

Dolphin (PG) Institute of Biomedical & Natural Sciences, Dehradun

SWOC Analysis

Institutional Strength:

- Proactive visionary management
- Qualified, competent and dedicated faculty
- Supportive administrative staff
- State of the art infrastructure
- Well equipped laboratories
- Active MoUs with reputed industries and institutes
- Conducive environment for teaching learning process
- Pollution free green and clean environment
- Extensive extension and outreach activities
- Regular guest lectures/ seminars/ workshops/ HoTs for transfer of knowledge
- ICT equipped class rooms and auditoriums
- High pass percentage in university examinations
- Existence of mentor system
- Coaching and guidance provided for UGC- NET/ ICAR- NET and other competitive examinations
- Local chapter of NPTEL
- NAAC accredited
- Active Alumni Association
- NLIST-INFLIBNET subscription
- ERP system
- University Toppers
- Strong Training & Placement Cell

Institutional Weakness

- Research grants from funding agencies/ private institutions
- Limited Research publications in UGC recognised list of Journals
- Small number of Ph.D. guides
- ICAR affiliation
- International Linkages

Institutional Opportunities

- Interdisciplinary research activities
- Faculty and student exchange programme
- Revenue generation through consultancy and research projects
- NIRF ranking
- ISO certification
- Green audit
- Providing better placement opportunity to the students

Institutional Challenges

- Varying trends in admission
- Developing patents and good research teams

Institution Strategic Goals:

1. Maintaining effective teaching learning process
2. Encouraging leadership and participative management
3. Strengthening Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Staff development and welfare
7. Financial Management
8. Encouraging research and development work
9. Increasing internal revenue generation
10. To strengthen Alumni Interaction
11. To strengthen Community Service and Outreach Activities
12. Physical Infrastructure
13. To create International Linkages

STRATEGIC PLANNING

Teaching Learning Process

- Academic planning and preparation of Academic Calendar
- Development of teaching plan as per OBE
- Preparation of Lesson Plan based on CO & PO mapping
- Use of more teaching aids and ICT in teaching
- Development of e- learning resources
- Promote research culture & facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system and time bounded corrective action
- Conduct training based on need analysis
- Transparent Internal Evaluation system
- Continuous and comprehensive assessment to measure outcomes
- Add on courses, guest lectures, workshops, seminars for transfer of knowledge
- Implementation of best practices

Leadership and Participative Management

- To follow reporting structure
- Decentralize the academic, administration and student related activities & responsibilities
- Prescribe duties, responsibilities and accountability
- Establishment of committees and follow up of the activities

Internal Quality Assurance System

- Strengthening of IQAC and its activities
- Development programmes for students, staff and faculty
- Periodic check & guidance for quality improvement
- Focussing on Documentation including Best Practices and Distinctiveness
- Annual report preparation & submission

- Feedback analysis and Remedial measures

Good Governance

- Vision, Mission development & their articulation in every key position
- Inclusion of eminent academicians as advisory
- Evaluation of Institute's performance and set up benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and implementing the Quality Management Systems
- Adherence to the guidelines of statutory committees
- Establishing E governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and transparent performance appraisal system

Student's Development and Participation

- Budget allocation for student development programmes and activities
- Students Trainings & Placement Activities
- Student's representation in various committee and cell and nurturing leadership qualities
- Rewards & recognitions for achievers
- Participation in extracurricular activities
- Participating in social and welfare activities

Revenue Generation

- Consultancy
- Alumni Contributions
- Donations from Philanthropists

Faculty and Staff Development & Welfare

- Recruitment Policy formation & implementation
- Performance evaluation system
- Training for quality improvement
- Best possible work & infrastructure facilities
- Code of conduct, service rules & leave rules
- Effective welfare policy
- Career advancement schemes
- Rewards, recognitions and incentives
- Sponsorship/ Motivation for qualification improvement
- Support for research, consultancy, innovations

Financial Management

- Framing & implementation of Purchase and Financial policies
- Department wise Budget planning and allocation
- Forecasting income & expenditure
- Effective functioning of purchase committee
- Plans for Emergency Fund
- Budget formulation & approval through Finance Committee
- Periodic Internal Audit

Research and Innovation

- Dedicated R &D facilitation Centre
- Publication of articles in UGC, referral and indexed journals
- Establish and develop Laboratories with more research facility

- Fund generation through Research Project sponsored by Government/Non Government agencies
- Collaborations with Government & Private Institutes, Universities and Research Organizations
- Applying for patent

Alumni Interaction

- Strengthening the alumni association activities for the welfare of the institution
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni
- Leverage for guest lectures / internships/placements/training
- Alumni support in fund generation
- Sponsorships/scholarships

Community Services and Outreach Activities

- Budget from institution
- Carrying out community and social development work
- Vocational training /job oriented training as per local needs at the institute
- Conducting awareness camps, Health surveys.

Physical Infrastructure

- Infrastructure building development & renovation/modification
- Modernization of Laboratory & equipment
- ICT enabled classrooms
- Library infrastructure up gradation
- Upgrading the present infrastructure
- Functional facilities for e-learning
- Safety & Security management
- Hygienic drinking water facility
- Conveyance facility for community outreach activities
- Developing sports (indoor/outdoor) facilities
- Herbal Garden
- Renewable Energy usage
- Hygiene, & green campus, waste management system
- Plastic free campus

STRATEGY IMPLEMENTATION AND MONITORING

After approval of Strategic development plan the next step is its implementation. During Implementation, the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Management Committee and other team members will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Management Committee, Administration Office
Branding /Expansion	Management Committee
Students Admissions	Principal, IQAC, HODs, Faculty members, Admission Cell
Statutory Compliance	Management Committee, Principal, IQAC, HODs, Class Coordinators
Infrastructure (physical)	Management Committee, Principal, Director, IQAC
Infrastructure (Academics)	Principal, IQAC, HODs
Teaching- Learning	Principal, IQAC, HODs, Faculty and Staff members
Research& Development	Principal, IQAC, HODs and Faculty members, RAC
Students Development	Principal, IQAC, HODs and Faculty members, T&P Cell, Dolphin Guidance Cell
Departmental Activities	HODs and Faculty members
Training & Placement	Principal, IQAC, Placement Cell, HODs, faculty members & Students
Quality Assurance	IQAC

Monitoring Strategic Plan

The implementation of strategic plan is monitored on a regular basis by Principal, IQAC through periodic review. The Heads of Departments & Committees/ Cells prepare a detailed progress report and present the same in the review meetings. These are thoroughly evaluated by the IQAC independently. The IQAC then submit a detailed report to the Principal. All these reports are also forwarded to Management Committee for further discussions and suggestions. Corrective actions, if any, are immediately suggested and implemented. A close monitoring is done to ensure that the needful is being done.