Evaluation

- ✓ Evaluation is based on following lines,
- ✓ Performance of students in Sessional/University Examination
- ✓ No. of students qualifying competitive examination
- ✓ No. of students securing merit rank 1-10 at university level
- ✓ Percent of students placed
- ✓ Percent of students delivered seminar/poster presentation/model making
- ✓ Percent of students attending personality development workshop
- ✓ Employers feedback about students

2. Teaching Staff Evaluation

- ✓ Percent result of subjects taught
- ✓ Faculty registered for Ph.D./with Ph.D qualification



- ✓ Faculty Development Programme/Seminar/Conference/Workshop attended
- ✓ Research paper publication/presentations
- ✓ Research grants received by faculty
- ✓ Demonstrates professionalism (shows self-confidence, takes responsibility, lack of arrogance, discipline during day to day functions)
- ✓ Demonstrates professionalism (shows self-confidence, takes responsibility, lack of arrogance, discipline during day to day functions)

3. Academic Environment

- ✓ Academic planning and monitoring
- ✓ Seminar/Conference/Workshop/Poster presentation/model making organized
- ✓ Guest lectures organized
- ✓ Training of students on sophisticated instruments
- ✓ Tutorial/Remedial classes organized for students
- ✓ Industrial Visit/Training of students
- ✓ Environmental Science visits
- ✓ Personality development workshop organized
- ✓ Co-curricular/Extracurricular activities conducted
- ✓ Enrichment of learning resources
- ✓ MOU's with Industry/Institutes for research/training.
- ✓ Improvement in research facilities
- ✓ Participation of students in NSS activities
- ✓ Quality assessment of academic program by national accreditation agencies like NAAC/NBA.

4. Student support

- ✓ Counselling and assistance provided during admission
- ✓ Information provided during induction program
- ✓ Scholarship assistance provided to students
- ✓ Advanced/slow learners identified and needs addressed
- ✓ Individual attention provided through mentoring
- ✓ Placement/Training assistance provided
- ✓ Anti-ragging/grievance redressal support
- ✓ Facilities provided on campus

