SRI VENKATESWARA COLLEGE OF NURSING

RVS NAGAR, CHITTOOR, AP

Accredited with 'A' Grade by NAAC, Bangalore

Approved by Indian Nursing Council, New Delhi

Affiliated to Dr.NTR University of Health Sciences, Vijayawada

STRATEGIC PLAN 2017-2025

PREFACE

Sri Venkateswara College of Nursing was established in the year 2002 by the dedicated and service minded Philanthropist Dr. Ravuri Venkataswamy with the prime objective of imparting Technical Education to the Students of the backward and drought prone region of Chittoor District, Andhra Pradesh. Our Vice Chairman, Mr. R. V. Srinivas, like his illustrious father, is an able administrator and an eminent educationist. Being young and dynamic in his outlook, his personal care and human touch provides the effective leadership. Under his exemplary guidance the institution is making rapid strides in the progress of the institution.

The Institution is located on National High Way NH-18 in an area of 5.10 acres of scenic beauty at RVS Nagar, Chittoor, Andhra Pradesh. The district headquarters Chittoor is 7 Kilometers away from the institution and Tirupati the famous hill shrine of Lord Sri Venkateswara, is about 60 Kilometers from the Institution. It is well connected by road/rail to various places of Tamilnadu and Karnataka.

The Institution has spacious well-designed, adequately furnished and ventilated classrooms. All the laboratories are equipped with latest facilities. The Institution is affiliated to Government District Head Quarters Hospital, Chittoor, Primary Health Centre and Urban Health Centre

The Institution is affiliated to Dr. NTR University of Health Sciences, Vijayawada. It has expert administrative support, committed teachers and researchers. SVCON offers B.Sc., Nursing Program.

The Institution has taken remarkable growth in the past 20 years. The student admission has been growing steadily year by year. In the first calendar year, i.e. 2002 the sanctioned intake was 30. The intake from the academic year 2022-23 has been increased to total of 100 students. Along with the intake, the infrastructure of the Institution kept pace to cater to the needs of students as well as trends in nursing profession.

Principal   **IQAC Coordinator**

Vision

To create leaders in Global Nursing and Health Care Services, who render optimal patient care with passion and compassion for upliftment of the society.

Mission

To provide best nurses for enhancing health care by imparting quality and adopting best global practices in nursing education.

Motto

"Building career with a passion to serve."

QUALITY POLICY

Sri Venkateswara College of Nursing strides towards excellence, by adopting a system of qualitative policies and processes with continued improvements to enhance students' skills and talents for their exemplary contribution to the society, the nation and the world. The college shall strive to become an "Institution of Excellence" in the field of Nursing studies.

CORE VALUES

- Quality Nursing Education
- Care with Compassion
- Transcultural Diversity
- Achieving Excellence

Institutional Strategic Plan Committee

1. Dr. Ravuri Venkataswamy   Chairman
2. Mr. RV Srinivas   Vice Chairman
3. Dr. K. Bhaskar Reddy   Director
4. Prof.V.Sujatha   Principal
5. Prof. Edna Sweenie J.   IQAC Coordinator
6. Mrs. C. Rathiga   Member
7. Mrs. Jhansi Rani U   Member

The Process

The advisory committee of the college strategized that the multi-dimensional growth of the institution should be envisioned, planned and an implementation plan should be devised in view of the future. It was decided that a strategic/perspective plan should be in place that should become a guiding document in the journey ahead. It was decided to constitute a committee entrusted with the responsibility of devising Strategic Plan Document in line with the vision and mission of the college. The Governing Council of the college was apprised of the decision and it ratified the decision. Five important areas decisive for the future of the institution were identified and they constituted the key pillars goals for the institution. The five key pillar goals are:

1. Institutional Growth: an educational institution with potential for excellence
2. Academic System: Envisioning academic programs, academic endeavours and curriculum fitting to the national needs and to the needs of an emerging era through innovation and incorporation of quality is detrimental for right outcomes.
3. Human Resource: Enhancing and equipping the human resource, namely, the faculty, staff and students, is decisive in its journey towards excellence.
4. Research: with the vision of contributing towards nation-building process, research will be accelerated to produce research outcomes that benefit the society at large.
5. Infrastructure: Augmenting and creating appropriate, modern and excellent infrastructure that contributes to an academic as well as research environment that facilitates transfer, creation and delivery of knowledge.

