



INNOVATIVE COLLEGE OF PHARMACY

Affiliated To Dr. A.P.J. Abdul Kalam Technical University, Lucknow, U.P. & Approved By PCI

STRATEGIC PLANNING & DEPLOYMENT DOCUMENT

Academic Year 2021- 25



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About the College

Since its inception in 2005, Innovative College of Pharmacy has been a pioneer institution in the field of education in Noida region. It was established by Dr. K.R. Sharma, an eminent academician hailing from Delhi University, under the aegis of Innovative Welfare and Educational Society to achieve world-class education in law, in the country. Innovative Group of Colleges was established by the Innovative Welfare and Educational Society, at Greater Noida, in 2005 for the Education of Law and Pharmacy. The need of modern times, is to harness the potential of our youth, build character, and give them a positive direction as also, preparing them to face the competitive world and make beautiful place for themselves in this global world. On the other hand, the industrial, legal, and corporate sector require a new breed of professionals, who can invent, innovate, manage, and provide effective leadership to face the new challenges thrown up by the latest technologies and global economic integration. With this objective Innovative Group of Colleges has been expanding its horizons beyond imagination to create an Educational Paradise for the generations to come.

Innovative Group of Colleges caters to the educational and professional requirements of young students by offering them courses like Law, Pharmacy. These courses offered by Innovative Group of Colleges are approved by relevant Authorities like All India Council for Technical Education (AICTE), Pharmacy Council of India, and Bar Council of India. Innovative Group of Colleges takes full responsibility for helping its students reach their best dream destination in the





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career. They assure to place these students in well-reputed international and national organizations. Many reputed companies visited the Innovative campus for recruitment in last few years. Apart from this, the Innovative Group of Colleges has organized many job fests to help participants grab attractive offers from reputed employers and industries.

College campus spans over approximately 6-7 acres with a serene environment of a large green area, a lawn tennis court, and well maintained cricket pitches of exceptional quality. Students in these playgrounds are trained by Ranji Trophy players. Additionally, a dedicated building on the south side of the campus offers a range of distinguished degree and diploma courses in Pharmacy, including a Master's degree programme. Apart from this, our institution operates a Study Centre for IGNOU that provides various courses and diplomas in subjects of law with special thrust on prominent branches like Human Rights, Cyber Law, Patent Law and Para-legal Services. Moreover, we are also renowned in facilitating superior academic and competitive exams, including the prestigious UPSC, in our campus.

The Innovative College of Pharmacy has been established through the dedicated and selfless endeavor of educationists and social workers who are deeply concerned with the standards of education and are determined to upgrade the quality, content and direction of education. The Innovative College of Pharmacy is a venture of its kind where educators and professionals have joined hands to aid and direct the agenda of education. The Innovative College of Pharmacy is located in the institutional area of Greater Noida and has a magnificent building.

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We as an institution are also known for making arrangements within our campus for conducting superior academic and competitive examinations including the prestigious UPSC.

Our Belief-

Change is the only permanent phenomenon in this world. We as human beings must continually adapt to change; education being the most effective tool to cope with the 'impact-of-change' to sustain the continuous progress of society which can only be ensured through education. No profession can merely be taken up as a static career; rather it must tune itself with changing needs. We, at Innovative College of Pharmacy intend to evolve and develop future change agents through creation of an ideal ambiance for learning, research, interaction, debate, and growth by facilitating the students to inherit value-systems as agile thinkers for creative innovation.

Our Philosophy

Quality education is a sine-qua-non for an educational institute that focuses on the whole persona of the student — the social, emotional, mental, physical, and cognitive development of each student regardless of gender, race, ethnicity, socio-economic status, or geographic location; it prepares the student for life, not just for a profession. We, at Innovative College of Pharmacy, pay particular attention to the key important factors in the quality of education, viz., pre-conditioning of pupils, learning environment, educational content, management of pace and depth of learning.





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Our Vision-

To be a world-class centre of professional learning, driven by professionalism, dynamism, innovation and value systems.

