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PEOPLE'S UNIVERSITY-VISION 2020-25 : FOR ACADEMIC & RESEARCH EXCELLENCE



PEOPLE'S
UNIVERSITY

VISION 2020-2025

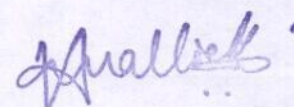
FOR ACADEMIC & RESEARCH EXCELLENCE

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People's University, Bhopal

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“Knowledge or Learning gives splendour or effulgence or vigour or power”. This is the slogan in the logo of People's University which also has the words “Beyond Limit.”

People's University (notified on May 4, 2011) strives to empower the students with the knowledge of their respective professional areas to help them excel beyond limit. With this key motto in mind the following Vision Document 2020-2025 has been formulated.

Vision:

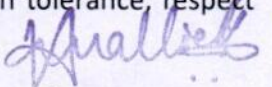
To establish a Centre for imparting knowledge, enhancing skills and cultivating attitudes, ethical & moral values among the students, in order to achieve academic and human excellence.

To develop human sensibilities and dedication to the cause of humanity and to benefit society as a whole.

To provide a centre for research and innovation to meet horizons of knowledge in all its streams.

Mission:

- To develop a Model University with global outlook in the areas of Higher and Professional Education, so recognized for its excellence as measured by the quality of education, training, research, scholars and the graduates it produces, along with their collective impact on the larger society.
- To achieve this excellence, create an environment where the university administration, faculty, staff, students and alumni are all committed to the highest standards of performance, where a meaningful and mutually beneficial collaborations take place with other organizations, institutions and authorities in education, industry, business, public and social services, etc beyond the campus walls and useful beyond the academic community.
- To accept diversity as an essential characteristic and strength of our community and draw upon this diversity to create a university of excellence, which can serve as a catalyst for the creation of an ideal society, one built on tolerance, respect and a sense of shared destiny and individual dignity.


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Broadly the Vision-2025 covers the following key result areas:

1. Academics
2. Research & Innovation
3. Community outreach & social responsibility
4. Infrastructure and Learning resources
5. Collaborations with the industry and other institutions.
6. Good governance and leadership
7. International collaborations.

SWOC Analysis:

Strengths

1. Central Instrumentation Facility and a dedicated 'Centre for Scientific Research & Development'
2. NABH Accreditation of the People's Hospital
3. Social Out Reach Programs and Extension activities
4. Compliance with National and International Methods of Teaching
5. Enriched Libraries
6. JHPIEGO (John Hopkins Program for International Education in Gynecology and Obstetrics), a training cum skill building Centre for Nursing to reduce maternal and infant mortality rate.
7. *Aanand Vibhaag* (Department of Happiness, a unique department of University)
8. Use of Modern Teaching Aids
9. University is self contained fully equipped township
10. Clean and Green Campus
11. National Recognition in NCC and diversified NSS activities
12. Efficient Examination System.

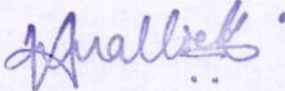
Weaknesses

1. Strengthening of Linkages and collaborations both nationally and internationally.
2. Translation of research.

Opportunities

1. Transition to a research led University
2. Move from 'Active Community Involvement and Participation' to 'Pro-active Community Leadership in Health
3. NABL Accreditation of laboratories
4. Inter disciplinary, cross faculty R&D programs

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5. NBA accreditation
6. Super-specialty services for Technical capacity building of students of medical and allied streams
7. Scope for inter disciplinary research projects.
8. Goodwill among students, staff and local community.

Challenges

1. To strengthen Industry-Institute interaction
2. To Collaborate with Industries and Foreign Universities.
3. To expand the horizons of quality education, research and training
4. To attract and retain better staff and students
5. To revitalize and integrate alumni.

1. Academic Vision:

- 1.1 Introducing innovative, inter disciplinary, relevant and contemporary academic programmes to cater to the changing industry requirements.
- 1.2 Ensuring the highest quality and availability of the latest learning resources that support excellence in education and research.
- 1.3 Expanding ICT capabilities and e-resources to facilitate experiential learning, match global academic standards and assist alumni and lifelong learners to have a continuum of skill development and knowledge enhancement.
- 1.4 Providing a stimulating academic environment for holistic (curricular, co curricular and extracurricular) development of students.
- 1.5 Nurturing faculty members and staff to build a strong team dedicated to provide student support services.

2. Vision for Research & Innovation:

- 2.1 Engaging in research and innovation in the stated thrust areas of research and any other areas as per the national policy.
- 2.2 Collaborating with other universities institutes and the industry to catalyze outcome based research.
- 2.3 Encouraging scientific writing, publications and patents by recognizing the individual researchers.
- 2.4 Fostering a research culture through allocation of resources and incentives with a view to achieve national recognition and awards.
- 2.5 Trying for extra mural research grants from national & international funding agencies.
- 2.6 Developing an atmosphere for inter disciplinary research and collaborative research.

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3. Vision for Community Outreach and Social Responsibility:

- 3.1 Providing the best possible health care at affordable cost to the local community by sustained investments in quality including super specialty care.
- 3.2 Nurturing the adopted Primary Health Centre and expanding to more villages gradually by involving all interested staff and students.
- 3.3 Providing the infrastructure, staff and students' support for community initiatives of the government, industry and other stakeholders.
- 3.4 Facilitating community outreach through utilization of ICT like through telemedicine.
- 3.5 Involving alumni in contributing to society through funding or providing volunteer services.

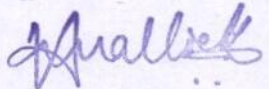
4. Vision for Infrastructure and Learning Resources:

- 4.1 Investing in state-of-the art technology and infrastructure to help facilitate experiential growth.
- 4.2 Utilizing the available funds in an optimum manner and exploring and securing third party funding and other ways of resource generation to become self sustaining.
- 4.3 Integrating ICT into university operations to catalyze e learning and promote sound and transparent financial management.

5. Vision for Collaborations with the industry and other institutions:

- 5.1 Collaborating with reputed companies for empanelment of hospital, placements, internships, guest faculty lectures, industry sponsored programmes and consultancy.
- 5.2 MOUs with reputed hospitals for internships and placements.
- 5.3 Collaborating with reputed institutions for mentorship, faculty development and research.
- 5.4 Collaborating with reputed NGOs for better community outreach.
- 5.5 MOUs with national organizations like SPIC-MACAY, ICCR etc. for cultural cooperation and with organizations like NEN and EDII for entrepreneurship development.

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6. Good Governance & Leadership:

- 6.1 Striving to implement more transparency in operations, policies & procedures and encouraging objective and participatory decision making.
- 6.2 Nurturing open communication, decentralization and delegation of authority.
- 6.3 Abiding by the laws of the land and policies of the regulatory bodies in letter and spirit.
- 6.4 Ensuring zero tolerance to ragging and sexual harassment and being an equal opportunities employer.
- 6.5 Nurturing leadership in faculty through faculty development programmes and proactive succession planning.

7. Vision for International Collaborations:

- 7.1 MOUs with reputed international universities for student exchange, semester abroad, faculty exchange and collaborative research.
- 7.2 Enhancing global networking by encouraging faculty interactions in research, conferences and publications.
- 7.3 Exploring establishment of internationally funded 'Chairs'.

RESEARCH & INNOVATION EXCELLENCE

SHORT TERM GOALS (upto 1-2 years)

- Team building
- Selection of research topics
- Infrastructure
- Tools, Equipment and labs
- Guide/coaching/Mentoring
- Interdisciplinary research enhancement.
- Fund generation

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MEDIUM TERM GOALS (Upto 3years)

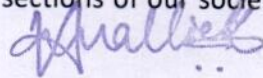
To be a leading global technology based university that provides a transformative education to create leaders and innovators, and generates new knowledge for society and industry.

- To create an ambience in which new ideas, research and scholarship flourish, and from which the leaders and innovators of tomorrow emerge.
- To address problems faced by the nation and the world through the talent we nurture and the research we do.
- To provide an education that transforms students through rigorous coursework and by providing an understanding of the needs of society and industry.
- To collaborate with other academic and research institutes around the world to strengthen the education and research ecosystem.

The University to work on principles -Integrity, Excellence, Accountability, Transparency, and Empathy

- **Integrity:-** Research and teaching shall be carried out in an environment of academic freedom and honesty. The Institute will adhere to the highest standards of ethics in all its activities.
- **Excellence:-** The University to be committed to excellence in all spheres of its activities, and through internal and external reviews, and will work towards continuous improvement. The Institute will recognize exceptional efforts through awards and honors.
- **Accountability:-** accountable to all its immediate stakeholders including students, staff, faculty, alumni, industry.
- **Transparency:-** The University to function according to defined procedures and rules, which will be informed to all stakeholders. The Institute will make public all important information related to its functioning.
- **Empathy:-** An awareness of the conditions of the weaker sections of our society, and

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contributions towards solution of their problems will form an integral part of the research and education programmes of the Institute.

ACADEMIC EXCELLENCE

Goals:-

- Educating high quality manpower with the required skills and knowledge at both undergraduate and postgraduate levels.
 - Generating new knowledge through fundamental research.
 - Being a repository of knowledge and of experts.
 - Being a source of new ideas and independent opinions through scholarship.
 - Being a source of innovation leading to solution of local problems, development of new products, processes, and formation of new businesses, leading to wealth and employment generation.
1. Enhance engagement with society and industry
 2. Broaden educational areas
 3. Improve internal support systems
 4. Enhance student experience
 5. Broaden funding base
 6. Attract international students and faculty
 7. Advance frontiers of knowledge
 8. Enhance diversity
 9. Enhance alumni engagement
 10. Develop a cleaner and greener campus
 11. To encourage faculty and students for conducting research along with new innovations

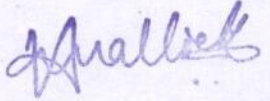
LONG TERM GOALS (upto 5years)

- Fix principles of functioning, values and long term vision
- Strategy and major development activities
- Fulfill strategic goals of the University
- Priorities in the activities associated with research and development
- **Goal 1. Faculty and students:** To attract, develop, and retain faculty and students who exemplify excellence in teaching and research and to provide them with an environment which will enable them to flourish.
- **Goal 2. Exemplary programs:** To become one of the leading Institution of special education by developing teaching and research programs that are rigorous, innovative, responsive to the needs of the community, and regarded as models nationally.
- **Goal 3. Research:** To develop new knowledge through research that will have a significant impact on teaching, learning, education systems, and the profession.
- **Goal 4. Collaboration/community impact:** To design and implement collaborative programs across disciplines which directly affect the quality of education in the state, region, and nation.
- **Goal 5. Diversity:** To intensify our efforts to recruit and retain students, faculty, staff and under- represented groups.
- **Goal 6. Technology:** To become a leader among Universities of special education in incorporating technology into teaching, research, and practice.
- **Goal 7. Development:** To increase university resources through a comprehensive

development plan aimed at supporting the goals and priorities of the colleges.

