ARMY COLLEGE OF NURSING

LEARN & SHARE-EXCEL IN HEALTHCARE

JALANDHAR CANTT

ACN @ 2040

A VISION DOCUMENT

ARMY COLLEGE OF NURSING @ 2040

1. **Background.** Army College of Nursing (ACN), Jalandhar Cantt is a premier nursing institute operating under the aegis of Army Welfare Education Society (AWES) and meeting the aspirations of daughters of Serving and Retired all ranks of the Indian Army, since Aug 2005. The college is affiliated to Baba Farid University of Health Sciences, Faridkot (BFUHS) and has been accredited as a B+ institute by NAAC; the first among 144 nursing colleges of the university. The college is enriched with infrastructure and has a unique distinction of 100% results and 100% placements since its inauguration. 151 of the passed out students in the last 13 batches have been selected for MNS, three commissioned into Indian Army and one into Indian Air Force, 47 joined various Govt jobs and 66 are successfully settled abroad, serving as Regd Nurses (RNs).

2. The college has secured a unique place of distinction to have gained sufficient experience and learnt useful lessons from the first cycle of NAAC accreditation to chart a road map for the future. Implementation of New Education Policy (NEP) 2020 has already been incorporated in the form of INC Revised Regulations-2021 and the NEP itself has to be fully implemented by 2040.

3. **Vision.** To achieve sustained excellence in nursing education and clinical skills, aimed at holistic development and best employability empowerment for the future nurses.

4. **Mission.** To provide best environment, faculty, and supporting infrastructure for nursing students in their pursuit of excellence.

5. **Objectives.**

   (a) To provide a comprehensive system of education and prepare students for their future roles.

   (b) To maintain high standards of nursing education through innovative approaches to problem-solving.

   (c) To prepare student nurses for the administration of nursing services and education.

   (d) To carry out instructions and training, distinguishable from programs of ordinary nature, for making distinctive contributions in the area of specializations as may be determined from time to time.

   (e) To nurture the institution for high-quality teaching and research for the advancement of knowledge and its dissemination through various research programme undertaken by faculty in diverse disciplines.

   (f) To promote curricular, co-curricular, sports activities, etc for overall personality development of the students.

(g)   To extend the benefit of knowledge and skills for the development of individuals and of the society by associating itself with local and regional problems of development.

(h)   To establish and conduct centers of social changes and extension, provide for health care, and promote awareness about personal, community, and social health, hygiene, well-being particularly among villagers.

(j)   To undertake such other actions and do such other things as may be necessary or desirable for furtherance of the aims and objectives enumerated in present or maybe expedient in future.

6.   **Operating Environment.**   While preparing this document, the appreciated operating environment of AWES, BFUHS and the Indian Nursing Council (INC) has been factored in and road map for 2040 drawn.

(a)   **AWES.**

(i)   Short, medium and long term objectives and plan for overall increase in seats (short term upto 2025), to more than double, at an approx cost of Rs 50 Cr.

(ii)   In the medium term, expand the scope by introduction of addl courses & pgmes, particularly in emerging / futuristic fds.

(iii)   In the long term, clusterisation to create multidisciplinary 'Hubs of Higher Education' under 'One Campus One Head' in tune with NEP 2020.

(b)   **Regulatory Bodies (Indian Nursing Council, New Delhi and Baba Farid University of Health Sciences, Faridkot).**   B Sc (Nursing) Four Degree Course changed to Semester System with a view to : -

(i)   Uniform standard of Nursing Edn in the country.

(ii)   Revised pgme encompasses foundational, core and elective courses, adopts credit system and semester system.

(iii)   Modular learning integrated in foundational as well as core subjects. Learning in skill lab / simulated lab and clinical envt.

(iv)   Simulation integrated throughout the curriculum (where feasible).

(v)   Competency based and outcome based approach throughout the pgme.

(vi) Competencies to reflect practice standards of INC, address the areas of cultural diversity, communication technology, teamwork and collaboration, safety, quality, therapeutic interventions and evidence based practice.

(vii) Knowledgeable competent nurses and midwives with clear critical thinking skills who are caring, motivated, assertive and well-disciplined responding to the changing needs of profession, healthcare delivery system and society.

(viii) Assume responsibilities as professional, competent nurses and midwives in providing promotive, preventive, curative and rehabilitative healthcare services in any healthcare setting.

(ix) Prepare nurses and midwives who can make independent decisions in nursing situations within the scope of practice, protect the rights of individuals and groups and conduct research in the areas of nursing practice and apply evidence-based practice.

