

## 1. Brief About the Institution



The Sri Guru Ram Das Institute of Medical Sciences & Research (SGRDIMSR) was started in the year 1997, named after the fourth Sikh Guru, Sri Guru Ram Das Ji, the founder of the holy city of Amritsar. The first batch of MBBS students passed out in December 2002. Initially, the Institute was affiliated to Baba Farid University of Health Sciences, Faridkot (up to Admission Batch 2016). It is now affiliated to Sri Guru Ram Das University of Health Sciences, Sri Amritsar. The MBBS degree is duly recognized by Ministry of Health & Family Welfare, Government of India, vide Letter No. U.12012/224/2015-ME.1 [FTS.130652] dated 28/03/2018 and by Medical Council of India vide Letter No. MCI-37(1)(Recg-39)(UG)/2017-Med./175998 dated 27/02/2018. The Institute has evolved at a quick pace at the Amritsar Mehta Road with a sprawling campus. Presently, it has sanction for an intake of 150 students for the MBBS course annually according to Letter No. MCI-37(1)/2011- Med/8724 dated 07/05/2011 and 115 MD/ MS students.



Sri Guru Ram Das College of Nursing is one of the most modern equipped Nursing College

in Punjab providing excellence in the field of nursing education since 2008. The college offers B.Sc. Nursing (100 seats), Post Basic B.Sc. Nursing (40 seats), GNM (60 seats), M.Sc. & Ph.D. Nursing in all specialities with 4 seats & 2 seats in each, respectively. The institution has a highly qualified and experienced faculty.



Sri Guru Ram Das University of Health Sciences (SGRDUHS) has a magnificent University complex, SGRDIMSR college, Nursing college complex which includes an administrative block, office of Principal, all basic and para-clinical departments including well-equipped Lecture Theatres, Laboratories,

Conference Halls, College Auditorium, Central Library and IT Cell. The Institute has separate hostels for boys and girls. The clinical teaching of medical students is conducted at Sri Guru Ram Das Charitable Hospital, Vallah, Sri Amritsar. This hospital has all the latest facilities and equipments for the undergraduate course as well as postgraduate courses in several clinical, para-clinical and basic subjects. Well-equipped SGRD Charitable Hospital, Cancer Institute, a primary Rural Health Centre and an Urban Health Centre are the epicentre of comprehensive quality health care services which are offered to rural, needy, marginalized and underprivileged population. The institute at the same time provides world class undergraduate and postgraduate training facilities. The institute follows the highest professional academic standards and integrates clinical and investigative skills with an empathetic attitude to promote health and wellbeing of patients. It is committed to produce physicians and health care professionals who will be capable of addressing Local, National and international challenges in medicine in relation to community care. The institute has its own fleet of buses and cabs for carrying students and the staff between the campus and the city to and fro. The campus is guarded by a strong security team consisting of ex-army personnel. Apart from Hotline electricity supply through the Punjab State Electricity Board, the Institute has installed high power generators and UPS. There is round-the-clock uninterrupted electricity supply within the campus including the hostels and residential premises.

**Vision:**

From dissection to reconstruction, producing excellence.

**Mission:**

To provide easily accessible health services of highest quality at nominal cost.

To meet patients' needs through quality care & compassion.

To achieve excellence in academics and professionalism simultaneously inculcating habit of Ethical and Value based judgement while imparting education.

To heal patients with a Human touch.

&

To deal with Healthcare Professionals, Doctors and Students with dignity and respect.

## 2. SWOC ANALYSIS

### 2.1. STRENGTH

Sri Guru Ram Das University of Health Sciences (SGRDUHS), Located at Sri Amritsar, Punjab is an outstanding academic institute dedicated to produce exemplary doctors, nurses, health care professionals, academicians, and researchers. SGRDUHS is a State Private University declared on 19th August 2016 vide ordinance no 7/2016, under the Punjab Private University Policy 2010, established under Punjab Act no. 43 of 2016. It consists of Sri Guru Ram Das Institute of Medical Sciences and Research (SGRDIMSAR), Sri Guru Ram Das College of Nursing (SGRDICON) and Sri Guru Ram Das Rotary Cancer Institute (SGRDRCI). Sri Guru Ram Das Charitable Hospital which came into existence in the year 1997, Medical and Cancer and Nursing Institute's have been managed under the aegis of Sri Guru Ram Das Charitable Hospital Trust, Sri Amritsar. The University is synonymous with excellence in higher education in health sciences. Every institute under this university has world class facilities and pedagogy, which are constantly reviewed and upgraded to reflect the latest trends and developments in higher education.

Added to this 1000 bedded SGRD Charitable Hospital, Vallah, Cancer Institute and one primary rural health centre and one urban health centre are the epicentre of comprehensive quality health care services. The University follows highest professional academic standards and integrates clinical, biomedical and empathic attitude to promote health and wellbeing of patients and the community. There is a commitment to produce physicians and health care professionals who will address local, national and international challenges in medicine in relation to patient and community care. We are committed to make a positive contribution to health care needs of the society.

At present the institute has about 1500 registered students in undergraduate, Post Graduate, Nursing and Paramedical courses and 50 Ph.D. Research projects are successfully being conducted.

UNESCO Bioethics Unit of the International Network of the UNESCO Chair in Bioethics (Haifa) established in 2018.

