

PERSPECTIVE PLAN AND DEPLOYMENT DOCUMENT

2024-2029



Bharat Institute of Technology

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Preface

For an educational institute, strategic planning is essential to accomplish the Vision and Mission, which it dreams of. It is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) of Bharat Institute of Technology based on analysis of current status and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives. The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals. While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of the organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for Bharat Institute of Technology to achieve its goal to become an institution of academic excellence and providing quality education to the masses.

PRINCIPAL'S FOREWORD

Our strategic plan focuses on the key priorities and achievement of the goals by 2029. We will rely on the service and leadership of our Management, faculty, staff, students, and alumni, as well as university and external partners, to implement our plan and achieve the goals. This strategic plan was developed by taking into consideration of the recommendation given by our Team in 2018 during cycle I of NAAC assessment and accreditation. It was discussed in IQAC and then incorporated in its final form. The plan was then presented to the Institution Development Committee for their feedback and then it was finalized. I wish to thank all Committee members, distinguished Alumni, IQAC Coordinator, criteria inchargers faculty members and non-teaching staff for their valuable inputs and constant efforts in complying the Strategic Plan. I wish this Prospective Plan will make a road map for Bharat Institute of Technology to become a great higher educational institute and a Centre of Excellence in academics.

Vision

To build the nations one among the best centers of excellence engaged in providing overall pharmaceutical education including training and research. Bharat Institute of Technology (Pharmacy) firmly believes that right knowledge and ethical responsibility drives individual commitment for the service of mankind.

Mission

M1: To bring to students India's best education, as a combination of teaching theory and practical application of knowledge and research in pharmaceutical sciences in order to train them to many positions of leadership and responsibility in the pharmaceutical industry, academic and health care sector.

M2: To impart education, in a conducive ambience, as comprehensive as possible, with the support of modern technologies and pedagogic tools, and thereby develop in students the abilities and passions to work wisely, creatively and effectively for the betterment of the society.

M3: To impart a value based education, where the mind, body and the soul are holistically developed, major purpose of life is seen by mankind and meeting the great challenges of the future.

Objectives

1. To provide affordable and inclusive education to all sections of society
2. To conduct teaching-learning programs that urge in learners inquiry, research, problem solving skills.
3. To encourage students to ethical values, empathy and rational thinking
4. To build the spirit of sportsmanship, leadership and teambuilding in learners.
5. To act as mediator in capacity building of learners and the teaching fraternity
6. To educate and aware students towards the principles of equality, fraternity and liberty
7. To support learners in their career building
8. To collaborate locally and globally with educational institutions, research centers, organizations to develop academic and research activities and facilitate internships and recruitment opportunities.

PROCESS OF THE DEVELOPMENT OF PERSPECTIVE PLAN:

This Strategic Plan, of the Bharat Institute of Technology has been prepared by its Internal Quality Assurance Cell (IQAC). The IQAC has adopted a participatory approach to gather suggestions; ideas from the various stakeholders. The interaction process included the meetings with all the Members of the IQAC including various HOD's. The IQAC has collected feedback from various members of Faculty and departmental committees, HOD'S. Recommendations from all these initiatives have been incorporated in the strategic plan.

While preparing the present strategic plan, the IQAC has considered following:

- 1) Recommendations during cycle I NAAC Team Visit
- 2) Vision and Mission Statement of Our Institution.
- 3) Quality Policy of the Institution
- 4) National Digital Library (NDL)
- 5) Core Values:
 - Encourage Professionalism with good human values
 - Promotes team spirit and healthy competition
 - Gender biasness is strictly prohibited
 - Sharing of experience Knowledge and Skills
 - Promote creativity and innovation in all activities

