



**MAHATMA GANDHI INSTITUTE OF MEDICAL SCIENCES,  
SEVAGRAM**

# **STRATEGIC PLAN DOCUMENT**

## **2020-21**

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### INTRODUCTION:

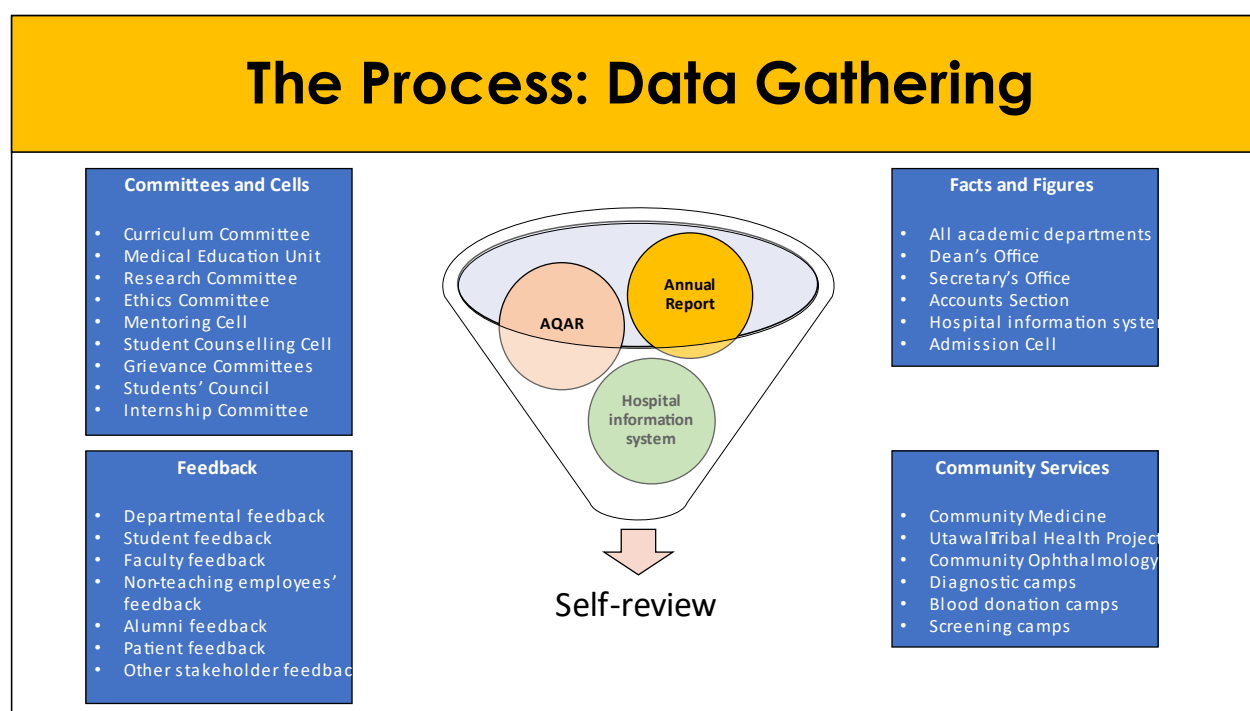
The Mahatma Gandhi Institute of Medical Sciences (MGIMS), Sevagram was established in the Gandhi Birth Centenary year 1969 as an experimental model to produce medical graduates sensitive to the needs of rural India. We have constantly made innovations in curriculum design, curriculum delivery and assessment using the community as a learning ground. Our endeavour through the last five decades has been to continuously innovate, evolve, and reinvent ourselves to meet the need of the hour.

