



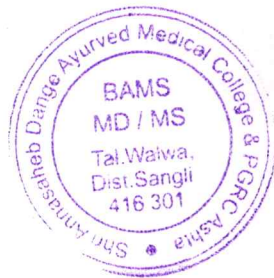
SantDnyaneshwarShikshanSanstha's  
**Hon. Shri. Annasaheb Dange Ayurved Medical College  
& Post Graduate Research Center**

A/p :Ashta, Tal. : Walwa, Dist :Sangli – 416 301

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# STRATEGIC PLAN





Sant Dnyaneshwar Shikshan Sanstha's

## Hon. Shri. Annasaheb Dange Ayurved Medical College & Post Graduate Research Center

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### Introduction:

Strategic planning is a process in which an organization's leaders define their vision for the future and identify their organization's goals and objectives. The process includes establishing the sequence in which those goals should be realized so that the organization can reach its stated vision.

Strategic Planning is a art of Creating specific institutional strategies, as per institutional priotized objectives , as per set rules of institutional mission & quality policy as well as core values of institution ,implementing it and evaluating the results of executing the plans may be short term or long term goals & desires . It is a concept that focuses on integrating various departments within the institution to accomplish its strategic goals. This is also may relate to strategic Management.

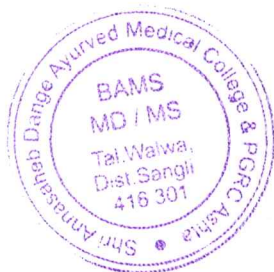
### Time Frame:

This strategic plan is prepared for **10 years** and Implementation Date is 1st August 2015.

This strategic plan is valid for Academic year 2015-16 to Academic year 2025-26 .

### Strategic Planning Process

The strategic planning process requires the considerable thought , vision of institution ,past set and achieved goals ,planning with higher level authorities as well as institutional college council as well as local Management committees approval .Before setting the plan of action ,it may having different plan like A,B or C many possible actions but Institute needs to execute or produce which will give most and optimum positive results in a long run which will make us run to higher level of achievements in the institution and can be executed with a high likelihood of success with avoiding undue financial risk and leads institution to a better position.





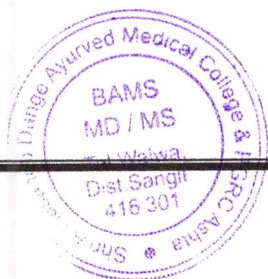
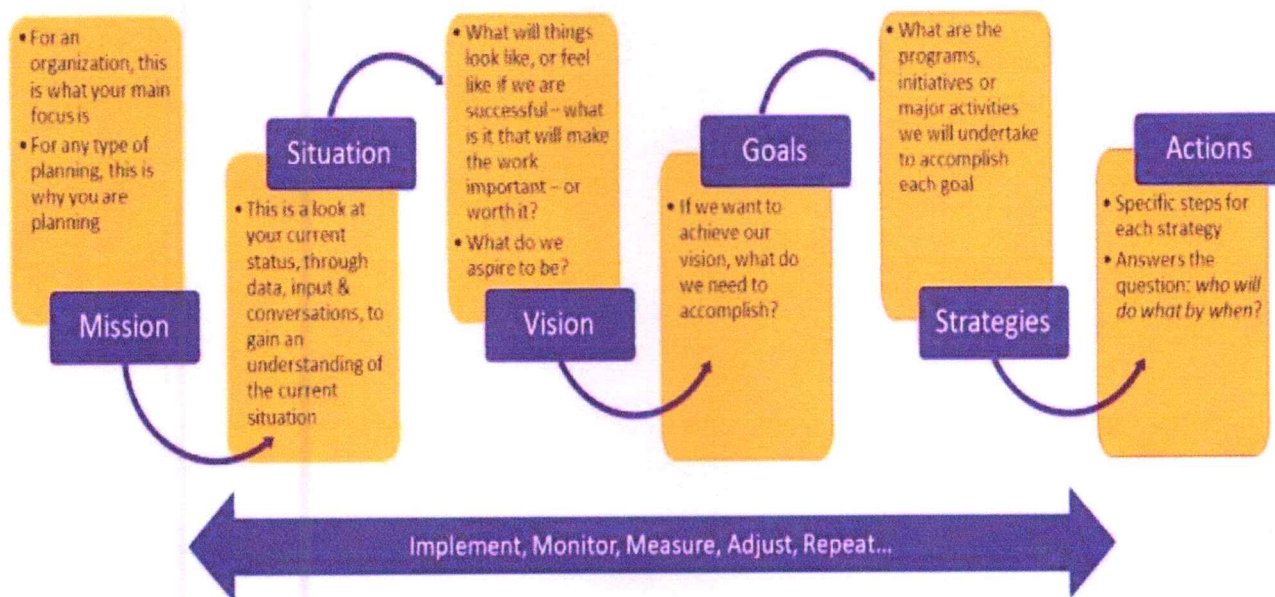


