



About Us

Past: Where have we been?

Institution was started in 2005 as a college with only one undergraduate program for 50 students with essential infrastructure including college building, hospital building, hostel buildings (for men and women with single & double occupancy rooms and mess facilities), staff quarters (multi-storeyed building with 2- & 3- bedroom units), and basic facilities for sports and recreation.

College building consisted of common amenities i.e., college office, lecture halls, central library, central research laboratory, auditorium, etc. and the departments with facilities including demonstration rooms, seminar rooms, dissection hall, laboratories, museums, departmental libraries, etc.

Hospital had all the broad specialities with facilities such as, casualty, OPD, IPD, ICU, OT, pharmacy, central lab, imaging techniques, etc.

Today: Where are we now?

Currently the institution has grown into a medical college with an undergraduate program for 150 students, 17 postgraduate MD/MS programs with 59 seats, 1 DNB program for Emergency Medicine & Post-doctoral DrNB programs in 3 super specialities.

Campus also houses a nursing college with undergraduate, postgraduate & PhD programs, and an institute of Allied Health Sciences catering to BPT, BMLT, DOTAT, DRT, DDT.

Hospital has expanded to include all the super speciality branches and an Emergency Medicine department.

Strategic Plan

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Overview

Mission Statement

Our mission is to:

- Provide excellent medical education for the undergraduate, postgraduate and post-doctoral students to make them competent and conscientious doctors with strong ethical and social convictions.
- Deliver compassionate and global standard healthcare to patients of all strata in our society.
- Upgrade learning resources and infrastructure to keep up with current evidence-based practices and meet the demands of medical education, health care and research.

Vision Statement

Vision of our institution is to emerge as a centre of excellence and set new standards in medical education, healthcare delivery, and meaningful medical research.

Medical college hospital has a vision to provide quality health care at an affordable cost to all the sections of our society.

Core values

1. Academic excellence aiming at global competencies
2. Community service through quality healthcare
3. Scientific inquiry and innovation through research
4. Faculty empowerment with team work and professionalism
5. Student empowerment by holistic development, participation, inclusivity and diversity
6. Productive partnerships
7. Quality enhancement through cutting edge technology

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Analysis

Strengths	Opportunities
<ul style="list-style-type: none">• Participatory management• Expertise of the faculty• Infrastructure• High quality training of theory, laboratory and clinical skills• Eco-friendly and inclusive atmosphere• Constant mentoring and monitoring of students resulting in achievements in academics, sports and cultural activities• Encouraging global competence & all-round development of the students	<ul style="list-style-type: none">• NMC guidelines• Competency-based UG and PG curricula• National and international collaborations
Weaknesses	Challenges
<ul style="list-style-type: none">• Location of the hospital• Insufficient funding for research	<ul style="list-style-type: none">• Competition• Increasing regulations

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Strategic Goals and Objectives

Long Term Goals - 5 years

- Elevate the status of the institution to state / deemed to be University

Short Term Goals - 1-3 years

- Strengthen academic output
- Enhance research output
- Improve hospital output
- Augment infrastructure & digitalisation
- Accreditation & Ranking

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Strategy

Risk analysis (Obstacles for realising our vision / goals)

Risks	Detail the controls in place	Team members responsible
Finance	Systematic internal financial planning & management	Management
Competent personnel	FDPs & staff training programs	Principal & MEU
Motivation of staff	Incentives	Administration

Resource Assessment (infrastructure required to realise vision / goals)

- Land allocation
- Finances & budgeting
- Competent personnel
- Time frame

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Operational Plan Dissemination

Goal 1: Elevate the status of institution to deemed to be University

Target: Emerge as a Deemed-to-be University

Strategy:

- a. Increase the multi-disciplinary courses
- b. Complete recognition for all programs from regulatory authorities
- c. Obtain accreditation from NAAC, NABH & NABL and NIRF ranking
- d. Increase global partnerships
- e. Increase intake to the postgraduate and super speciality programs

Program activities:

- a. Start new programs & multi-disciplinary courses
- b. Increase research output
- c. Preparation for accreditation process.

Success Criteria:

- a. Accreditation from NAAC, NABH & NABL
- b. NIRF ranking
- c. Recognised as deemed-to-be university
- d. Starting new multi-disciplinary courses.

