



AMALA COLLEGE OF NURSING

(An undertaking of Amala Cancer Hospital Society)

Amala Nagar P.O., Thrissur-680 555, Kerala, India.

Website : www.amalanursingcollege.org

FIRST CYCLE NAAC ACCREDITATION 2022

CRITERION 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

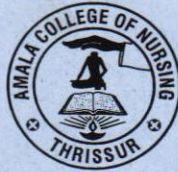
6.2. Strategy Development and Deployment

6.2.1 Strategic Plan document

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL



STRATEGIC PLAN 2015-2025

AMALA COLLEGE OF NURSING
Amala Nagar, THRISSUR - 680 555



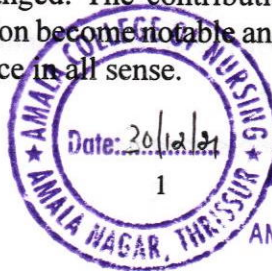


Preface

Amala College of Nursing is striving towards achieving its vision to become a centre of excellence. The strategic plan is a guiding light towards achieving all vision and mission of Amala College of Nursing. The lantern in the hands of Florence Nightingale, the founder of modern nursing has become the symbol of nursing. Similarly the strategies developed based on the General System Theory become the guiding force, catalyst and yardstick for the development.

Change and progress in nursing profession is accelerated in very slow speed. Numerous hurdles and problems are there for a nursing college to attain progress and standards of accrediting agencies as the systems in nursing education is different from the pattern of general education in India. Attainment of Vision and Mission is important for all students completing graduation from this college to cope up with the competing and ever changing health needs of society and the increasing complexity of health industry.

Good soil, seed and sower is needed for good crop. Excellent and committed faculty, brilliant students, state of art infrastructure, well planned academic and co-curricular activities, innovative research are the pillars for better output. A graduate who have up-to-date knowledge, professional skill, readiness to serve humanity with global outlook, critical thinking, effective communication, creativity, compassionate love, aptitude for lifelong learning, high spiritual and ethical values is the expected outcome. Strategic Plan 2015-2025 is a ten year plan to achieve an accelerated, high speed growth for the college, staff and students so that the outlook of the college will be changed. The contributions of the members of society and profession become notable and the institution become a centre of excellence in all sense.



[Signature]
Principal

Prof. Dr. RAJEE REGHUNATH

PRINCIPAL

AMALA COLLEGE OF NURSING

AMALA NAGAR P.O., THIRISSUR-680 5



VISION

“To establish a centre of excellence providing value-added education that combines effective teaching, focused academic exposure, and productive research with the aim of training healthcare personnel with professionalism, and spirit of love and service as their hallmarks.”