- **Goal 8. Outreach:** Emphasize outreach as a critical component of the faculty's role to be more responsive to the state, and ensure that such efforts are rewarded within the university

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People's College of Medical Sciences & Research Center – PCMS

The five strategies in the illustration below will compel People's College of Medical Sciences & Research Centre to success and help us to achieve our Vision 2025 priorities.

- GROW :- In Research and Innovations
- EXPAND :- our Health System Network
- ENHANCE :- The Health of our Local Community
- DELIVER :- High Quality, Cost Effective Healthcare
- EXCEL :- In Patient & Clinician Experience

NATIONAL GOAL

The Government of India recognizes “Health for all” as a national goal and expects medical training to produce competent “Physicians of First Contact” The People's College of Medical Sciences & Research Centre is committed to meet this national goal by this vision document.

OUR VISION STATEMENT

- The People's College of Medical Sciences & Research Centre aspires to be a distinguished academic health system with concerned to advanced education, discovery, clinical innovation and transformative health care system.
- By this we would like to be recognized as most preferred destination for quality education and health care services in the central India.

Vision for advancement of Academic Excellence

- To Impart quality training at UG & PG level so as to produce graduates and post graduate capable of services to the health needs at local, national and international level with empathy, sensitivity and high standard.
- To put into practice competency based teaching and learning.
- To use various advance learning resources.
- To incorporate integrated teaching – (Horizontal & vertical) in the UG curriculum & practical based UG teaching for effective learning.

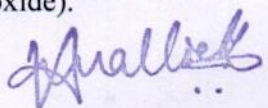
- To initiate Super Specialty programs (DM/MCH /Fellowships)
- To establish new departments like Family Medicine, Geriatric Medicine, Transfusion Medicine, Aviation Medicine, Sports Medicine for academic and better healthcare to patient and society.
- To initiate value added short term courses for UG/PG students

I. Vision for advancement of Academic Excellence

Short Term Goals (1-2 Yrs)

- To initiate more Skill development courses for faculties and PG's for their professional development.
- Regular organization of workshops, CME and hands on trainings for students with their active participation to Increase their academic and clinical exposure.
- To conduct and organize time to time guest faculty lecture by eminent teachers.
- To use newer teaching / learning methods for UG and PG teachings like, SNAPPS (Summarize, narrow, analyze, probe, plan, select) **DOPS** (direct observation of procedural skills) and use of various social media.
- To use newer assessment methods for UG and PG assessment like OSCE (Objective structured clinical examination) & OSPE (Objective structured practical examination), and use of various digital platforms as assessment tools.
- To develop medical education unit as Regional training centre for faculty training programs in India
- To establish interventional radiology unit for treatment, training and research purpose.
- To procure advance equipments for training of staff.
- Regular Identification of low performing students and providing them counseling, motivation & extra teaching hours.
- In pulmonary medicine –upgrading the facilities like video-broncho-scropy and Introduce DLCO (diffuse capacity of the lungs for carbon monoxide).
- To procure advance equipments for training of staff.

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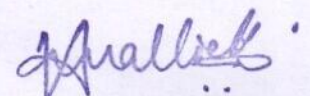

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- Regular Identification of low performing students and providing them counseling, motivation & extra teaching hours.
- In pulmonary medicine –upgrading the facilities like video-broncho-scopy and Introduce DLCO (diffuse capacity of the lungs for carbon monoxide).

Medium Term Goals (2-3 Yrs)

- Periodically advance training of Faculties at centers of excellence in sub-specialties.
- To conduct and organize time to time **guest faculty lecture** by eminent teachers.
- Development of more advance Skill Centers in all the departments.
- To have **student exchange program** with national institutions.
- To establish People's Hospital as a **centre for advance surgeries like orthoplasty, endoscopic micro vascular surgeries.**
- Increase participation of faculty in **Fellowship programs**
- Design & development of **learning modules** to start **online certificate courses like certificate course in Health Research Fundamentals, interpretation of radiological images, Basic Life Support, Advance Life Support.**
- To create facility of **newer diagnostic and therapeutic modalities** such as EBUS (Endobronchial Ultrasound), medical thoraco-scopy, lung ultrasound etc
- Organize **National level CMEs and Conferences once a year.**
- To start **short term fellowship** at institute level by mutual collaboration with various national and international institutions like Endocrinology, Neurology, Diabetes, Hypertension etc.
- To start lifestyle disease (Metabolic Syndrome) Clinic at People's Hospital.
- To increase the use of video conferencing and webinars
- To establish institutional learning E- repository like faculty wise online availability of all PG, PhD Dissertations' & Publications on university website.

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Long term goals (Up to 5 yrs)

- To have student exchange program with **overseas institutions at internship level.**
- To start **short term fellowship in Endocrinology, Neurology, Gastro-enterology** at institute level by mutual collaboration with various national and international institutions.
- To set up referral **MDR TB Centre.**

II.

ision for Advancement of Research and Innovation Excellence.

V

- To develop **scientific temper** of the students by encouraging them to take up **research projects like ICMR-STS, etc.**
- Faculties will be encouraged and promote to conduct research work regularly & encouraged to get extramural grants from different agencies.
- To encourage **interdisciplinary research.**
- To introduce **D.Sc. (Doctor of Science)** Program in selective medical subjects like Anatomy, Physiology, Biochemistry, Pharmacology, Microbiology etc. to enhance research and innovation in healthcare with award of degree.
- To establish advanced state of art infertility centre for research and treatment.
- To establish advanced clinical epidemiology unit(CEU)
- To establish mobile trauma care unit for research and treatment.

For Research and Innovation Excellence

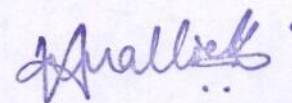
Short Term Goals (1-2 Yrs)

- To increase participation of undergraduate in research projects like ICMR-STS, etc.
- To develop a Yoga research center.
- To have collaborative research with other institutions.
- To develop exercise laboratory.
-

Medium Term Goals (2-3 Yrs)

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- To increase interdisciplinary research.
- Procurement of advance equipments.
- Improve quality of research publications.
- Student's National & International recognition by Publication.
- To develop a Yoga research center.
- To have collaborative research with other institutions.
- To develop exercise laboratory.

Long Term Goals (Up To 5 Yrs)

- To collaborate with National / International agencies for research projects.
- Planning multicentre Researches.
- To develop orthopedic cellular molecular research centre.
- For innovation in field of medical science, the faculty will work for newer techniques like in Anatomy plastination, human genetics, genetic counseling & histological techniques.

III. Vision For National / International Collaborations.

To establish linkage with National Knowledge Network.

Short Term Goals (1-2 Yrs)

- Collaborations with primary Indian Universities and hospitals for faculty and student exchange and for teaching and research.

Medium & Long Term Goals (2-5 Yrs)

- Collaborations with foreign Universities in the identified thrust areas with foreign countries.

IV. Vision for Career Placement/Employability/ Expertise/Entrepreneurship.

- Student will be guided for the career planning with appropriate advice.
- Regular workshop, conferences and paper presentation for skill development and improving CV of faculties and Students.
- To start skill based short term courses to increase employability/expertise of the students.
- Provide training to student that prepares them with employer expectations

- Including transferrable skills and competencies, career and work navigation skills, career networking and interviewing and incorporating early internship programs.

Short Term Goals (1-2 Yrs)

- To establish low vision aid center in Dept. of ophthalmology.
- To make more effective career counseling centre.
- To make more effective career placement unit.

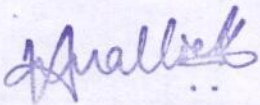
Medium Term Goals (2-3 Yrs)

- Development of entrepreneurship in our students.
- To develop more focused Centre of Excellence on areas with potentially large

Long Term Goals (Up To 5 Yrs)

- To develop an advance career placement/ entrepreneurship unit.
- To design and expand a multidimensional research innovation ecosystem to nurture academia by industry collaboration.

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Centre for Scientific Research & Development -CSR D

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Centre for Scientific Research and Development (CSR D) was inaugurated on 29th June, 2008 by then Hon'ble President of India: Smt. Pratibha Devisingh Patil. The Centre is on-campus for excellence in research and innovation recognized as Scientific and Industrial Research Organization under Department of Scientific and industrial Research (SIRO-DSIR). Institute has well equipped modern laboratories i.e., Molecular Biotechnology Lab, Human Genetics Lab, Immunology Lab, Biochemical Research Lab, Stem Cell Research Lab and Biotechnology Pharmacology Lab with e-library facility and Animal House.

CSR D reflects its research on national and international platform with the Vision and Mission statements to achieve its objectives under the thrust areas for societal health benefits.

VISION

Our vision is to integrate basic, applied and medical research for innovation and enhancement of health care for the benefit of humanity and to develop a central hub for research excellence.

MISSION

- To understand and identify the fundamental disease mechanism so to improve diagnostic capacity and develop rational treatments.
- To improve the lives of people living with disabling diseases through intense scientific research.

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THRUST AREA

Our thrust Area focuses on

1. **Novel therapeutics from plants and microbes.**
 - In vitro screening Medicinal plants and Microbes extracts and its nanoformulation and their mechanisms as sources of new therapeutics against Mycobacterium tuberculosis, Vitiligo (Phytopharmaceuticals),
 - Approaches to microbial infection therapy by interfering with surface adherence, biofilm and signaling,
 - Development and designing system for delivery of recombinant microorganism strains for production of enzymatic and Evaluation of molecular mechanisms of novel enzymotics for treatment of cancers and osteoarthritis.
2. **Epidemiological and biodiversity analysis.**
 - Documenting genetic epidemiology, the prevalence and distribution of genetic disorders in different geo-ethnic groups
 - Investigate the molecular mechanisms of pathogenesis of various diseases by identification of genetic variants,
 - Identify genes predisposing to complex multifactorial disorders i.e., genetic polymorphisms and disease susceptibility/drug response, Public health threat profiling, vulnerability assessment and human beneficence of municipal waste: an interdisciplinary research, Prevention and Treatment of Inflammatory Bowel Diseases.
3. **Development of new diagnostics methods or kits.**
 - The Development of new diagnostics methods or kits is based on isolating probes for early diagnosis of cancers and Detection of IgG Hsp-38 & 65 KDa protein and effect of IgG Gold conjugate antibody against M. tuberculosis.
4. **Enabling technologies for cell based therapeutics.**
 - Application of gold nanoparticles in efficacy of detection of cancer cells.

- Development of therapy for arthritis and other diseases using bone marrow concentrates, Understanding cellular mechanisms of cancer progression.

Vision for 'Advancement of Research and Development in Life & Health Sciences' in the following areas

- Academic excellence
- Research & Innovation Excellence
- National & International Collaborations
- Career & Placement

Academic Excellence:

- To introduce New Courses and Curriculum in Life Sciences to fulfill industrial needs.
- To impart quality research and scientific education and produce experts in R&D discipline.

Research and Innovation Excellence

- To improve the Research and Innovation in Health care.
- To encourage the faculty to take up more extramural Grants and consultancy to increase resource generation.
- To promote Interdisciplinary Research.