## Strategic planning process steps

1. **Determine your strategic position.**
2. **Prioritize your objectives.**
3. **Develop a strategic plan.**
4. **Execute and manage your plan.**
5. **Review and revise the plan.**

## Strategic planning process steps

### The Basic Planning Process







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## Strategic Planning Process

**Determine Position**

**Strategic Issues:**  
Identify issues that needed to be addressed

**Industry and Market Data:**  
Identify opportunities and threats

**Customer Insights:**  
Assess current and future demands

**Employee Input:**  
Determine strengths and weaknesses

**SWOT:**  
Synthesize data

**Develop Strategy**

**Mission:**  
Your core purpose

**Values:**  
Your core beliefs

**Vision:**  
What do you consider success to be in 5 years?

**Competitive Advantages:**  
Your unique position

**Org. Wide Strategies:**  
How will you succeed?

**Long Term Objectives:**  
A 3-year plan with at least 5 objectives

**Forecast:**  
3-year financial projections

**Build Plan**

**Use SWOT:**  
Use SWOT to set and stick to your priorities

**Organizational Goals:**  
Identify short SMART goals

**KPIS:**  
Set Key Performance Indicators

**Department Goals:**  
Set department wide goals

**Team Member Goals:**  
Set individual goals

**Budget:**  
Determine a one-year budget

**Manage Project**

**Rollout:**  
Publicize strategies internally

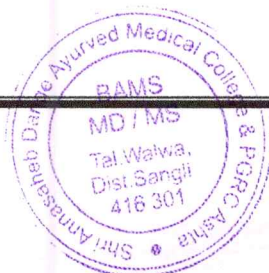
**Set Calendar:**  
Set a calendar for progress reviews

**Leverage Tools:**  
Train team to use company standard tools

**Adapt Quarterly:**  
Hold progress reviews and adapt when needed

**Update Annually:**  
Review and plan for next year

ADAMC ,ASHTA







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## VISION & MISSION OF THE INSTITUTE

### VISION (OUR ASPIRATION)

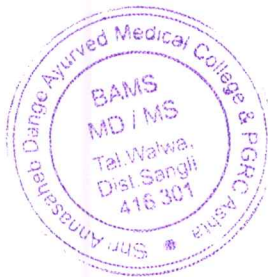
The Annasaheb Dange institute aspires to the world class, to generate & sustain excellence in Ayurvedic education and research in a supportive and stimulating academic environment. High quality research activity will be purposed in focused areas, with particular reference to the research priorities of institutes and public health problems. The Institute will be leader in transforming the health of communities through its purposeful integration of education, research and clinical care with compassion and highest ethical values.

### MISSION(OUR PURPOSE):

The Annasaheb Dange institute provides students of high academic potential with a Ayurvedic Medical education of exceptional quality and prepares physicians and other health care professionals to serve the humanity.

Our missions includes to educate all students I accordance with highest professional standards with holistic approach enriched with ethical values of saints and Rishis. ADAMC prepares socially accountable, community-based physicians and health professionals who are uniquely qualified in Ayurvedic Medicines to transform the health of patients and community.

Emphasis is placed on enhancing skills and habits of life-long learning and producing world leaders in Ayurvedic Medicine by providing an environment enhanced by diversity, clinical innovation and research.







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**CORE VALUES:**

**1 COMMITMENT**

We will

- Support the mission and vision of the Institute.
- Focus on student and stakeholder needs.
- Continuously evaluate and improve programs, services, systems, and policies.
- Utilize a shared decision-making process.

**2 RESPECT**

We will

- Include stakeholders in the decisions that affect them.
- Treat people with dignity and encourage feelings of self-worth.
- Promote trust through professional courtesy and fair treatment.
- Recognize and support employee and student contributions.

**3 EXCELLENCE**

We will

- Exhibit quality in staffing, facilities, programs, and services.
- Promote continuous improvement.
- Anticipate needs and respond accordingly.
- Encourage creativity, innovation, and risk-taking.