### OBJECTIVES

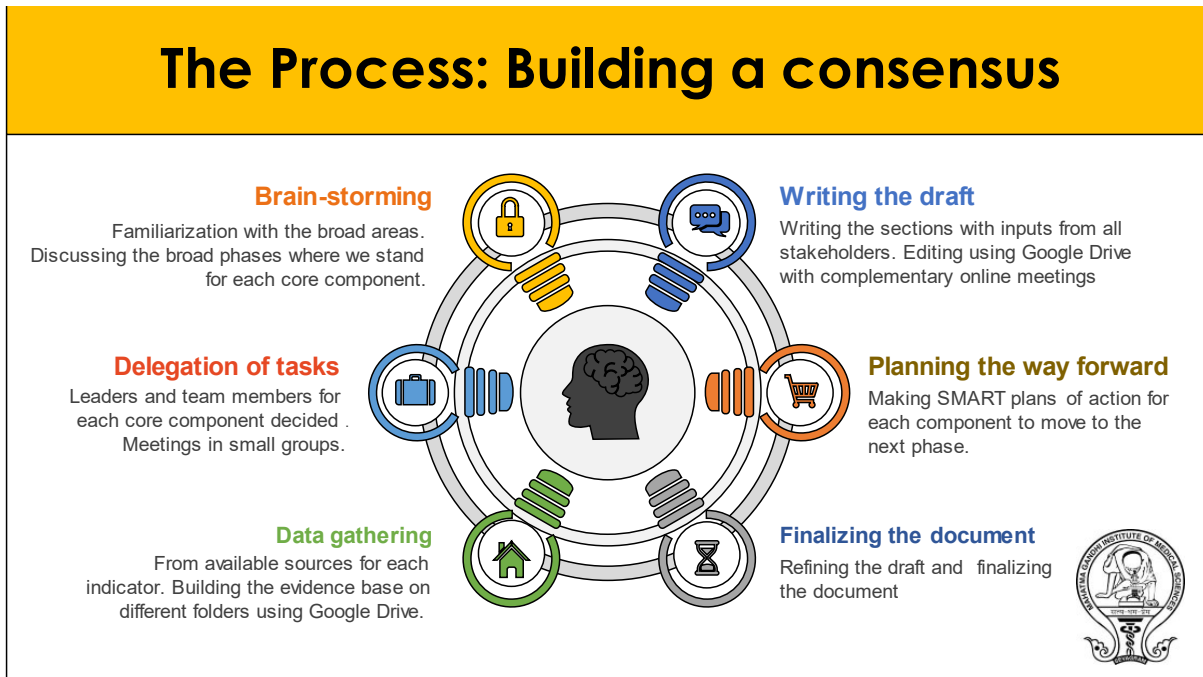
The objective of creating this strategic plan is to develop a road map to direct us how to invest our resources and energy, based on the vision and mission statement of MGIMS. This plan was created after reviewing our current status in several broad areas.

### PROCESS

This document has been created with the inputs from all stakeholders in the Institute. The following stakeholders were consulted in the process of creating this strategic plan.



This picture shows the process of building a consensus before the strategic plan was finalized.



### THE BROAD AREAS ADDRESSED

The following broad areas were addressed in this strategic plan:

1. Human resource development: Faculty recruitment, training and retention
2. Curriculum review and development
3. Educational experiences, teaching-learning methods and assessment
4. Improving student outcomes
5. Student support mechanisms
6. Hospital services
7. Research with emphasis on community-based research
8. Governance and leadership
9. Stakeholder engagement
10. Institutional social accountability

