



SAROJINI NAIDU VANITA PHARMACY MAHA VIDYALAYA

(Sponsored by the Exhibition Society)

Affiliated To Osmania University, Approved By Pharmacy Council Of India, New Delhi

NBA ACCREDITED B.PHARMACY (ISO 21001-2018 CERTIFIED INSTITUTE)

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INSTITUTIONAL DEVELOPMENT PLAN 2023-28





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Message

The Exhibition Society and Osmania Graduates Association (OGA) are jointly sponsoring and managing 20 institutions spread across Telangana, providing quality and affordable education to about 30,000 students. SNVPMV is one amongst these institutions, established and managed by the Exhibition Society in AY 1997- 98 and is approved by the Pharmacy Council of India (PCI) and affiliated to Osmania University. The B. Pharmacy course is accredited by the NBA. We impart world-class education in the core and frontier areas of pharmacy in a modern, corporate-style building with excellent Ambience, with a total built-up area of 1,00,000 sq. ft. consisting of state-of-the-art facilities. In addition to the statutory infra-structural requirement, we have provided High Tech Computer Labs, Animal House, Virtual Pharmacy, Air Conditioning of E-Class Rooms, Auditorium & Seminar Hall, Library, Staff Rooms, and Hostel. Our strength includes highly qualified, experienced, research-oriented Faculty, who are committed to graduating future pharma professionals. The courses offered include B. Pharmacy (100 intake), Pharm.D (30 intake), Pharm.D PB (10 intake), and M. Pharmacy in 5 branches- Pharmaceutics, Pharm. Analysis, Pharm. Quality Assurance, Regulatory Affairs, and Pharmacology. We do have our R&D facility to perform various Research Projects at the Academic Level in coordination with reputed Indian Pharma MNCs with whom we have MOUs. We do provide all-around development of our students, not only in Academics but also involve them in various Outreach activities. Our Alumni have excelled in every facet of the Pharmacy profession in India and abroad.

Our Institution has, is, and always will be striving for excellence in the field of Pharmaceutical education with an objective to offer the most employable and professionally receptive graduates from our Institution to the Pharma profession.

I congratulate and commend the high-quality work done by the Principal, HODs, and Faculty towards developing the Strategic Plan & Development 2023-28.

Wishing all the success!

With Best Regards,

Dr. B. Prabha Shankar, M.Pharm, Ph.D

Chairman

Sarojini Naidu vanita pharmacy Maha Vidyalaya

PRINCIPAL
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, Tarnaka



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Preface

1.Introduction

Strategic planning is a critical process for any institution striving to achieve its Vision and Mission. It provides a structured and continuous approach to navigating challenges and leveraging opportunities in a competitive environment. The **Strategic Planning and Deployment Document** of Sarojini Naidu Vanita Pharmacy Maha Vidyalaya has been designed to chart a clear course toward institutional excellence.

2. Vision, Mission, and Core Values

The strategic plan is anchored in the institution's Vision and Mission, supported by its core values. These foundational elements reflect the institution's aspirations. They are shaped by collaborative input from all stakeholders, including management, the leadership team, Heads of Departments, faculty, non-teaching staff, students, alumni, industry partners, and parents.

3. Stakeholder Engagement and SWOC Analysis

A comprehensive SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis was conducted to assess both internal and external environments. Insights gathered informed the formulation of short-term and long-term institutional goals across key domains such as academics, research, infrastructure, student development, and societal engagement.

4. Strategic Goal Setting and Action Plans

Based on the analysis and deliberations with academic leaders, strategic goals were defined, and corresponding action plans were formulated. These plans include identified objectives, timelines, responsibilities, and performance indicators to track progress effectively.

5. Implementation and Monitoring

The implementation strategy emphasizes inclusive participation, transparency, and accountability. Measurable targets are aligned with expected outcomes, and a monitoring mechanism has been established to ensure timely evaluation and course correction when necessary.

6. Conclusion

This document serves as a guiding framework for Sarojini Naidu Vanita Pharmacy Maha Vidyalaya in its journey toward becoming a center of academic excellence. Through focused strategies and collaborative efforts, the institution is committed to producing professionally competent and socially responsible pharmacists who contribute meaningfully to society.