This has helped us to prepare our future priorities and strategic plan

Perspective plan and Deployment

Perspective Plan	Deployment
Curricular Aspects	
Quality education and Lifelong learning	<ul style="list-style-type: none"> • Identify and develop a new teaching methodology • Incorporate new experiments • Participate in educational and mentoring activities (i.e. provide ongoing training, research) • To implement an appropriate curriculum delivery by recruiting qualified and competent faculty in support of the program. • Research collaborations, • Strengthen library & learning resources
Research & Development, Innovation, and Incubation	<ul style="list-style-type: none"> • Develop a plan to cultivate improved and novel research methods for existing ones. • To apply for Government funding agencies. • To improve quality of publications of research findings and to try for patents filing. • To strengthen Institute Innovation cell (IIC) and Institute and Industry cell. • To arrange MOUs, guest lectures, industrial training, human resource exchange, scientific events, • To establish an incubation Centre
Social Responsibility and Extension Activities in a neighborhood community	<ul style="list-style-type: none"> • To promote the concept of rational use of medicine in Mangalpally village • To conduct professional development programs for health care professionals • To provide drug information to health care professionals • To assist health care professionals in the quality use of medicines

Explore options for Finance and Infrastructure	<ul style="list-style-type: none"> • To seek research funding from government organizations. • To improve student admissions • To enhance the infrastructure.
Improve student Placements	<ul style="list-style-type: none"> • To interact with industries and improve the number of placements. • To conduct career guidance programs
To maintain the academic excellence Through audits like AAA	AAA audits initiated
Teaching Learning and Evaluation	
Implementation of Mentoring scheme	Mentoring scheme has been introduced
Introduction of smart classroom	Presently smart classroom have been developed
Upgrading faculty staff competence	<ul style="list-style-type: none"> • Conducting Training need analysis • Enrollment faculty and staff for competence development • Support paper publications and presentations
Evaluation assessments	<ul style="list-style-type: none"> • Utilize feedback system • Continuous Progress assessment
Encouragement to teaching and non-teaching staff for updating knowledge through participation in various courses such As Refresher/Orientation/STP/FDP etc	Teaching and non-teaching staff are motivated and allowed to participate in such courses
Reforms in continuous internal evaluation (CIE) for better results	Continuous internal evaluation was carried out by various practices like periodical tests, assignments, tutorials, seminars, Group discussion study etc.
Research, Innovation and Extension	
To encourage faculty to apply for Major and Minor research funded by UGC, ICSSR and other agencies	Few faculties of the Institution have received research projects funded by UGC.

To achieve excellence in research by focusing on local problems	Local herbs based researches, community pharmacy awareness, health camps, Blood donation camps etc.
Establishment of incubation Centre for Creativity and knowledge transfer	Plans are in place to setup an incubation center within campus
To seek the maximum research grants Through various government and non-government bodies/ agencies	The teachers in the institution have applied to various such funding bodies
To organize seminar and workshops for teachers	The institution has organized seminar and Workshops regularly
To increase the unit capacity of NSS	The unit capacity of NSS is increased
To encourage students to participate in curricular and extension activities like NSS, sports and cultural activities	Students were encouraged to participate in several extension programmes of the university
To conduct extension programmes	The NSS of the college carried out various extension activities outside the Institute campus.
Participation of students in administration	Students are included as representatives in Various administrative committees
MOU and linkages with other institutes, Industries and organizations	MOU's have been signed with different organizations and institutions.
Infrastructure and Learning Recourses	
Total computerization of Library with DELNET	Library is computerized and DELNET has been subscribed

Enhancement of infrastructure facilities	The infrastructural facilities are updated as per the requirement
CCTV surveillance	CCTV setup has been installed covering important parts of the building
Enhancement of sports facilities	Sports facilities have been upgraded
Drinking water facility	RO Drinking water facility is made available to the students and staff
Students Support and Progression	
To make available scholarships of various government and non-governmental organizations to students	Students were regularly informed about the scholarships of various government and non-governmental organizations to students
To register the Alumni	Alumni Association is been registered
To organize capacity building programmes for students	All departments have organized programmes such as career counseling, soft skills development programme, yoga, Workshops and field visits etc.
To encourage students to attempt competitive exams	A separate cell for competitive exam has been made available to the students; various lectures have been organized under this drive.
To encourage students for higher education	Students were motivated for higher education. The facilities and counseling for higher education have been made available in the institution
To provide free internet and WI-FI facility to students and faculty with high speed	The institution provides free internet and WI-FI facility to students and faculty with high speed
To provide First Aid facility to students	First Aid facility is available to students