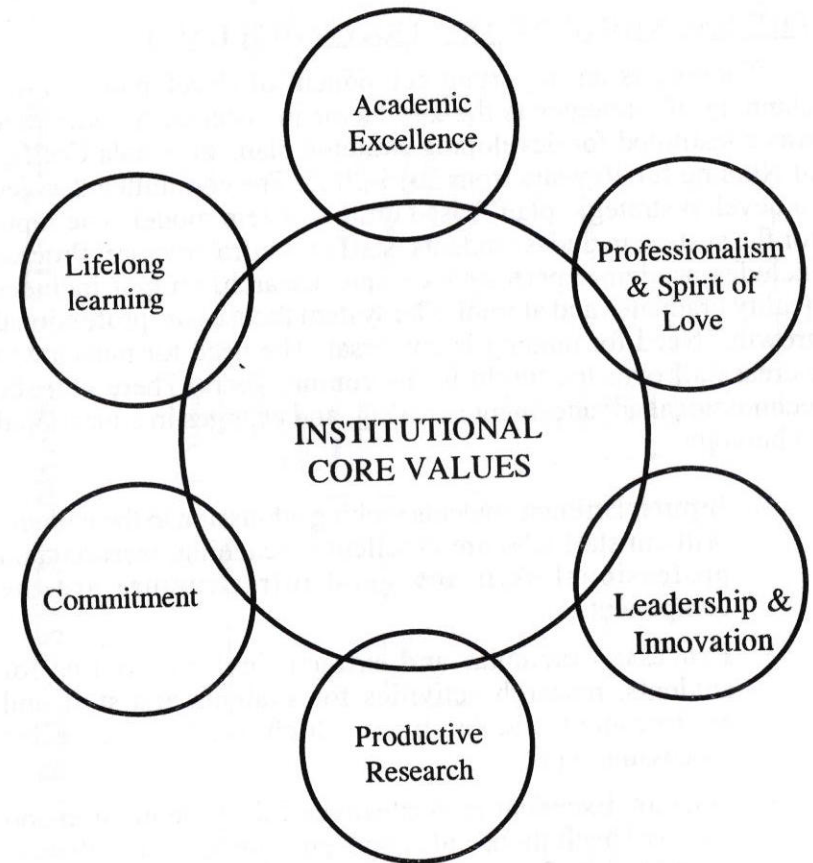
MISSION

1. Appointing faculty known for their academic excellence and who are committed to carrying out the institutional mission.
2. Forming effective health care personnel marked by up-to-date knowledge, professional skills, and with an inclusive, global outlook, in eco-friendly ambience.
3. Promoting the capacity for critical thinking, communication, collaboration and creativity.
4. Instilling compassionate love towards all especially the poor and the marginalized.
5. Encouraging innovative research that will benefit humanity.
6. Inspiring the students to become life-long learners.
7. Creating an atmosphere conducive to the students imbibing spiritual and ethical values.
8. Providing top-up skills to enhance the employability quotient.
9. Providing state-of-the-art infrastructure.

Motto: सुखार्थाः सर्वभूतानां
 സുഖാർത്ഥം സർവ്വഭൂതാനാം



INSTITUTIONAL CORE VALUES





Institutional Strategic Plan Committee

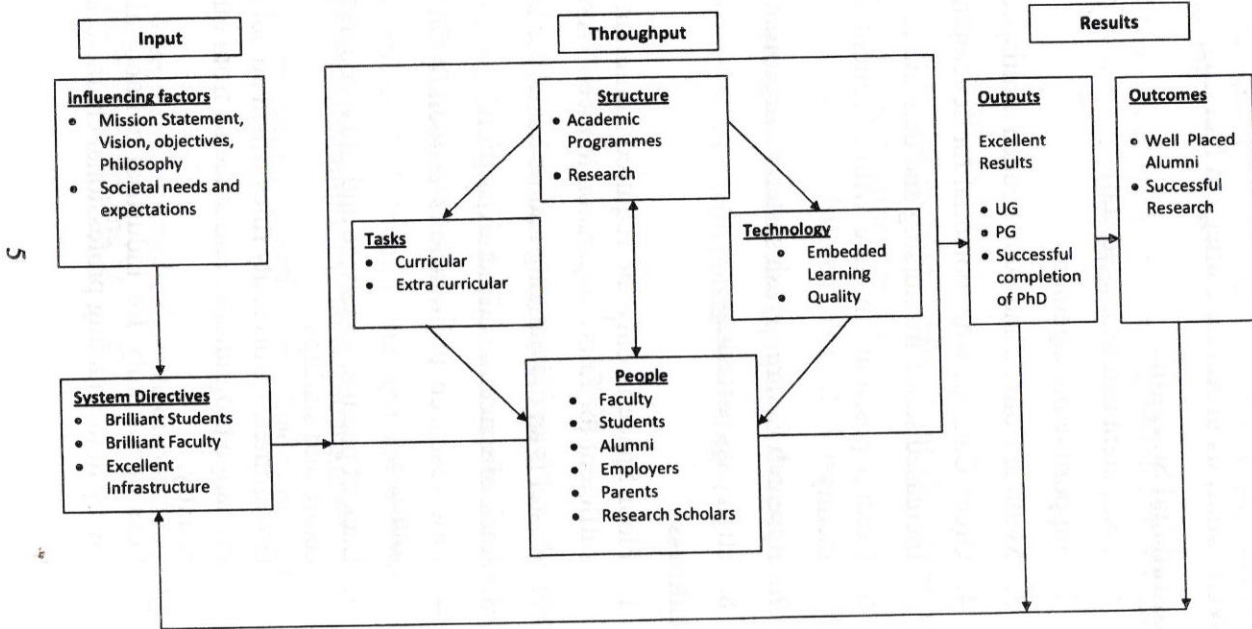
- Fr. Francis Kurissery CMI
- Dr. Rajee Reghunath
- Sr. Litha Lizbeth
- Dr. Sr. Merly John
- Prof. Lakshmi G