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Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, Tarnaka
SECUNDERABAD-500 017



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VISION

Our institution envisions excellent pharma education, research, and innovation in core and frontier areas of pharmacy, to develop competitive, professional, and socially responsible women and provide adequate human resources for local, National and International needs complying with statutory and regulatory norms.

MISSION

1. To impart quality education, training, and skills in the field of pharmacy for providing trained manpower to the industry and healthcare sector in tune with the statutory and regulatory requirements.
2. To engage in innovative research and collaborative partnerships with industry, healthcare providers, and regulatory agencies in addressing current challenges and advances in pharmaceutical science and practice.
3. To provide quality pharmacy education and inculcate timeless values of caliber, competence, confidence, and conscience among graduating students.
4. To develop managerial and entrepreneurship skills among the students in drug discoveries, drug delivery systems, retail pharmacy, and support healthcare systems.
5. To promote synergy with the pharma industry, community pharmacy, academic and research institutions of National importance, and healthcare industry to meet the expectations of various stakeholders.
6. To progress towards an egalitarian society through the emancipation of women with the acquisition of knowledge and empowerment.

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SECUNDERABAD-500 017



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QUALITY POLICY:

Providing students with high-quality education and encouraging their holistic growth in pharmacy and related disciplines through committed faculty and advanced infrastructure.

CORE VALUES:

Core values form the foundation for all academic, student-centric, and community-oriented programs and initiatives. These values are aligned with and reinforce the mission of the institute.

"Sarojini Naidu Vanita Pharmacy Maha Vidyalaya "

1. Pursuit of Academic Excellence

The institute is committed to delivering high-quality education in pharmacy and allied sciences, fostering intellectual curiosity and lifelong learning among students.

2. Innovation and Research Orientation

The institute promotes a culture of innovation, scientific inquiry, and collaborative research to address contemporary challenges in pharmaceutical sciences and healthcare.

3. Integrity and Ethical Responsibility

The institute upholds the highest standards of integrity, transparency, and accountability in academics, research, and professional practice, in compliance with statutory and regulatory frameworks.

4. Empowerment through Education

The institute emphasizes inclusive education with a focus on gender equity and social justice, encouraging the empowerment of women and underrepresented groups through knowledge and skill development.

5. Industry and Community Engagement

The institute fosters strong linkages with the pharmaceutical industry, healthcare providers, regulatory bodies, and academic institutions to ensure relevance and responsiveness to stakeholder needs.

6. Entrepreneurship and Leadership Development

The institute is dedicated to nurturing leadership qualities and entrepreneurial capabilities among students, particularly in drug discovery, formulation development, retail pharmacy, and healthcare services.

7. Social Commitment and Service Orientation

The institute is driven by a sense of social responsibility, aiming to contribute meaningfully to community health and societal development through educational outreach and service initiatives.

8. Recognition of Efforts and Achievements

Valuing and celebrating the contributions of faculty, staff, and students toward institutional growth.

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Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lakshad, Tarnaka
SECUNDERABAD-500 017



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STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND CHALLENGES (SWOC) ANALYSIS

STRENGTHS

1. B. Pharmacy, M. Pharmacy, Pharm. D & Pharm. D (PB) Approved by PCI. 2. Accredited with NAAC A+ Grade
3. Accredited with the NBA (UG Program)
4. Socially conscious, humanitarian, far-sighted and visionary management
5. Located at the center of the city.
6. Membership with professional societies like IPA, APTI, etc.
7. The administrative and management policies & controls are well-defined.
8. Wi-Fi-enabled campus.
9. Students' admissions have been consistently good.
10. Functional MoUs with industries and academic institutions.
11. Well-established Animal House with IAEC Approval
12. Reputation and Legacy
13. Experienced and Qualified Faculty
14. Robust Infrastructure
15. Impressive Placement Record
16. Active Alumni Network
17. Student Support and Development Programs
18. Proactive Internal Quality Assurance Cell (IQAC)
19. Well-Established Mentor-Mentee System
20. Proactive NSS Unit.
21. Attracting and Retaining Top Faculty

WEAKNESS

1. Being an affiliated institution, the college faces limitations in offering academic flexibility to fully meet industry demands.
2. Limited Global Exposure
3. Lack of Department of Scientific & Industrial Research (DSIR) Certification

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Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, Tarnaka
500 017, Hyderabad



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4. R&D and consultancy activities need to be strengthened.
5. Establishment of laboratories through Institute Industry Collaboration.