(x) Prepare them to assume role of practitioner, teacher, supervisor and manager in healthcare settings.

7. **Strategies.**

(a) **Education.**

(i) To continue to pursue excellence in teaching and learning and to strengthen and enhance its position in health sciences fraternity.

(ii) To maintain our current rate of qualification but also to scale up from middle level (undergraduate degree) to high level (Postgraduate degree) master level.

(b) **Research.**

(i) To place greater stress on preparations for research by increasing and upgrading faculty.

(ii) To create a committee of senior faculty members for planned increase in the research output in UGC care publications.

(iii) To set minimum research output norms.

(iv) To actively enroll postgraduate students and create a simulating envt and study programs as well as mechanisms to ensure their success.

8. **Human Resources.**

(a)   The recruitment, grading, support progression, and promotion of academic and administrative staff with best practices in the sector, including Assured Career Progression.

(b)   To focus on the development of younger staff, as it will prove to be long-term human capital for the institute.

(c)   To develop a diverse and excellent cadre of young academics through succession planning and by increasing the pool of doctoral graduates.

(d)   To enable faculty members and employees to attend external seminars, conferences, speaker events, or training events.

(e)   To create a "Reader's Club" that includes the purchase of fraternity related books and journals for members of faculty and staff and organize discussions on books read.

9. **Learning.**

(a)   To practice professional nursing competency and safety in diverse settings, utilizing caring, critical thinking, therapeutic nursing interventions with individuals, families and communities at any developmental stage to promote health, prevent illness and restore health.

(b)   To recognize the diversity in learning styles / experiences and integrate professional caring into practice to make informed sound decisions that encompass values, ethical, legal and moral aspects of nursing.

(c)   To provide manifold learning climate and student engagement in a research rich environment to integrate research findings and nursing theories in decision making in evidence-based practice.

(d)   To incorporate various methods of assessment to monitor the outcome of nursing education processes and utilize methods to design change to improve the quality of Nursing education.

10. **Infrastructure.**

(a)   To fast–track modernization of all facilities by adopting the latest technologies for the development of health services.

(b)   To digitize all academic and administrative areas so as to create a more proficient and cost-efficient input-output ratio for their optimum life cycle.

11. **Initiatives, Attributes and SWOC Analysis.**

   (a)   Integrated teaching, evidence based learning microteaching, effective mentorship by faculty and senior students, thrust to student research.

   (b)   Research publication in national & international journals recognized by UGC care.

   (c)   MOUs with institutions of eminence.

   (d)   Thrust to quality assurance, establishing IQAC and accredited with B+ in the 1st cycle of assessment.

   (e)   Rainwater harvesting, solar project, enhancement of greenery, landscaping, scientific ways of disposal of wastes.

   (f)   Adoption of best practices, introduction, and institutionalization of quality initiatives.

   (g)   Automation and enhanced sharing of library

   (h)   Enhanced provision of ICT - Computers Wi-Fi, internet speed.

   (j)   Enhancement in the provision of basic amenities and maintenance.

SWOC : Str, Weaknesses, Opportunities and Challenges

12. **Strengths.**

   (a)   Run / managed by AWES, which is managing 136 APSs and 12 Professional Colleges.

   (b)   Local Management – Senior Army Officers having visionary and futuristic plan for growth.

   (c)   Admission exclusively for wards (girls) of Army Personnel through Online Admission Test.

   (d)   Intake of students from PAN India.

   (e)   Multi speciality Parent Hospital MH Jalandhar Cantt with 865 beds and 11 specialities and advanced internship at Command Hospital, Chandimandir.

   (f)   Independent & spacious building, constructed as per INC norms.

   (g)   College complex : wi-fi campus @ 100 mbps.

(h)   Library with wide range of resource material and access to online databases.

(j)   Deep selection process for selection of most competent and skilled faculty.

13.   **Weaknesses.**

    (a)   National & international exchange programme.

    (b)   Quality and extend of research programme.

    (c)   Less collaboration with other organisations.

    (d)   Practical training restricted to army hospitals only.

    (e)   Lack of assured career progression and compensatory growth.

14.   **Opportunities.**

    (a)   Cross pollination of ideas & innovations.

    (b)   Faculty Exchange Pgme.

    (c)   To collaborate with national / international universities on research based education for in-service education.

    (d)   To assist in decision making for clinical nursing problems with use of evidence based practice.

    (e)   Well equipped labs with simulators for experience condition may not encounter clinicals.

