



MAEER  
**MIT WORLD PEACE SOCIETY PUNE, INDIA**

**MAHARASHTRA INSTITUTE OF  
MEDICAL SCIENCES & RESEARCH (MIMSR)**

**MEDICAL COLLEGE AND  
YASHWANTRAO CHAVAN RURAL HOSPITAL, LATUR.**

Vishwanathpuram, Ambajogai Road, Latur 413 531, India.

# **STRATEGIC PLAN DOCUMENT**



# MIMSR Medical College, Latur

## Strategic Planning and Deployment Document (2021-25)

### **Preface**

Maharashtra Institute of Medical Sciences and Research (MIMSR) Medical College and Yashwantrao Chavan Rural Hospital, Latur were established in the year 1990 by visionary educationist Prof. Dr. Vishwanath D. Karad, Executive President and Managing Trustee of Maharashtra Academy of Engineering and Educational Research (MAEER) Pune, with the sole objective of meeting the long felt need of Comprehensive Healthcare Services at the doorstep of the people of rural Marathwada. For the last 30 years, this Institute has been providing primary to tertiary healthcare facilities to the underprivileged, thus serving the cause of humanity.

The institute is situated on 106 acres of land and has a state-of-the-art infrastructure consisting of 17 spacious buildings measuring 6,50,226.80 sq. feet of built up area.

The Dean of MIMSR Medical College, Dr. N. P. Jamadar has a vast experience of teaching and administration. There are 201 faculty members appointed on permanent basis as per the prescribed norms of National Medical Commission (NMC), New Delhi. All faculty members have a postgraduate degree in different subjects of Medical Sciences. The institute has non-teaching staff as per norms of NMC. The institute provides for a stress-free and congenial environment for medical education.

The sole aim of the institute is to make it a 'Center of Excellence' in the field of Medical Education and Research. The prime objective of the Institute is to achieve excellence in medical education. This educational experience is imparted in an atmosphere of service towards humanity through NOBLE DEEDS and research.

In addition to the conventional teaching programs, the institute conducts value addition programmes for the holistic development of young medical professionals for their own development and for the development of the nation.

The college offers Bachelor of Medicine and Bachelor of Surgery (MBBS), PG Degree programmes (MD/MS Courses), Post Graduate Diploma in Medical Laboratory Technology (DMLT) and Ph. D. programmes, Certificate Course in Modern Pharmacology. The institute has been recognized by Medical Council of India, New Delhi, in the year 1997. It is an unaided self-financed institution.

The “Vision & Mission” statements of the Institution are:

**VISION:**

MAEER MIT World peace Society, Pune, India’s MIMSR Medical college, Latur envisions to create dedicated Medical Professionals who are globally competent, ethically and morally responsible, socially committed and highly educated to the noble cause of providing all possible Healthcare services for the poor and downtrodden masses of the Marathwada region in particular and the society in general, with a human and holistic approach.

**MISSION:**

The mission of MAEER MIT World peace Society, Pune, India’s MIMSR Medical College, Latur is ‘HEALTH FOR ALL’ as envisioned by the World Health Organization. This is sought to be achieved through state-of-the-art infrastructure and medical facilities in an academically vibrant environment, through innovative practices in medical education and research, inculcating Scientific, social, Ethical, Moral and Spiritual values in the Medical Professionals.

## **Core Values**

1. We believe in imparting value based education and disseminating 21<sup>st</sup> century knowledge of medical education to the society at large.
2. We believe in providing non-threatening and comfortable ambiance to students and staff.
3. Strict prohibition of gender bias
4. To develop and inculcate professionalism and good leadership qualities in students through effective teaching learning process.
5. To promote creativity and innovation in Medical education
6. To develop values of brotherhood integrity and equality among students
7. To develop good culture for sharing of knowledge, skills and experience among teachers and students.

## **SWOC Analysis**

### ***Institutional Strength***

1. Our main focus is to provide quality education and healthcare services to the community at large.
2. Holistic development of students by developing vibrant academic administrative and professional environment.
3. There are 61 research papers published in PubMed / Web of Science / Scopus indexed journals with 5 books and 2 chapters in last 5 years.
4. We have received 49 awards (12 State level, 3 National & 34 International) by our full time teachers for excellence in teaching, research, professional achievement and academic leadership.
5. The institution bears a lush green campus including herbal garden and all the required campus amenities are provided to the staff staying in the campus.