OPPORTUNITIES

1. Expanding Research and Development
2. Strengthening Industry Partnerships
3. International Collaborations
4. Introducing New Programs and Specializations
5. Enhancing Digital Education
6. Leveraging Alumni Networks
7. Institute Industry Interaction
8. Promoting Interdisciplinary Learning
9. Environmental Sustainability Initiatives
10. Recognition of Research Centre from Affiliating University.
11. Autonomous status offers the freedom to address and overcome the limitations experienced under affiliated status.
12. The location of the college will leverage the opportunity to have collaboration with Central/State Universities, industry and Research laboratories.
13. Creating awareness among faculty members and students about the intellectual property rights and patent filling.

CHALLENGES

1. To achieve Autonomous status.
2. Achievement of 100% placements in core pharma
3. To develop entrepreneurial aptitude among students.
4. To make up slow learners for top-quality students.
5. Keeping Pace with Technological Advancements
6. Competition from Other Institutions
7. Adapting to Changing Industry Demands

PRINCIPAL
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Yapuri Colony, S. Lalaguda, Tarnaka
SECUNDERABAD-500 017



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8. Integrating emerging technologies in teaching

9. Balancing Tradition with Innovation

10. Delivering value-added courses within the limited timeframe of an academic year to address curricular gaps has consistently posed a challenge.

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Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, Telangana
SECUNDERABAD-500 017



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STRATEGIC GOALS

Sarojini Naidu Vanita College of Pharmacy Management team after brainstorming the vision, mission, quality policy, core values, environmental factors and SWOC analysis have reached the step of defining Institution Strategic Goals for 2023-2028.

1	Good Governance
2	Autonomous Status
3	Accreditation & Certification
4	Infrastructure and facilities
5	Teaching & Learning
6	Industry & Institute Collaborations (MOUs)
7	Placement, Internships & Career
8	Research & Development
9	Alumni engagement and interaction
10	Quality assurance systems
11	Library & information centre
12	Entrepreneurship

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Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, T. J. N. Colony
SECUNDERABAD-500 017



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STRATEGIC PLANNING (2023-2028)

Strategic Goal	Strategic Planning
Good Governance	Governing Body: <ul style="list-style-type: none">➤ Oversees and approves policy decisions, staff appointments, and annual budget planning➤ Evaluates the institution's academic performance and sets benchmarks➤ Ensures the effective functioning of statutory committees.
	Vision, Mission, and Strategic Objectives: <ul style="list-style-type: none">➤ Monitoring the implementation and advancement of the Vision and Mission➤ Establishing both short-term and long-term objectives➤ Preparing the institution's strategic development plan.
	Leadership and Transparent Governance: <ul style="list-style-type: none">➤ Development, approval, and execution of institutional policies; dissemination of service regulations;➤ Establishment of grievance redressal systems for students and staff➤ Promotion of decentralized leadership➤ Adoption of e-governance across administration, student services, and other operational areas.
	Internal Quality Assurance Cell and Accreditation: <ul style="list-style-type: none">➤ Oversight and monitoring of institutional quality standards through internal audit committees, ensuring compliance, implementing systems of checks and balances, and initiating corrective actions when necessary.
Autonomous Status	<ul style="list-style-type: none">➤ Deliberations within the Governing Body for obtaining university affiliation and autonomous status, followed by necessary approvals.➤ Planning and approval of institutional resources and budget.➤ Organizing and facilitating inspections related to university affiliation and securing required approvals.➤ Coordinating efforts for accreditation processes and acquiring relevant certifications.
Physical Infrastructure	<ul style="list-style-type: none">➤ Enhance the infrastructure of classrooms, tutorial rooms, and seminar halls.