    (f)   Collaboration with ASHA school and command hospital, western command for clinical exposure.

    (g)   Overall upliftment of nursing profession with quality nursing education.

    (h)   Establishment of NCC, NSS & Youth Red Club (YRC).

15.   **Challenges.**

    (a)   To put research into practice.

    (b)   To get funds from national / international agencies for nursing research.

    (c)   Preparing specific software for nursing education.

(d)   Enhancing the admission of B Sc students and pioneer project for M Sc (Nursing).

(e)   Dual role of faculty in nursing services.

(f)   Setting up of courses related to nursing.

(g)   Prepare and explore potential of semester based graduation & 10 point grading system.

(h)   To set up own research centre.

Goal Setting

16.   **Academic Programmes/Curriculum Development.**

(a)   To introduce/strengthen academic programs at all levels.

(b)   To start interdisciplinary academic programs.

(c)   To introduce allied health science UG & PG programs such as Bachelor of Pharmacy, Physiotherapy, and Geriatric Medicine.

(d)   To introduce specializations in existing programs.

(e)   To introduce University based Short duration courses, including a program in combat nursing care.

(f)   To offer value-added programs in BLS and ACLS by American Heart Association.

17.   **Acad Growth.**   Short Term, Mid Term and Long Term Academic Growth of ACN from 2023-24 to 2029-30 is attached as Appendix 'A'.

18.   **Teaching Learning And Evaluation.**

(a)   To strengthen blended/ICT-enabled teaching–learning methods, to enhance e-learning; webinars; initiation of ERP; online lectures; video lectures etc.

(b)   To prepare an institutional repository of e-learning material – lecture & practical instructions, SOPs case studies, and so on.

(c)   To organize at least 5 webinars /year.

(d)   To train students for CDS, AFCAT, and MNS examinations.

(e)   To develop strategies to train staff through incentives enhanced research facilities and welfare measures.

19.   **Research and Development.**   In order to internalize and enhance research at all levels, it is proposed to fix the minimum target for each researcher. Teacher / Researcher must be able to

(a)   Publish at least two research articles/year in Scopus or Pubmed indexed journals.

(b)   Write at least one book/booklet/chapter in a book/review article in their specialized area once in three years.

(c)   Enhance collaborative activities and MOUs at all levels.

20.   **Institutional Social Responsibility.**

(a)   Each department to undertake at least two extension and outreach activities.

(b)   To participate in national and health missions.

(c)   To undertake surveys and record the prevalence of diseases and disorders.

(d)   To participate and excel in NCC trg and prep cadets for NCC 'B' and 'C' Certificates.

(e)   To adopt a village/area for providing health services and performing extension activities.

(f)   To prepare SOPs and guidelines, and booklets for health awareness.

(g)   To develop "ACN Faculty Student Group" to undertake propagation of message on global warming, emerging infections diseases and their prevention/control.

21.   **Physical Infrastructure and Learning Resources.**

(a)   To undertake continuous up-gradation and improvement of physical infrastructure- classroom, labs, etc. Infrastructural Replacement Plan for next Five Years is att as Appendix 'B'.

(b)   To construct a simulation lab for skill up-gradation and improvement.

(c)   To upgrade clinical instrumentations/equipment on a continuous basis.

(d)   To use the electrical energy vehicles for maintaining the ecosystem.

22. **Library Resources and Facilities.**

    (a)   To enhance the number of books/journals at least by 1000 every year.

    (b)   To enhance subscription for databases, to subscribe to e-books and e-journals.

    (c)   To develop institutional learning repository IT facilities.

    (d)   To ensure latest hardware and software

    (e)   To maintain /enhance the speed of the internet.

23. **Student Support And Facilities.**

    (a)   To inculcate multi-leveled mentor system for senior students and facility, as well as to strengthen psychological counseling to the needy.

    (b)   To enhance incentives and welfare measures to students – gold medals, merit prizes, awards at state and national levels.

    (c)   To strengthen Yoga, meditation, and physical fitness strategies and internalize them.

    (d)   To publish college magazine & Newsletters.

    (e)   To strengthen student enrichment programs for soft skills, values and competence.

    (f)   To encourage students to undertake projects, field surveys, publish papers and participate in academic/co-academic deliberations with incentives.

    (g)   To train students for online entrance tests and competitive exams like MNS, CDS, AFCAT, etc.

    (h)   To strengthen student exchange programs and their participation in video conferencing/online lectures.