National /International Collaboration

- To collaborate with premier universities and organizations across on academics, research and placements.

Career Placement/Employment

- To explore the possibilities of research, consultancies and placements.
- To strengthen industrial awareness through innovation and incubation cell

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Implementation Strategies to Achieve Goals

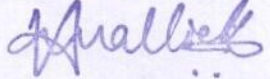
Short Term Goals (1-2 years)

- Initiation of Masters Course in Microbiology and Biotechnology.
- Development of new Techniques, methods and Strategic inputs in Molecular diagnosis
- Research Publications in UGC recognized peer reviewed journals.
- To Organize seminars every six months on developing research proposals and grant application.
- To Organize Hands-on Workshop in Biotechnology, Molecular Biology, Microbiology and Applied Sciences
 - ❖ Purification and characterization of proteins and enzyme.
 - ❖ Animal cell culture,
 - ❖ Nucleic acid research
 - ❖ Bio Film etc.
- Collaboration with Premier institutes for educational exchange and Research such as IISER, AMPRI, RGPV as identified in Thrust Areas.
- Skill Development Trainings for Rural Upliftment.
 - ❖ Vermi composting.
 - ❖ Mushroom Cultivation
 - ❖ Production of Biofertilizer and Biopesticide

Medium Term Goals (2-3 years)

- Initiation of Diploma Courses:
 - ❖ Clinical Research
 - ❖ Bio-statistics
 - ❖ Research Methodology
- Application for Extra-mural Funding from Govt, Non-Govt. agencies (National and International viz., Department of Biotechnology, ICMR, CSIR, DST, BARC, MPCOST, TATA Memorial, etc.)

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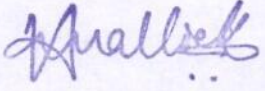

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- Collaboration with Premier institutes and Industries for educational exchange and Research
- Resource creation for industries, Health Sector and research institute through Masters and Ph.D. program.

Long Term Goals (Up to 5 years)

- 5 Year Integrated M.Sc. -PhD Programme
- To apply for patents arising out of high end research.
- Collaboration with industries and Research institutes.
- Resource creation for industries, Health Sector and research institutes.

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PEOPLE'S UNIVERSITY, BHOPAL (M.P.)


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**FACULTY OF DENTAL SCIENCES,
VISION FOR ADVANCEMENT AT PCDS & RC AND PDA**

FOR ACADEMIC EXCELLENCE

To provide good ambience for evidence based interactive and application oriented experiential teaching & learning.

- Spaced repetition of dental sciences lectures & practical classes.
- Increase e-learning by incorporating new information & communication technology such as tele education and educational application development.
- Conducting clinical workshops, C.D.E programs, and teacher training program at institutional level.
- Encouragement of short research studies.
- Explore and develop the critical thinking and problem solving skills for the students
- Incorporate new information & communication technology such as tele-education and educational application development.
- Design need based value added courses for best training in undergraduate and post graduate programs like disaster management, EVS, ACLS and BLS courses.

To promote research at UG, PG and Ph.D. levels

- Encouragement of short research studies & group research projects.
- Information & regular intimation regarding various research funding agencies.
- Increase ICMR projects.
- Conduction of research methodology program for UG, PG and Ph.D. Students biannually.

Increase exchange program

- Increase exchange program related to academics within the institution, university as well as other institutions/ universities.

To strengthen student- mentor relationship

- Regular update and maintain mentor mentee program.

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FOR RESEARCH AND EXCELLENCE:

NATIONAL AND INTERNATIONAL COLLABORATIONS

- New research collaborations with JLNCR, BMHRC AND AIIMS.
- Support and partnerships in innovations and start up programs.
- Strengthening the local collaboration & going for international collaboration in future in both research and consultancies.

DIGITALISATION

- To use information technology and carryout research in both basic and clinical aspect.
- To develop more e-resource in the form of seminars, lectures, articles for research reference.

INCREASE RESEARCH FUNDING

- Research projects with Govt. funding-extramural funding.
- Students research promotion.
- Seed money/intramural funding for research by students and faculty.

DEVELOPMENT OF INCUBATION CENTRE

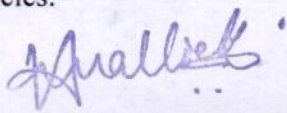
- Develop incubation centre for developing centers for orthognathic surgeries, reconstructive surgeries including microvasular, temporomandibular joint surgeries.
- Increase incubation center in thrust areas such as preventive dentistry, advanced implant courses, microdentistry, lasers.

FOR CAREER PLACEMENT/ EMPLOYABILITY:

INCREASE STUDENTS CREDENTIALS TO SEEK EMPLOYMENT

- To equip the students with enough credentials like certificate courses in dentistry and management to seek employment national and international agencies.
- Provide proper guideline through career counseling cell.
- Regular career counseling through lectures and CDE's.

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- Increased coordination with regulatory authorities and administration for awareness and job opportunities in the field of dental sciences, clinical research organizations, health and hospital management courses in health care.
- Provide motivation to student by mentor in mentor mentee program.

SHORT TERM GOALS

- Increase in continuing dental education programs.
- Starting of basic/advanced courses in every department for our students as well as students from other colleges/ universities.
- Evaluate classroom assessment techniques to ensure critical thinking skills in preparing our students.
- Revise curriculum designs as and at par with renowned health universities.
- Encouraging students and faculty members for PhD programs.
- Integrated interdisciplinary teaching with medical, paramedical and engineering disciplines.
- Air conditioned library & labs, good transport facility with GPS.
- To follow in total national assessment and accreditation council and university grant commission guidelines.

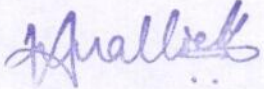
MEDIUM TERM GOALS

- Promotion for programs like fellowships & post-doctoral research in the various fields.
- Strengthen career counseling cell to increase job security.
- Enable, promote, and support opportunity for student research.
- Seed money/intramural funding for research by students and faculty and increase research projects with Govt. funding-extramural funding.
- Focus on high impact factor journals and improve citation per faculty and cumulative h-index.
- Increase no. of faculty members to meet student teacher ratio along with additional adjunct experienced faculty of international repute.
- Organizing regular alumni meet.

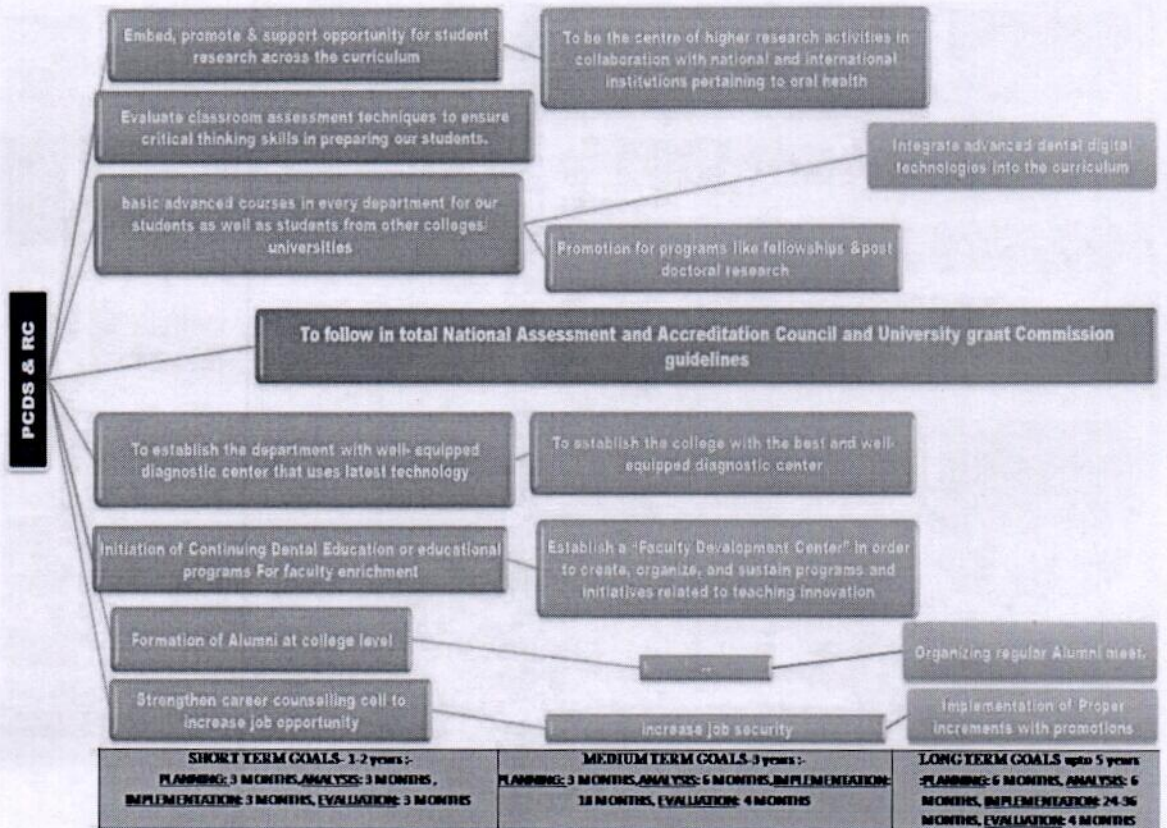
LONG TERM GOALS

- To be the centre of higher research activities in collaboration with national and international institutions pertaining to oral health.
- World class infrastructure with surveillance cameras at all relevant places.
- Air conditioned clinics and departments with high end equipment's like endo microscope, CBCT, penta head multi viewing microscope, laser surgeries, immunohistochemistry labs etc.
- Integrate advanced dental digital technologies into the curriculum
- Establish a "faculty development centre" in order to create, organize, and sustain programs and initiatives related to teaching innovation and engaged learning.
- Establish center for excellence for preventive dentistry, esthetic dentistry, forensic odontology advanced implantology, tmjsurgeries, microdentistry, orthognathicsurgeries, hard and soft tissue lasers, 3d imaging for head and neck.

