

Dr.Indravadan P.Patel Institute of Allied and Healthcare Research, Anand
Institutional Development Plan (IDP)
(2025–2030)

1. Cover Page

- **Title:** Institutional Development Plan (IDP)
- **Name of the Institution:** Dr.Indravadan P.Patel Institute of Allied and Healthcare Research
- **Address:** Near Sardar Baugh, Opp New Bus Station, Bhalej Road, Anand-388001
- **Duration:** 2025–2030
- **Date of Submission:** 19/05/2025

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3. Executive Summary

Dr.Indravadan P.Patel Institute of Allied and Healthcare

ResearchAffiliated to Sardar Patel University

Established: 2016 | Location: Anand, Gujarat | Campus Area: 3.60 Acres

Dr.Indravadan P.Patel Institute of Allied and Healthcare Research, a self-financed institution managed by Anand People's Medicare Society, has been playing a pivotal role in enhancing the scope

and quality of paramedical education in Gujarat since its establishment in 2016. With a strong foundation built on its vision of "Commitment for conducive education with excellence, extending community services," the institute is driven to uplift rural and diverse student communities through academic excellence, ethical values, and practical training.

The **Institute Development Plan (IDP)** outlines a strategic roadmap for the holistic growth of the institution. The plan is framed to align with the institution's vision and mission, focusing on ten core development areas: Academic Development, Research & Innovation, Infrastructure Enhancement, Student Support, Community Engagement, Faculty Empowerment, Governance, Cultural Activities, and Future Expansion.

Key highlights of the development plan include:

- **Curriculum Innovation:** Regular updates aligned with university recommendations, introduction of new programs in emerging healthcare fields, and use of modern pedagogical tools.
- **Research Culture:** Strengthening faculty and student research through a Research Promotion Cell, increased publication support, and collaborative projects.
- **Infrastructure Upgrade:** Modernization of laboratories, digitalization of learning resources, and improved ICT facilities across departments.
- **Student Empowerment:** Enhanced support for SC/ST/OBC and rural students through scholarships, counseling, and placement training.
- **Community Services:** Focused health awareness campaigns and diagnostic outreach programs in collaboration with local healthcare bodies.
- **Faculty Development:** Continuous professional development, research incentives, and academic freedom to foster excellence in teaching.
- **Governance & Quality Assurance:** Strengthening participative leadership, embedding feedback systems, and preparing for NAAC accreditation.
- **Cultural Integration:** Promoting holistic development through extracurricular and cultural events, fostering inclusiveness and creativity.
- **Future Vision:** Expanding into advanced diploma and fellowship programs, becoming a regional centre of excellence for paramedical education and healthcare research.

4. Institutional Profile

Year of Establishment:

2016

Type of Institution:

Self-financed institution affiliated to Sardar Patel University, Vallabh Vidyanagar

Accreditation & Affiliations:

- Affiliated to Sardar Patel University

Programs Offered:

- Undergraduate Program:
 - Master of Science in Medical Technology – Clinical Laboratory Technology **(M.Sc. MT-CLT)**
 - **Duration:** 2 years
 - **Eligibility:** B. Sc MT-CLT, B. Sc in Life sciences, B. Sc Food and Nutrition, B. Sc Chemistry
 - **Major Subjects:** Pathology, Haematology, Blood banking, Histopathology, Biochemistry, Microbiology and their Clinical Counterparts
 - Diploma in Medical Laboratory Technology **(DMLT)**
 - **Duration:** 1 years
 - **Eligibility:** B. Sc MT-CLT, B. Sc in Life sciences, B. Sc Food and Nutrition, B. Sc Chemistry
 - **Major Subjects:** Pathology, Haematology, Blood banking, Histopathology, Biochemistry, Microbiology and their Clinical Counterparts

Faculty and Staff Strength:

- Academic Faculty:
 - Principal: 00
 - In charge Principal: 1
 - Assistant Professors: 03
 - Lecturers: 3
- Laboratory Technicians: 1
- Total Academic and Technical Staff: 08
- Support Staff (Admin, Library, Hostel, Maintenance): 06

Student Demographics:

- Majority of students come from rural and semi-urban backgrounds.
- Supportive and inclusive learning environment.