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	<ul style="list-style-type: none">➤ Establish advanced laboratories equipped with modern instruments.➤ Upgrade library facilities and expand access to e-learning resources.➤ Develop emerging indoor and outdoor sports amenities.➤ Support and expand hobby clubs and improve canteen services.➤ Implement rainwater harvesting systems and promote plantation drives.➤ Introduce infrastructure for improved energy conservation and management.➤ Adopt solid waste management practices with an emphasis on eliminating plastic use.➤ Create systems for the efficient reuse of treated wastewater.
Teaching & Learning	<ul style="list-style-type: none">➤ Regularly assess and update curricula, teaching methodologies, and resources to align with evolving trends and demands.➤ By adopting a culture of continuous learning among students, faculty, and staff.➤ Creating an environment where students, faculty, and staff are encouraged to keep learning and updating their skills throughout their lives.➤ Implement innovative teaching methods and interactive learning opportunities.➤ Encourage faculty participation in development programs to stay updated with modern pedagogical techniques.➤ Register as a skill development center for Retail Pharmacy Management and Sales training, and industrial consultancy projects➤ Support faculty applications for funded research projects.
Library & Information Centre	<ul style="list-style-type: none">➤ Digitalize library resources and automate processes.➤ Provide access to e-journals via DELNET.➤ Provide library access to students beyond college hours.➤ Allocate budget for the library and information center, including the acquisition, organization, and access of books and journals.
Industry & Institute Collaborations	<ul style="list-style-type: none">➤ To bridge academia and industry for mutual growth.➤ Identify potential research areas for collaboration.➤ Recognizing key research domains and establishing

S. Sarojini Naidu Vanita Pharmacy Maha Vidyalaya

V. Japuri Colony, S. Lalaguda, Tarnaka

SECUNDERABAD 500 047



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	<p>MoUs with industries.</p> <ul style="list-style-type: none">➤ Establish MOUs with industries for internships, training, and guest lectures.➤ Facilitating internships, industrial visits, training programs, and expert lectures.➤ Offering opportunities for industry-oriented and sponsored project work.➤ Enhancing career guidance services and reinforcing training and placement initiatives.➤ Setting up centers of excellence and skill development hubs.➤ Encouraging memberships in professional organizations.
Internal Quality Assurance & Assessment Cell	<ul style="list-style-type: none">➤ To ensure continuous quality improvement.➤ Set up and empower the IQAC team for regular audits and guidance.➤ Recognize achievements and best practices.➤ Align institutional activities with accreditation and certification standards.
Research & Development	<ul style="list-style-type: none">➤ Upgrading R&D laboratories across all departments and setting up a dedicated center for research support and documentation.➤ Appointing skilled technical personnel for research labs and creating centers of excellence.➤ Launching a consultancy unit to promote industry-institution collaboration.➤ Initiating a collaborative workshop to promote innovation and product development.➤ Emphasizing product innovation and establishing a patent support cell.➤ Facilitating patent filing, scaling innovations, and promoting commercialization efforts.
Training & Placement	<ul style="list-style-type: none">➤ To enhance employability through strategic planning.➤ Establish a dedicated Training and Placement (T&P) team to manage MoUs and industry relations, and to plan and execute internship programs.➤ Create and maintain a comprehensive database of prospective industries and companies.➤ Conduct awareness and value-added programs.➤ Organize internships and campus drives.➤ Upgrade infrastructure with facilities such as video conferencing, interview cabins, and conference rooms.
Entrepreneurship	<ul style="list-style-type: none">➤ To nurture entrepreneurial skills among students.➤ Identify emerging areas for entrepreneurship.

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Tayapuri Colony, S. Lalapada



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	<ul style="list-style-type: none">➤ Support interested students in entrepreneurial ventures.➤ Select experienced entrepreneurs, including alumni, to serve as mentors.➤ Provide structured training programs focused on entrepreneurship skills.
Alumni Interaction	<ul style="list-style-type: none">➤ To strengthen alumni relations and leverage their expertise.➤ Enhance alumni association engagement.➤ Establish an alumni campus and involve alumni in institutional activities.➤ Regularly update the alumni database and maintain an interactive alumni portal.➤ Create international chapters and promote global networking opportunities.
Social Activities	<ul style="list-style-type: none">➤ To instill social responsibility and promote positive societal change.➤ Organize seminars, conferences, and awareness campaigns on social issues.➤ Conduct programs like UBA, Yi Yuva, IIC, NSS, and IPA-SF activities➤ Establish partnerships with local schools for mentoring and tutoring.➤ Promote health awareness through camps, check-ups, and blood donation drives.➤ Conduct tree plantation drives and waste reduction initiatives.➤ Organize community outreach programs focused on environmental conservation.➤ Collaborate with NGOs for effective resource utilization.