Sri Guru Ram Das Rotary Cancer hospital has facilities for latest treatment for cancer patients, equipped with Linear Accelerator, CT Simulator, Brachytherapy, which is offering world class facilities for cancer treatment, Art radiation treatment with facility of IMRT, IGRT and VMAT. Sri Guru Ram Das University of Health Sciences, Sri Amritsar becomes the only Private Health University in North India to get the 'Assistance to Disabled Persons for Purchase/ Fitting of Aids and Appliances (ADIP) Scheme under Department of Persons with Disability, Ministry of Social Justice and Empowerment, Government of India.

Well-equipped Skill Lab has been established to provide hands on training to undergraduate, Post Graduate, Nursing and Paramedical students.

The new lecture halls are equipped with cutting-edge technology and ample seating capacity, aiming to enhance the overall educational experience on campus. With its advanced audio-visual system comprising of digital podiums, interactive flat panels, wireless interactive collaboration systems, wireless mics and speakers, projector screens and more—the newly constructed lecture theatres will provide our students with a truly transformative learning experience. The construction of these new lecture theatres are an investment not just in bricks and mortar, but in the intellectual development of students and the research excellence of the university's faculty for years to come.

Thalassemia ward is established in pediatrics department to serve the needy thalassemic patients of the region.

Sri Guru Ram Das University of Health Sciences, Sri Amritsar signed various International and National based MOUs with different Universities/ Institutes.

## **A. INTERNATIONAL COLLABORATIONS**

- i. Since year 2018 University has more than 20 MOUs with National and International institutes:
- ii. Clinique Du Docteur Jean Caussee (Causee Ear Clinic, Beziere, France) for fellowship program in Otolaryngology, Networking Centre for Live International Otolaryngology network (Lion) & Joint Research Publications. Where Dr. Robert Vincet, Chief Otolaryngologist will train postgraduate from our University and also offer annual exchange of fellowship students under combined training.
- iii. The Royal Wolverhampton NHS Trust, UK to facilitate the building of a mutual collaboration and partnership in the field of postgraduate medical education
- iv. The Marien hospital Stuttgart for exchange fellowship program in Rhinoplasty - Head Neck & Joint Research Publications.
- v. Faculty from the Institute have been invited by FAIMER Philadelphia (under ECFMG) in USA as Regional Institute Faculty for onsite FAIMER (Foundation of Advancement of International Medical Education and Research) fellowship program.
- vi. The Institute has partnered with GEMx (Global Education in Medicine Exchange) students' program under ECFMG, USA.
- vii. MoU Institute of Palliative Medicine (WHO Collaborating Center for Community Participation in Palliative Care and Long-Term Care) and Sri Guru Ram Das University of Health Sciences, Sri Amritsar.
- viii. Department of Genetics has been established and MOU has been signed with Genomic Medicine Foundation, UK.
- ix. Other includes. Vincents Hospital, Sydney, The governing council of the University Toronto, Australasian college of Health service Management, Cape Breton University Sydney, Society of otolaryngologists of Nepal.

## **B. NATIONAL COLLABORATIONS**

- i. Ali Yavar Jung National Institute of Speech & Hearing Disabilities (Divyangjan) Mumbai for cochlear Implant Surgery and post implant rehabilitation per revised ADIP Scheme, 2014 of Govt. of India, Ministry of Social Justice & Empowerment, Department of Empowerment of Persons with Disabilities, New Delhi.
- ii. Deenanath Mangeshkar Hospital & Research Center, Pune for Exchange Fellowship Program in Laryngology & Joint Research Publications
- iii. National Association of Palliative care for AYUSH and Integrative Medicine for foundation course and Fellowship
- iv. Tata Memorial Centre Mumbai.
- v. MoU has been signed between the SGRDUHS and Guru Nanak Dev University, Sri Amritsar
- vi. MoU has been signed between the SGRDUHS and Central University of Punjab, Bathinda
- vii. MoU with Human Genetics Research Group of Shri Mata Vaishno Devi University, Katra.
- viii. MoU has been signed with the INFLIBNET Centre to join the Shodhganga/Shodhgangotri project and plagiarism software.

## C. RESEARCH

- i. A number of faculty has attended, presented papers in various national and international conferences, published their research work in journals of national and international repute two STS projects have been approved by ICMR in the year 2017 and 6 projects were submitted in the year 2018.
- ii. The institute has organized national conferences including 57th Annual NAMS conference. This institute being only private institute to host this conference
- iii. Faculty development program is a regular feature. Workshops on research methodology, ethics, professionalism, mentorship, humanities and revised basic course workshop in medical educational technologies have been conducted in the recent past.
- iv. Recently we got a grant from BIRAC under Ministry of Health and Family Affairs of 1.5 crores for establishing clinical research centre in the institute and also to become part of 7 institutes all over India for starting diabetes registry.
- v. Also, a grant from DNDi and ICMR on COVID related research was received.

## D. FELLOWSHIP

Fellowship program running in the institute are as follows:

- i. Fellowship in Pain Management.
- ii. Fellowship in Palliative Care.
- iii. Post-doctoral fellowship in Plastic and Reconstructive Microvascular Surgery.
- iv. Post-doctoral fellowship for breast cancer reconstruction and Aesthetic Surgery.