### ***Institutional Weakness***

1. Limited scope for academic flexibility being an affiliated college.
2. Difficulties faced to start new programme due to rigorous requirements from regulatory authorities.
3. As institution located in rural area of Marathwada region in the state of Maharashtra connectivity to major cities by airways is an issue.
4. Limitations to conduct medico legal autopsy – as we are a private medical college, not legally permitted to conduct medico legal autopsies. Hence, our undergraduate students have to go to government medical college and hospital to learn about it.

### ***Institutional opportunity***

1. To start new programmes - taking into consideration sufficient manpower and infrastructure facilities, various new fellowship courses on emerging areas of medical education can be started.
2. Institution recognition as a premier organization in medical education in rural area.
3. Opportunity to develop facilities of medical tourism

### ***Institutional Challenge***

1. Limited scope for curriculum development
2. Limited scope for academic flexibility
3. Restrictions from regulatory bodies to permit choice based credit system and to implement credit transfer facility as per NEP.
4. Rising cost of health care – day by day cost of health services is increasing due to newer techniques, laboratory tests and operative technologies which makes it difficult to provide services at affordable rate to the society.

***Goals of strategic plan:***

- To develop participative management and effective leadership
- To ensure continuous Internal Quality Assurance
- To deliver effective teaching learning practices
- To ensure student's participation and progression
- To ensure staff development & welfare measures
- To develop effective financial management
- To promote Institute – community interaction and partnership
- To encourage research and development in staff and students
- To increase revenue generation measures
- To increase Alumni engagement
- To upgrade physical infrastructure

## **Strategic Planning (2021-2025)**

### ***Teaching Learning Process***

- Academic planning and preparation of Academic Calendar as per MCI and MUHS norms
- To develop e-content and e-learning resources
- To promote research culture
- To provide student support to mentorship programme
- To follow a transparent and fair feedback system
- To conduct faculty development program
- To evaluate learning objectives
- To focus outcome based education by continuous assessment
- To monitor performance through appraisal system
- To continue to implement best practices

### ***Leadership and participative management***

- To decentralize academic, administrative authorities & responsibilities
- To continue to prescribe duties, responsibilities and accountability

### ***Internal Quality Assurance System***

- Establishment of IQAC done
- Framing of Quality Policy done
- To Educate & Train all employees
- Continuous assessment for quality improvement
- To establish audit team and execute audit process
- Annual report preparation & submission of AQAR

### ***Good governance***

- To articulate Vision, Mission with each process owner
- To evaluate performance of Institution as per defined benchmark
- To monitor and Implement Quality Management Systems in governance
- To adhere to organization structure
- To ensure smooth Working of statutory committees
- To establish and promote E-governance
- To continue to conduct internal audit periodically
- To implement code of conduct as per approval
- To follow transparent performance appraisal system

### ***Student's development and participation***

- Yearly formation of student council as per norms
- To allocate budget for activities of student council
- To continue to give student's representation in various committees & bodies
- To organize competitions and to promote student participation
- To recognize achievers with rewards
- To promote participation in extracurricular activities
- To promote students to participate in social and welfare activities

### ***Staff development & welfare***

- To implement recruitment Policy
- Staff performance evaluation system
- To ensure quality improvement by periodic Staff Training
- To follow code of conduct, service rules & leave rules
- To implement staff welfare policy
- Rewards, recognitions and incentives for outstanding performance
- To promote faculty to attend seminars, conferences and workshops, etc.
- To develop ecosystem for research and innovations



### ***Financial management***

- To implement purchase and financial policies
- To plan and allocate departmental annual budget
- To Forecast income & expenditure
- To develop plans for Emergency Fund
- To conduct external and internal financial audit

### ***Research and Innovation***

- To establish and develop research infrastructure
- To promote to generate extramural funds
- To develop research collaborations with other institutes

### ***Alumni Interaction***

- To promote regular interactions with alumni
- To Recognize renowned alumni
- To organize for guest lecturers / workshops
- To explore alumni contributions

### ***Community Outreach Activities***

- Identify community and social development outreach activities
- Identify challenges towards outreach activities
- To provide necessary health care facilities
- To conduct awareness camps periodically
- To conduct health surveys

### ***Physical Infrastructure***

- Infrastructure augmentation and modification
- Modernize Laboratory equipments
- To upgrade library infrastructure
- To provide advanced facilities for e-learning
- To ensure safety & security management
- To continue to provide safe water supply regularly
- To upgrade sports (indoor/outdoor) facilities
- To ensure green campus initiatives through plantation, rain water harvesting, renewable energy usage, recycling of water