Our Mission-

To enhance professional quality in organization by education and training a new generation of professionals, who will have high level of professionalism, with value-system, and with an understanding of their social responsibilities.

Our Brand Stance-

Continuous focus on creation of learning modules through appropriate mix of pedagogic and andragogic techniques, supplemented by real-life field/site visits and simulated structured exercises for creation of need for experiential learning, Readiness for evaluation of self-concept and a perceptive orientation for problem-solving, team-work and intrinsic motivation by establishing discipline, value-added education and training placement as three core values for building leadership capabilities to lead from the front while remaining a team player for which the Courses are designed to produce highly-skilled professionals.

Career Options-

The college abounds in resources that boost our esteem. The management of the college ensures that all resources, men, and materials are harnessed to make learning a valuable experience to treasure of future. In the overall structuring of the





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programs, due weightage is given to critical factors like personality development, oral/written communications, and interpersonal skills in curricula while, at the same time, addressing the latest trends and emerging developments in the respective professional fields. We expect our students to stand out in the crowd and be counted for what they are and what they are capable of.

Professional Education-

Admittedly, there is no single best approach to professional development rather multiple approaches must be integrated to address the complex and dynamic characteristics of specific program contents according to learners' needs. Success rests on finding the optimal combination of suitable approaches for different situations. Often, Lectures/Presentations (followed by Workshops) may be the first step in the professional development process, particularly if the purpose is to raise awareness among participants regarding new ideas and strategies.





Message from the – DR. K. R. Sharma (Chairman)

The faith shown by parents and students in Innovative College of Pharmacy is only due to the hard and dedicated work of the faculty and staff who leave no stone unturned in shaping the future of their students. Success is achieved when you get satisfaction from your sustained and progressive efforts. This is one of the cardinal beliefs of Innovative College of Pharmacy. I can proudly proclaim that we are giving best results through the untiring efforts of our devoted, responsible and dedicated Principal, faculty and administrators and office staff. We at Innovative College of Pharmacy have a vision that symbolizes dynamism and human values. We have worked out a curriculum that would dynamically address the issues of the future and give the students professional training which will develop and bring out leadership qualities among them.

Preface

Since its establishment, the College has placed significant emphasis on strategic planning to realize its vision of academic growth and overall success in all areas of its functions and operations.

This document outlines the College's vision, mission, key values, and long and short-term goals. The College has consistently aimed to foster continuous growth by actively involving all stakeholders who are dedicated to contributing with sincerity and dedication. A team of senior faculty members regularly conducts SWOC (Strength, Weaknesses, Opportunities, and Challenges) analyses.

By implementing the objectives outlined in the "Strategic Planning and





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Deployment Document 2021-25,” the College will be propelled towards its mission of becoming a leading academic institution. It aims to produce well-qualified young and dynamic persons who can contribute to the nation’s development in the years to come.

Core Values

Innovative College of Pharmacy, Greater Noida is committed to providing high-quality education and innovative teaching methods to its students. The College strongly believes that education and information dissemination are crucial in creating a nation, and therefore, it strives to impart knowledge at par with the best global education standards.

Innovative College of Pharmacy core values are centered on competence, intellectual character, and community development. The college emphasizes to enhance students’ skills, encourages the development of intellectual traits, and fosters a commitment towards serving society. Additionally, Innovative College of Pharmacy values respect, equity, professionalism, teamwork, and healthy competition amongst its students and staff.

The College is dedicated to providing a conducive environment for effective teaching and learning processes by utilizing modern, ICT tools and innovative practices. It also promotes equality, honesty, patriotism, social cohesion, and religious tolerance in all aspects of life. Furthermore, Innovative College of Pharmacy aims to develop the overall skills, personality, and mental quotients of all its students. Overall, Innovative College of Pharmacy is committed to excellence and strives to maintain its high standards of education, fostering a





culture of lifelong learning and growth.