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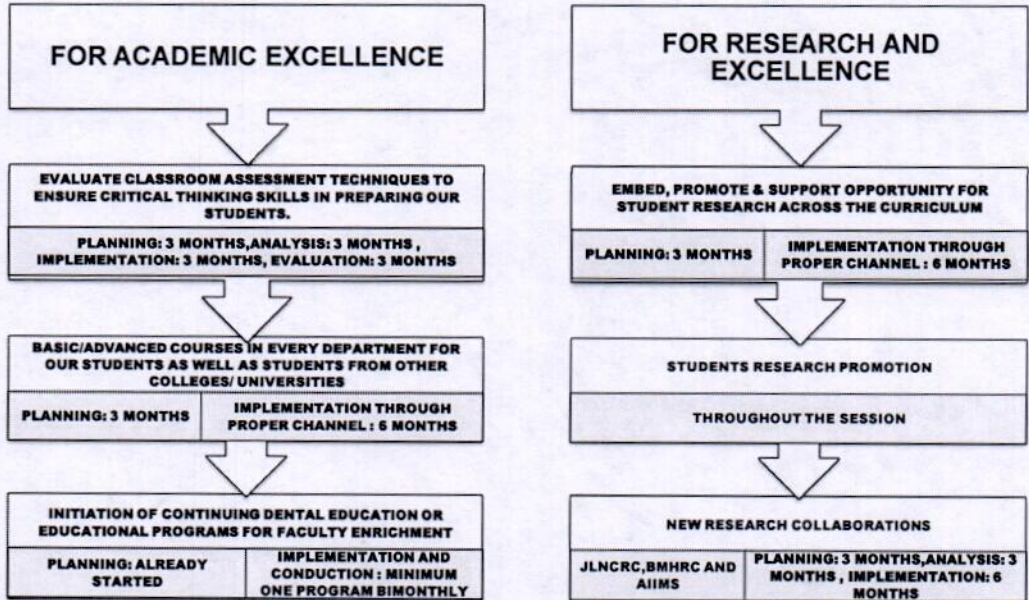


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SHORT TERM GOALS

1-2 years

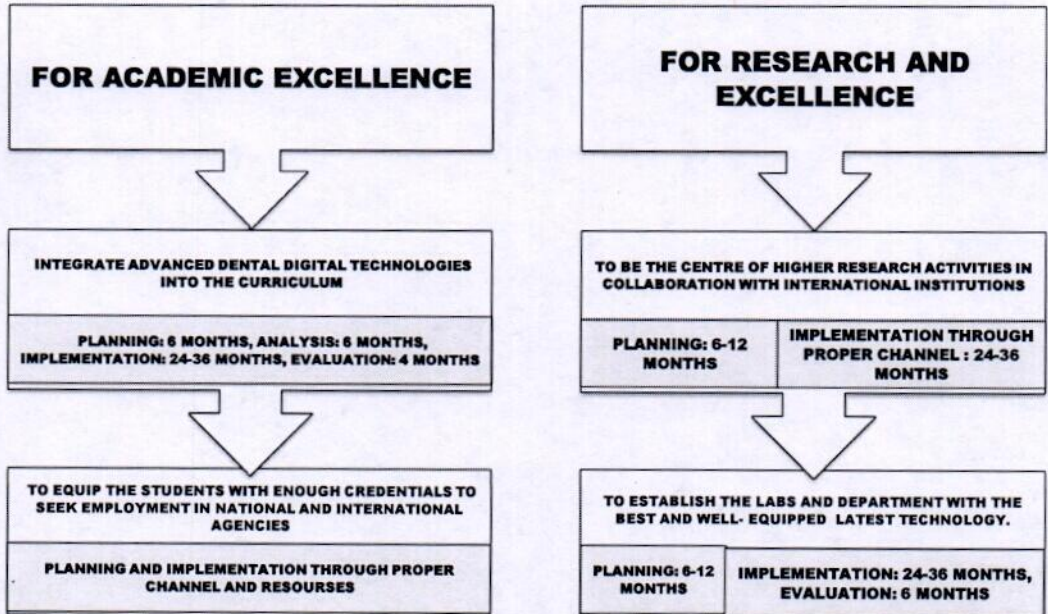


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LONG TERM GOALS

Up to 5 years



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MEDIUM TERM GOALS

2-3 years

FOR ACADEMIC EXCELLENCE

ESTABLISH A "FACULTY DEVELOPMENT CENTER" IN ORDER TO CREATE, ORGANIZE, AND SUSTAIN PROGRAMS AND INITIATIVES RELATED TO TEACHING INNOVATION

PLANNING: 6 MONTHS, ANALYSIS: 6 MONTHS, IMPLEMENTATION: 15 MONTHS, EVALUATION: 3 MONTHS

INCREASE EXCHANGE PROGRAM RELATED TO ACADEMICS WITHIN THE INSTITUTION, UNIVERSITY AS WELL AS OTHER INSTITUTIONS/ UNIVERSITIES

PLANNING: 6-8 MONTHS	IMPLEMENTATION THROUGH PROPER CHANNEL : 18-24 MONTHS
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FOR RESEARCH AND EXCELLENCE

TO BE THE CENTRE OF HIGHER RESEARCH ACTIVITIES IN COLLABORATION WITH NATIONAL INSTITUTIONS PERTAINING TO ORAL HEALTH

PLANNING: 3 MONTHS	IMPLEMENTATION THROUGH PROPER CHANNEL : 18-24 MONTHS
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PROMOTION FOR PROGRAMS LIKE FELLOWSHIPS & POST DOCTORAL RESEARCH

THROUGHOUT THE SESSION

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PEOPLES COLLEGE OF NURSING AND RESEARCH CENTRE

VISION

To become a centre of excellence in imparting competency based Nursing Education fostering global standards and inculcating value system among students to meet the changing health needs of society.

A - For Academic Excellence –

- ▶ To strengthen lab teachings through simulators & Objective Structured Practical Examination.
- ▶ To strengthen clinical skills through Objective Structured Clinical Examination.
- ▶ To create a teaching learning environment by providing personal counseling following Mentor Mentee System.
- ▶ To exercise following evaluation techniques frequently (contingency tests, quiz competitions, MCQs, Short answer questions, Seminars, practice teaching sessions).
- ▶ To organize National, International Seminars, Conferences & Workshops.
- ▶ To enrich academics through **exposure** in specialized clinical areas in the institutes of National repute.
- ▶ To strengthen the professional development through CNE, Journal club presentations, hands on training.
- ▶ Summer classes for slow learners.

B- For Research and Innovation Excellence-

- ▶ PCN & RC to be Referral Centre for research in life style diseases & malnutrition.
- ▶ Research on thrust areas viz. effectiveness of Govt. health programmes & Adolescent health.
- ▶ Increasing publications in peer reviewed Journals.
- ▶ Expand Thrust areas in interventional clinical research & Meta analytical studies.
- ▶ Mandatory one publication by students during PG.

C-National International collaborations –

- ▶ Collaboration with NHM, JHPIEGO, IGNOU, Govt. projects (Central & state)
- ▶ Organizing National and International conferences, workshops & Seminars in collaboration with international agencies.

- ▶ Collaboration for faculty and students exchange with National institutes, hospitals and Non Governmental Organization for academic and research advancement.

D- Career placement/Employability/Expertise –

- ▶ To organize capsule training programmes for English speaking, Personality development, Professional etiquettes, communication skills, soft skills & IELTS clearance.
- ▶ To prepare the students for placement in corporate hospitals & Govt. sector.
- ▶ Organize mock interviews & group discussions.
- ▶ To organize career counseling sessions.
- ▶ To enhance entrepreneurship attitude by organizing special sessions.

SHORT TERM GOALS 2020-2021

- ❖ Organize postings in specialized clinical area of other institutions viz NIMHANS hospital Bangalore, CMC Vellore, Fortis Hospital, Medanta- Medicity, Chacha Nehru Bal chikitsalaya,
- ❖ Continuing Professional development through FDP, CNE, Journal club, hands on trainings.
- ❖ To strengthen clinical skills through Objective Structured Clinical Examination.
- ❖ Organize mock interviews & group discussions.
- ❖ To organize career counseling sessions.
- ❖ Lab teachings through simulators & Objective Structured Practical Examination.

MEDIUM TERM GOALS 2020-2023

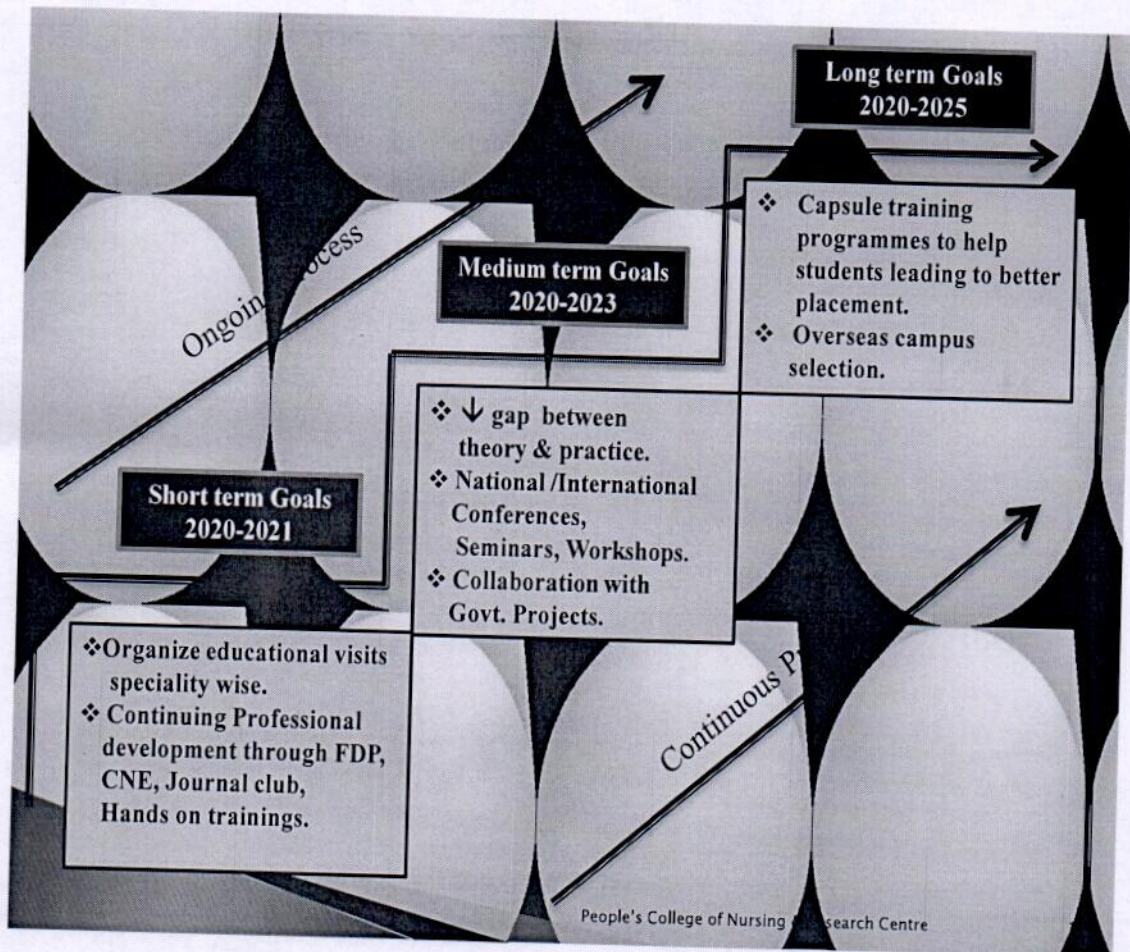
- ❖ National / International, Conferences, Seminars, Workshops.
- ❖ Collaboration with Pharmacy, CSRD, PCMS, SORT and other institutes from group to work with their projects in researches, ICMR.
- ❖ Mandatory one publication by students during PG.
- ❖ Expand Thrust areas in interventional clinical research & Meta analytical studies.
- ❖ To enhance entrepreneurship attitude by organizing special sessions.
- ❖ To exercise following evaluation techniques frequently (contingency tests, quiz competitions, MCQs, Short answer questions, Seminars, practice teaching sessions).