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- Utilize systems that promote student and employee success.
- Encourage interdepartmental collaboration.

**4 ACCOUNTABILITY**

We will

- Continuously evaluate and improve our systems and policies.
- Establish and communicate clearly defined and articulated goals and objectives.
- Ensure our work adds value to the professional and social domains.
- Demonstrate fiscal and social responsibility.

**5 DIVERSITY**

We will

- Ensure fair and equal access for all.
- Recognize, appreciate, and celebrate the strength of diversity.
- Seek and consider multiple points of view

**QUALITY POLICY**

**Quality  
Policy**

We intend to continually enhance performance of our institute through:

- Functioning in a structured, organized & coordinated manner.
- Being conscious about our responsibilities and authorities at formal & informal levels.
- Taking every possible initiative in the role assigned.







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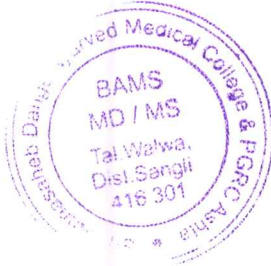
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**Goals and Objectives are set according to**

- 1. Short Term Goals (1 - 2 Years)**
- 2. Middle Term Goals (3 - 5 Years)**
- 3. Long Term Goals (10 -15 Years)**



  
**PRINCIPAL**

Shri Annasaheb Dange Ayurved Medical  
College, Ashta, Tal. Walwa, Dist. Sangli



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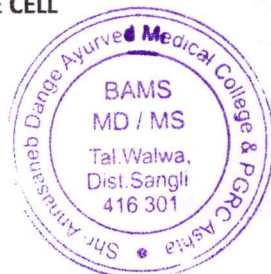
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## GOALS AND OBJECTIVES

Sr. No	DURATION	GOAL	PLAN
<b>SHORT TERM GOALS</b>			
1	<b>SHORT TERM 1-3 YEARS</b>	Promote Digital learning through Learning Management System	Create Digital learning materials including Audio/visuals accompanying for ease of learning - create field assignments
		Integrate technology in management through ERP	Migration from manual to digital process and online data management and query handling to increase operational efficiency ERP software
		Enhance Post Graduate Research & Ph. D.	Application on Research Guide approval for eligible candidates & Getting More subjects under Ph.D.Center







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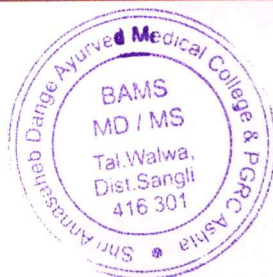
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Enhancing network with stakeholders- alumina, parents & academicians/Ayurveda medicinal industry experts		Developing networking agenda for mutual benefit, conducting drive for networking through meets and gatherings , Parent Meets, Student Clubs
Conduct Faculty Development Programs to develop disciplinary minds, creative minds and innovative minds;		Identifying the areas for development for Faculty members Identifying Experts in the field Making FDP Calendar and Schedule Training
Conduct Student Excellence Program to facilitate professional excellence		Conduct regular Test Identifying development Areas Create Calendar Schedule programs





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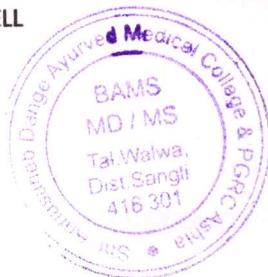
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"Koushlya" Skill Lab Trainings	Developed a Training center with the help of Simulation & skill Lab
NABH	To conduct various activities and documentation of NABH
NABL	To make all laboratories under NABL Accreditation
Infrastructural Development	Need to recreate all infrastructural developments related to NCISM,MUHS,NABH as required
Green Audit & ISO Audits	To make a action plan to get Green audits & ISO certifications
Patents & Copyrights	To make a plan for getting patents & copyrights in Ayurveda







## MIDDLE TERM GOALS

2 MEDIUM TERM  
3.5 YEARS

Joint-collaborative  
research & development  
projects with the  
industry & research  
centers

Identify short list research areas  
Identify industries/organizations for  
collaborations  
Identify researchers  
Initiate collaborations for research  
topics identified

Establishment of IPR  
cell

Identify the patentable research  
projects  
Verify originality  
Filing for Patents

IPR Collaborations

Develop systems and processes  
benchmarking IPR & get More and  
more Research Fund Projects

International  
Conference

To conduct the International Ayurveda  
Conference

To get PABS of Each teaching &





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PABS

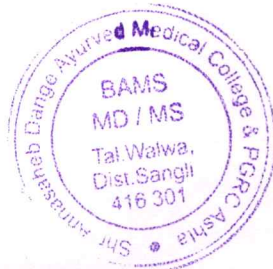
nonteaching faculty 20 % above the average Score

MOU's & Collaborations

To make more Industry related & Health Care system Related, Research Institutes Related MOU'S and conduct various activities under the umbrella.