Governance and Leadership

To decentralize the administration	The decentralization of administration has been implemented
To provide quality education to students as per vision and mission of the institute	The college takes maximum efforts in providing quality education to students as per the vision and mission of the institute
Implementation of e-Governance in the institute	The college has adopted E-governance by using the Tally Prime software and DELNET for Finance, administration and library affairs
To organize training programmes for staff and students	Various training programmes have been organized for teaching, non-teaching staff and students such as FDP, refresher course, workshops on IPR, Workshops on Soft Skills, Orientation on computer application etc.
Felicitation of teaching and non-teaching staff for praise worthy work	The institution felicitates the staff for the extraordinary work on regular basis
To encourage students and teachers to attend seminar and conferences held outside the college campus	The institution encourage the students and teachers to attend seminar and conferences held outside the college campus by reimbursing the registration fees and other related expenses
To take quality initiatives through IQAC for academic development as well as promoting quality culture	IQAC takes quality initiatives such as preparation of AQAR, collection of feedback on curriculum and teacher performance, organizing IPR workshops, national and state level seminars and conferences, encouraging faculties to carryout research work

Institutional Values and Best Practices

To arrange gender equality programmes	The institution regularly conducts gender audit and organizes gender equality programmes like Women's day through Women' Cell
Installation of solar energy devices in institution	The solar energy plant has been installed in the institution campus
To implement green audit	Green audit is conducted regularly
To arrange different programmes for local community and their development by the academic departments	The institution organizes Free Health camp, Blood donation Camp
To impart human values and professional ethics	Human values and professional ethics is been imparted though various programmes
To arrange various programmes on saving energy	Various programmes on protection and conservation of environment were organized by NSS, Environmental committee and Students Development Committee

SWOC Analysis of the Institution

1	Strengths
	<ul style="list-style-type: none"> ➤ Good support and motivation from the Parent Institute ➤ Well-equipped laboratories ➤ Good number of faculties with Ph. D. Qualifications ➤ Delnet subscription in library ➤ NSS, NCC ➤ Students centered activities ➤ Students with rural background ➤ Focus on building entrepreneurship development cell ➤ Eco-friendly and amicable ambience for working ➤ NPTEL Local chapters to offer Students MOOC programs ➤ Strict discipline with good security (CCTV surveillance)
2	Weaknesses
	<ul style="list-style-type: none"> ➤ Shortage of ample funds for research activities ➤ There is little flexibility in academic curriculum ➤ International collaboration activities based initiatives have been taken
3	Opportunities
	<ul style="list-style-type: none"> ➤ To start more number of a course ➤ To start a gym ➤ To start coaching for competitive exams like GPAT, NIPER etc ➤ Enrolling of Students in Internship programs in different industries and hospitals ➤ Developing skill center for vocational/ Advance skills/ Research center/ Incubation center/ moocs etc ➤ Set up a advanced Research facility for PG.Doctoral & post Doctoral Research
	Challenges
	<ul style="list-style-type: none"> ➤ Keeping pace with continuous upgradation with technological advancement

Short term goals:

- Upgrading of networking and wireless networking, online availability of student information system
- Making outcome based education , the face of the University
- Web enable modern classrooms with audio visual facility and interactive boards
- Collaboration with industries for industry relevant curriculum design
- Feedback on continuous improvement in curriculum design, course teaching student internships and collaborative work on real world problems
- To strengthen the existing physical infrastructure to cater the needs of students, faculty and non-teaching staff

Long term goals:

- Expanding the infrastructure for commercializing of intellectual properties of the Institute
- To improve collaboration with top Universities of developed and developing countries of the world for student exchange, faculty exchange and other partnerships.
- Promoting Professional skill development through online education in India and Abroad
- Promoting multi disciplinary and inter disciplinary research
- Translation of research into national health Policies


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