

# Strategic plan document



PRINCIPAL AND DEAN  
M.S. Ramaiah Medical College  
& Teaching Hospital  
Bangalore - 560 054.

*Medha G. Rao*



**M.S. Ramaiah Medical College & Hospitals**

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***M.S. RAMAIAH MEDICAL COLLEGE  
STRATEGIC PLAN DOCUMENT  
2014-2023***

*Medha K. Jaw*

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***AFFILIATED TO RAJIV GANDHI UNIVERSITY OF  
HEALTH SCIENCES, BENGALURU***

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**Dr. M.S. Ramaiah, FIAE**  
(1922 – 1997)  
"A True Karma Yogi"

*"What we have done for ourselves alone, dies with us.*

*What we have done for others and the world remains  
and is immortal".*

*Medha G. Rao*  
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- The Strategic plan of Ramaiah Medical College will have two phases 2014-2018 and 2019-2023 aligning with the Vision and Mission statements of the Institution. Goals and road map for implementation will be laid to achieve significant progress towards the Institute's pursuit of becoming a centre for excellence in the domains of academics, research and service .The strategic plan distinguishes key areas viz. student centric teaching & learning; research & development; patient centric hospital services, outreach activities, participation in National and state health programs, industry academia collaborations, International collaborations and infrastructure. Individual departments will develop their own objectives that align with this plan.
- MEU(MEDICAL EDUCATION UNIT), DRP(DIVISION OF RESEARCH AND PATENTS), Technology Development Fund (TDF)- GEF(M), Ramaiah International Centre for Public Health Innovations (RICPHI), Ramaiah Innovation Centre for Healthcare Technologies (RICH-Tech), NABH and NABL committees , each have explicitly laid out policies and objectives that help in successful accomplishment of the Institutional goals.

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## **VISION**

To be a centre for medical education, service and research of highest standards at National and International levels

## **MISSION**

The Institution shall impart the level of medical education in accordance with the regulatory norms, which also caters to the societal requirements and global relevance.

The Institution shall create a research ecosystem to promote research activities.

The Institution shall provide appropriate infrastructure and manpower to deliver quality health care services to ensure patient safety.

The Institution shall instil in it's stakeholders a keenness for lifelong learning, a sense of social responsibility through community services and holistic approach in health care.

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## **GOALS/OBJECTIVES**

- 1) To provide adequate number of ICT enabled classrooms and laboratories to conduct experiments***
- 2) To visualise, plan and implement competency based teaching learning activities to mould globally relevant doctors and physiotherapists***
- 3) To upgrade the facilities available in the advanced learning center for honing the skills of all students and faculty***
- 4) To establish an integrated central museum that provides an opportunity for self-directed learning integrating multiple disciplines***
- 5) To digitalise the library so as to increase the online learning resources***
- 6) To strengthen and nurture a research culture among the students and faculty***
- 7) To explore the avenues that can increase International collaborations and clinical research projects***
- 8) To strengthen the opportunities for collaborative and funded research and look for the possibilities of patented projects***

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- 9) *To enhance the number of student and faculty exchange programs*
- 10) *To establish/enhance the scope of super specialty services*
- 11) *To augment the infrastructure keeping pace with technological advances*
- 12) *To recruit additional qualified faculty over and above the statutory mandated requirement in order to provide quality care with a patient centric approach*
- 13) *To widen the scope of NABL accredited laboratory services and work towards the accreditation of the teaching hospital*
- 14) *To establish specialty clinics in various specialties*
- 15) *To assist in National Health programs and policy making*
- 16) *To evolve into a quaternary care center by implementing organ transplant programs*
- 17) *To develop an eco-friendly environment (Green campus)*
- 18) *To provide a secure environment*

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## **ROAD MAP FOR IMPLEMENTATION**

### **PHASE I: (NOVEMBER 2014 – DECEMBER 2018)**

1. To organize periodic faculty development programs, provide classrooms with ICT facilities, develop an integrated museum for self-directed learning and conduct skills training for all students in the Advanced learning center
2. To provide diverse opportunities in the research ecosystem for exploring newer concepts/ideas .
3. To scale up existing specialty training for medical professionals by augmenting super specialty services
4. To sustain and improvise primary , secondary , tertiary and quaternary level health care services prioritising on the underserved and marginalized communities and strengthening the community services.
5. To enhance the quality of care by achieving National accreditations for the teaching hospital and the diagnostic laboratory.
6. To provide a safe and secure environment as also unfold into an eco friendly campus

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## **PHASE II: (JANUARY 2019 – DECEMBER 2023)**