THE BACKGROUND OF STRATEGIC PLANS

Planning is an important component of development. Prior planning of strategies is the key factor in success. A committee was constituted for developing strategic plans of Amala College of Nursing for 10 years from 2015-2025. The committee decided to develop strategic plan based on the system model. The input for the system includes students, staff and infrastructure. Process includes academic performance and research. Output includes quality graduates and alumni. The system focuses on professional growth. Need for nursing is universal. The need for nurses will increase all over the world in the coming years. There will be technological advancement in caring, and changes in educational technology

1. **Inputs:** Brilliant students seeking admission to the college, brilliant staff who are excellent in teaching, research and professional skill and good infrastructure are the components.
2. **Process:** Curricular and extracurricular activities for students, research activities for students and staff and environment and facilities which are conducive for processing input.
3. **Output:** Excellent graduates who fulfill the mission and vision of institution, and competent alumni who contribute continuously for the welfare of society. The committee interacted and discussed with faculty, management, educational experts about the strategic plans. Modifications were done accordingly.

GENERAL SYSTEMS MODEL IN STRATEGIC PLANNING





SWOC analysis of Amala College of Nursing

Institutional Strengths

1. Competent and dedicated staff
2. Supportive management
3. Medical College and 1000 bedded multispecialty hospital
4. Green Campus with potential for development
5. Increased scope for nursing and demand for nursing
6. Central position in state with excellent transportation facility
7. Research Centre, Ayush systems integration in campus
8. High pass percentage

Weakness

1. Floor Space is only the required minimum which is not sufficient for future expansion to meet NAAC criteria.
2. Hostel is an old building and no hostel for boys.
3. Lack of space for further expansion.
4. Few research publications especially in the indexed journals.
5. Lack of patents, in-service and add on courses, incubation centre and startups.
6. Government / University rules which do not allow student exchange programmes and students from other states and country.
7. Less opportunity for industrial collaborations, startups owing to the nursing professional characteristics.



8. Indian Nursing Council and University Curriculums are not flexible.
9. Inability to receive foreign funding and donations due to stringent financial restrictions.

Opportunities

1. Increasing scope for nursing
2. Increasing health problems throughout the globe, new technology and treatment modalities
3. Alumni working in different parts of globe
4. Many areas for research and equipment development
5. Largest profession with good networking

