


The Institutional has well defined organizational structure, Statutory Bodies/committees of the College with relevant rules, norms and guidelines along with Strategic Plan effectively deployed.

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M.R. Ambedkar Dental College & Hospital
Bengaluru - 560 005



**MATHRUSRI RAMABAI AMBEDKAR
DENTAL COLLEGE & HOSPITAL**

(Founded by : Ananda Social & Educational Trust)
ISO 9001:2015 CERTIFIED

Affiliated to Rajiv Gandhi University of Health Sciences
Recognised by Dental Council of India

1/36, Cline Road, Cooke Town, Bengaluru - 560 005
Ph: 080 - 2546 0747 www.mradc.in

CERTIFICATE OF THE HEAD OF INSTITUTION



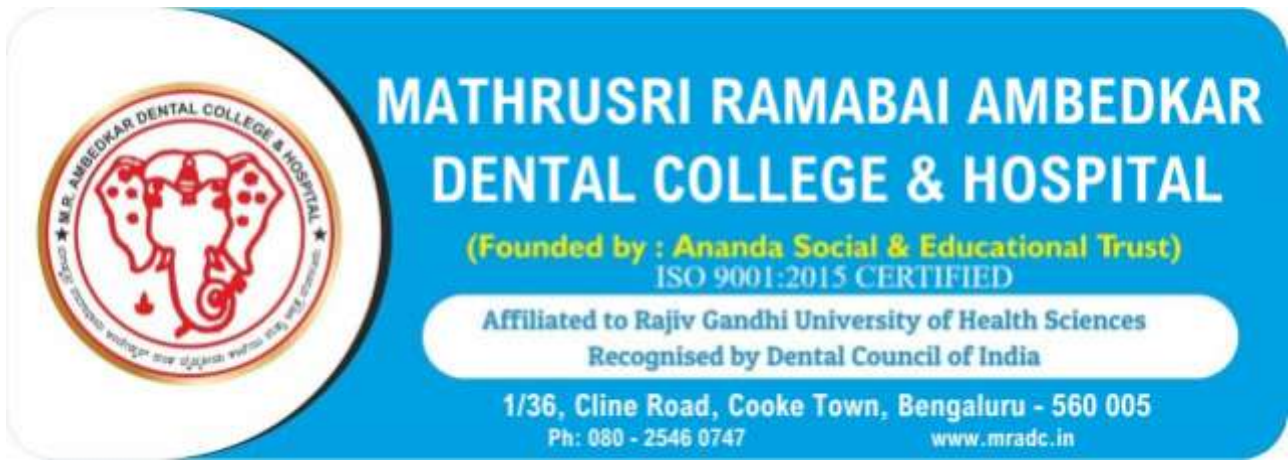
TO WHOMSOEVER IT MAY CONCERN

This is to certify that our Institution has well defined organizational structure, Statutory Bodies/committees of the College with relevant rules, norms and guidelines along with Strategic Plan effectively deployed. Details are given:

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STRATEGIC PLAN DOCUMENT(S)



THE STRATEGIC FIVE YEAR PLAN

ACADEMIC YEAR 2018-2023

Strategic plans are prepared in alignment with the vision and mission of the Institution for the next five years by the Institution and the directions given by the Ananda Social and Education Trust, Bangalore. The objective is to enable highly motivated individuals with proven scholarship and excellence in research and leadership to become strong academic leaders in curriculum design and mentorship of students and faculty. The Strategic Plan addresses the following dimensions.

1. Teaching and Learning
2. Academic Excellence
3. Resources
4. Research and Innovation
5. Affordability and Access
6. Community


Strategic plan salient feature includes:

- To attain greater visibility both nationally and internationally amongst the stakeholders.
- To provide the state-of-the-art infrastructure, world class ambience and ethical work culture.
- To focus on high quality research from the faculty members and scholars.
- To nurture innovation, creativity, research and experiment, freedom for students and faculty to think and evolve for the betterment of oneself and the Institution.
- To plan for obtaining more research grants.