*Implementation and Monitoring of strategic plan of the institution will be the continuous and collaborative efforts on the part of Management, Dean, all the teaching – non teaching staff working wholeheartedly to fulfill vision and mission of the college.*

***Implementation plan at institute level***

<b>Strategic Development Plan</b>	<b>Implemented &amp; Monitored by</b>
Governance & Administration	Dean, members of college council, administrative officer
Students Admissions	Dean, Admission Committee, Students section
Statutory Compliance	Dean, Asst. Dean, NMC/MUHS Inspection Committee
Infrastructure (Physical)	Dean, Members of College council, Administrative officer
Infrastructure (Academics)	Dean, HODs, Curriculum Committee
Teaching - Learning	Dean HODs, Faculty and Staff
Research & Development	Dean, HODs, Research Committee
Students Development	Dean HODs
Departmental Activities	HODs and Faculty
Quality Assurance	IQAC team

### **Measurable during Implementation**

1. Effective teaching learning process	<ul style="list-style-type: none"> <li>• Academic planning and preparation of academic calendar</li> <li>• Use of more teaching aids and ICT enabled learning resources</li> <li>• No. of Seminars, quiz and other student centric activities</li> <li>• Provide counselling and mentoring</li> <li>• Result analysis (Pass, First classes, Distinctions)</li> <li>• Student feedback on curriculum</li> </ul>
2. Leadership and participative management	<ul style="list-style-type: none"> <li>• To follow reporting structure</li> <li>• Decentralize the academic, administration, staff welfare, student development, infrastructure management policy</li> <li>• To follow code of conduct - duties, responsibilities and accountability</li> <li>• Function of statutory committees – no. of meetings, minutes of meetings</li> </ul>
3. Internal Quality Assurance System	<ul style="list-style-type: none"> <li>• Number of IQAS initiatives / activities in a year</li> <li>• Periodic Audits Reports</li> <li>• AQAR submission</li> </ul>
4. Good governance	<ul style="list-style-type: none"> <li>• Vision, Mission, core values dissemination &amp; periodic review</li> <li>• To follow organization structure</li> <li>• Extent of decentralization</li> <li>• Penetration of E-governance</li> <li>• Resource mobilization</li> <li>• Staff appraisal – teaching &amp; non-teaching</li> <li>• Service rules &amp; benefits to the staff</li> </ul>
5. Student's development and participation	<ul style="list-style-type: none"> <li>• Number of student participation activities</li> <li>• Number of skill development programmes</li> <li>• Number of sports, cultural events organized</li> <li>• Sports infrastructure provided</li> <li>• Funding for sports</li> </ul>
6. Faculty development & welfare	<ul style="list-style-type: none"> <li>• Number of Staff attending training programs</li> <li>• No. of training programs organized</li> <li>• Number of staff welfare activities</li> <li>• Awards / recognitions/ incentives for outstanding performance</li> </ul>
7. Financial management	<ul style="list-style-type: none"> <li>• Annual Budget forecasting income &amp; expenditure</li> <li>• Utilization / Allocation of funds</li> <li>• Internal &amp; External Audit</li> </ul>
8. Alumni Interaction	<ul style="list-style-type: none"> <li>• Number of alumni interactions</li> </ul>

	<ul style="list-style-type: none"> <li>• Alumni contribution for development of students</li> </ul>
9. Community Services and Extension Activities	<ul style="list-style-type: none"> <li>• Number of Health awareness camps organized</li> <li>• Number of outreach activities organized</li> <li>• Number of Health surveys</li> </ul>
10. Infrastructure - physical	<ul style="list-style-type: none"> <li>• Number of buildings, class rooms added</li> <li>• New Laboratories / equipment added</li> <li>• Allocation &amp; utilization of budget</li> <li>• Harvesting &amp; Recycling of water</li> <li>• Renewable energy source development</li> <li>• Green initiatives</li> </ul>
11. Infrastructure Academic	<ul style="list-style-type: none"> <li>• Numbers of volume and titles available in Library</li> <li>• Number of National &amp; International journals</li> <li>• Digital Library, e-journals</li> <li>• ICT enabled classrooms</li> </ul>

### **Conclusion:**

Strategy development and deployment document is a pavement towards accomplishment of vision, mission and overall goal of MIMSR Medical College, Latur. It provides a road map towards collective efforts of all the stakeholders. Proper implementation of this document leads to success and sustainability over a long time through a dynamic process. It also emphasizes role of IQAC ensuring quality culture in our organization.

  
 Dean  
 M.I.M.S.R. Medical College,  
 & Y.C.R. HOSPITAL,  
 LATUR - 413 531.