## 2.2. WEAKNESS

- i. Medical course materials not available in local language.
- ii. Unable to offer the courses through MOOCs on Swayam portal due to non-availability of medical courses in the online portal.
- iii. There are also some important branches of knowledge that are missing from SGRDUHS. The establishment of new colleges– has brought a number of new disciplines in the field of Medical Sciences. Postgraduate’s programmes in the field of Pharmacology, Hospital Administration, Public Health, Pathology, Physiotherapy etc. are still missing from the SGRDUHS.

## 2.3. OPPORTUNITIES

Inspired students at SGRD University gave life to their imagination and save many human lives. Focusing our expertise in key areas linked to SGRDUHS’s geographic location to provide unique medical facilities for patients care and studies on diagnostic diseases of rural population of Punjab. The different facilities provided to the needy population in the north region are as follows:

- i. **Dialysis:** Majority of the patients coming to this Hospital belong to rural areas and can't afford treatment. Sri Guru Ram Das Charitable Hospital, Sri Amritsar provides free dialysis facilities to these poor patients.
- ii. **Janani Bhalayi Scheme:** Janani Bhalayi Scheme is a maternity benefit program run by the Institute that provide free medical support to pregnant women. Normal Delivery and Caesarean Surgery done free of cost. All the medicines required for surgery

provided by the Institutes itself. In case of female child birth Rs. 1100/- also given to the patient as Shagun.

- iii. **Pingalwara/Jatimkhana:** Total free treatment provided to the patients of Pingalwara and Jatimkhana.
- iv. **Jammu & Kashmir:** Sri Guru Ram Das Charitable Hospital provides free medical treatment to Jammu & Kashmir Patients.

- v. **Free OPD:** Sri Guru Ram Das Charitable Hospital provides free OPD to any person of any status regardless of religion, caste and creed to which they may belong. Free meals are provided to patients and their relatives every day as part of our social service.
- vi. **Camps:** Free Medical Camps of various specialties and Blood donation camps are organized regularly in nearby villages and cities for the poor and needy patients. This provides highly specialized quality Medicare facility to poor patients of far-flung areas at their doorstep.



- vii. This institute provided gift of 96 cochlear implants under **SOUND (screening of Universal Neonatal Deafness)** and regularly organize screening camps, 75% of treatment cost is borne by the SGPC.



- viii. Securing a competitive position in a knowledge-based world by establishing major University Laboratories (i) Skill Lab (ii) Central Research Lab (iii) Pathology lab (iv) Microbiology lab (v) Molecular diagnostics lab. (especially Covid19 diagnosis).



- ix. Setting long term goals for the University through the setting up of Research Centre, enhancing research publications, research projects, consultancy projects, industry-academia linkage, creating opportunities for foreign students and attracting faculty diverse expertise through central funding.
- x. Strengthening alumni network, both local and international, to enhance collaboration and placement opportunities.



## 2.4. CHALLENGES

SGRDUHS are committed to making healthcare affordable while by providing excellent care with latest technology in the medical field.

- i. The challenge achieved by SGRDUHS during COVID19, the oxygen camps were organized at various regions of Punjab providing oxygen and medicines free of cost to the patients/Level 3 Dedicates Covid ICU care.



- ii. Enhancing the reputation of the University internationally would require significant growth in student strength from across the globe. Having recruited young and enthusiastic faculty, this challenge will be met by re-orienting academic programmes to global standards and expanding and upgrading our infrastructure.
- iii. A major challenge before SGRDUHS is alignment with the broader objectives laid down by National Education Policy 2020, especially the transformation of medical education into Constituent Colleges.
- iv. Retention of faculty with passion for quality teaching and research.
- v. Resource mobilization for research, especially from Government agencies.

## 3. GOALS AND OBJECTIVES

### 3.1. Providing quality medical education, high standards of scientific research and affordable comprehensive healthcare.

SGRDUHS takes great pride in its commitment to educate and perk up the future generation of students, physicians and surgeons. Keeping in mind importance of basic clinical skills, medical simulation lab has been set up which provide immersive learning skills for graduates and postgraduates.

SGRDUHS believes that there is much more to education and experience than classrooms and texts Education is the powerful medium through which educated and competent youths can be created for the holistic welfare of the society. Quality medical education is an essential component on which educational institutions across the world pay close attention.

By providing competent medical education, students can be trained well to serve the health needs of the people in the society with utmost diligence. Educating students in medical education and empowering them to provide medical services in an ethical manner and with empathy and compassion for the general public is a commendable deed.

Sri Guru Ram Das University of Health Sciences (SGRDUHS) is one such institution that provides quality medical education to students and empowers students to address the health needs of the people with compassion. SGRDUHS vision is to be one of the best academic centres which provides quality medical education, maintains high standards of scientific research, and delivers affordable comprehensive health care in the country.

### **3.2.Serving Community with World-class Excellence and Values**

SGRDUHS mission is to serve the community through world-class excellence in:

- Competency based medical education - through mentorship to students, to enable them to learn, explore, innovate and excel.
- Comprehensive patient care - by working as a team and offering highest standards of medical services in an ethical manner with empathy and compassion.
- Relevant scientific research – by conducting high impact research to generate meaningful new knowledge and disseminating this knowledge through presentations in scientific conferences and publications in top journals.
- SGRDUHS is driven by core values of compassion, a commitment to quality care, teamwork, ownership, professionalism and respect for the individual.