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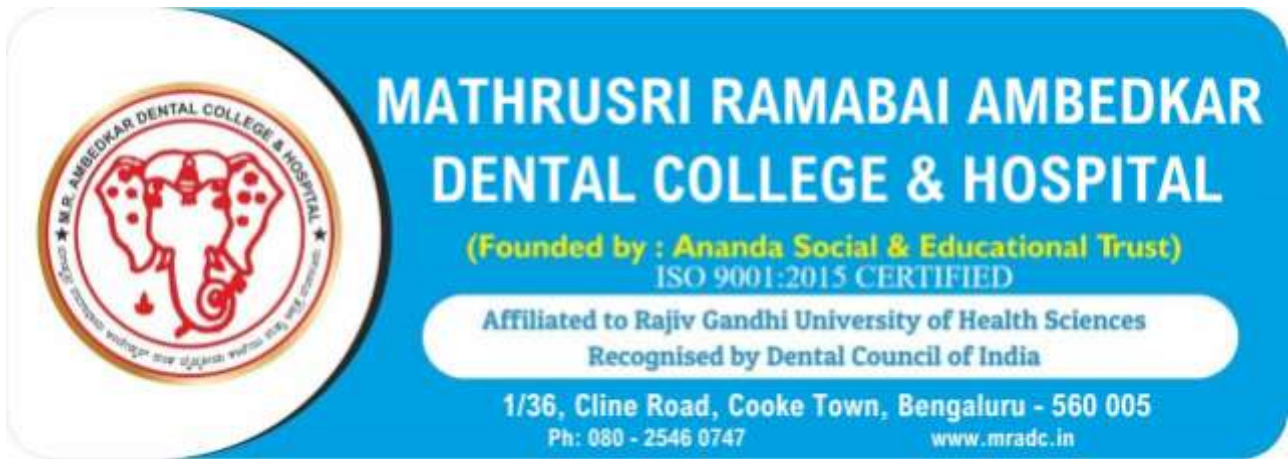
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- To establish Centre of Advanced Dentistry and include various Elective Courses based on student interests.
- To plan for collaborative activities with industries, leading research labs and academic institutions.
- To schedule the value added programs and CDE programs.
- To plan for upgrade and purchase of advanced ICT tools required for improvement in teaching and learning process.
- To plan for installing ERP in order to achieve e-governance.
- To plan for Integrated Library Management System.



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STRATEGIC FOCI

STRATEGIC DIRECTION 1: TEACHING, LEARNING AND ACADEMIC EXCELLENCE

OBJECTIVE:

1.1. Foster a college-wide climate of professional development that values teaching and instructional best practices.

ACTION PLAN:

- Initiate a system of focused professional development for faculty.
- Identify targeted developmental activities/topics that enhance faculty teaching effectiveness.
- Expand the pool of professional development courses available to faculty to include topics about ethics and professionalism.