1. To train budding health professionals with up to date tools on Competency based curriculum with emphasis on experiential, patient centric and evidence based learning.
2. To foster a culture of inter disciplinary basic, applied and clinical research among undergraduates, post graduates and faculty and encourage publications.
3. To explore the implementation of innovative solutions to address gaps in health care
4. Capacity building of human resources who will play a vital role in taking the Institution to higher levels of excellence.
5. To contribute in National Health Programmes & policy making in health related issues.
6. To propel the Institution towards global competency in health care and medical education by facilitating student and faculty exchange programs with International Universities

*Medha Lakshmi*

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***PHASE I STRATEGY: 2014-2018(to be accomplished by December 2018)***

<b>GOALS</b>	<b>INITIATIVES</b>	<b>OBJECTIVE MEASUREMENTS</b>
<p><b>HOSPITAL SERVICES:</b> To provide patient centric quality care in hospital services</p>	<ul style="list-style-type: none"> <li>• To widen the scope of clinical services - By establishing and augmenting the super specialty services .</li> <li>• By providing the Operation theatres and ICUs' with high end equipments.</li> <li>• Recruitment of qualified skilled faculty</li> <li>• The Committee for NABL will continue to work towards sustaining and improving the quality of laboratory services, expanding the scope of services and ensuring renewal of accreditation every</li> </ul>	<ul style="list-style-type: none"> <li>• Number of seats increased in the super specialty courses</li> <li>• Increase in the number of in-patients and outpatients and number of skilled surgeries/ organ transplants</li> <li>• M.S.RAMAIAH hospital laboratory accredited from 2014</li> <li>• Renewal in 2016 and 2018</li> </ul>

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	<p>two years as stipulated.</p> <ul style="list-style-type: none"><li>• The committees formed for working towards accreditation processes of NABH should meet periodically, plan the working protocol, assess the quantum of work accomplished and complete the task within a definite time frame so as to have accredited teaching hospital by 2018</li><li>• To increase the number of outreach activities /extension activities through NSS, old age home care, school health programs, blood donation and health camps</li><li>• To establish a state of art rehabilitation center</li></ul>	<ul style="list-style-type: none"><li>• Ramaiah memorial hospital to be re-accredited in 2015 and 2018.</li><li>• Completion of Audit and assessment of teaching hospital by 2018.</li><li>• Improvement in the number of extension and out reach activities</li><li>• Infrastructure developed, patient</li></ul>
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	<ul style="list-style-type: none"> <li>• To expand the Geriatric practices</li> <li>• Increasing the awareness on Body donation and improvising the schemes associated</li> </ul>	<p>beneficiaries and outreach activities</p> <ul style="list-style-type: none"> <li>• No. of body donors enlisted and the availability of cadavers for study</li> </ul>
<p><b>TEACHING &amp; LEARNING:</b></p> <p>To provide modern teaching aids and facilities to enhance teaching learning activities.</p>	<p><b>By MEU:</b></p> <ul style="list-style-type: none"> <li>• Classrooms with modern ICT facilities.</li> <li>• Periodic faculty development program for all faculty</li> <li>• Integrated Central museum for enhancing self learning opportunity</li> </ul> <p><b>By MSRC(medical students research committee)</b></p> <ul style="list-style-type: none"> <li>• Self-directed learning and project based learning</li> </ul> <p><b>Advanced learning</b></p>	<ul style="list-style-type: none"> <li>• No. of classrooms with support for digital technology.</li> <li>• No. of faculty who have undergone FDP</li> </ul> <p>No. of students using the museum to imbibe integrated concepts of multiple subjects</p> <ul style="list-style-type: none"> <li>• No. of student projects undertaken as a learning component</li> </ul>

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	<p><b>center:</b></p> <p>To escalate the use of skill training for students and faculty</p>	<ul style="list-style-type: none"> <li>No. of training programs and industry academia collaborations</li> </ul>
<p>To improve curricular and student support infrastructure to enhance access to quality education.</p>	<ul style="list-style-type: none"> <li>Digital library with access to HELINET and open source systems</li> <li>Access to reputed peer reviewed journals</li> </ul>	<ul style="list-style-type: none"> <li>No. of online learning resources in library</li> <li>No. of peer reviewed journal subscriptions</li> </ul>
<p>To provide support for co-curricular and extra curricular activities that mould the overall personality development of students</p>	<ul style="list-style-type: none"> <li>Committees for literary, cultural , fine arts and sports activities</li> </ul>	<ul style="list-style-type: none"> <li>No. of activities/ events in which the students have shown active participation</li> </ul>
<p><b>RESEARCH &amp; DEVELOPMENT:</b></p> <ul style="list-style-type: none"> <li>To increase the number of indexed/ Quality research publications, To develop innovations in research and address the challenges and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Division of research and patents to train and support faculty and students to undertake research activities</li> <li>Establishing Ramaiah Innovation center for health care technologies (Rich-Tech) to</li> </ul>	<ul style="list-style-type: none"> <li>No. of projects and publications</li> </ul>