Challenges

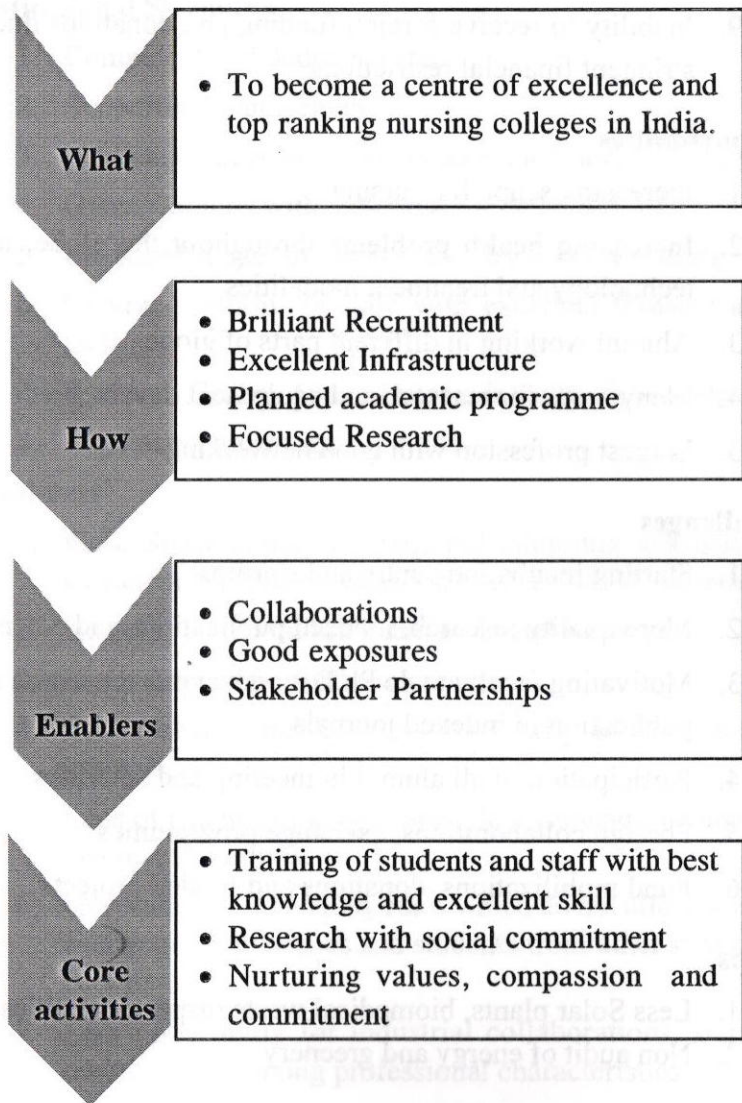
1. Starting incubation centre and startups
2. More quality research, indexed publications and patents
3. Motivating faculty to do Ph.D, conduct more research and publication in indexed journals
4. Participation of all alumni in meeting and activities
5. Foreign collaborations, exchange programmes
6. Fund mobilizations, donations and funded projects

Gaps

1. Less Solar plants, biomedical waste disposal facilities
2. Non audit of energy and greenery



STRATEGIC PLAN OVERVIEW



Strategic Goal I : Amala College target to become a centre of excellence by 2025

Sub Goal 1 : Perform well in ranking and accreditations

Strategy I : Obtain good score in university accreditation (QAS)

Strategy II : Accredit to state council (SAAC) with good score

Strategy III : Get Higher ranking in NIRF

Strategy IV : Apply for NAAC accreditation by 2021

Strategy V : ASIC (Accreditation services for international schools, colleges, universities) and QS Asia Ranking by 2025

Sub Goal 2 : Reach higher level of excellence

Strategy I : Obtain Membership and affiliation with national and international organizations

Strategy II : Become a consultant college at the state, national and international level

Strategy III : Apply for autonomous status and deemed to be university status by 2025 (as per the prevailing rules at that time)

Strategy IV : Number of teachers / Students representing university and other boards to be doubled by 2019, tripled by 2021. Obtain 2 or 3 excellence awards at state or national level by college or faculty by 2021

Strategic Goal II : Recruit brilliant staff and students, excellent process for them for better output



Sub Goal 1 : Recruit, develop and retain brilliant faculty

Strategy I : Recruit teachers preferably with PhD in nursing with good academic & professional credits and personal qualities

Strategy II : Obtain PhD for 50% of present faculty by 2020 and 100% of faculty by 2025

Strategy III : Conduct Faculty development programmes and attend at least five continuing education by all faculty per year (Earn 30 credits hours per year from nursing council) Introduce all teacher to teaching, learning platform by 2018

Strategy IV : Improve faculty welfare programmes and increase salary by 2020. Equate Salary and other benefits to state government scale by 2025 when college become autonomous

Sub Goal 2 : Admit brilliant students and provide holistic growth through well planned curricular and extracurricular activities

Strategy I : Initiate activities so that Amala College of Nursing become the No. 1 choice among self financing college by 2020 and top college among all colleges by 2025

Strategy II : Exposure of students to training programmes in leadership, personality development, women empowerment, self defense, legal awareness, finishing school, communication and skill enhancement. Start more value added, credit based add on programmes



Strategy III : Students should get state awards for sports and cultural competition by 2020 and national awards by 2022. Ensure 100% pass by 2020. 100% pass for final year B.Sc. Nursing and M.Sc. Nursing students by 2020. Pass percentage for all other batch and students should reach 95 – 100% by 2020. 100% pass for all students in their first appearance itself by 2025. University rank for students by 2020