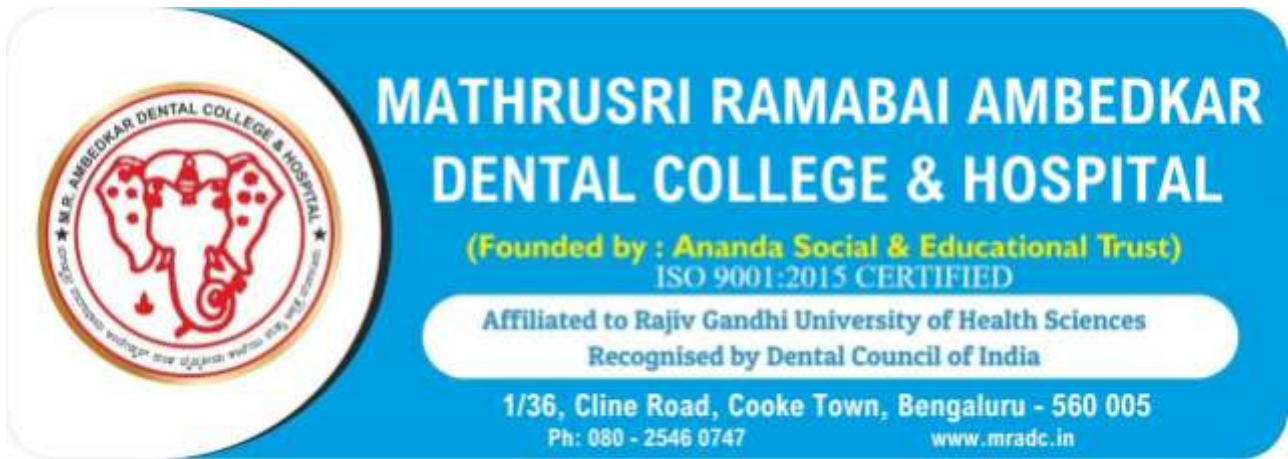
1.2. Develop a contemporary dental health curriculum with emphasis on new and emerging areas.

ACTION PLAN:

- Implement a curriculum audit with subject mapping and create initiatives for instructional integration.
- Review current didactic, clinical student progress, assessment processes, and develop an integrated approach.
- Integrate advanced dental digital technologies into the curriculum.
- Promote and support faculty's use of pedagogical innovations.

1.3. Embed within the curriculum a strong emphasis on the delivery of patient-centered care.

ACTION PLAN:



- Modify relevant preclinical instruction to emphasize excellence in patient centered care.
- Embed evidence-based clinical care, cultural competence, and effective communications in early clinical experiences to underline the importance of patient-centered care.
- Develop a unified and seamless didactic, preclinical, and clinical educational experience that features numerous student exposures to clinical experiences emphasizing patient-centered care with the goal of earlier and more diverse clinical experiences.
- Implement didactic, preclinical, and clinical curriculum that models cultural competence, instruction, effective patient communication, and ethical evidence based clinical care.

1.4. Ensure that all academic programs promote research and scholarship activities.

ACTION PLAN:

- Maintain strong academic programs that emphasize research as an integral component.
- Support outstanding students into post graduate degree programs.
- Establish and embed rigorous competencies for post graduate students.
- Sustain training of outstanding undergraduate and postgraduate students.