### **3.3.Defining Course Objectives and Learning Outcomes**

Course objectives and learning outcomes are certain statements of knowledge, skills and abilities which individual student should possess and demonstrate upon completion. Priorities of SGRDUHS in terms of course objectives and learning outcomes are as follows:

- Learning outcomes need to be simple, specific, well defined and realistic.
- These outcomes should be framed in terms of the program instead of specific classes that the program offers.
- There should be a sufficient number of learning outcomes. The outcomes developed in its plan should be consistent with the curriculum goals of the program in which they are taught

### **3.4.Focusing on Extracurricular and Co-curricular Activities**

SGRDUHS believes that there is much more to education and experience than classrooms and texts. This serves as a part of developmental modules which can make the students to think from a somewhat simpler point of view of themselves and the World around them. SGRDUHS is very keen to focus on extracurricular and co-curricular activities and events along with studies.

The management of this institute came up with the splendid idea of all India sports and cultural festival 'Resonance'. Medicos from all over India visit SGRDUHS to participate in this event. This event includes a wide array of cultural and sports activities. This fest is highlighted by tons of fun, creativity, and activity.

This fest helps to produce knowledgeable and competent beings who possess high moral standards. their focuses on shedding the spotlight on competent and responsible students who are capable of achieving a great extent of personal well-being.

### **3.5. Allowing Learners to Grow Organically**

Keeping in mind importance of basic clinical skills, SGRDUHS has set up a medical simulation lab which provides immersive learning skills for graduates and postgraduates. The lab has facilities such as clinical sim lab rooms, mannequins and equipments, which allows learners to develop expertise of basic and advanced procedures without any risk of patient harm.

### 3.6. Disrupting and Transforming Existing Educational Models

In its medical college in the future, SGRDUHS aims to use advanced technology which will disrupt and transform existing educational models. E-Learning materials will be shared by consortia of collaborating medical colleges from all around the world.

Artificial intelligence and machine learning will influence how students learn. The management believes that national and international accreditation systems should ensure quality of education of the future generation.

Finally, the next generation physicians should be competent in treating the next generation of patients while maintaining the health of the population.



## 4. Major Goals for the Next Five Years (2023-28)

1. Extension of super speciality awards and ICUs
2. Arrangement of advanced clinical scientific instruments for all the SGRD hospital departments for better patients care and diagnosis.
3. Proper implementation of the courses and its syllabus as per NEP-2020.
4. Extension for class rooms in existing composite building.
5. Arrangement of furniture for class room, laboratory and for newly constructed Auditorium.
6. Arrangement for smart IT enabled class room in each department.
7. Arrangement of 24 hrs food courts and interaction spaces.
8. Arrangement of library automation and purchase of reference book (both online & offline).
9. Campus improvement, such as planarization, floorization and gardening.
10. Development of green campus.
11. 100% utilization of electricity through the solar panels.
12. Boundary wall and proper university gate for campus security.
13. Upgradation of playgrounds for sport activities.
14. Renovation and extension work in existing Hostel.
15. Extension works in existing water supply system.
16. Effective operation of rain water harvesting system in each building.
17. Recruitment of Teachings staffs (regular & contractual) and Non Teaching staffs.
18. Promotion of Teachers in different cadre.
19. Renovation of open spaces for parks in the campus.
20. Proper functioning of training & placement cell.

## 5. Strategic Plan

The university's new strategic plan will directly support these areas and the following visions will also obtain by the university during 2023-28 onward till 2038.

- i. Attract, develop, and retain a diverse student population and promote its success.
- ii. Attract, develop and retain highly qualified diverse faculty and staff who are committed to our mission.

- iii. Develop, support and deliver curricula, programs and services designed to prepare our students for professional and personal success.
- iv. Ensure facilities and operations which support our university current needs and anticipate growth.
- v. Proactively position our college to communicate its value and benefits and build this identity and image among our many constituencies.
- vi. We continually strive to innovate finding new and more effective ways to educate and serve students.
- vii. We sustain rigor in our work (both teaching and research) holding high standards and expectations for both our students and faculty.
- viii. We will try our best to become nationally known Institution that makes a difference

**5.1. The Strategic Plan of the SGRDUHS is divided under three heads: Academic, Administrative and Infrastructure**

It is a set of priorities for the institution and its academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