LONG TERM GOALS 2020-2025

- ❖ Capsule training programmes to help students leading to better placement.
- ❖ Collaboration with NHM, JHPIEGO, IGNOU, Govt. projects (Central & state).

PEOPLE'S UNIVERSITY-VISION 2020-25 : FOR ACADEMIC & RESEARCH EXCELLENCE

- ❖ Train students clinically sound and skillful for overseas campus selection.
- ❖ Collaboration for faculty and students exchange with National Institutes, hospitals and Non Governmental Organization for academic and research advancement.
- ❖ PCN & RC to be Referral Centre for research in life style diseases & malnutrition.



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ACADEMIC GOALS OF PCN&RC 2020-2025					
GOALS	2020-21	2021-22	2022-23	2023-24	2024-25
Organize educational visit according to their specialty areas.					
Continuing Professional development through CNE, Journal club presentations, Hands on trainings					
Organize National & International Conferences, Seminars, and Workshops.					
Minimize the gap between theory & clinical practice					
Collaboration with Central & State Govt. Projects.					
Establishment of coaching centers for competitive examinations					
Overseas campus selection OF nurses					

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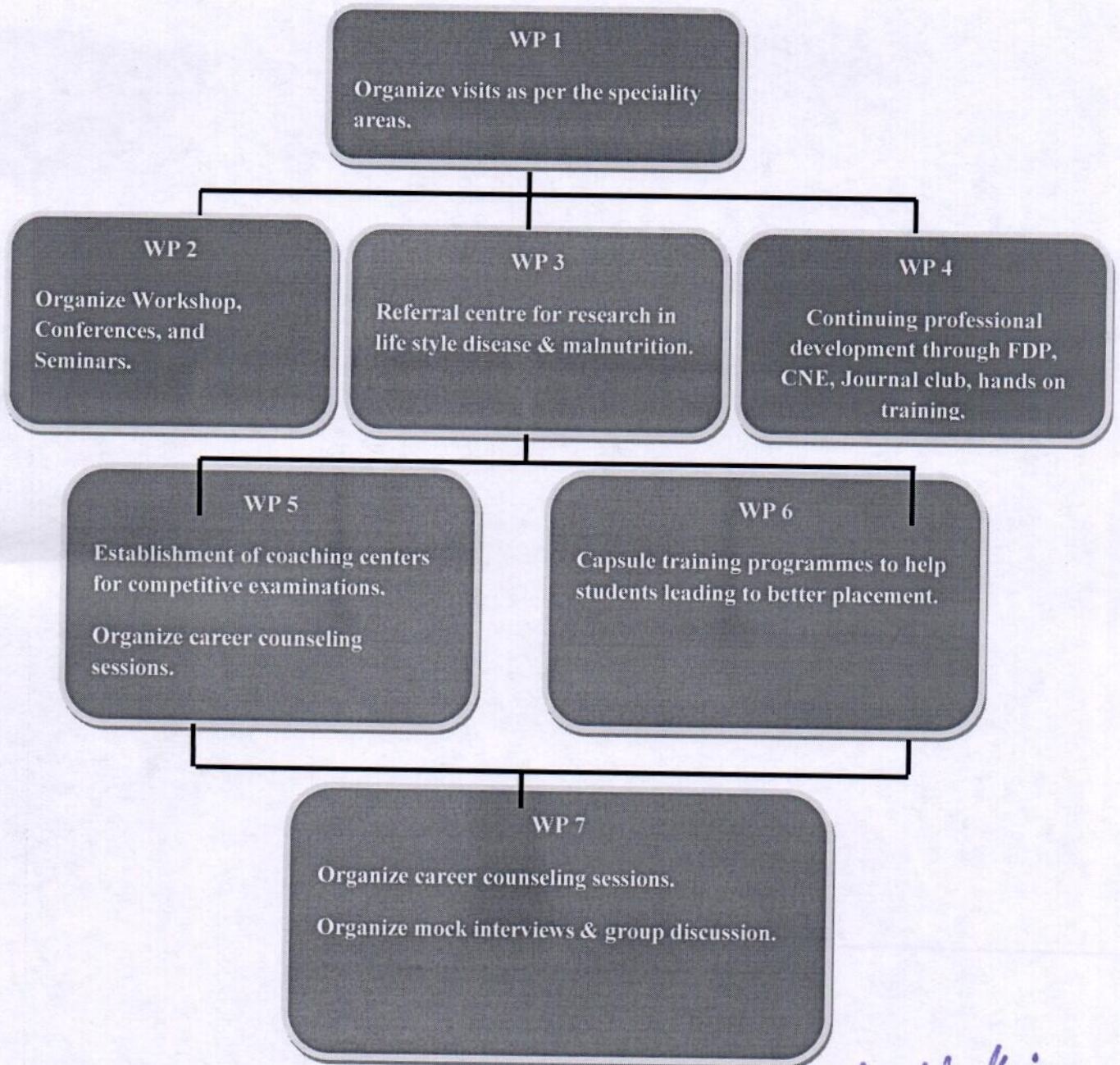
RESEARCH GOALS OF PCN& RC 2020-2025					
GOALS	2020-21	2021-22	2022-23	2023-24	2024-25
Mandatory one publication by students during PG.					
Increase publications in peer reviewed journals.					
Expand Thrust areas in international clinical research & Meta analytical studies.					
Research on thrust areas viz effectiveness of Govt. health programmes & Adolescent health.					
PCN& RC to be referral centre for research in life style diseases & malnutrition					

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PERT CHART GIVING MILESTONES



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PEOPLE'S COLLEGE OF PARAMEDICAL SCIENCES & RESEARCH CENTRE

Vision 2020-2025

Academic Excellence

- ✦ To impart academic excellence in Paramedical Sciences & Research by developing Students' centric teaching & learning.
- ✦ To create an excellent academic environment for students by enhancing academic activities like Brainstorming sessions, presentations, case study, experiments.
- ✦ To explore a wider variety of Learning Resources viz. Social Medias, National/International Lib., E-contents development, Webinar, Interdepartmental resources, Health apps.
- ✦ To remodel the evaluation of learning outcome through viva cards, online MCQ tests, Case Based models, Blue print moderation.
- ✦ To boost the confidence in slow learners by promoting peer group learning, activity orientation learning & customizing curriculum.

Research and Innovation Excellence

- ✦ Identification of key quantity, quality and impact metrics for our research and innovation.
 - ☞ Thrust areas like WRMKDs, Bleeding disorders in Central India, De-conditioning of Geriatric Population, Manual Therapy and Pain Modulation...
- ✦ To improve our capacity to develop interdisciplinary researches Medical, Nursing and Engineering institutes in the identified thrust areas

National/ International Collaborations

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- ✦ Target: 3 national & 2 International Collaborations with
- ✦ Rule-out Practical Approaches to Establishing the Relationship.
 - E.g.: Executive Development programs
- ✦ To work on the distinctive areas for the mutual benefits.
- ✦ Collaboration for Students- faculty exchange, synchronized patient support.

Career Placement/ Employability/ Expertise/ Entrepreneurship

- ✦ We had the support mechanism, *though Placement assistance is not required.*
- ✦ Workshops on Entrepreneurship/ independent start-ups shall be organized.
 - Communication Skills, Interview presentation etc.
- ✦ Advanced learners shall have guidance on competitive exams.

Short Term Goals (1-2 Years)

- ✦ PhD Program in Physiotherapy.
- ✦ Advanced learners shall be given guidance on competitive exams.
- ✦ Interdisciplinary studies & collaborations in identified thrust areas.

Medium Term Goals (2-3 Years)

- ✦ Student Centered Teaching & Learning.
- ✦ Fellowship and PG Diploma programs.
- ✦ National Collaborations: at - least 02.
- ✦ Promote various Learning Resources: E-contents development, Webinar...

Long Term Goals (Up to 5 Years)

- ✦ Functional National & International associations.
- ✦ Establishing a Neuro- comprehensive Rehabilitation center.
 - Team of Physiotherapist, Speech therapist, Psychologist, Occupational therapist, Rehab Nurse, Orthotist.

⬇ Meet or exceed Key Performance Indicators (KPIs) recognized by PCPS - IQAC.

PEOPLE'S COLLEGE OF PARAMEDICAL SCIENCES & RESEARCH CENTRE

Vision Document: PCPS - PU, 2020-2025

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No.	Events	2020	2021	2022	2023	2024	2025
01	PhD Program	↔					
02	Student Centered Teaching & Learning	←————→					
03	Fellowship & PG Diploma programs			↔			
04	Neuro- comprehensive Rehab' center			←————→			
05	Exceed Key Performance Indicators			←————→			
06	Advanced learners shall have guidance	↔					
07	Interdisciplinary studies & collaborations in identified thrust areas	↔					
08	National Collaborations: at - least 02.			↔			
09	Learning Resources: E-contents development, Webinar...		←————→				
10	Functional National & International associations			←————→			

↔ Academic ↔ Research

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SCHOOL OF PHARMACY AND RESEARCH (SOPR)

Strategic Plan (2020-2025)

Mission of School of Pharmacy & Research

- To develop competent and employable pharmacy professionals who can significantly contribute for nation building.
- To promote pharmaceutical research towards development of new horizons & inculcate research culture among faculty members and students.
- To develop School of Pharmacy & Research as a centre of excellence and preferred destination for students towards development of skills and enhanced pharmaceutical knowledge.

Vision for Academic Excellence

- To offer value added courses on **biomedical waste management, industrial hazards for overall skill development of the students**
 - Application of treatment and disposal methods to health-care waste categories.
 - Design Waste Management plan.
 - Current national and local legislation.
- To supplement the academics with more advanced software's in **Pharmaceutics**
 - **Pharmacology and Pharmaceutical chemistry**
 - Integrate evidence-based pedagogical tools and methods as well as analytics.
 - Students will be acquainted with the advanced version of Graph Pad, Factorial Design, Ex-Pharm and Chem Draw Ultra like software to better explore them in their programme

- **To facilitate Practical learning through industry internships and guest lectures from industry experts**

- Closer ties with the industry and its professionals to keep up with the challenging role of preparing graduates for the workplace.
- Seminar-style lectures by a diverse range of professionals.

- **To promote an excellence-driven academic culture through interdisciplinary teaching**

Will focus on issues that are critical for the coherence and success of attempts to promote interdisciplinary work:

- the way in which inter-disciplinarily is conceptualised;
- ensuring that cross-curricular connections are convincing and intellectually challenging; devising pedagogic strategies that are effective;
- and addressing operational obstacles to interdisciplinary work.
- Encourage students from all walks of life with different cultural backgrounds.