Patents & Copyrights

To make a plan and develop a system for getting patents & copyrights in Ayurveda. Arrange the training programmes to write the patents and copyrights.







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### LONG TERM GOALS

3	LONG TERM GOALS	5- 7 YEARS	Setting up health service facilities in collaboration with industry/ CSR	Identify the areas of health science activity based on the outcomes of medium term goals
				Design business models
				Engage the students in such projects
			Collaboration with research institute internationally	Identify short list research areas Identify industries/organizations for collaborations Identify researchers Initiate collaborations for research topics identified
			Innovation Awards	Invite proposals Develop theme





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Conduct activity

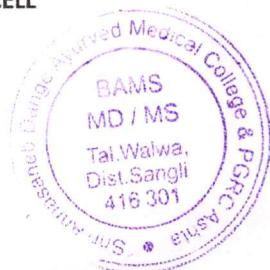
Arrange innovation exhibition and competition

Establish Incubation Center that facilitates research collaborations, publications, product development and training

Identifying potential institutes/organizations who can contribute to research and development

Patents & Copyrights

To make a plan and develop a system for getting patents & copyrights in Ayurveda. Arrange the training programmes to write the patents and copyrights.







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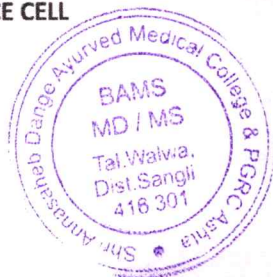
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**MANDATE:**

1. E-governance and LCMS system for administrative and academic management
2. Research Grant project and publication for each teaching staff
3. Annual report by each department/cell and institute
4. Annual planning meetings based on strategic planning and presentation in showcase conference
5. Administrative and Academic Audit (AAA) once in a year
6. Social activities inclusive of stakeholder's interaction report.
7. Value added/Enrichment/Professional development programs for students (one each)
8. Faculty & staff development program (In-house & out-station)
9. Departmental Evaluative Report Every Year
10. Bimonthly Report Every two Months with Every Detail
11. Performance Based Appraisal Report of Teaching & Nonteaching faculty





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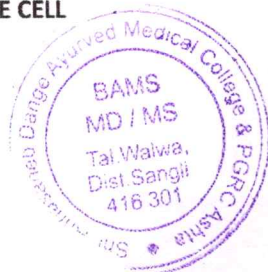
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**12. Annual Examination University Reports should be more than 95%.**

According to strategic plan the activities implemented in the institute is as follows and which is continued till the date.

Event Activity Achievement Implementation					
SHORT TERM GOALS Achieved					
Goal	Sr. No.	Activities	Proposed Year	Target Year	Target Achieved
Term goals (1 to 3 Years)	1	ISO Certification 9001-2015	2019	2023	Certified ISO 9001-2015
	2	ISO Certification 9001-2015	2019	2023	Certified ISO 14001-2015
	3	NAAC Accreditation	2013	2021	Certified with NAAC B+
	3	National & International Seminar	2019	2023	National Webinars 21 Completed in a year 2022-23
	4	Research Funded Projects from government & non-government agencies for teachers	2019	2023	01 Government Fund Research Project of Rs.25 lacs of CCRAS And 02 Non government Fund Projects are sanctioned







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					in June 2022 for 2 lacs
5	Enhancing network with stakeholders- alumina, & academicians/Ayurveda medicinal industry experts	2015	Meet Every Year till 2023		Guest Lectures : 2016-17: 15 2017-18: 16 2018-19: 34 2019-20: 28 2020-21: 26 2021-22: 20 2022-23: 28 2023-24: 10
8	Conduct Faculty Development Programs to develop disciplinary minds, creative minds and innovative minds;	2016	Per Year One for teaching & Nonteaching staff		2016-17: 45 2017-18: 56 2018-19: 11 2019-20: 12 2020-21: 23 2021-22: 59 2022-23: 43 2023-24: 14
9	Patents & Copyrights	2019	2023		5 patents achieved
9	Conduct Student Excellence Program & Value added programmes to facilitate	2015	Every Year at least		Attached on a Separate Page Annexure I