Lead: Management & Dean

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Goal 2: Strengthen academic output

Target: Increase the academic output

Strategy:

- a. Improved learning resources
- b. Increase student interactions
- c. Develop a culture of academic driven atmosphere on the campus

Program activities:

- a. FDP for effective implementation of curriculum & use of innovative T/L methods.
- b. Mentoring both faculty and students.
- c. Academic-focussed activities.
- d. Incentivising academic success.
- e. Department audits.
- f. Increase digitalisation in administration and academic activities

Success criteria:

1. Improved performance in university exams & NEET / NExT/other competitive exams
2. Better rating / ranking of the college

Lead: MEU & Principal

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Goal 3: Enhance research output

Target: Increase in the volume and quality of research activity among faculty & students

Strategy:

- a. Apply for DSIR recognition certificate
- b. Improve facilities in research laboratories
- c. Incentivising research outputs

Program activities:

- a. FDPs & workshops for UG & PG students in research methodologies, patents, copyright issues, writing for funding, collaborations, etc.
- b. Link research output with performance appraisal, increments and promotions.
- c. Leave or cash benefits for presenting in conferences
- d. IEC to pursue DSIR certification
- e. IEC to develop publication wing to aid in research publications.

Success criteria:

1. Increase in the number of research publications in indexed journals
2. Increase in collaborations
3. Increase in funded projects

Lead: IRC & IEC

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Goal 4: Improve hospital output

Target: Improve the volume and quality of patient care

Strategy:

- a. Develop and timely updating of protocols
- b. Improve community connect
- c. Digitalisation of hospital records, billing, etc.
- d. Patient benefit by optimisation of procedural charges & health schemes

Program activities:

- a. FDPs & CMEs regarding protocols, advance training and digitalisation
- b. Gokulam Community Connect Programs
- c. Increasing the use of HMIS
- d. Reduce time needed for admission, discharge & billing; coordinated referrals

Success criteria:

1. Increase in the number of patients seeking care
2. Increased patient satisfaction

Lead: Management, Dean, Medical Superintendent & Dy. Medical Superintendent

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Goal 5: Augment infrastructure & digitalisation

Target: Development of: 1. Knowledge Centre

2. Super-speciality block

3. Indoor & outdoor stadiums

4. Additional housing for students, residents & staff

5. Increase digitalisation

Strategy: Land & budgetary allocation for time-bound completion in 5 years

Program activities:

a. Planning

b. Permits

c. Time-bound and within budget completion

d. Phased budget allocation

e. Upgrade software for academic, administrative, library and hospital management.

Success Criteria: Completion of work

Lead: Management & Infrastructure development & maintenance committee

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Goal 6: Accreditation & Ranking

Target:

1. To be accredited by NAAC, NABH & NABL
2. To be ranked among top NIRF ranking medical colleges

Strategy:

- a. Focused preparation for accreditation processes.
- b. Enhancing quality practices in the college & hospital.
- c. Prepare for the NIRF ranking.

Program activities:

- a. Criteria-wise preparation for the accreditation process.
- b. Initial NABL & NABH accreditation
- c. Preparing for NAAC accreditation & NIRF ranking.

Success Criteria: Successful accreditation & ranking

Lead: Management & Infrastructure development & maintenance committee

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Action Planner

Implementation: Strategic Actions

Action	Status (Completed / In Progress/On hold / Started)	Priority (H / N / L)
New programs & multi-disciplinary courses	In progress	N
Preparation for accreditation process	"	H
FDPs & staff training	"	N
Mentorship activities	"	N
Academic-focussed activities	"	N
Incentivise academic success	"	N
Department audits	"	H
Workshops on research methodology	"	N
Link research to promotion & benefits	"	N
DSIR certification & publication wing	Started	H
Digitalisation	In progress	H
Reduced timing for admission & discharge	"	H
Coordinated inter-department referrals	"	N
Supervising infrastructure projects	"	N
Create annual report for the fiscal year	"	N

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Measurement of success (Benchmarks used as measure of success)

Measurement of Success

Measurable component description	When to measure	How to measure
Quality enhancement	3y	Accreditation & ranking
Growth of institution	3y	New courses & increased intake
Academic excellence	Annual	University & NEET/NEt results
Increased research output	Annual	Number Publications, collaborations, funding
Patient care	Monthly	Number & satisfaction of patients
Elevating the status of the institution	5y	University status

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Evaluation of Plan

The goals, objectives and action plans specified in this strategic plan are aligned with the mission and vision. The plans are specific, measurable, attainable, balanced and complete.

Summary

Evaluation of Strategic Plan

Sree Gokulam Medical College & Research Foundation is committed in contributing to the society by providing excellent medical education and quality healthcare through constant scientific inquiry and refinement.

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