- **To facilitate through value added courses and motivate to opt for Moocs of swayam**

The courses hosted on SWAYAM will be in 4 quadrants – (1) video lecture with multimedia, (2) specially prepared reading material that can be downloaded/printed (3) self assessment tests through tests and quizzes and (4) an online discussion forum for clearing the doubts. Steps have been taken to enrich the learning experience by using audio-video & multi-media and state of the art pedagogy/technology.

- **To foster knowledge partnership through faculty exchange, student exchange, joint research publications etc. with other universities and Institutions**

The MOU between SOP&R and other institutes will include:

- Student Exchange Program
- Faculty Exchange Program;

- Joint Research, Seminars and Workshops;
 - Sharing of Pedagogical Information;
 - Semester Exchange Programs, etc.
- **To focus on Communication skills and personality development of the students to strengthen placements in Pharmaceutical industries and assist them for GRE/IELETS/TOEFL**

Institute will try to develop two official groups in this regard.

1. Career Development

2. Placement Services

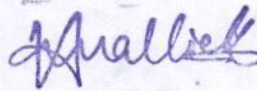
Career Development supports the student during their time at the School of Pharmacy and Research with career development programs like soft skills, leadership development, student activities and event organization. At the end of their studies with the SOP&R, Placement Services focus on their placement and provide them opportunities for future endeavours.

Vision for Research and Innovation Excellence

- **To encourage research leadership in the following identified thrust areas**
 - Novel carriers for various diseases using targeted drug delivery.
 - Isolation of drug molecules from natural resources
 - Synthesis of some novel compounds for anti-tubercular, anticancer activity etc.
- **To facilitate interdisciplinary research by collaborating with other institutions within the university and with other national and international universities/institutions**

Institute will collaborate with national reputed institutions like IISER etc. and reputed universities and research laboratories to augment research culture and establish institute nationally and globally in the identified thrust areas.

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- **Expand overall support for the research enterprise**

We are inclined towards enhancement of research productivity. This includes expanding administrative support for grant applications, attracting and retaining top researchers, identifying funding mechanisms by which faculty can maintain and grow their research programs, continuously supporting technologies for research, keeping faculty updated about how to navigate the research enterprise, and enhancing communication with faculty about the resources available to support researchers in writing grants. We will foster collaborative and inter-professional research that reaches across laboratories, departments and industries.

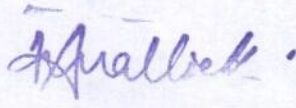
- **Case Studies and Simulation Exercises**

To develop the conceptual skills, to identify & formulate and solve problems innovatively, students undertake Case Studies and Simulation Exercises. Case analysis develops decision making skills under simulated conditions and highlights the fact that the real situations are more complex than what the students learn in theory class viz. Debate / Role Play / Business Games / PDPs / Aptitude & Tech. Skill Dev. / Soft Skills Development / Value Aided Courses / Concept Classes / Workshops / Industrial Talk.

Vision for National/International Collaborations

- To collaborate with 2-3 research laboratories for hands on training of the students as well as for research facilitation in the identified thrust areas.
- To collaborate with research organisation for Training of Research Scholar for Animal Handling, disease model development as well as for their in vivo research work.
- To sign 2-3 MoUs with various National/international universities and Pharmaceutical Industries for students and faculty training in the following niche areas.
 - Patent filling and related issues in drug development.
 - Medical writing.

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Vision for career Placement, Employability, Expertise, Entrepreneurship

- To invite industry experts to develop professionalism and career skills (e.g. career opportunities, personality development, interview skills) among students at UG and PG level.
- To encourage students to join summer schools organisations for Training of patent reading, drafting and filing

Students will be encouraged to join summer training to inculcate research aptitude among them. Last step of any research include patent filling and technology transfer and students will be encouraged to learn through training and sensitization.

- To enhance the employability of students through soft skills courses and by organising mock interviews and group discussions

Short Term Goals (1-2 years)

- To Encourage the Faculty and Ph.D. students for seeking extramural funding and develop advanced facilities

Students and Faculty will be encouraged to apply for research grants like Modernization and Removal of Obsolescence (MODROBS), Research Promotion Scheme (RPS) and various funding schemes like STTP, Seminar Grants through AICTE and Extra Mural Research Grant through ICMR and various other funding schemes of DBT, DST etc. and develop facility for advanced techniques like FT-IR, LC-MS etc. through FIST, MODROBS, SAP, Research Projects and Consultancy services.

- **Exploration of Artificial Intelligence in Pharmacy and Healthcare**
 - Development and maintenance of Heamato-informatics data in which we are going to develop data bank of blood group and other useful parameters of staff and students of Peoples University to explore in critical medical conditions.
 - Promote UG students to maintain and submit prescription records of their relatives and friends which include complete information regarding

treatment as a project other than curriculum, this information shall be used to develop basic information.

- **Continuous Review and Assessment of the student's experience in the initial years**
 - Increase participation of 1st and 2nd year students to experience academic progression activities and workshops.
 - Increase interaction between/among graduate students and resource persons from Industry/Academia/Scientist to understand the current scenario of market.
- **Enhance and Inculcate critical thinking skills of undergraduate and Post graduate students**
 - Ensure that graduate and post graduate students to demonstrate sound foundational understanding of the basic and pharmaceutical sciences and their application in Pharmacy through small projects, prescription audits in the vicinity and similar critical observations in society.
 - Enhance research & writing skills and publication record of students.

Medium Term Goals (2-3 Years)

- **Establish partnerships, collaborations or strategic alliances with pharmaceutical industries**

Institute will try to collaborate with Pharmaceutical Industries to enhance the student skills, practical knowledge, be acquainted with the latest development through training, project work and other activities. Key focus will be on students training make them well disserved to get placed in reputed Pharmaceutical industries across India and aboard which helps to recognize the institute at National and International Platform.

E-content development for students through lecture capturing with the help of media center of People's group and content development for e-consortium, PG-pathshala and for other funded projects under MHRD.

- **Encouraging students and faculty to explore SWAYAM**

Students and faculty members shall be encouraged to opt and practice ARPIT, NEPTEL courses on different subjects to get additional knowledge and explore the platform to enhance skills. Similarly Faculty shall be encouraged to explore the NEPTEL courses and these courses are considered by AICTE under Faculty Development Program.

- **Establish Adverse Drug Reaction Monitoring and Regional Training Center**

Efforts will be made to establish School of Pharmacy & Research as recognised “Adverse Drug Reaction Monitoring and Regional Training Centre” through Pharmacovigilance Program of India (PvPI), Indian Pharmacopoeia Commission, Sector 23, Raj Nagar, Ghaziabad, Uttar Pradesh.

- **Develop strategies to enhance engagement with alumni**

- Identify strategies to increase faculty, student, and alumni networking and engagement.
- Develop new strategies that provide multiple opportunities for alumni to donate to the institute.
- Identify and implement strategies to differentiate and enhance the professional development of alumni through creative and contemporary approaches to continuing education and continuing professional development

Long Term Goals (Up to 5 Years)

- **Develop a “brand” for the School of Pharmacy and publicize our intellectual capital to target audiences**

Our brand will emerge as we summarize current research strengths in the college, and assemble and publicize a list of experts in our thrust area. This will assist in attracting new faculty, scientific staff, and outstanding students to the college. We will increase our visibility by nominating faculty and students for national awards, and provide resources to increase faculty participation in research conferences and workshops. The college will also

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work closely with local and national media to promote key research breakthroughs and expand its role in relevant national and international organizations.

- **Create training and networking opportunities for our professional and graduate students that enable differentiation and career path exploration and that are responsive to the needs and opportunities within healthcare**

Develop graduate program offerings, such as certificate programs like medical writing that are responsive to the opportunities and needs within health care and the pharmaceutical and regulatory sectors. Increase opportunities for networking and engagement among professional and graduate students. Develop a technology platform to facilitate networking between and among alumni, faculty and students.

Strategically position the School of Pharmacy nationally and internationally to be on the cutting-edge of leading and conducting high impact research

Recruit highly-qualified, best-in-the field senior researchers as well as talented junior faculty with tremendous potential to accelerate and grow our efforts in research. Establish an Industry Relations Advisory Board to inform and advise the institute leadership regarding strategic research directions, alliances, and potential opportunities for workforce development. Institute will motivate teachers to recognized at National and international Platform.

- **Expand the Institute education, research, and service missions locally across the state**
 - Engage more with local communities in education, research, and service activities.
 - Develop a mindset of serving local communities among our students to make visibility of institute in the society.
 - Develop the skills of students and pharmacists to work more closely with state and local legislative bodies to advance the profession of pharmacy.
 - Identify and implement opportunities for faculty, staff, and students to become more engaged in serving our local communities, while understanding their unique health care needs.

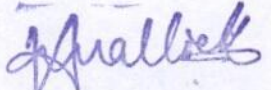
- **To Achieve national recognition in following thrust area of research**

- Novel carriers for various diseases
- Isolation of drug molecules from natural resources
- Synthesis of some novel compounds for anti-tubercular, anticancer activity

- **To associate with International Pharmaceutical societies**

Institute will strive hard to be associated with International Pharmaceutical Federation (FIP), ACPE (Accreditation Council for Pharmacy Education) etc. to get global recognition of the institute.

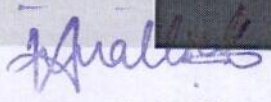
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Timeline to achieve goals of Academics

Goals	2020-21	2021-22	2022-23	2023-24	2024-25
System for Interview and examination based Admission	█				
Encouraging students and faculty to explore SWAYAM		█			
Skill development and vocational programmes		█			
Blog development for Alumni			█		
E-content development for students				█	
Exploration of Artificial Intelligence in Pharmacy and Healthcare					█

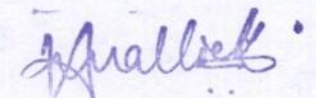
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Timeline to achieve goals of Research

Goals	2020-21	2021-22	2022-23	2023-24	2024-25
Apply for funding					
Modernization of Research Lab					
Multi-disciplinary research centre					
Starting of Training Centre					
Establish ADR Monitoring Centre					

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SCHOOL OF RESEARCH AND TECHNOLOGY
PEOPLE'S UNIVERSITY, BHOPAL
VISION 2020 – 2025

School of Research & Technology (SORT) was established in 2007. The Institute's environment is highly favorable for building a strong foundation of knowledge, development of personality, pursuit of excellence and self discipline and enhancement of creativity through innovation & motivation. Institute has well equipped modern laboratories, a well stocked library, computer networks and Fully Wi-Fi Campus.

VISION

Our vision is to create a quality learning environment for all learners through collaborations with students, communities, businesses, and other educational institutions. To be recognized as an institute of providing high quality education and skills training.

MISSION

- To produce world-class technocrats who can take up the challenges in a competitive and dynamic global society.
- To provide diverse curriculum that will instill in our students the imagination, talents, and skills necessary for the varied and rapidly changing requirements of modern life.
- To perform state-of-the art research that will improve the nation's strategic engineering and environmental technologies.
- To prepare all students for successful careers based on a strong moral and ethical foundation.