- Predominantly from Gujarat (Urban and Rural areas)
- Also includes students from neighbouring states
- **Socioeconomic Diversity:** Significant increase in enrolment of SC/ST/OBC students. Scholarships and financial aid provided to economically weaker sections.

5. SWOC Analysis

A. Strengths

- **Affiliation & Recognition:** Affiliated to Sardar Patel University, enhancing credibility and access to development schemes.
- **Visionary Management:** Managed by Anand People's Medicare Society comprising experienced academicians and industrialists ensuring efficient governance and sustained development.
- **Qualified Faculty:** Competent and motivated faculty supported by incentives for higher education, research publication, and participation in academic events.
- **Infrastructure:** Well-equipped laboratories, computer and internet access in all departments, and a 3.60-acre campus tailored for paramedical education.
- **Student-Centric Approach:** Special support for SC/ST/OBC and economically disadvantaged students through scholarships and flexible admission policies.
- **Curriculum Alignment:** Constant curriculum updates in sync with university recommendations; emphasis on theoretical and clinical competence.
- **Research Promotion:** Active encouragement of research through faculty consultancy, student projects, and collaborations.
- **Holistic Development:** Active cultural, social, and extracurricular activities for well-rounded student development.

B. Weaknesses

- **Limited Programme Diversity:** Currently offers only two main programmes (M.Sc MT-CLT and PGDMLT), limiting options for diverse academic interests.
- **Research Output:** Though research is encouraged, institutional research output and publications can be enhanced.
- **Rural Student Base:** While commendable for inclusivity, it sometimes presents challenges in English communication and digital literacy among students.
- **Industry Linkages:** Scope exists to strengthen formal MoUs and collaborations with hospitals, diagnostic labs, and research institutions for training and placements.

C. Opportunities

- **Programme Expansion:** Potential to introduce new PhD, UG/PG and certificate courses in allied health sciences, biotechnology, public health, and clinical research.
- **NAAC Accreditation & NIRF Ranking:** Initiating the process for NAAC accreditation can help establish credibility and attract better funding and collaborations.
- **Digital Learning Platforms:** Integration of LMS, e-content development, and virtual labs to enhance the teaching-learning process.
- **Community Engagement:** Expand outreach through public health awareness camps, diagnostic drives, and CSR activities in rural and urban belts.
- **Research Grants:** Avail research funding from ICMR, DBT, UGC, and DST for faculty and student-led research initiatives.

D. Challenges

- **Attracting and Retaining Faculty:** Recruiting and retaining experienced faculty in a semi-urban setting can be difficult due to limited access to urban amenities.
- **Competition from Urban Institutes:** Competing with well-established paramedical institutes in metropolitan areas for student enrolment and visibility.
- **Technological Upgradation:** Keeping up with rapidly advancing clinical technologies and laboratory equipment requires continuous investment.
- **Student Placement:** Ensuring quality placements and internships in a highly competitive and evolving healthcare sector.
- **Regulatory Changes:** Adapting to frequent policy changes by regulatory bodies (UGC, ICMR, etc.) and evolving industry standards.

6. Vision, Mission, and Core Values

Vision

“For the betterment of healthcare services, our vision is the greater and fruitful involvement of the medical laboratory technologist. To reach the top in paramedical education and research by uplifting academic goals through extended theoretical knowledge and practical know-how.”

Mission

- To excel in the field of education in Health & Life Sciences.
- To transform individuals into health science specialists and responsible citizens through quality teaching.
- To promote practical applications of science in clinical laboratories.

- To increase public awareness and involvement of laboratory professionals in community health.
- To provide better opportunities for training and placement.
- To supply skilled professionals equipped to meet future socio-technological challenges.
- To inculcate ethical values and promote quality research among students.

