R F D

Results Framework Document

for

National Institute of Pharmaceutical Education and Research (NIPER), Hyderabad

HYDERABAD

2013-14

SECTION 1

Result Framework Document for the period 1.4.2013 to 31.3.2014

VISION

To serve as a leading global institution in the field of higher learning and research in Pharmaceutical Sciences

MISSION

To strive towards excellence in the field of higher learning and research in Pharmaceutical Sciences and to be one of the principal sources of professional manpower in the field, for strengthening the Indian Pharma industry in getting quality products at affordable prices.

OBJECTIVES

The main objectives of the Institute are to

o To provide quality education and advanced knowledge in the field of Pharmaceutical Sciences, through the two year M.S.(Pharm) course and research.

o To offer Ph.D programmes by providing quality training to meet challenges and professional requirements in our Society.

o To facilitate placement of the successful students in reputed establishments in the field.

o To organize seminars/symposia/workshop in the field of Pharma, so that the students get a good exposure to the latest advances in the field and interaction with eminent persons in the field.

o Creation/Up gradation/Renovation of existing facilities and approval

KEY FUNCTIONS

1. To d r a w and execute Pharma courses, with approval of the competent authorities for syllabi, examination and evaluation methods, and as per a calendar of the academic year, for conduct of the M.S (Pharm) course maintaining high standards of teaching and other requirements, and conferring of degrees of on completion of the 2 year course, in accordance with the norms laid down under the Act.

2. To draw and execute the calendar for running the Ph.D. programme in the disciplines of the institute , and conferring of degrees, on successful completion of the programme, in accordance with the norms laid down under the Act.

3. To recruit suitable in house teaching and other staff and guest faculty , to make payments of remunerations, as per norms of the Department and procedures of the Mentor Institute and to ensure their high standards of teaching.

4. To provide and maintain appropriate infrastructure of class rooms, labs, equipment, library, auditorium, as may be required for the students.

5. To ensure availability and functioning of equipments, etc through a purchase system as per the norms of the department and the procedures of the Mentor institute.

6. To organize extra-curricular events like seminars/workshops/social awareness programmes etc.

7. To provide and maintain amenities of hostel accommodation etc. as may be essential for the students subject to budget availability.

8. To plan and implement appropriate system and machinery for better placements.

9. To maintain proper accounts of the institute in the manner and in the format prescribed by the Government of India and to maintain economy in expenditures.

10. To obtain audit of the receipts and expenditures of the institute and the accounts of the institute in the manner prescribed by the Government of India.

Inter se Priorities among Key Objectives, Success Indicators and Targets

S l. N o.	Objective	Wt.	Actions	Success Indicators	Unit	Wt.	Target / Criteria Value				
							Excellent	Very good	Good	Fair	Poor
							100%	90%	80%	70%	60%
	1	2	3	4a	4b	5	6a	6b	6c	6d	6e
1	Academic M.S.(Pharm.) MC : 30 PA : 15 PT : 15 PE : 15 Regulatory Tox.: 08* P.MBA : 20 M.Tech.(Pharm.) Pharma. Tech. : 08* (* Proposed to introduce two new courses from the A.Y-2013-14) 2 years programme each To guide Ph.D programme MC : 04 PA : 02 PT : 04 PE : 02	40	Admission of Masters' students	Number of Masters' students graduated	Data	10	75	68	60	52	44
				Number of Ph.D's awarded (NA)	Data	10	-	-	-	-	-
			Administrative control through the management committee of the mentor institute IICT, Hyderabad	1. Exams scheduled	Date	5	27-05-2013	29-05-2013	31-05-2013	01-06-2013	03-06-2013
				2. Implementation of students welfare schemes	Date	5	29.07.2013	01.08.2013	08.08.2013	15.08.2013	22.08.2013
			Technical staff stationed at NIPER-Hyderabad on contract basis	70% stationed faculty & 30% visiting faculty from IICT, Hyderabad, / other Universities / Industries	%	5	100	90	80	70	60
			Well equipped labs	Successful completion of project work at IICT, NIPER / Industry / Other research institutes	%	5	100	90	80	70	60

#	Activity	Wt	Specification	Description	Unit						
2	Preparation and execution of research projects	10	100% IICT / NIPER/ Pharma Industry / Other research institutes	In campus research facility to be developed. Presently at IICT / NIPER/ Other research institutes / Pharma Industries	No	5	100	90	80	70	60
			a) Publication of papers in international / research journals	Publication of Papers	No	4	20	18	16	14	12
			b) Poster presentations in Seminars / Workshops			1	30	27	24	21	18
3	Training and workshops for leadership development	3	Symposia / Conferences / Workshops in the field of Pharmaceutical Sciences / Soft Skills	Ten symposia / Conferences / Workshops in every year	No	3	10	9	8	7	6
4	Creation / Up gradation / Renovation of existing facilities and approval	10	To Facilitate imparting PG Level courses and Ph.D programmes in Pharmaceutical Sciences	• Recruitment of In-house faculty & staff (Including Technical and Administrative) • Providing books & Journals in Library • Providing Hostel facility to students (Rooms) • Renovation of existing Labs & Seminar halls • Providing modern equipment for experimental works and create	Month	10	Apr-13	Jun-13	Aug-13	Oct-13	Dec-13