VALUES

Our motto is to address the critical needs of society and foster economic development by nurturing collaborative and friendly learning communities in which all stake holders can succeed and are involved in the continuous assessment and improvement process. We value academic excellence, professionalism, ethics and cultural diversity among faculty, staff and students.

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Vision for 'Advancement of Engineering Sciences'

- Academic excellence
- Research & Innovation Excellence
- National & International Collaborations
- Career & Placement

Academic Excellence:

- To become an Institute of Excellence in teaching, learning, training and research to meet the technological needs of society.
- To impart quality technical and scientific education and produce technocrats who will excel in various disciplines.
- Introduced New Courses and Curriculum in emerging area of engineering to fulfill industrial needs.

Research and Innovation Excellence

- To improve the Research and Innovation in technical education.
- To encourage the faculty to take up more sponsored projects and consultancy and increase internal resource generation.
- To promote Interdisciplinary Research.

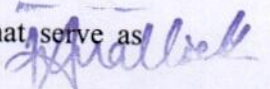
National /International Collaboration

- To collaborate with premier universities and organizations across the globe on academics, research and placements.
- To mobilize the students in various renowned institutes across the globe.

Career Placement/Employment

- To strengthen alumni relations and explore the possibilities of research, consultancies, and placements.
- Entrepreneurship awareness, innovation and incubation hub.
- Promote employer adherence to professional and ethical standards that serve as conduct models for all stakeholders.

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Implementation Strategies to Achieve Goals

Short Term Goals (1-2 years)

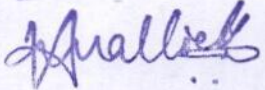
At UG level: Academic Advancement through conversion of IT skills in all departments in next curriculum revision. i.e. Role of Artificial Intelligence (AI) in manufacturing sector.

- Introduce Value Added Specialization courses according to industrial needs in each discipline.
 - Computer Science Engineering: AI & ML Specialization
 - Civil Engineering: Geomatic Engineering, Urban/Town planning
 - Electronics & Communication Engineering: Embedded System, VLSI
 - Mechanical Engineering: Mechatronics, Automobile, 3D Printing and Design.
 - Bridge Courses: Training of first year students on Basic Engineering, and communication Skills, Soft Skills etc.
- NBA Accreditations (Mechanical Engineering).
- To strengthen PhD program in Engineering.
- Papers Publications in UGC recognized peer reviewed journals, conferences.
- To established Entrepreneurship Development Cell in collaboration with faculty of engineering.
- To organize Seminars, Workshops, STTPs, Guest Lectures, Industrial Visits and FDP, International Conference, International Tech Fest.
- To conduct Corporate Social Responsibilities (CSR) through NSS outreach activities - Skill Development Programs for rural areas/Schools.
- Organized Boot Camp and Remedial Classes for Slow learner whereas Advance Learners are encourage participating in research projects, advance training programmes.
- At PG Level: Students and faculties are encouraged to seeking projects from DST, MSME and other Govt. Bodies.
- Effective Mentor- Mentee Scheme improves student-faculty interaction.

Medium Term Goals (2-3 years)

- Energy-Park establishment in the campus.

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- Introduced MOOC in curriculum as a mandatory credit.
- Seeking Industry Sponsored Extramural Research Projects through Govt. Agencies and NGO. i.e. MPCST.
- To Strengthen Incubation center at institute level and Patents Publications.
- To establish National Accreditation Board for Testing and Calibration Laboratories (NABL) in ME, ECE, and EE to start Consultancy projects.
- Strengthen CSE Department labs with latest configuration and software like python, MATLAB simulation and many more.
- Collaboration with industry and institute of higher Importance (IIT, IIIT etc.)

Long Term Goals (Up to 5 years)

- To establish Department of Biomedical Engineering.
- Setting up a Laboratories in the Thrust Area of Research in Each Departments: i.e.
 - Computer Science Engg
 - Internet of Things(IoT)
 - Artificial Intelligence
 - Electronics & Communication Engg
 - Smart MEMS and Microsystems Technology
 - Smart Wireless Devices and Systems
 - Mechanical Engg
 - Additive manufacturing Technology
 - Biomechanics
 - Automobiles
 - Electrical Engg
 - Electrical Power Conversion
 - Energy Policy, Storage and Carbon Capture
 - Power Systems
 - Civil Engg
 - Dynamic Loading on Structures
 - Structural Applications of Composite Materials
 - Urban Plan

Yearly Milestones PERT Chart
For Academic Excellence

Activity / Time	2020	2021	2022	2023	2024	2025
Value Added Specialization courses and Bridge Courses						
NBA Accreditations & To organized International Tech Fest						
Collaboration with industry and institute						
Introduced MOOC in curriculum as a mandatory credits						
To establish NABL for Consultancy projects						
To establish Department of Biomedical Engineering						

For Research Excellence

Activity / Time	2020	2021	2022	2023	2024	2025
To organize Seminars, Workshops, STTPs, Guest Lectures, Industrial Visits and FDP						
To organize International Conference						
Strengthen PhD program						
Seeking Industry Sponsored Extramural Research Projects through Govt. Agencies and NGO						
To Strengthen Incubation center at institute level and Patents Publications						
Setting up a Laboratories in the Thrust Area of Research						

Pralok

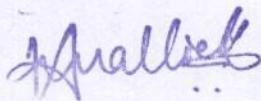
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PERT Chart



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People's Institute of Management & Research,

Mission of People's Institute of Management & Research

To establish well researched and pragmatic business practices in the institution to enable the students to face the challenges of fast moving business world. To develop students into integrated personalities and worthy citizens of India through imparting managerial skills, imbining ethical values and building their self confidence.

SWOC Analysis:

Strengths:

- Qualified experienced and dedicated teaching faculty with good retention ratio.
- Faculty with corporate experience who are able to connect management theory with practice through examples from their industry experience.
- Efficient examination system with timely results.
- Multiple placement drives and a good image for placements.
- Hostels within the campus and safe educational environment for girl students.

Weaknesses:

- Most of the students come from poor families, so there is a lack of advanced technology implementation.
- Poor communication skills of students due to rural background.
- Involvement of alumni is very less.
- Inadequate Faculty strength.
- Non availability of high speed internet connectivity.
- No budgeted funds for organizing events, FDPs and promotional expenses.

Opportunities:

- Scope for interdisciplinary and sponsored projects.
- Greater opportunities for students' progression from UG to PG to Ph.D.

Challenges:

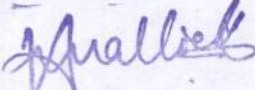
- To establish a good brand image.
- To strengthen institute-industry interaction.
- To improve the students' communication skills.
- To increase students' employability

Vision 2020 - 2025

• **Academic Excellence**

1. Providing the ambience to boost the spirit of creativity and innovation by encouraging faculty members and students to come up with new ideas and form groups to work on innovative projects.
2. FDPs, Workshops and training programmes for faculty and students, inter disciplinary research projects, market based assignments.
3. Regularly updating the curriculum to match industry requirements by involving subject experts in the regular assessment of curriculum, adopting best practices of reputed institutions.
4. Making teaching more learning centric by integrating more practical trainings, projects, case studies and presentations into the curriculum.
5. Increasing the Industry Institute Interface through regular industry visits, industry/market based projects, Guest Lectures by industry experts and student internships.
6. Providing the opportunities for overall development through personality & skill development programmes, value added courses and Inter-disciplinary courses.
7. Providing facility for earning credits in the above so that students are motivated to opt for them. Also providing credit transfer for completing MOOCs of *Swayam* and industry internships.
8. Fostering knowledge partnership through faculty exchange, student exchange, joint research publications etc. with other universities and Institutions.

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• **Research & Innovation Excellence**

1. Encouraging research in the identified thrust areas of **Services Marketing, Financial Services, Corporate Social Responsibility, Hospital Management and Logistics & Supply Chain Management.**
2. Fostering entrepreneurship through E-cell and membership of National Entrepreneurship Network. (NEN).
3. Facilitating joint and interdisciplinary research by collaborating with other institutions within the university and with other national and international universities/institutions in the above thrust areas.
4. Motivating faculty members to pursue research projects, preferably involving students in the above thrust areas.
5. Encouraging faculty members to participate in research workshops, FDPs and conferences.
6. Trying for getting extramural research grants for research projects from UGC, AICTE, DST, MAPCOST, ICSSR etc. on the above thrust areas.
7. Developing industry-institute interface for collaborative research.

• **National/ International collaborations**

1. Signing MOUs with national organizations like NEN, SPIC-MACAY and ICCR for cultural cooperation.
2. Collaborating with reputed institutions for mentorship, faculty development and research.
3. MOUs with reputed companies for Internship, Placements, Guest Faculty Lectures, Industry sponsored programmes and consultancy.
4. MOUs with reputed hospitals for internship and training of MBA-HA students.
5. MOUs with international universities for student exchange, faculty exchange/semester abroad and collaborative research.

• **Career, Placement, Employability, Expertise & Entrepreneurship**

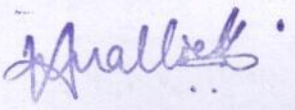
1. Activating the e cell for innovations and entrepreneurship.
2. Involving students and alumni in placement activities.
3. Renewing the bond with alumni for better placements.

4. Exploring funding opportunities for startups by students.
 5. Inviting industry experts for interaction with students.
 6. Forming strong relationships with leading business houses for training and placement activities.
 7. Providing skill development trainings to students.
- **Short Term Goals (1-2 years)**
 1. Brand building for better admissions.
 2. Integrating more practical learner centric methodologies in the curriculum.
 3. Involving students in more activities including presentations, seminars, placements, events, research and social responsibility activities.
 4. Organizing value added courses and Skill Development trainings.
 5. Developing a vibrant organizational climate which encourages academic freedom, innovation and inter disciplinary cooperation.
 6. Encouragement of low achievers through special classes and benevolent mentoring.
 - **Medium Term Goals (2-3 years)**
 1. Facilitating students' participation in research.
 2. Participating in national level academic, cultural and sports competitions.
 3. Utilizing MOUs with industry for dedicated student internships, training and placements.
 4. Introducing Choice Based Credit System (CBCS).
 5. Encouraging students to complete credits through MOOCs and inter-disciplinary courses.
 - **Long Term Goals (Up to 5 years)**
 1. Making PIMR the top B-School of Central India and the first choice of the best students from M.P. and surrounding states for Graduate, PG and Doctoral programmes by imparting quality education.
 2. Achieving top placements with much higher average packages than competing institutions.

A full time Training & Placement Officer working with a Placement Committee of faculty and students would be networking with alumni and prospective employers.

3. Developing a fully fledged Incubation Centre/e Cell producing startups.
4. Setting up a Management Consultancy Cell for Start-ups and new business ventures.
5. Attracting foreign students as the preferred Business School in Central India.
6. Achieving an outstanding status in research and publications.
7. Establishing 'Chairs' sponsored by industry/alumni.