**I. ACADEMIC**

A). Developing Motivated and Energized Faculty	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. Create a stress-free environment in which teachers can work on new research ideas: such as faculty bonding programmes, promotion of forums for exchange and sharing of research ideas and other activities to encourage recreation for teachers.</li> <li>ii. Enhance Seed money scheme by providing 1 lakh rupees for research to the entry level Assistant Professors.</li> <li>iii. Extend the Research incentive scheme to UGC care listed journals.</li> <li>iv. Encourage faculty members to participate in national &amp; international conferences.</li> <li>v. Recognize young faculty members for publishing in high impact journals by way of an award or citation.</li> <li>vi. Sign new MoUs with international HEIs for exchange of faculty and students for research.</li> <li>vii. Encourage collaborations with researchers in top 500 Universities in the world.</li> <li>viii. Encourage faculty to use 30% of overheads for research infrastructure.</li> <li>ix. Organize Orientation/short/refresher/FDP/FIP programmes for faculty.</li> <li>x. Conduct Team building and leadership workshops for faculty. Encourage non-PhD faculties to register for PhD in good institutions.</li> <li>xi. Improve WiFi and LAN internet connectivity in all buildings.</li> <li>xii. Encourage interdisciplinary research projects.</li> <li>xiii. Inspire faculty members to take up local research problems in Punjab state.</li> </ul>
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		xiv. Encourage faculty to participate in workshops, conferences, summer/ winter school at national and international level for short term duration
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Encourage faculty to apply for post-doctoral positions abroad in top 500 Universities.</li> <li>ii. Promote faculty to present papers in international conferences.</li> <li>iii. Encourage faculty to play vital administrative processes.</li> <li>iv. Encourage faculty to set-up specialize research centers based on expertise.</li> <li>v. Along with the seed money provided for research, encourage and mentor faculty members to write research projects.</li> <li>vi. Internationalizing the University to encourage diversity in students/faculty through international MoUs.</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Encourage faculty to establish themselves as among the leading experts in their area with their globally recognized research and publications.</li> <li>ii. To achieve the target of more faculty with PhD.</li> <li>iii. Allow faculty to tie-up with industry for consultancy and foreign Universities for research.</li> <li>iv. Inspire faculty to publish in high impact factor journals.</li> <li>v. Expand infrastructural and recreational facilities on campus.</li> </ul>
<b>B). Teaching, Learning and Education Technology</b>	SHORT TERM GOALS (0-2 YEAR)	<b>A). Implementation of Outcome Based Education (OBE)</b> <ul style="list-style-type: none"> <li>i. University has recently restructured the syllabus of all its MBBS, MD programmes as per the NMC regulations and emphasizing outcome-based education. Whereas for other paramedical courses are updated as per the UGC guidelines.</li> <li>ii. On a short-term basis, to elevate knowledge of the students to the current state-of-the-art, required bridge courses will be offered through online mode to the students.</li> <li>iii. It is planned to upgrade all the classrooms to smart classrooms and enhance the learning experience of the students. In this regard, flipped classroom methods will also be practiced</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. University plans to increase interaction with industrial experts by involving them in syllabus framing, delivering expert lectures, conducting short-term courses to enhance the skill set of the students.</li> <li>ii. At the medium-term level, emphasis will be on integrating medical Sciences, offering</li> </ul>

		<p>interdisciplinary and multidisciplinary programmes through its different colleges on campus.</p> <p>iii. Apprenticeship training will be assigned in the specific domain areas of the course work</p>
	LONG TERM GOALS (5-10 YEARS)	<p>i. The current course structure facilitates introduction of multidisciplinary courses, choosing courses from national e-content platforms like SWAYAM, and skill courses.</p> <p>ii. Over the next ten years, the University proposes to create facilities to reach out to all knowledge seekers.</p> <p>iii. It is planned to take classroom teaching direct to homes to enable continuous and lifelong learning.</p> <p>iv. Certificate courses will also be offered through online mode. Faculty members will be encouraged to produce need-based courses.</p>
	SHORT TERM GOALS (0-2 YEAR)	<p><b>B). Enhancement of Students progress</b></p> <p>i. University conducts an induction programme to all new students to acquaint them about various opportunities available.</p> <p>ii. In addition, every student has a faculty mentor and these mentor-mentee meetings are a part of the academic timetable.</p> <p>iii. It is proposed to use these meetings to orient the students on acquiring additional knowledge and skills through online courses available on SWAYAM.</p> <p>iv. Additional emphasis will be given for invited lectures from academia, industry and civil servants to enable students widen their knowledge horizons.</p> <p>v. The University has already initiated implementation of NEP-2020 with a specific focus on multidisciplinary teaching and learning. These will be monitored for their effectiveness. University plans to introduce several integrated programmes in different disciplines in the coming two to five years.</p>
	MID TERM GOALS (2-5 YEARS)	<p>i. Career counseling will be stressed upon at each discipline level to aid the students in making appropriate career choices.</p> <p>ii. Regular online alumni – student interactions will be organized to build networking, tips for job interviews and career guidance.</p> <p>iii. Regular training sessions will be conducted for the students for various competitive exams related to jobs and higher studies.</p> <p>iv. Over the coming 5 years, efforts will be made to equip students with Life skills; Professional and</p>