5	Manpower/HRD	10	80% adhoc faculty & administrative staff stationed at NIPER-Hyderabad & 20% staff from Mentor Institute, IICT, Hyd	Permanent faculty and administrative manpower in place by 2013 - 2014	No	5	80	70	65	60	55
			Manpower requirement of industry met by NIPER (Total students)	Manpower requirement of industry	%	5	70	60	50	40	30
6	Placement activities	10	Campus Placement	No. of students placed (Contacted nearly 400 Pharma companies for placement)	%	4	100	90	80	70	60
			Students' complaint redressal	No. of complaints addressed	%	1	100	90	80	70	60
			Liaison with the industry	Contact and personal visits to the industries and academic institutes	Data	3	20	16	12	8	6
			Brand building	Quality training for students and several Workshops conducted for NIPER students and others.	Data	2	500	400	300	200	100
7	Preparation of Annual Plan 2013-14 & Monitoring of Budget 12-13	5	Preparation of Annual Plan 2013-14 & Monitoring of Budget 12-13	Plan preparation & submission of annual plan to the concerned department	Date	5	01.02.2013	15.02.2013	20.02.2013	25.02.2013	01.03.13

8	Efficient Functioning of the RFD System	12	Timely submission of RFD for 2013-14	On-time submission	Date	2	25.03.2013	27.03.2013	28.03.2013	29.03.2013	30.03.2013
			Timely submission of Results for 2013-14	2013-14 On-time submission	Date	1	05.05.2014	06.05.2014	07.05.2014	08.05.2014	09.05.2014
			Prepare ISO 9001 action plan	Finalize of Action plan	Date	1	03.06.2013	04.06.2013	05.06.2013	06.06.2013	07.06.2013
			Implementation of ISO 9001 action plan	Implementation of Action plan	Date	2	24.03.2014	25.03.2014	26.03.2014	27.03.2014	28.03.2014
			Implement mitigating strategies for reducing corruption of implementation	Implementation of strategies for reducing corruption	%	2	100	95	90	85	80
			Improving internal efficiency/responsiveness/ service delivery of Ministry/Department	Implementation of Sevottam Independent audit of implementation of citizens charter	%	2	100	95	90	85	80
			Independent audit of implementation of public grievance redressal system	Implementation of public grievance redressal system	%	2	100	95	90	85	80

Sl. No.	Objective	Actions	Success Indicators	Unit	Actual Value for FY 11-12 (anticipated)	Actual Value for FY 12-13	Target Value for FY 13-14	Projected Value for FY 14-15	Projected Value for FY 15-16
	1	3	4a	4b	6c	6d	6e	6e	
1	Academic M.S.(Pharm.) MC : 30 PA : 15 PT : 15 PE : 15 Regulatory Tox.: 08* P.MBA : 20 M.Tech.(Pharm.) Pharma. Tech. : 08* (* Proposed to introduce two new courses from the A.Y-2013-14) 2 years programme each To guide Ph.D programme MC : 04 PA : 02 PT : 04 PE : 02	Admission of Masters' students	Number of Masters' students graduated	Data	87 (41+46)		132 (57+75)		209 (98+111)
			Number of Ph.D's awarded	Data	-	-	-	09	12
		Administrative control through the management committee of the mentor institute IICT, Hyderabad	1. Exams scheduled	Date	16.05.2011	14.05.2012	13.05.2013	12.05.2014	11.05.2015
			2. Implementation of students welfare schemes	Date	01.08.2011	01.08.2012	01.8.2013	01.08.2014	01.08.2015
		Technical staff stationed at Hyderabad on contract basis	70% stationed faculty & 30% visiting faculty from IICT, Hyderabad, / other Universities / Industries	%	100	100	100	-	-
		Well equipped labs	Successful completion of project work at IICT / NIPER / Industry / Other research institutes	%	100	100	100	-	-

#	Activity		Description	Unit					
		100% IICT / NIPER/ Pharma Industry / Other research institutes	In campus research facility to be developed. Presently at IICT / NIPER/ Other research institutes / Pharma Industries	%	100	100	100	-	-
2	Preparation and execution of research projects	a) Publication of papers in international / research journals	Publication of Papers	No	10	12	15	18	20
		b) Poster presentations in Seminars / Workshops		No	8	10	15	18	20
3	Training and workshops for leadership development	Symposia / Conferences / Workshops in the field of Pharmaceutical Sciences / Soft Skills	Ten symposia / Conferences / Workshops in every year	No	10	12	15	18	20
4	Creation / Up gradation / Renovation of existing facilities and approval	To Facilitate imparting PG Level courses and Ph.D programmes in Pharmaceutical Sciences	• Recruitment of In-house faculty & staff (Including Technical & Administrative) • Providing books & Journals in Library • Providing Hostel facility to students (Rooms) • Renovation of existing Labs & Seminar halls • Providing modern equipment for experimental works and create. • Animal house facility for experimental work	Month	August-10	August-11	August-12	August-13	August-14