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PEOPLES INSTITUTE OF HOTEL MANAGEMENT CATERING TECHNOLOGY & APPLIED NUTRITION

Academic Excellence

OBJECTIVES OF ACADEMIC CELL

- Pursue policies and develop programs to facilitate academic excellence. Work with faculty to update & support college learning.
- Support initiatives by University to invite private or alumni participation in journals/projects/ papers.
- Develop a panel to advise/ prepare students on careers, higher education. Work with Industry experts for training, guest lectures and seminars committee members
- Introduce industry relevant courses and update curriculum accordingly.
- Collaborations with other universities /Tie Ups.

Short Term Goal (1to2Years-2020-22)

- At PIHMCT&AN, courses will be developed bringing changes for up gradation.
- We will sensitize the students about the various ways development from which students can implement in Encourage faculty for publishing papers in hospitality education program.
- Develop management skills and apply them to complex problems.
- Participation at seminars and conference for both students and Faculty members.
- Enhancement hospitality communication skills and personality development among students.
- Encourage students to develop the society for local issues using technical ideas and imparting their management skills.
- Develop faculty keeping in mind the changes in hospitality education.
- Identification of problems of Hospitality Industry. Formulation, Research Literature and analyse complex Hospitality Management problems reaching substantiated conclusions using Principles of hospitality.
- Enhance students quality we will associate hospitality industries managerial persons like GMs, Chefs, Front Office Managers, F&B & Housekeeping executives etc.
- Organize theme based hotel management for students.
- Enhance communication skills and personality development organizing workshops and special classes.
- Analyze and introduce new programs and provide more choice for prospective learners.
- Refine current programs with additional value added courses with academic flexibilities.
- Communicate effectively with teams, leaders as well as societies such as being able to comprehend & write effective reports so that design documentations resulting effective presentations as well as giving and receiving clear instructions.

- Short Term (1 to 2 Year Program Forecast -2020-22)
- Provide high quality learning opportunity and experience, necessary to enable students to acquire the required skills and become caring, knowledgeable, competent and confident to understand the nature and basic concept of hospitality, culinary science, Nutrition and Management.
- Enhance intellectual and self evaluative approach of hospitality Education to analyze relationship among Guests/Tourists, Hosts/Food service operations.

Medium Term Goal (2to3Years-2020-23)

- We will strive to promote self-reliant learning founded upon dialogue & role play, to impart profound knowledge, and foster a creative spirit, based on a diverse and balanced educational system through syllabus.
- We will develop students with superior research capabilities.
- Actively organize local and international events based on academia and hospitality management studies.
- Encourage faculty for publishing papers in hospitality education program.
- Involvement of innovation & Research in UG& PG Program.
- Strengthen technology adoption teaching learning.
- Create and integrate new solutions and adopt new methods of Culinary Science and Management Practices.
- We will provide a more enriched, diverse, and balanced cultural education and enrich the educational content, mainly in the first year of the bachelor's degree curriculum, in order to contribute to independent acquisition of a thorough education, a high level of insight and an international perspective.
- In order to promote an educational environment that encourages independent study and learning, and to realize the educational objectives of the Diploma and Graduate Course, we will make use of small classes, experimental learning, and field-based learning (Hotel Visit).
- Menu engineering to provide a high level of understanding for the students specially advanced learners.
- Research about food choice motives and their impacts on human minds.
- Creation and Application of Hospitality Knowledge to serve the society
- Recognize and apply appropriate theories, principles and concepts relevant to hotel and tourism Industries also critically assess and devalue the literature within hospitality and tourism management including interdisciplinary studies & research.
- Promote quality by acquiring certifications and accreditations.
- Exercise appropriate judgment in selecting and presenting information using various methods.
- Send faculty and students for various national/international seminars and conference.
- Develop critical thinking skills and apply them to complex problems.
- Function effectively as an individual and as a member or leader in diverse teams and in Multidisciplinary Hospitality Settings.

Academic Excellence Long Term Goal : (Upto 5Years -2020-25)

- Establish PIHMCT&AN as the leader in hospitality education in central India.
- Encourage faculty and students for conducting research in hospitality along with new innovations and publishing papers in hospitality education program.
- For Internationalization we focus to connect with international Personalities related with tourism and hospitality education for higher education.
- Focus on digitalization and knowledge sharing platforms.
- Elevate infrastructure.
- Enhance and Strengthen faculty promotion and development policy, increase retention of faculty and maintain excellence in teaching, learning.
- We will collaborate with Hospitality industry leaders and also for students exchange program with other colleges.
- Develop Infrastructure for imparting quality and innovative method of education.
- Develop range of skills and techniques, personal qualities and approaches essential for successful performance in the work place for students.
- Encourage and mentoring students to plan and address complex issues related to hospitality management.
- Provide a basis for future studies and career development.
- Provide an educational foundation for a range of management or supervisory positions in the hotel and tourism industries and within an international framework.
- Develop the flexibility and positive attitudes in students behavior providing advance training or on collaborative ways.
- Develop the ability to express and communicate ideas clearly and to extend their own capacity for logical thinking, analysis, research and option based solutions to problems.
- New research partnerships.
- Enhance the research and academic activities at Institute level.
- Develop students ability by means of various techniques and methods and critically appreciate issues, topics and problems.
- Have a flexible attitude towards problems of change and re-engineering.
- Develop the students' professional attitude for their future career by means of various developments in overall spectrums.
- Increase the capacity of students to be a good team member and team leader.
- Develop the culture to work as team with empathy and sensitivity towards others. The ability to act within informed awareness of issue and participate in civic life through volunteering contexts.
- Students will be demonstrated broad knowledge of and proficiency in the core functional and support areas of hospitality business.
- They will also be demonstrated specific competence in a variety of operational aspects within the hospitality industry.
- Incorporate an understanding of ethical, social, and legal issues in reaching business-related decisions to the students for their future managerial role.

- Acquire the ability to engage in independent and life-long learning in the broadest context of socio-cultural changes of Hospitality Industry.
- Demonstrate the attitude favorable to the field of Hospitality Tourism and elicit views of others, mediate disagreements and help to reach conclusions in large hospitality Group Settings.
- Guide students for creatively and critically applying their knowledge and technological skills in identifying and solving problems.
- And streamline students to acquire or having the desire to engage in life-long learning, as demonstrated by ongoing personal and professional development.
- Get connected with international leader's inhospitality for higher education.
- Develop individual user based interface for imparting quality and innovative method of education.
- Awareness Program to be implemented in rural areas for healthy dietary habits- For development of practical case based approaches of students.
- Communication with Industry Experts & Health professionals to combine Nutrition and Food.
- Develop food based dietary guide lines from time to time.
- Apply the ethical principles and commit to professional ethics and responsibilities and norms of the Hospitality Management Practices.
- Respect of Tourist/Guest and colleagues that encompasses without prejudice diversity of the background, language in culture.
- Understand the impact of the Hospitality Education and Culinary Science on society and environments for Sustainable Development.
- Develop and study the project case related o Hospitality Industry and Designing and Developing Solutions (project development).
- Apply the knowledge of hospitality management , communication skills and marketing to the solution of hospitality and tourism world.

Academics Strategy 2020-25

Goal 1: Explore and introduce new programs based on local and global need sand provide more options for prospective learners.

Goal 2: Enrich current programs with more value added courses

Goal 3: Encourage technology adoption for teaching learning.

Goal 4: Improve promotion pathways and strengthen faculty policies and processes, increase retention of faculty and bolster excellence in teaching, learning.

Goal 5: Upgrade infrastructure facilities.

Goal 6: Foster new research collaborations that result in sustainable initiatives to increase research funding and expenditures and other scholarly and creative activities.

Goal 7: Increase the impact of university research scholarly and creative activities, including increasing sponsored research funding, publishing in peer reviewed journals, creative works and national and international recognitions.

Goal 8: Promote quality culture by certifications and accreditations.

Training & Placement

OBJECTIVES

- To ensure 100% Placement assistance for Alumni& Current Students.
- Developing the students to meet the Industries recruitment process.
- To motivate students to develop Technical knowledge and soft skills in terms of career planning, goal setting.
- Aiming to Place the maximum number of students through campus & off-campus interviews conducted by the top companies.

Short Term Goal (Upto1Years 2020-21)

- Arranging off Campus, Pool Campus and exclusive Campus Recruitment Drives.
- Organizing various activities to improve skills of students for Industry Placement.
- Organizing Aptitude & Soft skills Training Programs to prepare our students to face Campus Recruitment process.

Medium Term Goal(1to2Years 2020-22)

- Organizing Mock Group discussion sessions and also Mock Tests to improve their communications skills & interview facing as per the Company specific or in general.
- Placing students in the industry to undertake in plant training program.
- Arranging off Campus and exclusive Campus Recruitment Drives.

Medium Term Goal (2to3Years 2020-23)

- Communicate with HR Personnel of chain hotels abroad and India with brand value, furnishing Institute profile for the sake of better placements.
- Providing students data to placement& recruitment agencies of international level as well as good properties in India and initiating them in getting placements.
- Arranging periodical aptitude tests for final year & pre final year students.
- Tie up with reputed Colleges abroad or in India to send Students for higher studies& internships in collaborative manner.

Long Term Goal (Upto5Years 2020-25)

- Interface between Industries –Institute interactions in an advanced way with better brand positioning.
- Interacting with the Corporate& organizing Industry based Project Work.
- Arranging guest lecture of eminent personalities from Industry & Career Counseling.
- Chef Competition to be held frequently to motivate Students and build college brand name.

EXAMINATION

VISION

To create a user friendly examination environment and be the leading department at University that sets the standards of quality, credibility and reliability in all of its functions.

MISSION

To administer Examinations that fairly and fully allow demonstration of candidates' learning and will create a technologically efficient, student-oriented, flexible and transparent system that caters to the needs of its student body effectively, ensuring reliable testing and evaluation procedures with zero tolerance towards unfair and inefficient practices.

OBJECTIVE

- To develop strong and consistent examination/evaluation system in the University.
- To enhance the quality of examination and evaluation, ensuring reliability of the processes of the examination systems.
- To ensure that the examinations system in the University follows the rules and policies passed by the Board of Management.
- To maintain all examination record in an effective manner.

VALUES

To share the ethical values of the Public Service and are specifically committed to:-

- Integrity- We act honestly, ethically and lawfully
- Responsiveness- We will respond effectively to the needs of the students
- Responsibility- We will accept accountability for our action
- Commitment- We will strive to give our best every task.

SERVICE STANDARD

- Treat with respect and courtesy
- Be responsive to the requests or queries in the shortest possible time.
- Be clear and helpful in our every dealing.
- Deal with complaints and grievances of students in an honest and lawful manner.

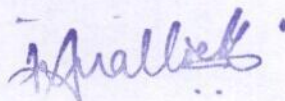
REFORMS

To introduce reforms in the examination and evaluation system that brings out knowledge application skills and competencies of the students and ensure transparency. Further use modern tools of education technology to achieve higher standards and greater creativity.

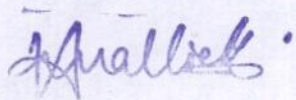
The major advantages are as:-

- Easy Accessibility and Flexibility
- Time Management
- Improved Security
- Economical and Greener

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