    (j)   To ensure smooth establishment, planned growth and active participation of NCC, NSS and Youth Red Cross units.

24. **Governance And Leadership.**

    (a)   To explore new avenues of incentives, awards, and welfare measures to attract and retain experienced staff.

(b)   To redefine and strengthen policies of HR, research, quality, and strategic developments from time to time at least once in five years based on need-based analysis.

(c)   To transform ACN as an Allied Health Sciences Institute to enhance the horizon of comprehensive health care.

(d)   To enhance the number of MoUs with institutions.

(e)   To modernize and enhance the infrastructure based on the review once in five years.

(f)   To institute endowment for endowment lectures, endowment prizes, gold medals, national/international awards for teaching/research/lifetime contribution, and so on.

25.   **Bench Marking.**

(a)   To grow as a premier institution of higher education at national and international levels.

(b)   AIIMS/PGI / Rajkumari Amrit Kaur(RAK) College of Nursing.

(c)   To get the best certifications on national and international accreditation agencies for academic programs.

(d)   To get ICMR-funded research projects.

26.   **Image Building.**

(a)   To strengthen our domestic and international profile by increasingly addressing society's needs for updated and futuristic knowledge through research.

(b)   To build our image as a research-intensive/college by simultaneously concentrating on problems of national and/or regional concern in order to maximise local impact while enhancing our academic stature and visibility within a highly competitive international world.

27.   **Conclusion.**   ACN @ 2040 has attempted to envision the environment that is appreciated to prevail, coterminous with the complete actualization of NEP-2020 in HEIs. The challenges and opportunities have been analysed to prepare a realistic roadmap, supported by judicious generation and utilization of all resources. The resulting scenario shall be governed by sustained efforts to minimize the interruptions and maximize the participative approach, for overall growth of ACN.

ROAD MAP FOR ACADEMIC GROWTH : ARMY COLLEGE OF NURSING, JALANDHAR CANTT

Ser No	Course	No of Seats	Recognised body	Duration	Approx Fee*	Infra Reqd		Time Line
						HR #	Accn	
Short Term (3 Years)								
1	M Sc (Nursing) - 5 specialities with 3 students per speciality	15 per year (Total 30 students)	INC / BFUHS	02 Years	2.04 lakh per year (Rs 30.6 lakh)	01 x Prof 01 x Assoc Prof 03 x Asst Prof (Rs 26.52 lakh)	10 existing hostel rooms Rs 10.00 lakh for minor modifications (50% seats may be offered to Day Boarders)	2024-25
2	Incr of Seats in B Sc (Nursing) from 60 to 100	100	INC / BFUHS	04 Years	1.56 lakh per yr (Rs 445.92 lakh)	01 x Prof 02 x Assoc Prof 03 x Asst Prof, 10 x Cis (Rs 286.85 lakh)	80 rooms for 160 students Rs 930 Lakh	2024-25
Mid Term (5 Years)								
3	Increase of Seats in M Sc (Nursing) - 5 students per speciality (Addl 10 students)	10 per year (Total 20 students)	INC / BFUHS	02 Years	2.04 lakh per year (Rs 20.4 lakh)	Faculty posn same as Ser No 1 above.	10 existing hostel rooms (50% seats may be offered to Day Boarders)	2025-26

24	Computers	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00
25	Lap Top	-	80,000.00	-	-	80,000.00
26	Projector	1,00,000.00	2,00,000.00	2,00,000.00	2,00,000.00	1,00,000.00
27	Photostat Machine	-	1,00,000.00	-	1,00,000.00	-
28	Treadmill	8,00,000.00	-	-	-	-
29	Submersible Pump	-	-	2,50,000.00	-	2,50,000.00
30	Fire Motors	20,000.00	-	20,000.00	-	20,000.00
31	Lift replacement	-	10,00,000.00	-	-	-
	Total	21,40,000.00	26,05,000.00	44,25,000.00	18,35,000.00	20,35,000.00