Institutional Strength-

- Positive attitude of the management with an outlook of philanthropic approach towards education.
- Highly effective Teaching.
- Incorporation of Value-Added and Add on Courses.
- Strong focus on co-curricular and extracurricular facilities.
- The college campus is under the surveillance of CCTV cameras
- The college has three courses in Law and many more in Innovative Group of College.
- Students' Supports through remedial classes, Master Classes, Outdoor Indoor Sports Complex, Gymnasium & Computer Lab.
- Alumni of the College are occupying senior positions in High Courts, Supreme Court & other renowned organizations and reputed firms of India.

Institutional Weakness

- Self-financing.
- Need of improvement in students admission.
- Improvement in employability skills of students is desirable.
- Challenging in channelizing the students in placement service
- There is a need to enhance focus on Research & Development, Consultancy, Training through MoUs, collaborations with the other organizations and strengthening of academic and industrial skills.





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Institutional Opportunity

- College is situated in the lush green area of Knowledge Park, Greater Noida, just behind the Metro railway station. It has a proper connectivity with Supreme Court of India and other states of India.
- Due to availability of reputed educational groups in surrounding areas better quality students are available.

Institutional Challenge:

- Placement in the core sector is a big challenge,
- To develop an eco-system to create Entrepreneurs.
- Implementation of VII Pay Commission is a big challenge.
- No external funding support
- Increase in the percentage of placement of students
- Inter-disciplinary research initiatives

Strategic Objective and Adherence:

Innovative College of Pharmacy team has spent considerable time and effort in formulating the College's strategic goals for 2021-25, which have been driven by its Mission and Vision. Stakeholders, expectations, and SWOC analysis. The College is determined to achieve these goals in the upcoming years.

In the area of teaching and learning, the College has identified several key objectives, including effective teaching and learning methods, leadership and participatory management development, internal academic quality assessment,





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governance of College activities, growth and involvement of students and employees, maintaining strong relationships, promoting entrepreneurship development, encouraging research and development, welcoming alumni participation and outreach activities, and participating extensively in community services and activities.

The College is committed to continuously undertaking physical infrastructure development to improve the teaching and learning environment. College consistently reviews its policies to ensure academic and administrative Excellence, and has a well-structured roadmap for future growth and quality maintenance that is at par with the best higher education Institutions.

Teaching and learning process

College continuously adopts the advanced strategies to obtain sustainable growth in teaching and learning process.

- Continuous improvement in the existing Academic Planning for better academics.
- Preparation of Academic Calendar, Event Calendar and Time Tables as per the norms of PCI and AKTU University for better governance.
- Creating a lesson plan based on important rubrics for better class management.
- POS, PSOs and COs mapping up to attainment.
- Internal and external evaluation process to ascertain the competence level of the students.





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- Further increasing the use of instructional aids and the adoption of ICT.
- Creation of e-learning resources,
- Encourage the development of a research culture and infrastructure more rigorously.
- Maintain an open and equitable feedback system.
- Best practices for the development of students, faculty and society to be implemented.

Leadership and Participative Management

- In the process of decentralization of academic, administrative, and student-related powers and duties.
- Specified tasks, duties, responsibility and accountability to be assigned with proper control and supervision to uphold the academic standards.
- Improvement in the existing Academic Planning for better academic administration & management,
- More practical Assignments for projects to be put into practice.
- Formation of committees for better coordination and supervision of academic and administrative control.

Internal Quality Assurance System

IQAS has been established in existing and extended assigned responsibilities.

College has a well-structured IQAC comprising of all senior persons of the College as per the norms of NAAC. Predominantly, IQAC supervises the following areas

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which are needed to maintain quality teaching and learning in the College:

- Defining a strategic policy for keeping the Vision of the college for each subsequent academic session.
- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the college.
- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks.
- Adoption of relevant and quality academic/research programmes.
- Undertake parameters for various academic and administrative activities of the College
- Creation of a learner-centric environment.
- Collection and analysis of feedback from all stakeholders.
- Dissemination of information on various quality parameters to all stakeholders.
- Documentation of the various programmes/activities leading to quality education related activities, including adoption and dissemination of best practices.
- Development and maintenance of institutional database.
- Conduct Monthly audit of Classes as per the Time Table.
- Proper maintenance of Events reports as per the format.
- Allocation and distribution of the work on NAAC Criteria wise among the faculty members.
- Formation of Placement and admission Strategies.