		vocational skills; Intellectual skills; Interpersonal skills.
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Over the next ten years, using education technology, it is planned to make these training sessions available online.</li> <li>ii. Over the next 5 to 10 years systems will be developed to understand the diverse needs and abilities of the students, identify their strengths and weaknesses or learning styles and provide them necessary educational content.</li> <li>iii. Multidisciplinary programmes like the existing M.Sc. will be introduced during the next 5 to 10 years.</li> <li>iv. MBBS &amp; MD/MS seats will be expanded as per the norms of NMC.</li> <li>v. University is augmenting its present studio facilities with most modern equipment and softwares to provide state-of-the-art audio and video content creation facility to its stakeholders.</li> <li>vi. Over the next 10 years, these facilities will be expanded to multiple studios, a film-mix theater, video and audio editing facilities to help in production of effective online content at the University and offer it via SWAYAM and other such platforms.</li> <li>vii. Apprenticeship training will be introduced in the MD/MS Programmes as per international standards.</li> <li>viii. BASLP (Bachelor in Audiology &amp; Speech Language Pathology) Course has been started in 2019 with approval of 21 seats per session which will be increased to double.</li> <li>ix. Seats in all the Undergraduates programme of Medical and Paramedical sciences will be increased.</li> </ul>
<b>c). Research Development and Innovation</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. University will augment hospital and research experimental facilities at the different departments of academics and clinical. Four Registry programme are running under the aegis of SGRDUHS:</li> <li>ii. BIRAC-CTN-Diabetology is a Hospital-based Multicentric Diabetes Registry at Clinical Research Centre of SGRDUHS.</li> <li>iii. Population based Cancer Registry (PBCR)</li> <li>iv. Hospital Based cancer registry (HBCR)- Both registries are running with the collaboration of TATA Memorial Center, Mumbai.</li> <li>v. Indian Menopause Society-Indian Midlife registry under the Department of Obstetrics and Gynaecology, SGRDIMSR.</li> </ul>

		<ul style="list-style-type: none"> <li>vi. University has always encouraged its faculty to take up funded research projects.</li> <li>vii. To this end, seed money grants are also provided to all faculty members.</li> <li>viii. In the coming two years, University would like to emphasize on achieving, on an average, one R &amp; D project or Consultancy per faculty over a three-year period.</li> <li>ix. Efforts will be made to provide research funding support for the rare diseases.</li> <li>x. University will make efforts to double the enrolment of Ph.D. students from the present number. With increased research projects, the number of full time Ph.D. students on the campus will also increase.</li> <li>xi. University will further provide teaching assistantships to other non-funded full time Ph.D. students.</li> <li>xii. Presently, the average number of publications per faculty per year in the UGC Care list and SCI journals is about one. Efforts will be made to increase this number to two.</li> <li>xiii. Research Incentives funds for faculties will be expanded to include Pub-Med/UGC CARE listed journals.</li> <li>xiv. Seed Money Grants will be increased to Rs. 5 Lakh for the research-oriented faculty members.</li> <li>xv. Over the next one year, a full functional Centre for Advanced Research and Development will be initiated which has been established in 2021 under the UGC regulations. CARD centre exclusively meets the research requirements of the Ph.D. and MD/MS students.</li> <li>xvi. Neonatal intensive care unit (NICU) has been accredited to level IIB of neonatal care by National Neonatology Forum of India. This will give the opportunity to train budding doctors and nurses in advanced neonatal care with fellowship courses. The unit has 30 NICU beds, 6 Neonatal ventilators (conventional and high frequency), Incubators, latest bubble CPAP, high flow nasal therapy and all other facilities to manage extremely preterm neonates, critical medical/surgical conditions and shifting of sick neonates in transport incubator.</li> <li>xvii. Department of Genetics has been established to provide medical genetics educations skills to Nursing and Medical students and to develop research team in the field of various genetics diseases.</li> </ul>
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		<p>xviii. Department of Genetics provides genetic counselling services to all the clinics of SGRD hospital.</p> <p>xix. Developing a Rare Disease Care Coordination Centre at SGRDUHS as MoU has been done between Department of Genetics, SGRDUHS and organisation of Rare Diseases India (ORDI).</p>
	MID TERM GOALS (2-5 YEARS)	<p>i. The target of funded research projects and consultancy set for the first two years will be enhanced on an average two R&amp; D projects or Consultancies per faculty over three years.</p> <p>ii. University will fund different doctoral/ research positions for specific projects addressing local problems.</p> <p>iii. Training and mentoring sessions for young faculty members from medical sciences and will be organized to further increase the average number of publications per faculty per year in UGC Care List and SCI Journals.</p> <p>iv. Strengthen IP &amp; Innovations: Organize a yearly state/national hackathon with thematic areas of medical sciences. Enact an IPR scheme to encourage protection of IP.</p> <p>v. Enhance Research Collaborations: Organize at least 5 International and National Conferences and up to 10 collaborations with International Universities.</p> <p>vi. University and industry for nurturing research knowledge to emerging technologies that create impact in industrial and societal development.</p> <p>vii. Development of facilities for in house testing of various genetic disorders.</p>
	LONG TERM GOALS (5-10 YEARS)	<p>i. Over the next 10 years, systematic efforts will be made to convert the existing research collaborations into institutional collaborations and successfully bid for International Projects from the funding agencies.</p> <p>ii. Emphasis will be given on establishing research collaborations within the University, state level institutions, national and international institutions to boost the average number of publications per faculty per year in UGC Care List and SCI Journals to about four.</p> <p>iii. Establish five Emeritus/Visiting Professor positions for international repute Academician for six months. Establish five Visiting Professor schemes for the University Academicians.</p> <p>iv. The Pharmacology department is engaged in "Pharmacovigilance" activities and it is encouraging spontaneous Adverse Drug</p>

		<p>Reaction (ADR) reporting system in SGRD hospital to foster both medication and patient safety leading to better health outcomes. The department will also be entrusted with responsibility to conduct training and sensitization programs for healthcare professionals. Training session for better patient care and research projects. All the faculty members and postgraduates/Ph.D. encourages to apply for research funds in the field of-</p> <ul style="list-style-type: none"> <li>▪ Cardiovascular Pharmacology</li> <li>▪ Neuropharmacology</li> <li>▪ Pharmacoepidemiology</li> <li>▪ Cardio-Oncology</li> </ul>