Strategy IV : Well focused placement and career placement for graduates. Steps to double central government and state government placement of job for graduates by 2020. Number of students appearing for competitive examinations also to be doubled by 2020. Foreign recruitment of students to be increased by 2020

Strategy V : Start NSS and red cross by 2019. Gradually increase social service activities by students and staff by 2017. Double these activities by 2020 and triple it by 2025

Strategic Goal III : Initiate and sustain research and development programmes

Sub Goal 1 : Increase motivation and improve resources

Strategy I : Conduct motivation sessions for faculty and rewards to do more research

Strategy II : Strengthen library, computer lab, software support for enhancing research activity

Strategy III : Conduct more research workshops, seminars, conferences



- Strategy IV : Ensure more funding from internal and external agencies
- Sub Goal 2 : More evidence for improved and vigorous research activities**
- Strategy I : Start PhD study centres of different universities by 2018. Start PhD course recognized by Indian Nursing Council 2023. First PhD should be awarded from college by 2022
- Strategy II : Number of researches done by students and faculty should double by 2020 and triple by 2025. Initiate intramural funding and extra mural funding projects by 2016. It should double by 2020
- Strategy III : Quantity and quality of publication need to be improved. Atleast 1 to 2 publication by each teachers in peer reviewed journals by 2020. Atleast 1 to 2 publication by all teachers in UGC care listed journals by 2023 and scopus indexed journals by 2025. Start equipment development related to patient care by 2021 and patents for faculty /students, by 2025
- Strategy IV : Paper presentation in state, national, international conferences / workshops by teachers and students should double by 2020 and triple by 2025



- Strategy V : Publish first Amala Procedure Manual by 2019 and Second Manual by 2021. Start a nursing journal by 2022. Number of textbooks and chapters of textbooks published by teachers to be increased from the present level of 2 to 4 by 2020, 6 by 2022 and 8 by 2025
- Strategy VI : Initiate Collaborative incubation centre by 2019 and start own incubation centre by 2021 and start up by 2023.
- Strategic Goal IV: Enhance College infrastructure**
- Sub Goal 1 : Better Physical Infrastructure by considering aesthetic appearance and affiliating agencies requirement**
- Strategy I : Modification of labs, library other infrastructural facilities according to the Indian Nursing Council and University Criteria by 2016. Improvement aesthetic appearance of College by 2020
- Strategy II : Construction of disable friendly ramps, toilets and library by 2017. Lift to be constructed by 2018. Install safety precautions and modern fire fighting systems by 2016
- Strategy III : Modification of girls hostel to accommodate more students, construction of boys hostel and PG hostel by 2020.
- Strategy IV : Alumni involvement and contributions to be increased to 50% more by 2020 and 100% more by 2022



Sub Goal 2 : Enhancing infrastructure at par with the technological and academic requirement.

Strategy I Installation of simulation lab, new language lab and an advanced computer lab by 2018, 2019 and 2020 respectively

Strategy II Automation of library and office to be completed by 2020, college Website to be modernized by 2018

Strategy III Enhance internet connection bandwidth and Wifi support by 2019 public addressing system throughout college by 2020. More Interactive board and ICT enabled systems by 2020

Sub Goal 3 : Installing energy efficient and ecosensitive infrastructure

Strategy I : Conduct energy audit and green audit by 2016 and continue to do the audit annually

Strategy II : Replace 25% old bulbs, tubes, fans, AC, fridge and other electric equipment with LED and energy saving equipment by 2017, 50% by 2020 and 100% by 2023.

Strategy III : Install Solar Panels to meet 25% of total energy needed by 2017, 50% by 2020 and 100% by 2025. Also install advance technology in solid waste and liquid waste treatment plants, mercury and other biomedical waste disposal systems. Implement strict plastic ban, ban on sound pollution, reduction of polluting vehicle inside the campus by 2015 itself



Strategy Goal V: : Plan implement and evaluate additional academic programme for students for institutional excellence.