PRINCIPAL

Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S. Lalaguda, Tel. Naka
SECUNDERABAD-500 017



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Strategy Implementation and Monitoring

Once the Governing Body approves the strategic development plan, its progress will be periodically monitored by the IQAC. Clear success indicators are defined within the implementation framework. The Principal, in collaboration with the Academic Council and other team members, will be responsible for overseeing and executing the strategic Particular Committee plan.

Execution at the institutional level

Particular	Committee
Good Governance & Administration	GB, Chairman, Members of GB
Infrastructure-Academics	GB, Chairman, Principal, Vice-Principal, HODs, and Incharge of Maintenance
Physical Infrastructure	GB, Chairman, Principal, Vice-Principal, HODs, and Incharge of Maintenance
Teaching- Learning	Principal, Vice-Principal, HODs, Faculty, and Staff
Research & Development, Consultancy	Principal, Research Coordinators
Student affairs	Principal, Vice-Principal & HODs
Student admissions	Principal & Admission Incharge
Departmental activities	HODs and Faculty
Placement & Training	Principal, Placement & Training Incharge, and HODS
Entrepreneurship	Principal and E&D Cell Incharge
Library	Principal, Vice Principal, and Library Coordinator

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Measurable during Implementation

Strategic Goal	Deployments
Good Governance	<ul style="list-style-type: none">Governing Body selectionVision-Mission reviewsNumber of meetings conducted.Polices implementation.Student & staff proceduresService & Conduct Rules etc.,
Accreditation & Certification	<ul style="list-style-type: none">The NBA 3rd cycle accreditation Process is ongoingNAAC - AQAR submissionsNIRF Participation.
Infrastructure and facilities	<ul style="list-style-type: none">All computers have been upgraded, and the Wi-Fi network has been enhanced for improved connectivity.CCTV cameras and fire safety equipment have been installed on every floor across all blocks to ensure campus security.Sufficient infrastructure has been established to support extracurricular activities.Each floor and block is equipped with water coolers and dispensers to provide safe drinking water.
Teaching & Learning	<ul style="list-style-type: none">The quantity of learning materials availableNumber of sessions held for student counseling, mentoring, and trainingAcademic performance outcomes (pass percentage, first-class, and distinction rates)Levels of attainment of graduate attributesFeedback collected from students
Industry & Institute Collaborations (MOUs)	MOUs have been done with different industries and organizations
Skill Development	MOU's done with Telangana Academy for skill and knowledge
Student Clubs	Established SNVPMV Clubs for Cultural Activities and holistic development of students.
Research & Development	Established R&D Cell
Training & Placement	Every Year, Conducted Campus Recruitment Training (CRT) Classes with TASK
Certification	NIRF Participation
Green Initiative	<ul style="list-style-type: none">Optimized energy usage through solar panels and LED lighting.Conducted tree plantation drives and waste reduction initiatives.

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Vijayapuri Colony, S. Lalaguda, Hyderabad - 500 017

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The principal, along with the Academic Committee and other relevant committees, will consistently oversee the execution of the strategic plan. Each committee head will be responsible for preparing a comprehensive progress report. The IQAC will periodically assess and evaluate the achievement of the strategic objectives and present its findings to the Academic Committee and Governing Body. Based on the IQAC's evaluation, the Academic Council and Governing Body will suggest necessary corrective measures, additional actions, and resource allocation for effective implementation.

Conclusion

The strategic plan and its deployment serve as a roadmap to help Sarojini Naidu Vanita Pharmacy Maha Vidyalaya realize its envisioned goals. While outlining a clear framework does not ensure success on its own, it provides a structured direction shaped by the collective input and participative thinking of all stakeholders. Effective execution, driven by collaboration and shared commitment, leads to long-term success and sustainability. The process requires ongoing refinement, integrating lessons learned during implementation, with the IQAC playing a vital role in maintaining the quality and effectiveness of the plan.

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Vijayapuri Colony, S. Lalaguda, Tarnaka
SECUNDERABAD-500 017