5	Manpower/HRD	80% adhoc faculty & administrative staff stationed at NIPER-Hyderabad & 20% staff from Mentor Institute, IICT, Hyd	Permanent faculty and administrative manpower in place by 2013 - 2014	No	2011-12	2012-13	2013-14	2014-15	2015-16
		Manpower requirement of industry met by NIPER (Total students)	Manpower requirement of industry	%	40	50	60	70	80
6	Placement activities	Campus Placement	No. of students placed	%	90	95	100	100	100
		Liasioning with the industry	Contact and personal visits to the industries and academic institutes	Data	20	30	40	60	80
		Brand building	Contacted near about (400 Pharmaceutical companies for placement)	Data	450	500	550	600	650
7	Preparation of Annual Plan 2013-14 & Monitoring of Budget 12-13	Preparation of Annual Plan 2013-14 and Monitoring of budget 2012-13	Plan preparation & submission of annual plan to the concerned department	Date	01.02.2012	01.02.2013	01.02.2014	01.02.2015	01.02.2015

8	Efficient Functioning of the RFD System	Timely submission of RFD for 2013-14	On-time submission	Date	31.03.2011	31.03.2012	31.03.2013	31.03.2014	31.03.2015
		Timely submission of Results for 2012-13	2012-13 On-time submission	Date	01.05.2012	01.05.2013	01.05.2014	01.05.2015	01.05.2016
		Prepare ISO 9001 action plan	Finalize of Action plan	Date	10.12.2011	10.12.2012	10.12.2013	10.12.2014	10.12.2015
		Implementation of ISO 9001 action plan	Implementation of Action plan	Date	26.03.2013	27.03.2013	28.03.2013	29.03.2013	30.03.2013
		Implement mitigating strategies for reducing corruption of implementation	Implementation of strategies for reducing corruption	%	75	80	85	90	95
		Improving internal efficiency/responsiveness/ service delivery of Ministry/Department	Implementation of Sevottam Independent audit of implementation of citizens charter	%	75	80	85	90	95
		Independent audit of implementation of public grievance redressal system	Implementation of public grievance redressal system	%	75	80	85	90	95

SECTION IV

Description of definition of success indicators & proposed measurement methodology

The success indicators have been defined on the basis of appropriate measurable parameters keeping in mind IICT as a Mentor Institute operating NIPER, Hyderabad as a project till FY 2011-12. Once the IICT hands over the management to the permanent management of NIPER the measurable parameters will change accordingly as per the objectives and future plan of the new NIPER management. Three measurable parameters taken into account are data, percentage and time frame in respect of performance monitoring. Following two separate annexures are also part of this RFD to make it visible and quantifiable. (i) Academic Calendar 2010-11 (ii) Grievance Committee for redressal of grievances pertaining to students affairs.

SECTION V

Specific performance requirements from other Departments

1. Academic, technical and administrative support from the mentor institute IICT, Hyderabad.
2. Response from the pharmaceutical industry and academia for the pass out students of the institute.
3. Grant of funds from DoP.
4. Manpower recruitment for constituting the effective administrative team to run the institute.

SECTION VI

Outcome/Impact of activities of organization

Sl. No.	Outcome/ Impact of activities of organization	Jointly responsible for influencing this outcome/impact with the following organization(s)	Success Indicators(s)	Unit	2011-12	2012-13	2013-14	2014-15	2015-16
1	Academic M.S.(Pharm.) MC : 30 PA : 15 PT : 15 PE : 15 Regulatory Tox. : 08* P.MBA : 20 M.Tech. (Pharm.) Pharma. Tech. : 08* (* Proposed to introduce two new courses from the A.Y-2013-14) 2 years programme each To guide Ph.D programme MC : 04 PA : 02 PT : 04 PE : 02	IICT, Hyderabad	Number of Masters' students graduated	Data	87 (41+46)	-	132 (57+75)	-	150 (75+75)
			Number of Ph.D's awarded	Data	-	-	-	09	12

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SI. No.	Outcome/ Impact of activities of organization	Jointly responsible for influencing this outcome/impact with the following organization(s)	Success Indicators(s)	Unit	2011-12	2012-13	2013-14	2014-15	2015-16
3	Training and workshops for leadership development	IICT, Hyderabad	Ten symposia / Conferences / Workshops in every year	Data	8	10	12	15	18
4	Creation / Up gradation / Renovation of existing facilities and approval	IICT, Hyderabad	• Recruitment of In-house faculty & staff (Including Technical and Administrative) • Providing books & Journals in Library • Providing Hostel facility to students (Rooms) • Renovation of existing Labs & Seminar halls • Providing modern equipment for experimental works and create • Animal house facility for experimental work	Data	1	1	1	1	1
5	Manpower / HRD	IICT, Hyderabad	Teaching	Data	20	30	35	40	45
		IICT, Hyderabad	Non-Teaching	Data	60	70	80	90	100
6	Placement activities	IICT, Hyderabad	No. of students placed	Data	56	75	99	100	100