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	professional excellence		One	
10	<b>"AVISHKAR"</b> Research Projects from UNIVERSITY	2014	Every Year atleast 5	2014-15 : 5, 2015-16 : 7 , 2016-17:8, 2017-18:5, 2018-19:18, 2021-22:2 , 2022-23: 18 ( Four state level awards of Avishkar 2022 & 2023 was achieved)
11	Conduct MET & workshops for teachers & health professionals for faculty development	2013	Every Year atleast One	2013-14:5, 2014-15:7, 2015-16:7, 2016-17:3, 2017-18:3, 2018-19:2 2019-20:2, 2020-21:3, 2021-22 : 3, 2022-23: 3 2023-24 :3 ( one is







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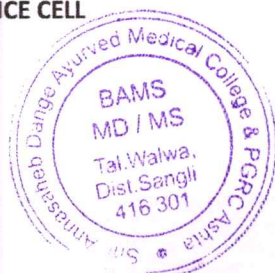
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					Advance Research Methodology Workshop + 2 HSET )
12	Promote for MOU's of different health care professionals, pharma companies, research centers	2013	Every Year at least Three	2013:1, 2014: 1, 2016: 2, 2017 :4, 2018-19: 11 , 2019-20:18 , 2020-21: 19, 2021-22: 26, 2022-23: 27 2023-24: 29	
13	Parent meet	2013	Every Year at least One	2013-14 :1, 2014-15:1, 2015-16:1, 2016-17:1, 2017-18:1, 2018-19:1, 2019-20:1, 2020-21:1, 2021-22:1, 2022-23: 1 2023-24:2	





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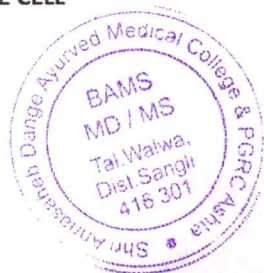
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					1ParentsMeet:12
14	Health camps	2000	Every Month Least 4	2013-14:25, 2014-15:24, 2015-16:73, 2016-17 :29, 2017-18: 44, 2018-19: 90, 2019-20: 42, 2020:21: 57, 2021-22: 118, 2022-23: 74	
15	Environmental awareness programme and implementation	2018	Every Year at least One	Green Audit completed. Environmental Audit achieved ,swacshtaBhratAbhiyan Achieved	
16	Tree Plantation	2000	At least Twice Every Year	2013-14 :2, 2014-15:2, 2015-16:2, 2016-17:2, 2017-18:2, 2018-19:3, 2019-20:3, 2020-21:3,	







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					2021-22:3, 2022-23:3 2023-24:3
17	Swascha Bharat Abhiyan	2016	Every Year 2 Progra mmes	Three times AshtaNagarparishad Awards achieved in "SwaschaBhratAbhiyan " as well as Institute achieved the "ParyavaranDoot Award"	
18	Social Gatherings	2000	Every year One	2013-14 :1, 2014-15:1, 2015-16:1, 2016-17:1, 2017-18:1, 2018-19:1, 2019-20:1, 2020-21:1, 2021-22:1, 2022-23: 2 2023-24:1	
19	Alumni Meet	2016	One meet every year	2013-14 :1, 2014-15:1, 2015-16:1, 2016-17:1, 2017-18:1, 2018-19:1, 2019-20:1, 2020-21:1, 2021-22:1,	





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& Post Graduate Research Center**

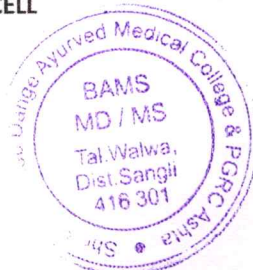
A/p : Ashta, Tal. : Walwa, Dist : Sangli – 416 301

Website : : [www.adamcashta.ac.in](http://www.adamcashta.ac.in) E-mail : [ashta.adamc@gmail.com](mailto:ashta.adamc@gmail.com)

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ISO Certified 9001-2015, 14001-2015

				2022-23: 1 2023-24:1
20	Gender Equity Programmes	2014	Every Year at least one Progra mme	2013-14:2, 2014-15:2, 2015-16:1, 2016-17:2, 2017-18:5, 2018-19:2, 2021-22:2, 2022-23:3 2023-24:3
21	NSS programmes	2000	As per Schedu le of MUHS	2014-15:21, 2015-16:25, 2016-17:22, 2017-18:23, 2018-19: 16 2019-20: 8 2020-21:9 2021-22: 23 2022-23 : 37
22	Digital Library ,Database Updation ,Software Updation	2000	Till Today	E-Granthalaya , DELNET, PG Pathshala, OPAC Digital Library