The strategic planning committee interacted with the decision makers in devising the strategic plan. Inputs were collected from students, parents, alumni, faculty, staff, industry and academicians. The views and insights of experts in the Boards of Students, academic council and governing council were collated. Inputs were also gathered through meetings of college council, faculty meetings, department council meetings, alumni meetings and from students' union. Based on the deliberations and inputs, a draft Strategic Plan 2017-2022 was devised and submitted to the Advisory Committee. The advisory committee studied the draft document, proposed suggestions, enhancements and approved the Strategic Plan 2017-2022 with necessary modifications for implementation.

SRI VENKATESWARA COLLEGE OF NURSING

STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional Strengths

1. Well qualified, dedicated and dynamic faculty who are distinguished in their fields and committed for achieving excellence and imparting nursing education to the students.

2. Infrastructure that meets the entire academic and research needs with well established Learning resource centre.

3. Financial sustainability and administrative autonomy to all the constituent units that supports the continued growth of the Institution.

4. State of the art in campus hospital with facilities catering to the diverse health needs and supporting the teaching, training and research programs of the Institution.

5. Dynamic Institutional Social Responsibility (ISR) cell that actively participates in various outreach activities which caters to surrounding urban and rural communities.

6. Well developed feedback mechanism from various stake holders to constantly improvise in administrative and academic functioning of the institution.

7. Good infrastructure with green and eco-friendly campus

8. Well established outdoor and indoor sports facilities

9. Enrolment of International students and from other Indian States namely Bihar, West Bengal, Kerala, Tamilnadu, Andaman & Nicobar, in BSc Nursing Course.

10. Good governance and Leadership

11. College premises located on the Chittoor- Tirupati National Highway, making it easily accessible for commutation by any means of road /rail/air transport.

Institutional Weakness

1. Less preference of Government agencies to provide grants for research to self financing Institutions.

2. Less number of Research fellow enrolments as the Institution mainly offers professional course.

Institutional Opportunities

1. Scope of more Interdepartmental and inter institutional level collaborations for research.

2. Scope of introducing interdisciplinary programs as per National Education Policy.

3. Scope of extensive development of E-Learning modules to enrich teaching learning process.

4. Scope of having enhanced accreditations/certifications by National and International agencies.

5. Scope to encourage more faculty to take up Ph.D. programs.

6. Scope for strengthening Alumni Network and increase their contributions to alma mater.

7. Scope for advancement in medical facilities at the hospital.

8. Scope for upgrading the hospital in various fields of Multi-specialty areas.

9. Scope for starting new centers of Excellence.

10. Scope for starting new institutions offering BSc Nursing Course

11. Scope for starting new programs MSc Nursing course and Post Basic BSc Nursing Course

Institutional Challenges

1. To produce Nursing graduates consistent with local and global needs

2. To provide more number of scholarships for education to socio-economically underprivileged students.

3. To train and involve the entire faculty to utilize latest ICT tools to keep in pace with the latest
4. technology.

5. To have more number of scientific Research / Review Publications in high Impact Journals.

6. To impart Transcultural value based Professional Education to international students and students of various states of India.

7. To promote more multidisciplinary programs in line with National Education Policy.

Gaps

- Specific plans to be devised to improve the financial capability of the Institution to meet the future challenges and technological growth.

- Specific academic and administrative positions like Dean of Student Affairs, Dean of Academics etc. to be created for effectiveness of governance.

- Clinical-Institution Interaction is limited to MOUs and visits. Intensive programmes to derive the benefits to be done.

- Lagging in Collaborative research with other institution and industries.

- Need to encourage collaborative projects and interdisciplinary electives.

- Need to strengthen regional diversity of students and take more effort to attract students from different regions of the country and beyond.

- Exposure to different culture and foreign languages to be explored.

- A well-furnished central library is to be constructed.

- Need to strengthen the faculty and student exchange programmes with other reputed institutes of world class.

THE STRATEGIC PLAN

Goal I: Perform well in national, International Rankings, Accreditations and Certifications

Strategy I: To be counted as one of the most highly reputed higher education Institutions in India by performing well and obtaining highest grade in NAAC re- accreditation by 2022.

Strategy II: To be an ISO certified institution by 2023 so that quality can be ensured and services can be delivered in a reliable and secure manner to the satisfaction of the stakeholders.

Strategy III: To be one among the best 100 higher education institutions in higher education Institutional rankings.