Core Values

- **Academic Excellence:** Commitment to achieving the highest standards in teaching, learning, and research in health and life sciences.
- **Integrity and Ethics:** Upholding honesty, transparency, accountability, and ethical practices in academics, research, and professional conduct.
- **Inclusiveness:** Providing equal opportunities to all students, especially from rural and underprivileged backgrounds, fostering a culture of diversity and social equity.
- **Student-Centred Approach:** Focusing on holistic development, student welfare, and empowerment through personalized mentorship, support services, and active engagement.
- **Innovation and Research Culture:** Encouraging curiosity, critical thinking, and scientific temperament among students and faculty through continuous research and academic exploration.
- **Community Service and Social Responsibility:** Serving society by promoting health awareness, diagnostic outreach, and public education as part of the institution's larger commitment to nation-building.
- **Collaboration and Teamwork:** Promoting synergy among faculty, students, alumni, industry, and healthcare professionals for shared learning and mutual growth.
- **Lifelong Learning:** Fostering a mindset of continuous education and adaptability in a dynamic healthcare and technological environment.
- **Leadership and Vision:** Cultivating leadership skills and visionary thinking to transform students into responsible professionals and change-makers in healthcare.
- **Sustainability and Growth:** Balancing academic growth with sustainable practices and institutional development for long-term impact.

7. Strategic Goals and Objectives

Short-Term Goals (1–2 years)

- Organize regular workshops, guest lectures, and webinars to update faculty and students on recent trends in medical technology.

- Encourage faculty to pursue higher education (Ph.D., advanced diplomas).
- Provide incentives and support for paper publications, conferences, and FDP participation.
- Expand financial aid, scholarships, and mentorship programs for SC/ST/OBC and rural-background students.
- Strengthen remedial coaching and soft skills training.
- Improve existing laboratories and ensure each department has modern diagnostic tools and internet-enabled systems.
- Establish a centralized digital resource center.
- Formulate IQAC (Internal Quality Assurance Cell) and begin preparation for NAAC accreditation.
- Establish a Research Promotion Cell and Ethics Committee.

Medium-Term Goals (3–5 years)

- Launch new UG/PG/Certificate programs in allied health sciences, public health, molecular diagnostics, and biotechnology.
- Collaborate with industry partners to design practice-oriented modules.
- Initiate institutional research projects and apply for UGC/ICMR/DST grants.
- Establish dedicated research labs and foster student participation in mini-research projects and competitions.
- Sign MoUs with diagnostic labs, hospitals, biotech industries, and research institutes for internships, placements, and knowledge exchange.
- Host inter-institutional events like conferences, CME programs, and symposiums.
- Complete and submit Self Study Report (SSR) for NAAC assessment.
- Engage in continuous quality improvement practices via IQAC.
- Introduce LMS (Learning Management System) and blended learning methods.
- Digitize student records, attendance, performance data, and academic archives.

Long-Term Goals (5+ years)

- Develop the institution into a recognized Centre of Excellence in Clinical Laboratory Sciences and Allied Health Education.
- Launch interdisciplinary research centers and offer Ph.D. programs in collaboration with Sardar Patel University.
- Aim for NIRF ranking and international academic collaborations.
- Participate in international seminars and faculty exchange programs.
- Add new buildings for advanced diagnostic labs, auditoriums, and hostel facilities.

- Build simulation-based labs for skill development and hands-on training.
- Establish a permanent Community Health & Diagnostic Outreach Wing serving rural and semi-urban populations.
- Organize health awareness drives, blood donation camps, and diagnostic services regularly.
- Adopt green campus initiatives like solar panels, water recycling, and waste management.
- Implement strategic governance systems for transparency, innovation, and long-term sustainability.