STRATEGIC DIRECTION 2: RESOURCE, RESEARCH AND INNOVATION

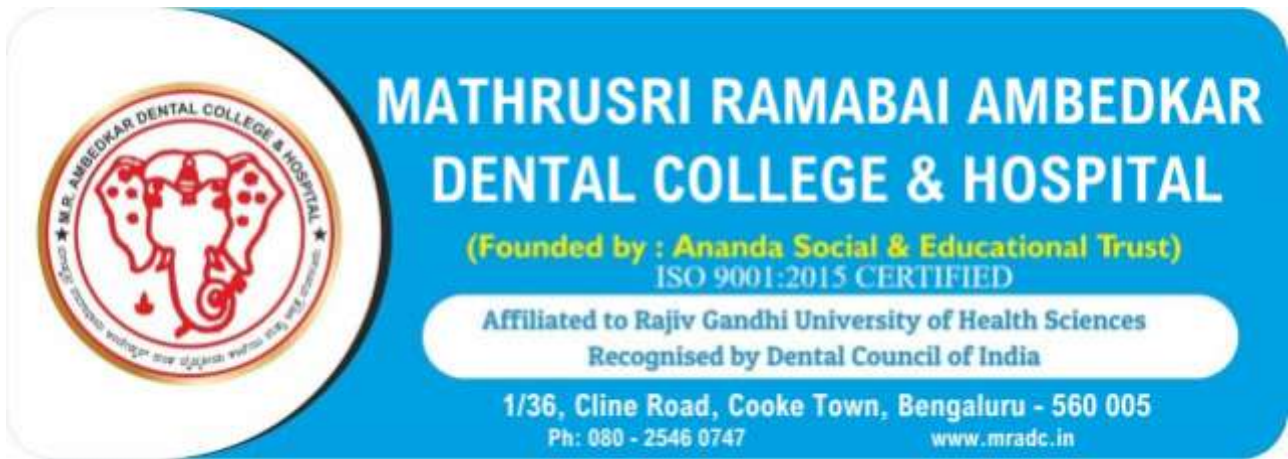
OBJECTIVE

2.1. Improve the research infrastructure to build upon the existing state of the art research facilities.

2.2. Increase research, scholarship, and creative activities in the clinical departments and foster increased collaboration between the basic and clinical sciences.

ACTION PLAN

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- Create a culture in the clinical departments that promotes, supports, recognizes, and rewards research and scholarship.
- Establish functional MoUs
- Recruit, select, and appoint clinical faculty with research expertise to serve as mentors for existing clinical faculty. Ensure those clinical faculties have sufficient time to conduct rigorous research.
- Provide training opportunities for faculty participating in and/or establishing research programs.
- Create an administrative position to organize and oversee these efforts.

2.3. Expand opportunities for students to participate in research, scholarship, and creative activities.

ACTION PLAN

- Embed, promote, and support opportunity for student research across the curriculum.



STRATEGIC DIRECTION 3: COMMUNITY, AFFORDABILITY AND ACCESS

OBJECTIVE

3.1. Work in partnership with public and private entities to provide local and global community-based experiences for faculty, staff, and students.

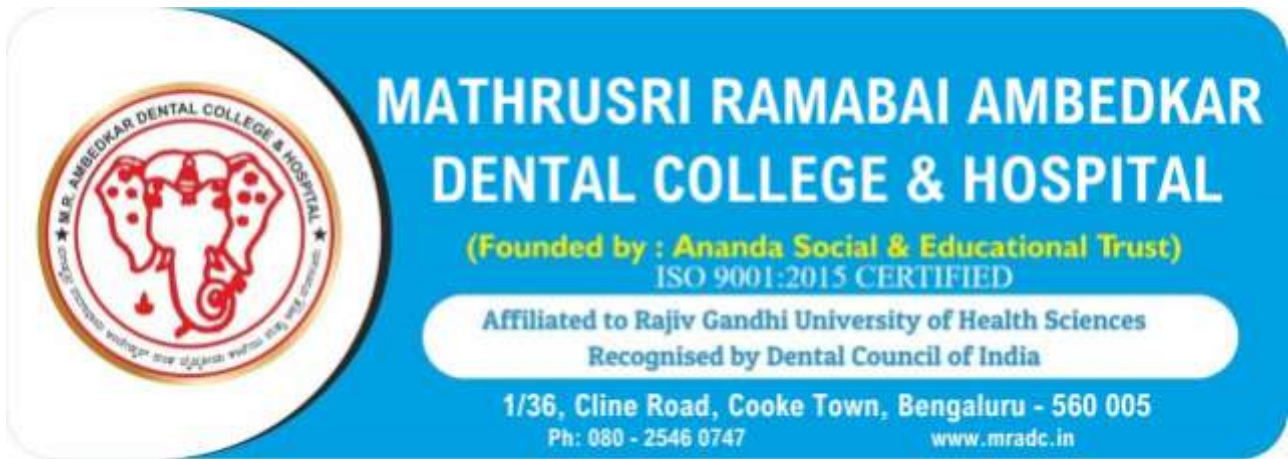
ACTION PLAN

- These experiences include: community engagement activities and initiatives through the provision of oral health literacy and clinical services as well as continuing dental education courses (CDE).