Goal II: Improving Students Diversity in the Campus by recruiting international students and Students from other States.

Strategy I: Recruit at least 5 international Students every year.

Strategy II: Admit 20 students from other States of India every year, especially from the backward regions like Northeast.

Goal III: Recruit, develop and retain excellent faculty

Strategy I: Recruitment will be purely merit-based by giving preference to candidates with PhD and post-doctoral exposure.

Strategy II: A career path will be provided for all employees Promotions will be based on assessments of performance in several dimensions: teaching, research, student mentoring, sponsored research, collaboration with industry, involvement with the society, Institute service and national-level activities including both quantitative and qualitative norms.

Strategy III: Faculty will be provided with continuous training and professional development programs for enrichment and for equipping for tech-enhanced teaching.

Strategy IV: Incentivisation and support will be extended to ensure PhD Qualification for at least 80% of the faculty by 2025.

Goal IV: Enriching Student Experience in the campus and effective holistic growth ofthe students.

Strategy I: Enrich Student development through pedagogical innovation, multifaceted integrated learning and student-centric training.

Strategy II: Confidence Building and Skill enhancement training programs will be organized to create leadership, teamwork and communication skill among the students.

Strategy III: Students will be exposed to social realities, experiences and extension activities to obtain service learning.

Strategy IV: Placement of students will be fine-tuned to meet the aspirations of the students and expectations of employers. The target is to ensure that 100% students take up placements.

Goal V: Ensuring transparency and efficiency by enhancing e-governance strategiesin administration and student services.

Strategy I: Strategize and implement e-governance in Administration, Admission, Finance and accounts, Evaluation system, and teacher-student activities.

Strategy II: Strategize and implement e-governance in documentation and accreditation process.

Strategy III: Implement e-governance and automation of infrastructure maintenance and troubleshooting.

Strategy IV: Implementation of e-Filing through online portals.

Goal VI: Expand the capacity to offer unique and/or critical undergraduate, postgraduate, and professional academic programs that address national and regional needs.

Strategy I: Conduct a needs assessment/feasibility study to identify new critical academic programs.

Strategy II: Identify and implement programs and value-added courses for skill development, entrepreneurship and employability.

Strategy III: Promote and increase the students and faculty participation to acquire certificates by taking on line courses on recent advances in technology, like MOOC, SWAYAM and NPTL etc.

Strategy IV: In order to enable students to meet their changing objectives, introduce a wide choice of electives and multi-disciplinary diversification.

GOAL VII: Enhance the infrastructure and facility in tune with changing technological needs

Strategy I: Equip Library with all state-of-the-art facilities by 2025.

Strategy II: All classrooms of the institutions will be converted ICT-enabled by 2025 by equipping with modern devices.

GOAL VIII: Enhance sustainable, energy-efficient and eco-sensitive infrastructure and facility in tune with changing technological developments

Strategy I: Resource conservation measures being implemented by waste water treatment towards zero discharge and maintenance of biogas plants for waste disposal.

Strategy II: Energy conservation measures being implemented include increasing the efficiency of appliances and the use of renewable energy sources.

Strategy III: Enhance the renewable energy sources by maintaining the Solar panels existing and installing on all te buildings and become self-reliant by 2025.

Strategy IV: 100% of Lighting and other electric requirements to be converted to LED lighting, LED fans, invertor AC and other energy-efficient devices by 2025.

GOAL IX: Improving the research outcomes.

Strategy I: Publication in top journals and presentation at venues where the world's leading researchers are present will be encouraged. The h-index of the institution is targeted to be bettered beyond 20 by 2025.

Strategy II: Facilitative steps will be implemented to accelerate quality research works. The number of PhDs awarded/produced in the institution is targeted as 5 PhDs every year by 2025.

Strategy III: All faculty with Ph.D who meet university stipulations will have obtained Ph.D guideship within 6 months after becoming eligible.