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- Preparing and submitting annual reports.
- To ensure that faculty members maintain their respective course files as per the instructions of the Principal.
- To ensure that minimum five Value Added and five Add-On courses in an academic session are to be offered to the students for minimum 30 hours.
- To organize seminars, guest lectures and conduct other events for the promotion of the students' confidence.
- To celebrate the important days of national and international importance with the commemorative days of high importance.
- To conduct counselling sessions for the students for their professional and personal growth.
- To organize internal session to sensitize faculty members on NAAC and with its various facet especially Blooms Taxonomy, OBE, POS, PSOs and COs mapping with attainment.

College's Governance Module

- Every programme of the College essentially defines a vision and mission and articulate it in their own teaching and learning process.
- Setting new targets and goals for Strategic development plan.
- Monitoring and putting Quality Management Systems in place.
- Establishing e-governance and smooth operation of statutory committees.
- Decentralization as a means of developing leadership.
- Formation an internal audit committee.

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- Formulation, approval, and implementation of a code of conduct and policies establishing a fair and transparent performance appraisal system.

Students Development and Participation

- Student centric development programmes such as Value Added and Add On Courses and activities which shall be supervised by student representatives
- Extensive training & placement activities for students for their better placement will be made each year.
- Students' participation in contests and competition will be planned.
- Skills and personality development programmes and each year innovative ideas would be added to this programmes.
- College encourages every staff member and students to be involve in social and welfare activities.

Staff Selection and Development & Welfare

College places on record a **well-structured HR policy** in practice, at college as under-

College has a system for improving employees' quality performance through professional and Faculty development Programmes and shall maintain record of its employees such as Copy of the resume, Address Proof with PAN and Aadhar Card copy.

- College maintains proper HR facilities which creates adequate ambience.
- College maintains staff selection and recruitment policy, Staff Promotion

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policy, Code of Conduct, Service Regulations, and Leave Rules.

- College invites speakers for seminars, conferences, and workshops.
- College welcomes support for research, consultation, and new ideas for bright future of students.

Industry Interaction

- College makes all efforts to establish connection with the Law Firms, NGOs, and C.A. Firms of repute to explore benefits from them.
- College always looks forward to sign progressive Memorandums of Understanding (MOUs) with Pharmaceutical Industries and put them into action for the betterment of the students.
- College always explores opportunities for industry visits, trainings, and guest lectures.
- College encourages improvement in training and placement activities.

Incubation & Entrepreneurship Development

- College is exploring possibilities of signing Memorandums of Understanding (MOUs) with entrepreneurial development organizations providing enterprise development training and guidance.
- College endeavours to invite more professionals for entrepreneurial seminars lectures, and workshops in the campus.
- College is committed to extend all help in the development of this cell.

Research and Innovation

- College has taken initiative for a well-structured Research Promotion Policy.

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- College explores opportunities for collaborations with public and private College and Universities.
- College encourages faculty members to involve more in research activities in their respective domains and file patents to enhance their own capabilities and reputation of the College.

Alumni Interaction

- College has a registered Alumni Association. The College conducts Alumni meet each year to establish a strong connect with its previous students
- College has a proven mechanism to remain connected with the alumni through a dedicated registered Alumni Association
- College Alumni Association creates a database of alumnus and interact with them on a regular basis.

Community Services and Outreach Activities

- College Encourages community service and provides resources for such activities which are beneficial for the betterment of the society.
- College explores its resources in identifying community and social development work.
- College provides educational support to village people through organizing public awareness campaigns /regular legal awareness camps etc.