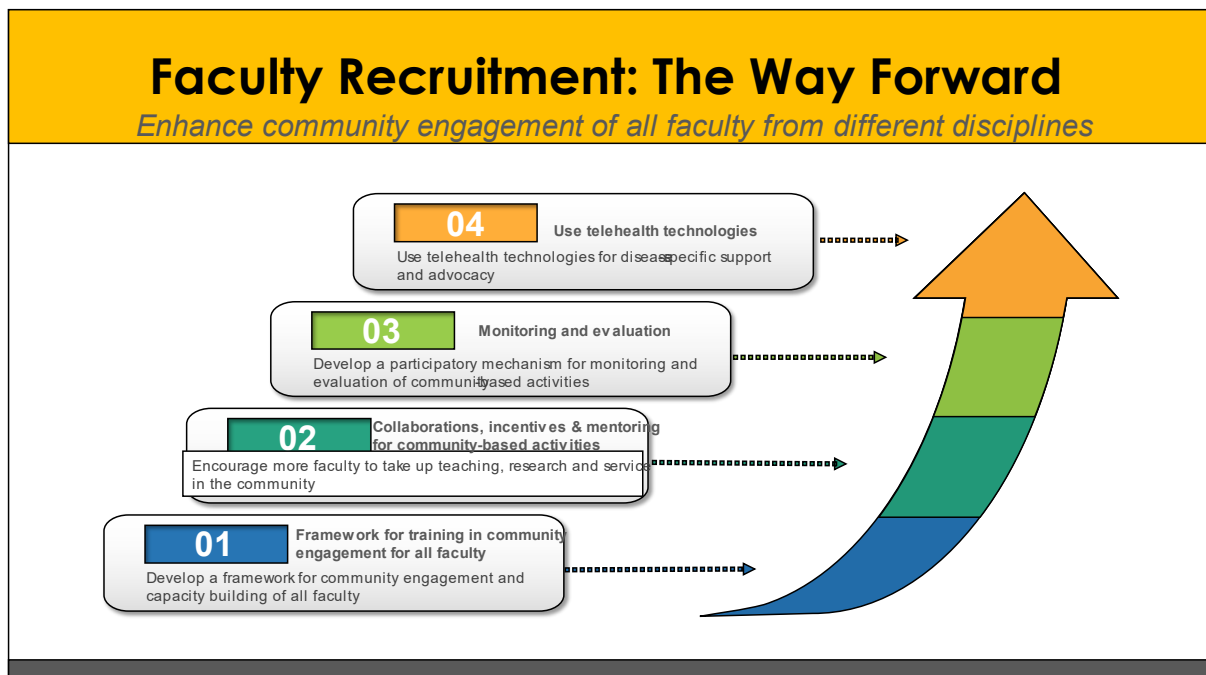
## 1. HUMAN RESOURCE DEVELOPMENT: FACULTY RECRUITMENT, TRAINING AND RETENTION

The plan is to recruit, develop and try to retain the best faculty and non-teaching staff by trying to built-up a supportive and inclusive culture where the people working in the Institute feel valued and also strive to work at their best. We will try to attract excellent talent in our organization. We will invest in our human resources by providing opportunities for professional development and will try to support and help each person to reach his/ her greatest potential. We will use a proactive approach which will be flexible in nature so as to retain our human resources.

This will be done by:

- Developing a transparent process for recruitment and time-bound promotion of staff based on their contribution to the academic environment
- Developing a system of incentives to retain faculty interest and enthusiasm. This will be done by giving them opportunities to train and develop advanced skills
- Making faculty development activities mandatory through programmes conducted by the Medical Education Unit and the Research Committee
- Developing a system for faculty mentoring
- Developing an online system for recording, monitoring, and support of faculty activities

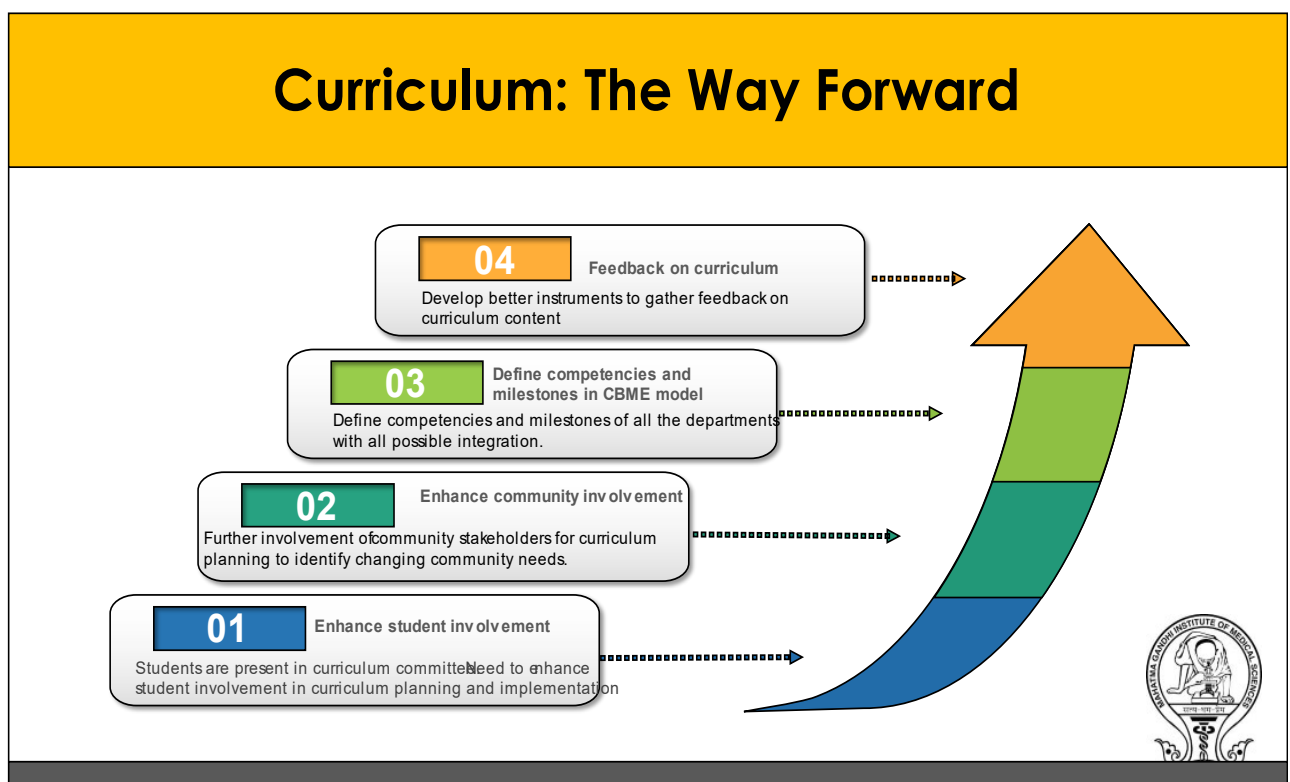
Furthermore, in view of our vision and mission statement, we will try to enhance the community engagement of faculty from different disciplines. Some of the methods by which this will be done are outlined below:



## 2. CURRICULUM REVIEW AND DEVELOPMENT

MGIMS is affiliated to the Maharashtra University of Health Sciences (MUHS), Nashik and has shifted to the competency-based medical education (CBME) curriculum proposed by the National Medical Commission. In view of this shift, the curriculum committee will work towards training, designing, implementation and monitoring of the CBME curriculum. The strategic plan is to support and provide a scaffolding mechanism in terms of infrastructure, technical support, knowledge and skills to faculty and students to implement the CBME curriculum.

Some of the ways in which this will be done are outlined in the diagram below:



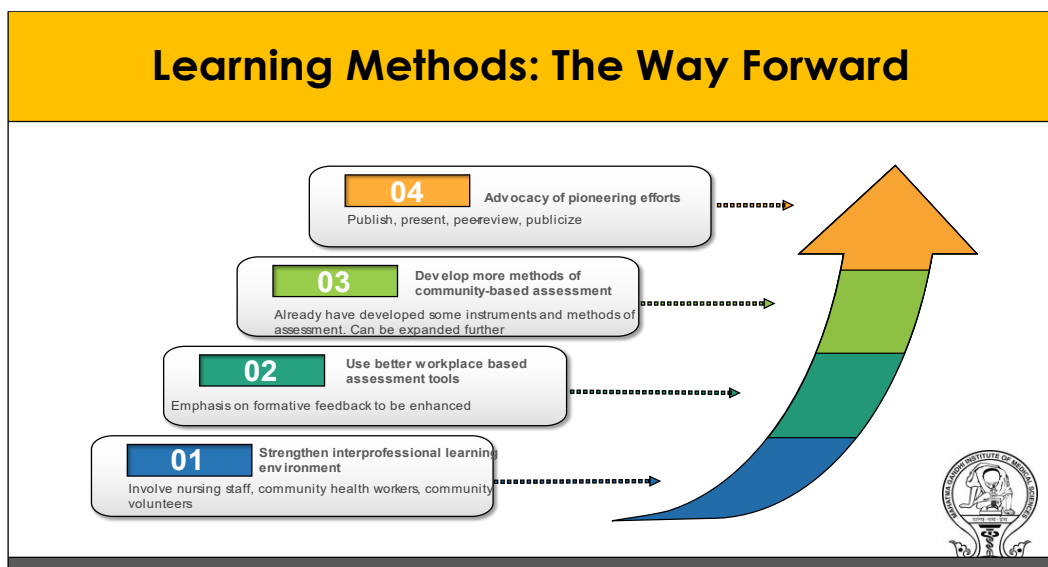
### 3. EDUCATIONAL EXPERIENCES, TEACHING-LEARNING METHODS AND ASSESSMENT

The aim is to create a conducive learning environment and provide enriching educational experiences to learners. In alignment with our philosophy of community-oriented medical education, learners will be given ample exposure in the community. The plan is to improve the quality of feedback provided to students and faculty.

Some more strategic tasks are outlined below:

