



AL AZHAR
COLLEGE OF PHARMACY

Institutional Development Plan
(2024-2029)

Institutional Development Plan

Executive Summary: Al-Azhar College of Pharmacy (AACP) is committed to becoming a leading institution in pharmacy education, research, and community service. This Institutional Development Plan for the period 2024-2029 outlines a clear strategic direction for achieving academic excellence, gaining accreditation, establishing autonomy, and developing a robust research department. In addition, the plan focuses on enhancing faculty and student development, expanding academic offerings (including postgraduate programs and PharmD), and building sustainable infrastructure. The vision is to position AACP as a center of excellence in pharmaceutical sciences and healthcare solutions.

Vision:

To be a distinguished institution for pharmacy education and research, fostering leadership, innovation, and quality healthcare solutions in the pharmaceutical sciences.

Mission:

To provide world-class education in pharmaceutical sciences, promote groundbreaking research and innovation, and serve the community by producing highly qualified, socially responsible pharmacists capable of addressing global healthcare challenges.

Strategic Goals & Objectives (2024-2029):

1. Accreditation and Institutional Autonomy:

Goal: Achieve national and international accreditation, followed by gaining institutional autonomy to enhance educational and operational flexibility.

Objectives:

- **Accreditation:** The college will prioritize obtaining accreditation from the **National Assessment and Accreditation Council (NAAC)** and securing a position in the **National Institutional Ranking Framework (NIRF)** to ensure national recognition and align with global standards in pharmacy education and research.
 - **Key Actions:**
 - Begin the accreditation process in the first phase (2024-2025) by meeting all academic and administrative standards set by **NAAC** and working towards placement in **NIRF** rankings.
 - Conduct a comprehensive self-assessment and ensure compliance with required academic and infrastructural benchmarks.
 - Engage experts and advisors from accredited institutions to guide the process of NAAC accreditation and NIRF ranking improvements.

- **Autonomy Application:** After achieving accreditation, apply for institutional autonomy to gain increased flexibility in decision-making, academic programming, financial management, and resource allocation.
 - **Key Actions:**
 - Prepare documentation and meet the regulatory requirements for applying to become an autonomous institution.
 - Develop an institutional self-governance structure, empowering faculty and administration to make decisions that directly impact academic and operational policies.

2. Academic Excellence and Curriculum Development:

Goal: Continuously enhance academic programs and introduce new graduate-level offerings, such as PharmD and postgraduate degrees, to meet the evolving healthcare demands.

Objectives:

- **Graduate Programs (PG & PharmD):** Introduce new postgraduate programs such as **Master of Pharmacy (MPharm)** in specialized areas (e.g., clinical pharmacy, pharmaceutical sciences) and the **Doctor of Pharmacy (PharmD)** program to align with global trends and industry needs.
 - **Key Actions:**
 - Launch the PharmD program by 2025, ensuring its alignment with international standards for clinical pharmacy education.
 - Develop Master's programs in pharmaceutical sciences, pharmacology, and drug development, offering both research and coursework-based options.
 - Engage with professionals from industry and healthcare to ensure that the curriculum is comprehensive, relevant, and up to date.

Curriculum Enrichment and Enhancement: Continuously enrich the undergraduate and graduate curricula to incorporate contemporary pharmaceutical advancements, emerging healthcare trends, and innovative teaching methods.

Key Actions:

1. **Integrate Emerging Trends and Technologies:** Update the curriculum to include topics like digital health, pharmacogenomics, biotechnology, and AI in pharmacy, ensuring students are equipped for the future of healthcare.

2. **Expand Learning Modalities:** Offer flexible online courses, webinars, and workshops on cutting-edge pharmaceutical topics, while providing experiential learning through internships, clinical rotations, and research-based coursework.
3. **Encourage Research and Industry Collaboration:** Foster a research-driven learning environment by promoting collaborative projects and providing opportunities for students to work with industry professionals on real-world challenges.

3. Research and Innovation Development:

Goal: Establish a cutting-edge research department and foster a culture of innovation in pharmaceutical sciences to drive impactful research and collaboration.

Objectives:

- **Research Department Development:** Establish a robust **Research Department** with specialized research centers in areas like drug discovery, pharmacogenomics, pharmaceutical technology, and clinical pharmacy.
 - **Key Actions:**
 - Set up a research strategy and roadmap with clear objectives for each center.
 - Develop state-of-the-art laboratories for both undergraduate and postgraduate research.
 - Attract research funding through partnerships with pharmaceutical companies, government grants, and international research collaborations.
- **Faculty and Student Research:** Foster an environment that encourages faculty and students to pursue cutting-edge research with a focus on solving real-world health challenges.
 - **Key Actions:**
 - Provide grants and seed funding for faculty and student research projects.
 - Promote the publication of research findings in leading journals and at international conferences.
- **Innovation and Patents:** Encourage innovation in drug development, formulation, and delivery systems, with a focus on commercializing research outcomes through patents and partnerships.
 - **Key Actions:**
 - Offer workshops and training on intellectual property (IP) rights and patenting processes for faculty and students.

- Organize competitions and incentive programs for innovative research and prototypes
- Incentives for research paper publication in UGC care journals.

4. Faculty Development and Retention:

Goal: Build a strong faculty base with the skills and expertise to deliver quality education and research output.