STRATEGIC PLAN DASHBOARD FOR MONITORING

OBJECTIVES		Target Year	Good / Satisfactory / Not Satisfactory	Remarks
GOAL I Perform well in national, International Rankings, Accreditations and Certifications				
I	To be counted as one of the most highly reputed higher education Institutions in India by performing well and obtaining highest grade in NAAC re- accreditation by 2022.	2022		
II	To be an ISO certified institution by 2023 so that quality can be ensured and services can be delivered in a reliable and secure manner to the satisfaction of the stakeholders.	2023		
III	To be one among the best 100 higher education institutions in higher education Institutional rankings.	2024		
Goal II: Improving Students Diversity in the Campus by recruiting international students and Students from other States.				
I	Recruit at least 5 international Students every year.	2017	Good	
II	Admit 20 students from other States of India every year, especially from Northern states of India	2019	Good	
Goal III: Recruit, develop and retain excellent faculty				
I	Recruitment will be purely merit-based by giving preference to candidates with PhD	2025		
II	A career path will be provided for all employees Promotions will be based on assessments of performance in several dimensions: teaching, research, student mentoring, sponsored research, collaboration with industry, involvement with the society, Institute service and national-level activities including both quantitative and qualitative norms.	2023		
III	Faculty will be provided with continuous training and	2024		

	professional development programs for enrichment and for equipping for tech-enhanced teaching.			
IV	Incentivisation and support will be extended to ensure PhD Qualification for the faculty by 2025.	2024		

Goal IV: Enriching Student Experience in the campus and effective holistic growth ofthe students.

I	Enrich Student development through pedagogical innovation, multifaceted integrated learning and student-centric training.	2018	Good	
II	Confidence Building and Skill enhancement training programs will be organized to create leadership, teamwork and communication skill among the students.	2018	Good	
III	Students will be exposed to social realities, experiences and extension activities to obtain service learning.	2018	Good	
IV	Placement of students will be fine-tuned to meet the aspirations of the students and expectations of employers. The target is to ensure that 100% students take up placements.	2018	Good	

Goal V: Ensuring transparency and efficiency by enhancing e-governance strategies in administration and student services.

I	Strategy I: Strategize and implement e-governance in Administration, Admission,Finance and accounts, Evaluation system, and teacher-student activities.	2017	Good	
II	Strategy II: Strategize and implement e-governance in documentation and accreditationprocess.	2018	Good	
III	Strategy III: Implement e-governance and automation of infrastructure maintenanceand troubleshooting.	2022	Good	
IV	Strategy IV: Implementation of e-Filing through online portals.	2023	Good	

Goal VI: Expand the capacity to offer unique and/or critical undergraduate, postgraduate, and professional academic programs that address national and regional needs.

II	Strategy I: Conduct a needs assessment/feasibility study to identify new criticalacademic programs.	2018	Good	

III	Strategy II: Identify and implement programs and value-added courses for skill development, entrepreneurship and employability.	2020	Good	
IV	Strategy III: Promote and increase the students and faculty participation to acquire certificates by taking on line courses on recent advances in technology, like MOOC, SWAYAM and NPTEL etc.	2023	Satisfactory	
V	Strategy IV: In order to enable students to meet their changing objectives, introduce a wide choice of electives and multi-disciplinary diversification.	2023	Good	
GOAL VII: Enhance the infrastructure and facility in tune with changing technologicalneeds				
II	Strategy I: Equip Library with all state-of- the-art facilities by 2025.	2025	Good	
III	Strategy II: All classrooms of the institutions will be converted ICT	2023	Good	
GOAL VIII: Enhance sustainable, energy-efficient and eco-sensitive infrastructure andfacility in tune with changing technological developments				
V	Strategy I: Resource conservation measures being implemented by waste water treatment towards zero discharge and maintenance of biogas plants for waste disposal.	2019	Good	
VI	Strategy II: Energy conservation measures being implemented include increasing theefficiency of appliances and the use of renewable energy sources.	2021	Good	
I	Strategy III: Enhance the renewable energy sources by maintaining the Solar panels existing and installing on all tebuildings and become self-reliant by 2025.	2021	Good	
II	Strategy IV: 100% of Lighting and other electric requirements to be converted to LED lighting, LED	2019	Good	

	fans, invertor AC and other energy-efficient devices by 2025.			
GOAL IX: Improving the research outcomes.				
IV	Strategy I: Publication in top journals and presentation at venues where the world's leading researchers are present will be encouraged. The h-index of the institution is targeted tobe bettered beyond 20 by 2025.	2024		
I	Strategy II: Facilitative steps will be implemented to accelerate quality research works. The number of PhDs awarded/produced in the institution is targeted as 5 PhDs every year by2025.	2025		
II	Strategy III: All faculty with Ph.D who meet university stipulations will have obtainedPh.D guideship within 6 months after becoming eligible.	2024		

Edna Sweenie.
IQAC

V. Sujatha
PRINCIPAL