Sub Goal 1 : Develop and implement programmes for students to meet national and global job requirement and demand

Strategy I : Conduct studies and surveys to analyse the knowledge and skills needed for nursing job across world to meet the demands of new challenges in health care industry

Strategy II : Develop and implement new add-on and credit based courses to meet the demand and challenges

Strategy III : Collaborate with atleast 3 other institutions for training and research by 2018. Collaborate with 5 to 8 institutions for training, research, equipment development and career placement by 2021 and more than 10 by 2025. International collaborations, student and staff exchange by 2022

Strategy IV : Start nurse practitioner course of Indian Nursing Council by 2018 and other specialized nursing courses by 2019.

Strategy V : Training in protection and safety of all students by 2016. Bring needle prick injury and hospital acquired infections among students to zero by 2017.



Review Progress - Balance Score Card

Strategic Goal I	Amala College target to become a centre of excellence by 2025		
Sub Goal 1	Strategy	Action Plan	Timeline
Perform well in ranking and accreditations	I	Obtain good score in university accreditation (QAS)	2019
	II	Accredit to state council (SAAC) with good score	2020
	III	Get Higher ranking in NIRF	2020
	IV	Apply for NAAC accreditation by 2021	2021
	V	ASIC (Accreditation services for international schools, colleges, universities) and QS Asia Ranking by 2025	2024
Sub Goal 2	Strategy	Action Plan	Timeline
Reach higher level of excellence	I	Obtain Membership and affiliation with national and international organizations	2020
	II	Become a consultant college at the state, national and international level	2023
	III	Apply for autonomous status and deemed to be university status by 2025 (as per the prevailing rules at that time)	2025
	IV	Number of teachers / Students representing university and other boards to be doubled by 2019, tripled by 2021. Obtain 2 or 3 excellence awards at state or national level by college or faculty by 2021	2021



Strategic Goal II	Recruit brilliant staff and students, excellent process for them for better output		
Sub Goal 1	Strategy	Action Plan	Timeline
Recruit, develop and retain brilliant faculty	I	Recruit teachers preferably with PhD in nursing with good academic & professional credits and personal qualities	2015
	II	Obtain PhD for 50% of present faculty by 2020 and 100% of faculty by 2025	2025
	III	Conduct Faculty development programmes and attend atleast five continuing education by all faculty per year (Earn 30 credits hours per year from nursing council) Introduce all teacher to teaching, learning platform by 2018	2018
	IV	Improve faculty welfare programmes and increase salary by 2020. Equate Salary and other benefits to state government scale by 2025 when college become autonomous	2020 & 2025
Sub Goal 2	Strategy	Action Plan	Timeline
Admit brilliant students and provide holistic	I	Initiate activities so that Amala College of Nursing become the No. 1 choice among self financing college by 2020 and top college among all colleges by 2025	2020 & 2025
	II	Exposure of students to training programmes in leadership, personality	2016



growth through well planned curricular and extra-curricular activities		development, women empowerment, self defense, legal awareness, finishing school, communication and skill enhancement Start more value added, credit based add on programmes	2020
	III	Students should get state awards for sports and cultural competition by 2020 and national awards by 2022 Ensure 100% pass by 2020. 100% pass for final year B.Sc. Nursing and M.Sc. Nursing students by 2020. Pass percentage for all other batch and students should reach 95 – 100% by 2020. 100% pass for all students in their first appearance itself by 2025. University rank for students by 2020	2020
	IV	Well focused placement and career placement for graduates. Steps to double central government and state government placement of job for graduates by 2020. Number of students appearing for competitive examinations also to be doubled by 2020. Foreign recruitment of students to be increased by 2020	2020
	V	Start NSS and red cross by 2019. Gradually increase social service activities by students and staff by 2017. Double these activities by 2020 and triple it by 2025	2025



Strategic Goal III			
Initiate and sustain research and development programmes			
Sub Goal 1	Strategy	Action Plan	Timeline
Increase motivation and improve resources	I	Conduct motivation sessions for faculty and rewards to do more research	2015
	II	Strengthen library, computer lab, software support for enhancing research activity	2016
	III	Conduct more research workshops, seminars, conferences	2015
	IV	Ensure more funding from internal and external agencies	2017
Sub Goal 2	Strategy	Action Plan	Timeline
More evidence for improved and vigorous research activities	I	Start PhD study centres of different universities by 2018. Start PhD course recognized by Indian Nursing Council 2023. First PhD should be awarded from college by 2022	2018 & 2022
	II	Number of researches done by students and faculty should double by 2020 and triple by 2025. Initiate intramural funding and extra mural funding projects by 2016. It should double by 2020	2020 & 2025
	III	Quantity and quality of publication need to be improved. Atleast 1 to 2 publication by each teachers in peer reviewed journals by 2020. Atleast 1 to 2 publication by all teachers in	2025



