

## **Raghavendra Institute of Pharmaceutical Education and Research (RIPER)**

Autonomous by UGC, under JNT University Anantapur (JNTUA)

Accorded by UGC under sections 2 (f) & 12 (B),

Accredited by NBA (UG), NAAC "A"

### **Strategic Plan 2021-2026**

**1. Success for All Students:** RIPER-Autonomous has established specific Key Performance Indicators (KPIs) and deadlines to gauge progress towards this strategic pillar. By 2026, RIPER-Autonomous aims to institute a comprehensive student onboarding process, ensuring that all students devise educational, financial, and career transition plans within their initial two quarters of enrollment. Furthermore, RIPER-Autonomous endeavors to eliminate opportunity gaps in student retention, progression, and completion by 2026. Ultimately, the institution aims to elevate the student completion rate from its current status to 100% within the designated time frame.

#### **\*\*Success for All Students:\*\***

- Year 1: Develop and implement a comprehensive student onboarding process, including educational, financial, and career transition plans for all new students.
- Year 2: Identify and address key factors contributing to opportunity gaps in student retention, progression, and completion.
- Year 3: Implement targeted support programs and interventions to mitigate opportunity gaps and enhance student success.
- Year 4: Monitor and assess the effectiveness of student support initiatives, making necessary adjustments based on data and feedback.
- Year 5: Achieve a 20% increase in student completion rates compared to the baseline, moving steadily towards the ultimate goal of 100%.

**2. Responsive Educational Programs and Support Services:** RIPER-Autonomous has set a targeted goal to annually increase the percentage of students who feel a "sense of belonging" by five percentage points. The college utilizes student surveys to assess the achievement of this objective.

#### **\*\*Responsive Educational Programs and Support Services:\*\***

- Year 1: Conduct baseline surveys to assess students' sense of belonging and identify areas for improvement.
- Year 2: Implement targeted interventions and initiatives to enhance students' sense of belonging and connection to the institution.
- Year 3: Expand support services and resources to address the diverse needs of students and promote inclusivity.
- Year 4: Monitor changes in students' perceptions of belonging and evaluate the effectiveness of support services.
- Year 5: Achieve a cumulative increase of 25% in the percentage of students reporting a strong sense of belonging, reflecting a more inclusive and supportive campus environment.

**3. Integrated and Effective Organizational Structure, Systems, and Processes:** By 2026, RIPER-Autonomous aims to establish an equity-focused approach for employee recruitment, hiring, and onboarding. Additionally, the institution is working towards implementing a comprehensive organizational framework that integrates equity-centered principles into shared governance, planning, resource allocation, assessment, and policy development. Included in this strategic pillar is an effort to enhance the representation of faculty and staff of color to match or surpass levels found in neighboring colleges by 2026.

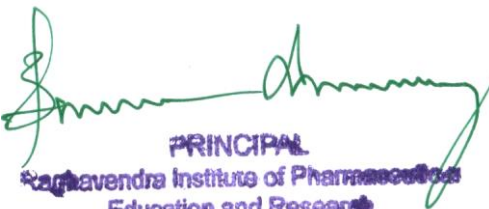
**\*\*Integrated and Effective Organizational Structure, Systems, and Processes:\*\***

- Year 1: Conduct a comprehensive review of current recruitment, hiring, and onboarding practices to identify areas for improvement.
- Year 2: Develop and implement equity-focused policies and procedures for employee recruitment, hiring, and professional development.
- Year 3: Foster a culture of inclusivity and equity in shared governance processes, decision-making, and resource allocation.
- Year 4: Enhance diversity and representation among faculty and staff through targeted recruitment and retention efforts.
- Year 5: Achieve parity or exceed levels of faculty and staff of color compared to neighboring colleges, reflecting a commitment to diversity and inclusion.

**4. Accessible and Responsive Facilities and Technology:** RIPER-Autonomous has set a success metric for this pillar, aiming to implement a Facilities Master Plan and a Technology Plan by 2026. These plans are designed to promote accessibility and equity-centered teaching and learning.

**\*\*Accessible and Responsive Facilities and Technology:\*\***

- Year 1: Conduct a comprehensive assessment of current facilities and technology infrastructure to identify accessibility barriers and areas for improvement.
- Year 2: Develop and prioritize initiatives to promote accessibility and equity-centered design in facilities and technology systems.
- Year 3: Implement the Facilities Master Plan and Technology Plan, incorporating feedback from stakeholders and experts in accessibility.
- Year 4: Monitor and evaluate the impact of facility and technology improvements on student learning experiences and access to resources.
- Year 5: Achieve full implementation of accessibility and equity-centered design principles across all facilities and technology platforms, ensuring an inclusive environment for all students and staff.



PRINCIPAL  
Raghavendra Institute of Pharmaceutical  
Education and Research  
MIVVEDU - 515 721 Anantapur A.P.