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<p>encountered</p> <ul style="list-style-type: none"><li>• To develop collaborative research in multi disciplinary areas</li><li>• To improve the number of funded research projects</li></ul>	<p>develop products in the health care domain</p> <ul style="list-style-type: none"><li>• TDF(Technology development fund) to support and fund for the commercialisation of medical products that will benefit the consumer</li><li>• To setup a public health training and research unit .</li><li>• To setup a public policy unit to provide scientific evidence that assists in the designing of National Health policies</li><li>• Through MHRD's innovation cell(MIC), IIC(Institutional Innovation council), to nurture the ideas/concepts of young students in</li></ul>	<ul style="list-style-type: none"><li>• RICPHI( Ramaiah International Centre for Public Health Innovations),</li><li>• No. of projects looking for innovative solutions to chronic health issues under RICPHI</li><li>• No. of such new concepts</li></ul>
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<p>To participate actively in State and National Health Programs</p>	<p>their formative years.</p> <ul style="list-style-type: none"> <li>To encourage faculty to get actively involved in drafting/implementing State/National level Health Programs for instance, Adolescent Health, Child Health, Child abuse, Heart Rescue, Programs to tide over Natural Disasters, health care waste disposal etc.</li> <li>Optimum utilization of the Clinical research lab</li> </ul>	<ul style="list-style-type: none"> <li>No. of faculty /teams involved in National and State Health Programs</li> <li>No. of clinical trial projects</li> </ul>
<p><b>INTERNATIONAL COLLABORATIONS</b></p>	<ul style="list-style-type: none"> <li>International Relations office to promote student and faculty exchange programs for research collaborations, overseas clinical training such as</li> </ul>	<p>No. of observer ships, clinical trainings and research collaborations</p>

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	electives/ observerships and facilitate attending summer schools that help in their professional development to become globally competent	
<b>SECURE ENVIRONMENT</b>	<ul style="list-style-type: none"><li>• CCTV surveillance cameras 24x7</li><li>• Compliance with anti-ragging norms</li><li>• Women's safety</li><li>• Grievance redressal</li><li>• Fire safety measures in place in addition to training staff and students</li></ul>	
<b>ECO-FRIENDLY CAMPUS</b>	<ul style="list-style-type: none"><li>• Planting trees, banning the usage of plastics, rain water harvesting and provision for alternate sources of energy</li></ul>	

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***PHASE II STRATEGY: 2019-2023(to be accomplished by December 2023)***

<b>GOALS</b>	<b>INITIATIVES</b>	<b>OBJECTIVE MEASUREMENTS</b>
<b>TEACHING &amp; LEARNING:</b> <ul style="list-style-type: none"><li>To make it a learner centric approach by aligning and integrating subjects both horizontally and vertically</li></ul>	<b>By MEU:</b> <ul style="list-style-type: none"><li>Progressive and complete Implementation of Competency based medical curriculum</li><li>International collaboration with University of Illinois, Chicago in the area of medical education</li><li>To improvise the earlier initiatives implemented in Phase I for continued quality assurance</li></ul>	<ul style="list-style-type: none"><li>Annually measured student outcome</li></ul>
<b>RESEARCH AND DEVELOPMENT:</b>	<ul style="list-style-type: none"><li>To improve National and International collaborative research and funded projects</li></ul>	<ul style="list-style-type: none"><li>Increase in the no. of International and National MOUs' and industry academia linkages as compared to phase I</li></ul>

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<b>INTERNATIONAL COLLABORATIONS:</b>	<ul style="list-style-type: none"><li>• To enhance the number of MOUs' with other Universities for<ol style="list-style-type: none"><li>1) Clinical activities,</li><li>2) Research activities</li><li>3) Exchange programs</li></ol></li></ul>	<ul style="list-style-type: none"><li>• Increase in the number of student and faculty exchange activities.</li></ul>
<b>HOSPITAL SERVICES</b>	<ul style="list-style-type: none"><li>• To augment the infrastructure keeping pace with advances in technology</li><li>• Aligning with National health programs</li><li>• Specialty clinics</li><li>• Plan and implement Organ Transplant programs</li></ul>	<ul style="list-style-type: none"><li>• The no. of patients availing the available medical facilities</li></ul>

Date : 21.12.2015

*Meetha. G. Rao*

Principal & Dean

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