Physical Infrastructure

- College constantly undertake construction and renovation of infrastructure to maintain its art of the infrastructure.
- College is committed to make best use of smart ICT enabled classrooms, tutorials, and seminar halls, Free Legal Aid Clinic etc. to make teaching and learning more effective.
- College is upgrading library infrastructure, e-learning functionalities, and safety and security measures.
- College is committed to ensure continuous pure water supply.
- College upgrades its existing and future (indoor/outdoor) sports facilities within the campus.
- College is regularly conducting from time to time plantations drives in the campus and outside of the campus to maintain the green eco-environment system.
- College is making best use of rainwater harvesting system and the use of the renewable energy.
- College ensures to prioritize zero-waste and to maintain green campus.

Effective Teaching Learning Process

- College has a well-defined and structured syllabus provided by Affiliating University (AKTU) to teach in all programmes.
- College frequently conducts counselling/mentoring & training sessions and organizes seminars, workshops by experts for the benefits to the students.





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- After every event proper feedback is taken to evaluate the benefit of the students.
- College issues proper calendars for the academic events in each academic session and conducts events accordingly and declares results within stipulated time after ascertaining the outcomes of the event.
- College has adequate infrastructure for teaching and learning process.
 1. Total number of classrooms- 19
 2. ICT Enabled classrooms-05
 3. Smart class Rooms-03
 4. Books in the library -4827
 5. Seminar hall-01
 6. Conference Room-01
 7. Counseling Room-01
 8. Total LCD Projectors -02
 9. Journals in library - 14
 10. Total Computers - 30
 11. Solar Power Plant - 01

Leadership and Participative Management

- College frequently conducts FDP, seminars, workshops and related workshops on leadership for the students and faculty members.
- College conducts professional development workshops for non-teaching staff regularly.





College's Governance Strategies

- College conducts Management committee (MC) Meetings to discuss the strategic planning for the growth of the college.
- Management committee discusses achievements and next course of actions while reviewing organization structure of the College and further requirements.

Management committee discusses the latest needs of resource mobilization and its utilization policies. Following facilities are available in the college:

- Water Harvesting-01
- Cycle Stand-01
- Cricket Ground-01
- Playground-01
- Volleyball court-01
- Open gym-01
- Table tennis room-01
- Under the outreach programme one village has been adopted for upgradation.

Students' Development and Participation

- College conducts orientation programmes at the time of admission of the students, in the beginning of the session.
- College has conducted number of Legal, sports, technical and cultural events for participation and development of students.





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- College initiates number of career advice counselling and trainings sessions to make students ready for the legal world and have different modules of Ability and skill enhancement (ASE) short term courses.
- College organizes number of skill development events to make students self-sufficient to lead a more dignified professional and independent career.

Staff Development & Welfare

- College conducts Professional Orientation Programmes for the development of teaching and non-teaching staff.
- College conducts research FDPs to create an environment of research activities in the campus.
- College confers number of employee awards, recognitions, and incentives for the motivation of staff members each year.

Enriching Library

- College from time to time enriches its library resources by adding number of volumes and titles in the library; number of national and international periodicals.
- College subscribes regularly for national and international journals/magazines etc.
- College has an ERP system management in its affairs.





Monitoring of strategic plan

The College maintains regular monitoring of the teaching and learning process through periodic reviews principles. This ensures the effective implementation of the strategic plan and adherence to its objectives. The IQAC is responsible for independently benchmarking quality standards, monitoring their progress, and evaluating the attainment of these standards. Any findings or observations are reported to the principal. Based on a thorough study of the report submitted to the principal for corrective measures.

In conclusion the Strategic Planning & Deployment Document represents the college commitment to achieving its goals since its establishment. While drafting a strategic plan does not guarantee success, it provides a guiding framework that is developed through a participatory brain storming

Process involving all stakeholders. Success and long-term sustainability are achieved through the appropriate implementation of initiatives with a positive attitude and a dynamic approach. It is crucial to continuously evolve and integrate the lessons learned during implementation, highlighting the essential role of the IQAC in ensuring the quality of implementation.