		UGC care listed journals by 2023 and scopus indexed journals by 2025. Start equipment development related to patient care by 2021 and patents for faculty /students by 2025	
	IV	Paper presentation in state, national, international conferences / workshops by teachers and students should double by 2020 and triple by 2025	2025
	V	Publish first Amala Procedure Manual by 2019 and Second Manual by 2021. Start a nursing journal by 2022. Number of textbooks and chapters of textbooks published by teachers to be increased from the present level of 2 to 4 by 2020, 6 by 2022 and 8 by 2025	2019 to 2025
	VI	Initiate Collaborative incubation centre by 2019 and start own incubation centre by 2021 and start up by 2023.	2023
Strategic Goal IV Enhance College infrastructure			
Sub Goal 2	Strategy	Action Plan	Timeline
Better Physical Infrastructure by	I	Modification of labs, library other infrastructural facilities according to the Indian Nursing Council and University Criteria by 2016. Improvement aesthetic appearance of College by 2020	2018 & 2022



considering aesthetic appearance and affiliating agencies requirement	II	Construction of disable friendly ramps, toilets and library by 2017. Lift to be constructed by 2018. Install safety precautions and modern fire fighting systems by 2016	2017
	III	Modification of girls hostel to accommodate more students, construction of boys hostel and PG hostel by 2020.	2020
	IV	Alumni involvement and contributions to be increased to 50% more by 2020 and 100% more by 2022	2022
	Sub Goal 2 Strategy Action Plan Timeline		
Enhancing infrastructure at par with the technological and academic requirement.	I	Installation of simulation lab, new language lab and an advanced computer lab by 2018, 2019 and 2020 respectively	2020
	II	Automation of library and office to be completed by 2020, college Website to be modernized by 2018	2020
	III	Enhance internet connection bandwidth and Wifi support by 2019 public addressing system throughout college by 2020. More Interactive board and ICT enabled systems by 2020	2020



Strategic Goal III	Initiate and sustain research and development programmes		
Sub Goal 1	Strategy	Action Plan	Timeline
Install- ing energy efficient and ecosen- sitive infra- stru- cture	I	Conduct energy audit and green audit by 2016 and continue to do the audit annually	2016
	II	Replace 25% old bulbs, tubes, fans, AC, fridge and other electric equipment with LED and energy saving equipment by 2017, 50% by 2020 and 100% by 2023.	2023
	III	Install Solar Panels to meet 25% of total energy needed by 2017, 50% by 2020 and 100% by 2025. Also install advance technology in solid waste and liquid waste treatment plants, mercury and other biomedical waste disposal systems. Implement strict plastic ban, ban on sound pollution, reduction of polluting vehicle inside the campus by 2015 itself	2025



Strategic Goal 5	Plan implement and evaluate additional academic programme for students for institutional excellence		
Sub Goal 1	Strategy	Action Plan	Timeline
Develop and imple- ment progra- mmes for students to meet national and global job require- ment and demand	I	Conduct studies and surveys to analyse the knowledge and skills needed for nursing job across world to meet the demands of new challenges in health care industry	2016
	II	Develop and implement new add-on and credit based courses to meet the demand and challenges	2016
	III	Collaborate with atleast 3 other institutions for training and research by 2018. Collaborate with 5 to 8 institutions for training, research, equipment development and career placement by 2021 and more than 10 by 2025. International collaborations, student and staff exchange by 2022	2021
	IV	Start nurse practitioner course of Indian Nursing Council by 2018 and other specialized nursing courses by 2019.	2019
	V	Training in protection and safety of all students by 2016. Bring needle prick injury and hospital acquired infections among students to zero by 2017.	2017