Ser No	Course	No of Seats	Recognised body	Duration	Approx Fee*	Infra Reqd HR #	Infra Reqd Accn	Time Line
4	Post Basic Diploma in Neonatal Nursing	10	INC / BFUHS	One Year	35000 (Rs 3.5 lakh)	To be managed by existing faculty		2027-28
5	Post Basic Diploma in Oncology Nursing	10	INC / BFUHS	One Year	35000 (Rs 3.5 lakh)	To be managed by existing faculty		2027-28
Long Term - Army College / Institute of Health Sciences (AIHS) - (8-10 Years)								
6	Ph D (Nursing)	8	BFUHS		1.5 lakh (Rs 12 lakh)	To be managed by existing faculty		2028-29
7	Nurse Practitioner in Critical Care	20	INC / BFUHS	02 Years	2.04 lakh per year (Rs 40.8 lakh)	01 x Prof / Assoc Prof 01 x Asst Prof (Rs 18.72 lakh)		2028-29
9	BPT	60	BFUHS	Four Years	40250 per yr (Rs 96.60 lakh)	23 x Faculty (02 x Prof 04 x Assoc Prof 06 x Asst Prof 05 x Demostrators 06 x Jr Physiotherapist) (Rs 88.75 lakh)	30000 Sq Ft Built up Area Reqd (100% Day Boarding)	2028-29
9	B Pharmacy	60	BFUHS	Four Years	28500 per yr (Rs 68.40 lakh)	28 x Faculty (05 x Prof 06 x Asst Prof 17 x Lecturers) (Rs 77.76 lakh)	30000 Sq Ft Built up Area Reqd (100% Day Boarding)	2028-29

24	Computers	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00
25	Lap Top	-	80,000.00	-	-	80,000.00
26	Projector	1,00,000.00	2,00,000.00	2,00,000.00	2,00,000.00	1,00,000.00
27	Photostat Machine	-	1,00,000.00	-	1,00,000.00	-
28	Treadmill	8,00,000.00	-	-	-	-
29	Submersible Pump	-	-	2,50,000.00	-	2,50,000.00
30	Fire Motors	20,000.00	-	20,000.00	-	20,000.00
31	Lift replacement	-	10,00,000.00	-	-	-
	Total	21,40,000.00	26,05,000.00	44,25,000.00	18,35,000.00	20,35,000.00

MAINT SCHEDULE FOR FIVE YEARS ROLL ON PLAN

Ser No	Nomenclature	Year 2023	Year 2024	Year 2025	Year 2026	Year 2027
1	Desert Cooler (Large) Dining Hall	-	-	1,00,000.00	-	-
2	Desert Cooler (Small) Students	1,00,000.00	-	-	-	-
5	CCTV	10,000.00	50,000.00	10,000.00	10,000.00	50,000.00
4	Lawn Mover	-	70,000.00	-	-	-
5	Bush Cutter	-	25,000.00	-	-	-
6	Blind Curtain	2,50,000.00	-	-	-	-
7	Water Dispensor	-	-	1,00,000.00	-	1,00,000.00
8	Deep Freezer	40,000.00	-	-	-	-
9	Mech Curtain	-	-	2,00,000.00	-	-
10	Refridgeratotr	-	-	35,000.00	35,000.00	-
11	Water Cooler	-	-	70,000.00	70,000.00	1,00,000.00
12	Curtains	60,000.00	-	-	-	-
13	Aqua Fresh	-	40,000.00	60,000.00	40,000.00	60,000.00
14	Room Heater / Radiator Heater	20,000.00	-	-	30,000.00	-
15	Washing Machine	-	1,00,000.00	1,00,000.00	1,00,000.00	75,000.00
16	LED	-	-	2,50,000.00	-	80,000.00
17	Mini Bus/EV	-	-	20,00,000.00	-	-
18	Sanitary Incenerator	-	-	20,000.00	-	20,000.00
19	Sofa Set	-	-	60,000.00	-	60,000.00
20	Acs	-	2,00,000.00	-	2,00,000.00	-
21	Daikin Cassette AC	-	-	2,00,000.00	3,00,000.00	3,00,000.00
22	VRV (AC MP Hall)	40,000.00	40,000.00	50,000.00	50,000.00	40,000.00
23	Wooden Almirah (Replace)	4,00,000.00	4,00,000.00	4,00,000.00	4,00,000.00	4,00,000.00
24	Computers	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00	3,00,000.00
25	Lap Top	-	80,000.00	-	-	80,000.00
26	Projector	1,00,000.00	2,00,000.00	2,00,000.00	2,00,000.00	1,00,000.00
27	Photostat Machine	-	1,00,000.00	-	1,00,000.00	-
28	Treadmill	8,00,000.00	-	-	-	-
29	Submersible Pump	-	-	2,50,000.00	-	2,50,000.00
30	Fire Motors	20,000.00	-	20,000.00	-	20,000.00
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	Total	21,40,000.00	26,05,000.00	44,25,000.00	18,35,000.00	20,35,000.00