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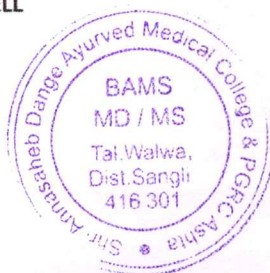
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	23	Website Updation	2000	Every Year In december	<a href="http://www.adamc.ac.in">www.adamc.ac.in</a> has developed as a core domain.
	24	International Journal upadation	2015	Every Year two Times	1.IJOOAR - Indian Journal of Odyssey of Ayurvedic Research <a href="http://www.ijooar.com">http://www.ijooar.com</a> ISSN No. :- 2456-432X, Scientific Journal Impact Factor : 5.986, Journal Impact Factor :1.9127, Google Scholar Indexed, ISRA Indexed SCOPE Indexed . 2Subhadra - International Journal of Ayurved Research, ISSN:2395- 6798 (Print Version)
	25	"Koushlya" Simulation & Skill lab Trainings	2021	Every Quarter 1	Till now 14 Training Programmes are conducted





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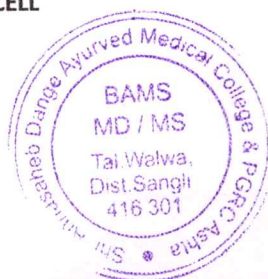
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**MIDDLE TERM GOALS**

MIDDLE TERM GOALS					
Middle Term Plan	1	NAAC Accreditation	2018	2019	Reaccreditation is in process
	2	ISO Certification 45000	2020	2022	In Process
	3	NABH ACCREDIATION	2019	2021	In Process
	4	International Seminar	2017	Every Year at least One	In Process
	5	Research Funded Projects from government &nongovernment agencies for teachers	2017	Per Year Rs 5 Lac target	Research Grant for 3 years 25 lacs is achieved from CCRAS and MUHS is achieved and work is in progress.
	6	Promote for MOU's of	2013	Every	29 MOU'S







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		different health care professionals, pharma companies, research centers		Year atleast Three	Completed
7		Digital Library ,Database Updation ,Software Updation	2000	Till Today	OPAC Database is created ,DELNET database, PUBMED database has achieved.
8		Website Updation	2000	Every Year In december	Website <a href="http://www.adamc.ac.in">www.adamc.ac.in</a> portal has updated
9		International Journal updation indexing UGC approval	2015	Every Year two Times	SIJF Index:5.89 and JIF index:1.89 for <a href="http://www.ijooar.com">www.ijooar.com</a> is achieved.
10		NABL Accreditation	2018	2022	In Process
11		CME,ROTP,FDP,MDP	2015	Every Year at least One	CME :1, FDP





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12	Paperless Office	2019	2021	In Process
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### LONG TERM GOALS

Long Term Plan	1	International Journal update indexing UGC Approval (Indian Journal of Odyssey of Ayurvedic Research <a href="http://www.ijooar.com">http://www.ijooar.com</a> )	2016	Continued	IJOOAR - ISSN No. :- 2456-432X, Scientific Journal Impact Factor : 5.986, Journal Impact Factor :1.9127
	2	NABH ACCREDITATION	2018	2021	In Process
	4	NIRF Ranking	2017	2026	In Process
	5	ISO 45000 accreditation	2016	Continue	In Process
	6	Extra Mural research	2016	2022	SERB SURE, SERB POWER, IKS PROJECTS
	7	Drug Research laboratory	2019	2022	In Process







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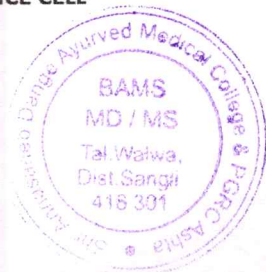
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8	International Seminars, conferences, CME,ROTP	2000	Continue	CME :1 ,FDP: 148
9	International MOU's ,Collaborations	2014	Continue	In Process
10	Patents & Copyrights	2021	2023	Four Patents & 44 copyrights are achieved.



  
PRINCIPAL

Shri Annasaheb Dange Ayurved Medical  
College, Ashta, Tal. Walwa, Dist. Sangli