8. Key Focus Areas

1. **Academic Excellence**
2. **Research and Innovation**
3. **Faculty Development**
4. **Infrastructure Development**
5. **Industry Collaboration**
6. **Student Support and Employability**
7. **Digital Transformation**
8. **Sustainability and Green Campus**
9. **Internationalization**
10. **Promotion of Indian Knowledge Systems**

9. Action Plan / Implementation Strategy

Sr. No	Strategic Objective	Activities / Steps	Timeline	Responsible Unit	Performance Indicators
1	Curriculum Enhancement	- Revise syllabus with industry input - Conduct curriculum review workshops	Year 1–2	Academic Committee, Faculty Heads	Updated curriculum, Feedback reports
2	Faculty Development	- Organize FDPs, sponsor higher studies - Promote paper publication & research	Ongoing	HR Cell, IQAC	No. of FDPs, PhDs, papers published
3	Student Support Programs	- Launch mentorship, remedial coaching - Disburse financial aid/scholarships	Year 1–2	Student Welfare Cell	Student performance, financial

					assistance records
4	Laboratory & Infrastructure Upgrade	- Procure advanced instruments - Establish digital library and LMS	Year 1–3	Purchase Committee, IT Cell	Inventory logs, student/faculty feedback
5	IQAC & NAAC Preparation	- Constitute IQAC - Prepare Self Study Report (SSR)	Year 1–3	Principal, IQAC Coordinator	Formation of IQAC, SSR submission
6	Industry and Institutional Collaboration	- Sign MoUs with labs/hospitals - Host expert lectures and training	Year 2–4	Placement & MoU Committee	No. of MoUs, guest sessions held
7	Research Culture Promotion	- Start small-scale research projects - Apply for external grants (UGC/ICMR)	Year 2–5	Research Committee	No. of projects, grants received
8	New Programs Launch	- Design new PG and diploma programs - Get approvals from affiliating university	Year 3–5	Curriculum Development Committee	New program proposals, student enrollments
9	Community Outreach Services	- Conduct diagnostic camps- Public health awareness drives	Year 2–5	Outreach Cell, NSS Unit	No. of camps/events, people served
10	Digital Transformation	- Implement ERP system- Introduce online/blended learning	Year 2–4	IT & Academic Cell	LMS usage reports, digital attendance
11	Sustainable Campus Initiatives	- Start solar panel installation - Waste segregation and green audit	Year 4–6	Campus Development Committee	Energy savings, green audit reports
12	Global Linkages	- Faculty exchange with international institutions - Participation in global conferences	Year 5+	International Collaboration Cell	No. of MoUs, conference participations

10. Monitoring and Evaluation

To systematically track institutional performance, assess progress towards strategic goals, ensure accountability, and enable continuous quality improvement in teaching, learning, research, infrastructure, and student support systems.

➤ Monitoring Mechanism

a. Formation of Monitoring Committees

- **Internal Quality Assurance Cell (IQAC)** will serve as the central body for planning and overseeing monitoring activities.

- Departmental Committees will provide monthly reports on academic and administrative functions.

b. Key Monitoring Areas & Frequency

Area	Frequency	Tool	Responsible Unit
Academic Delivery	Quarterly	Academic audit, student feedback	IQAC, Academic Dean
Faculty Development	Biannually	Faculty appraisal reports	HR Cell, Principal
Research Activities	Annually	Research output reports	Research Cell
Student Performance	Semester-wise	Internal & University exam results	Exam Cell
Infrastructure Utilization	Quarterly	Maintenance & facility usage reports	Admin Office
Placement & Training	Annually	Placement reports, employer feedback	Placement Cell
Financial Utilization	Annually	Budget vs. expenditure report	Finance Committee
Student Support Services	Monthly	Feedback, grievance redressal records	Student Welfare Committee

➤ Evaluation Mechanism

a. Internal Evaluation

- Conducted annually by the IQAC through:
 - Departmental self-assessment
 - Performance benchmarking
 - Feedback from students, alumni, and faculty

b. External Evaluation

- Conducted every 5 years or as required for accreditation:
 - Peer reviews
 - NAAC/NBA/University inspections
 - Third-party academic audits

c. Impact Evaluation

- Conducted every 3–5 years to assess long-term outcomes:
 - Alumni tracking
 - Community impact analysis
 - Research contribution review

➤ Data Collection Tools

- Student and faculty feedback forms
- Online Learning Management System (LMS) analytics
- Departmental progress reports
- Surveys and tracer studies
- Financial statements and utilization certificates

➤ **Reporting & Review**

- All departments submit quarterly performance reports to IQAC.
- IQAC prepares an Annual Quality Assurance Report (AQAR).
- Strategic review meetings are held biannually with the Governing Council.
- Corrective actions and strategic realignment are taken based on findings.