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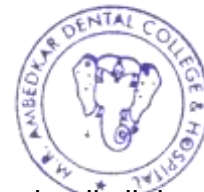


3.2. Prepare patient-centered, culturally-competent oral health professionals who will have a lifelong ethic of service as leaders in the health, cultural, social, and economic aspects of their communities.

3.3. Promote community engaged research, scholarship, and creative activity among faculty and students.

3.4. Actively promote M.R.Ambedkar Dental College and Hospital as having a diverse, inclusive, and humanistic environment.

3.5. Strengthen the fiscal basis.



ACTION PLAN

- Increase clinic revenue by refining our existing clinic practice systems in all clinic areas.
- Accountability and incentives to reduce costs/raise production.
- Lead, manage, and prepare for the adoption of change using transparency, information-sharing, and informatics.
- The creation and management of the M.R.Ambedkar Dental College and Hospital brand focusing on clinically excellent, culturally-competent, and patient-centered care.
- Pursue medical/dental multidisciplinary care clinic.

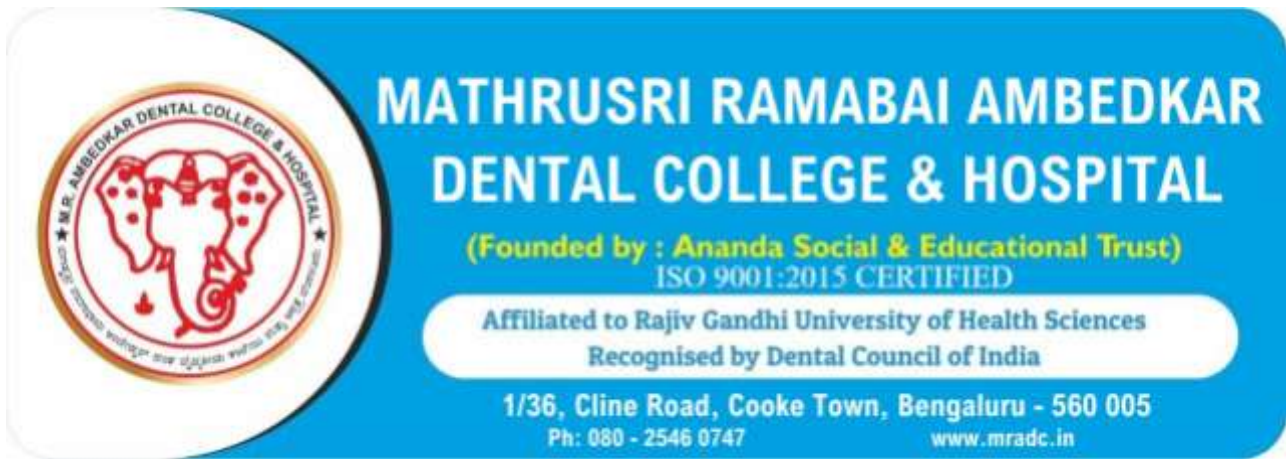
3.6. Align faculty and staff size and composition to reflect the Institute's long-term needs.

- Align operating structure and budgetary resources to meet long-term needs.
- Use data-driven and needs-based criteria to evaluate and fill vacant and new positions.
- Support all departments and the strategic hiring of faculty to enhance effective teaching, the use of evidence-based practice in the class room and on the clinic floor, and reward and recognize faculty accomplishment of impactful research and creative activities.

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3.7. Establish a culture that manages resources responsibly.



ACTION PLAN

- Establish a Sustainability Committee.
- Establish reward programs among faculty, staff, and students that reduce environmental and other waste.

3.8. Establish a feeling of pride, fellowship, and common purpose loyalty. • Create faculty and staff development programs

ACTION PLAN

- Support and foster a united culture that values human beings (faculty, staff, students, and patients) through being transparent and by embracing human diversity.
- Reward faculty, staff, students, and programs that promote responsibility, accountability, and innovation within the Institute.

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