Objectives:

- **Faculty Recruitment and Training:** Focus on recruiting skilled faculty members with expertise in advanced pharmaceutical disciplines, including clinical pharmacy, drug development, and pharmaceutical policy.
 - **Key Actions:**
 - Implement a competitive recruitment strategy to attract top-tier faculty from international institutions.
 - Offer regular professional development programs, including workshops, research seminars, and access to online learning platforms.
- **Incentivizing Research and Teaching Excellence:** Establish systems to reward outstanding faculty performance in teaching, research, and community service.
 - **Key Actions:**
 - Provide recognition awards for teaching excellence and research achievements.
 - Facilitate sabbaticals, research leave, and opportunities for faculty to collaborate on international projects.

5. Infrastructure and Facilities Development:

Goal: Enhance infrastructure to support academic, research, and student engagement needs.

Objectives:

- **Research Infrastructure:** Invest in advanced research facilities, including modern laboratories, computational resources, and equipment for drug formulation, bioanalysis, and clinical research.
 - **Key Actions:**
 - Upgrade research labs to meet international standards, incorporating cutting-edge technology and equipment.
 - Set up simulation labs for PharmD students to practice clinical pharmacy in a controlled environment.

- **Learning and Student Spaces:** Expand and improve student study areas, lecture halls, and recreational spaces to support an engaging and conducive learning environment.
 - **Key Actions:**
 - Increase the number of interactive classrooms with advanced teaching technologies.
 - Create more student-focused spaces, including lounges, research corners, and group study areas.
- **Digital Library and E-Learning:** Expand digital resources and create an integrated e-learning platform to support hybrid and online education models.
 - **Key Actions:**
 - Increase access to global research journals, databases, and digital textbooks.
 - Develop and maintain an e-learning platform for online courses, webinars, and workshops.

6. Community Engagement and Social Responsibility:

Goal: Strengthen the role of the College in promoting public health and serving the community.

Objectives:

- **Health Awareness Programs:** Increase involvement in public health campaigns, focusing on medication safety, chronic disease management, and preventative health.
 - **Key Actions:**
 - Launch educational campaigns on topics such as the importance of vaccinations, medication adherence, and disease prevention.
 - Organize free health clinics and health check-up drives in underserved communities.
 - Constitution of a consultative committee with members from panchayat/municipality/local hospitals
- **Pharmacy Practice Development:** Provide training for local pharmacists and healthcare providers, ensuring continuous professional development.
 - **Key Actions:**
 - Offer continuing education and certification programs for practicing pharmacists.
 - Collaborate with local healthcare providers to enhance pharmacy practice and clinical services.

7. Global Collaboration and Internationalization:

Goal: Position AACP as a globally recognized leader in pharmacy education and research.

Objectives:

- **International Partnerships and Collaborations:** Develop partnerships with prestigious pharmacy schools and research institutions worldwide to foster collaboration in education, research, and student exchange.
 - **Key Actions:**
 - Establish exchange programs with top universities in Europe, North America, and Asia for students and faculty.
 - Engage in joint research projects and global clinical trials with pharmaceutical companies and international partners.
- **Global and National Collaboration and Eminence:** Position AACP as a globally recognized leader in pharmacy education and research through strategic international and national partnerships, research initiatives, and academic excellence.

Key Actions:

- **Foster Global Partnerships:** Develop partnerships with prestigious pharmacy schools and research institutions worldwide, creating exchange programs for students and faculty, and engaging in joint research projects and global clinical trials with pharmaceutical companies and international collaborators.
- **Strengthen National Collaborations:** Establish partnerships with leading national universities, healthcare institutions, and pharmaceutical companies to promote collaborative research, curriculum development, and knowledge sharing across the U.S.
- **Promote National Eminence and Conferences:** Host and participate in national pharmacy conferences, workshops, and symposia, positioning AACP as a thought leader in advancing pharmacy education and research while encouraging faculty and students to present their work at national platforms.

8. Financial Sustainability and Resource Mobilization:

Goal: Ensure financial stability by diversifying funding sources and increasing revenue.

Objectives:

- **Endowment Fund and Alumni Support:** Establish an endowment fund and engage with alumni for continuous financial support for scholarships, research, and infrastructure development.

- **Key Actions:**
 - Launch alumni fundraising campaigns (after attaining autonomous status), targeting donations for scholarships and research projects.
 - Set up an alumni association to foster strong relationships and enhance funding opportunities.
- **Revenue-Generating Programs:** Develop additional revenue streams, such as CPD programs, specialized certifications, and research consultancy services.
 - **Key Actions:**
 - Offer advanced certifications in clinical pharmacy, drug safety, and pharmaceutical regulatory affairs.
 - Set up a consultancy division to offer expert advice to local and international pharmaceutical companies.

Implementation Timeline (2024-2029):

- **2024-2025:**
 - Begin accreditation process with **NAAC** and work towards **NIRF** ranking.
 - Apply for autonomy status once accreditation is achieved.
 - Launch PharmD and postgraduate program designs.
 - Set up foundational infrastructure for research and faculty development.

2026-2027:

- Achieve **NAAC** accreditation and secure a ranking in **NIRF**.
- Apply for autonomy status and implement new academic programs (PharmD, PG).
- Launch research department and innovation centers.
- Strengthen faculty development programs.

2028-2029:

- Strengthen global collaborations and enhance international rankings.
- Expand infrastructure to accommodate growing academic and research needs.
- Increase research output and commercialization efforts.