➤ **Continuous Improvement Loop**

- **Feedback → Analysis → Recommendations → Implementation → Re-evaluation**
- Monitoring outcomes are shared with stakeholders for transparency and inclusive decision-making.

11. Risk Management

To identify, assess, and manage potential risks that may affect the institution's ability to achieve its academic, administrative, and strategic objectives, while ensuring the continuity of educational and operational excellence.

➤ **Categories of Risks and Mitigation Strategies**

Risk Category	Potential Risks	Mitigation Strategies
Academic Risk	- Outdated curriculum - Low student performance - Faculty attrition	- Regular curriculum review with SPU - Remedial classes and mentoring - Faculty development programs and retention incentives
Administrative Risk	- Inefficient processes - Lack of coordination - Regulatory non-compliance	- ERP system for automation - Periodic internal audits - Regular UGC/SPU compliance checks
Financial Risk	- Decline in student admissions - Delay in fee collection - Inadequate fund utilization	- Diversification of courses and student outreach - Fee management system - Strict budget planning and monitoring
Infrastructure Risk	- Equipment failure - Facility obsolescence - Safety hazards	- Annual maintenance contracts (AMCs) - Infrastructure audit and

		modernization plans - Regular safety drills and updates
Technological Risk	- Cybersecurity threats - System failures - Obsolete hardware/software	- Data backup protocols and cybersecurity systems - IT infrastructure upgrades - Digital literacy training for staff and students
Reputational Risk	- Student grievances - Negative publicity - Poor stakeholder engagement	- Grievance redressal mechanisms - Transparent communication - Alumni and community engagement
Research & Innovation Risk	- Lack of funding - Low publication rate - Plagiarism issues	- Establishing research fund pool - Research workshops and incentives - Strict plagiarism policy and software use
Pandemic/Health Emergency Risk	- Disruption in academic schedule - Health and safety threats	- Hybrid teaching methods (offline/online) - Health SOPs and tie-up with local healthcare providers - Psychological support services

➤ Risk Assessment Matrix

Likelihood	Impact	Risk Level
High	High	Critical
High	Medium	High
Medium	Medium	Medium
Low	High	Medium
Low	Low	Low

Focus: Critical and high-risk areas are prioritized for mitigation planning and resource allocation.

➤ Risk Governance

- Risk Management Committee: Constituted under IQAC for proactive risk identification and planning.
- Principal & Governing Body: Ultimate responsibility for institutional risk oversight.
- Annual Risk Review: To revise risk registers, update contingency plans, and improve preparedness.

➤ Business Continuity Plan (BCP)

- Alternative teaching platforms during emergencies (e.g., Google Classroom, Zoom)
- Data recovery systems
- Emergency contact protocols
- Flexible examination and academic calendar strategies

C. Monitoring and Escalation

- **Quarterly Risk Review Meetings** led by the Principal and IQAC to assess and update the risk log.
- **Departmental Reporting System** to flag issues at an early stage.
- **Annual Risk Audit** as part of institutional review and NAAC/NBA preparation.
- **Contingency Planning** incorporated into each major academic or infrastructure initiative.

12. Budget and Financial Plan

13. Annexures

- Organizational Chart
- Infrastructure Layout
- List of Faculty with Qualifications
- Relevant Institutional Policies (Research, HR, Finance)
- Student Satisfaction Survey Data
- Graphs, Tables, and Supporting References