## II. Administrative

<b>a). Administrative reforms</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. Assign specific designations to administrative staff according to the roles allotted to the functionaries.</li> <li>ii. Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly.</li> <li>iii. Establish the Board of Governors (BOG) / Board of Management (BOM)/Academic Council (AC)/ Board of Studies (BOS) &amp; other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs)</li> <li>iv. Document the Academic and Administration Audit [AAA] policy of the institution.</li> <li>v. Document the procedures and processes for stakeholder consumption</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Establish a customized institutional ERP for data analytics and ease of stakeholder sharing.</li> <li>ii. Review the functioning of all the committees and bodies and adopt improvements (If need be).</li> <li>iii. Establish good practices based on stakeholder feedback.</li> <li>iv. Work towards a paper-less administrative environment.</li> <li>v. Review the administrative practices for adopting need-based revisions and reforms.</li> <li>vi. Establish Institutional Administrative Best practices based on experiences hitherto.</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Build a congenial workplace environment to the satisfaction of all stakeholders.</li> <li>ii. Bring out policy documents wherever necessary.</li> <li>iii. Engage adjunct mentors from Industry and elite institutions from India and abroad.</li> </ul>

		iv. Establish world class administrative practices to seek international recognition.
<b>b). Improvements in HR policies and Management</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. Design a need analysis for recruitment of administrative staff based on workload (as per norms).</li> <li>ii. Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).</li> <li>iii. Document the HR Policy for administrative and support staff.</li> <li>iv. To ensure administrative and account office automation.</li> <li>v. To develop transparent eco-system of campus.</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Plan appropriate welfare measures for the administrative and support staff.</li> <li>ii. Enhance Student/Faculty engagement “beyond the class-room” activities.</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Document the Cadre and recruitment rules for Teaching/research staff.</li> <li>ii. Plan appropriate welfare measures for the academic staff.</li> <li>iii. Plan for Green Campus program.</li> </ul>
<b>Alumni Engagement</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. To develop alumni network by engaging the SGRDUHS family.</li> <li>ii. To develop digital connectivity among Alumni.</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. To avail funding for restructuring various academic aspects.</li> <li>ii. Efforts will be made to register the alumni associations of all colleges.</li> <li>iii. Recognize and celebrate alumni achievements.</li> <li>iv. Organize Alumni interaction through workshop/lecture for career guidance and student placement</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. A Networking event will be organized to encourage connectivity between various batches of the Alumni and maintain connections to their educational institution.</li> <li>ii. Collaborations with Alumni on Research Projects for community development.</li> </ul>
<b>Academic Bank of Credit</b>	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. To develop and implement credit based course uniformly across the discipline.</li> <li>ii. To develop Imaginative and flexible curricular structures as per NEP-2020 in all disciplines.</li> <li>iii. To facilitate multiple exit options for learners.</li> <li>iv. To develop and implement the concept of Academic Bank of Credits which would digitally store the academic credits earned from various recognized HEIs so that the degrees from an HEI</li> </ul>

		can be awarded taking into account credits earned.
<b>Improved Rankings</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. IIRF 2022, University ranking India has declared that SGRDUHS established just 6 years ago, is ranked among the Best emerging University of India. Improve on the perceptual Rankings hitherto achieved by the University.</li> <li>ii. SGRD Hospital is NABH accredited and preparing hospital for subsequent cycles.</li> <li>iii. Department of Biochemistry Central Research lab, Covid lab and Department of Pathology are NABL accredited. Further Prepare the mature departments for assessment by the National Board of Accreditation [NBA]: NABH and NABL accreditation.</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Appraise the University staff regarding various ranking &amp; accreditation instruments.</li> <li>ii. Conduct Academic and Administrative Audit to realize the Quality status of the University</li> <li>iii. Prepare the University for undertaking the NAAC Assessment &amp; Accreditation.</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Seek International Accreditations for eligible programmes/departments/schools.</li> <li>ii. Establish a Department Accreditations and Rankings to reach out to other institutions.</li> <li>iii. Prepare the University for subsequent cycles of NAAC Assessment and Accreditations.</li> <li>iv. Conduct of workshop for IQAC/AISHE coordinators.</li> <li>v. Increase in number of certificate courses /value added courses/diploma programmes/Online courses (MOOCS/ SWAYAM/ e-Pathshala/ NPTEL etc.</li> </ul>

III). **Infrastructure.** It is a set of priorities for the institution and its academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards achieving its goals, and fulfilling the needs of the region.

<b>a). Academics</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. Upgradation of Networking and Wireless networking in each Labs and Class rooms.</li> <li>ii. Focusing on the academic performance of every student by continuous evaluation.</li> <li>iii. Adding more value added &amp; skill based courses for the physical &amp; mental health of the students.</li> <li>iv. Certificate (6 month) and Observer ship (1 month) Courses in Genetic Counselling after M.Sc./MD/MS.</li> <li>v. M.Sc. Genetic Counselling in the Department of Genetics.</li> <li>vi. Certificate course in Palliative care medicine.</li> </ul>
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		<ul style="list-style-type: none"> <li>vii. Certified Diabetes Educator (CDE) Programme.</li> <li>viii. Certificate course in Advanced Therapeutic Nutrition.</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Web enabled Modern Class rooms with audio visual facility and interactive boards.</li> <li>ii. Library Automation and Digitization</li> <li>iii. Career and Counselling Centre/Cell.</li> <li>iv. Addition of more recent books and Journal in the Library</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.</li> <li>ii. Review the infrastructure needs for futuristic development and plan based on priorities.</li> <li>iii. Revisit the Master plan and further infrastructure development based on need.</li> <li>iv. University will build hostels especially for Interns/research scholars on campus.</li> <li>v. University will establish five Emeritus/Visiting Professor positions for academicians of international repute to mentor the young researchers on campus.</li> </ul>
<b>b). Clinics Department facilities</b>	SHORT TERM GOALS (0-2 YEAR)	<ul style="list-style-type: none"> <li>i. New ICUs constructions and installation of more ventilators as per the requirements of the ICUs.</li> <li>ii. Brachytherapy unit for treatment of cervical cancer, prostate and skin cancers etc.</li> <li>iii. Liquid Oxygen plant construction.</li> <li>iv. Establishment of the dietetics department at SGRD Hospital, and establishing a BCA chamber in the department to assess the complete body composition analysis.</li> <li>v. ECMO (Extracorporeal Membrane Oxygenation) will be started in the Cardiology department at SGRDUHS.</li> <li>vi. Blood centre of the Institute has been introducing detection/screening of irregular antibodies in the donor units as pretransfusion testing especially in cancer patients, dialysis patients and thalassaemic, along with antenatal screening and in HDN.</li> <li>vii. Humphrey Field Analyzer 3 (HFA-3) has been installing in the Ophthalmology department. This is an advanced integrated imaging system for faster and more accurate diagnosis of glaucoma.</li> <li>viii. Electroglottography device has introducing in the department of ENT.</li> <li>ix. Fine care FIA Meter has been introducing in the clinical biochemistry laboratory.</li> </ul>

		<ul style="list-style-type: none"> <li>x. Vertigo lab in the department of ENT equipped with updated BERA, ASSR, Electrocochleography and audiological facilities.</li> <li>xi. Integrated Counselling and Testing centre (ICTC) for HIV testing and Anti retroviral Therapy (ART) for HIV treatment introduced in the department of Microbiology.</li> </ul>
	MID TERM GOALS (2-5 YEARS)	<ul style="list-style-type: none"> <li>i. Cardio-thoracic Medicine unit will be established.</li> <li>ii. Establishment of specialized centre for rehabilitation of cardio-thoracic patients.</li> <li>iii. Different Specialized clinics will be established in all the clinics departments.</li> <li>iv. Fully functional unit of <i>in-vitro</i> fertilization (IVF) will established.</li> <li>v. The mortuary refrigeration room which can fit more than 20 bodies has been installed which will be expanded further.</li> <li>vi. On an average the Clinical wing of Biochemistry department caters to 600 - 700 tests per day including both routine &amp; special investigations, which will increased to more than 1000</li> <li>vii. Department of Emergency Medicine will be equipped with latest technology.</li> </ul>
	LONG TERM GOALS (5-10 YEARS)	<ul style="list-style-type: none"> <li>i. Super specialty block will be established.</li> <li>ii. Establishment of Hemato-oncology and Bone marrow transplant centre.</li> <li>iii. Refined equipments for rehabilitation of nerve repair &amp; tendon transplant patients in the department of Physiotherapy.</li> <li>iv. Interstitial Lung disease (ILD) clinic will be established.</li> <li>v. Paramedical Block will be built for all paramedical programmes.</li> <li>vi. <b>An immunization clinic</b> is being run in Sri Guru Ram Das Hospital, Vallah providing all vaccines which will be extended to Immunization centre.</li> <li>vii. <b>Urban and Rural Urban Health Centre</b> services and facilities will be extended.</li> <li>viii. <b>Separate Cochlear Implant</b> centre will be established and equipped with latest Technology instrumentations.</li> <li>ix. Precision diagnostics with advanced AI technology will be introduced in the Orthopaedics department.</li> <li>x. Automated blood management system powered by the latest technology will be established.</li> <li>xi. The pathology laboratory is the hub of investigatory medical care and an invaluable</li> </ul>

		<p>asset for clinical research. Infrastructure, material and human resources will be increased.</p> <p>xii. Thalassemia ward will be extended to Thalassemia unit with latest technology.</p> <p>xiii. Sri Guru Ramdas Rotary Cancer centre has department of Radiotherapy &amp; Oncology will be extended to more specialized clinics and infrastructure and latest instrumentations. The Hemato- oncology and Bone marrow transplant programme will be introduced.</p>
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## CONCLUSION

It is the earnest desire of SGRDUHS to evolve into an Institution of Eminence through meticulous implementation and operation of the Institutional Development Plan as conceived and elaborated above. The institution is committed to realize its aspirations through appropriate allocation of time, institutional and personnel energy and revenue generation/mobilization towards its set goals. Since the SGRD Group has had a long experience and commitment, it will leave no stone unturned to achieve its well-laid out IDP for the University.