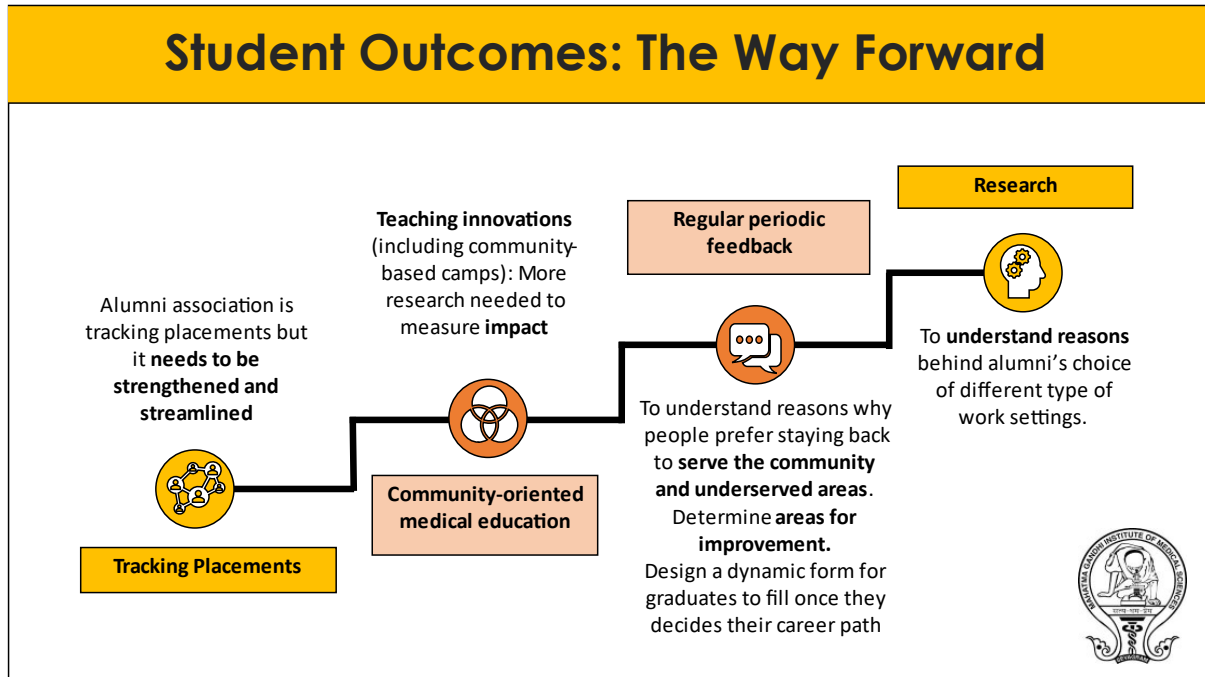


We are a pioneer in introducing curricular innovations in the field of community-oriented medical education. Several of our innovations such as the village adoption scheme have been adopted at the national level. In view of the shift to competency-based education some of the plans for improving teaching, learning and assessment are as follows:



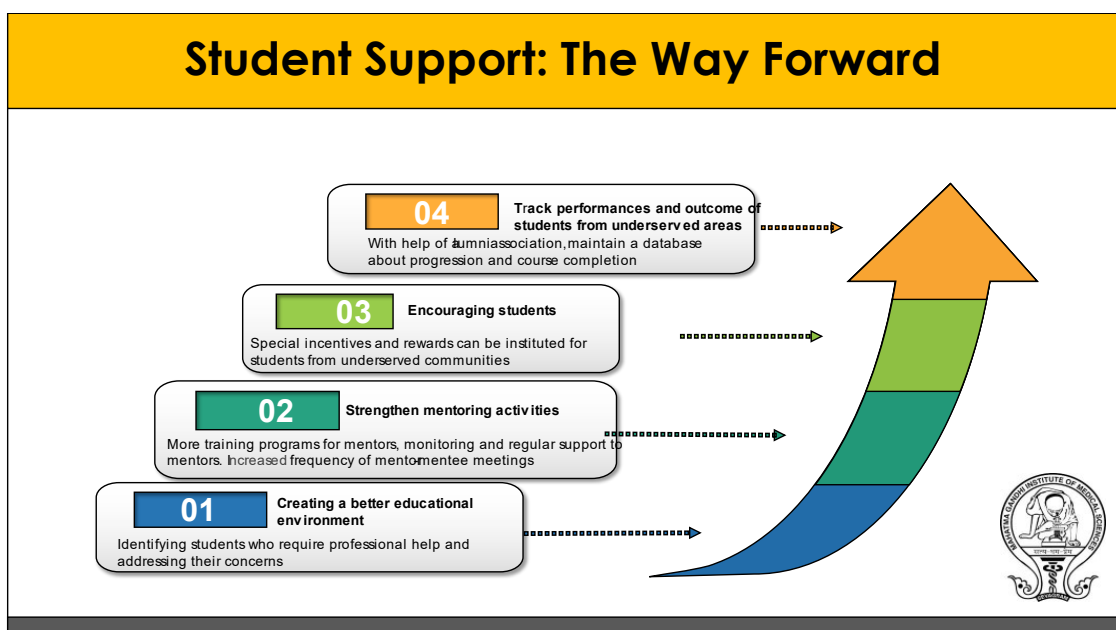
## 4. IMPROVING STUDENT OUTCOMES

In order to track student placements and determine student outcomes, we need to create a database. The strategies to track student outcomes more efficiently are outlined below:



## 5. STUDENT SUPPORT MECHANISMS

MGIMS has plans to enhance the quality of support being provided to students in a more structured way. These steps include providing better mentoring, support, feedback, incentives and rewards, and tracking their performance.



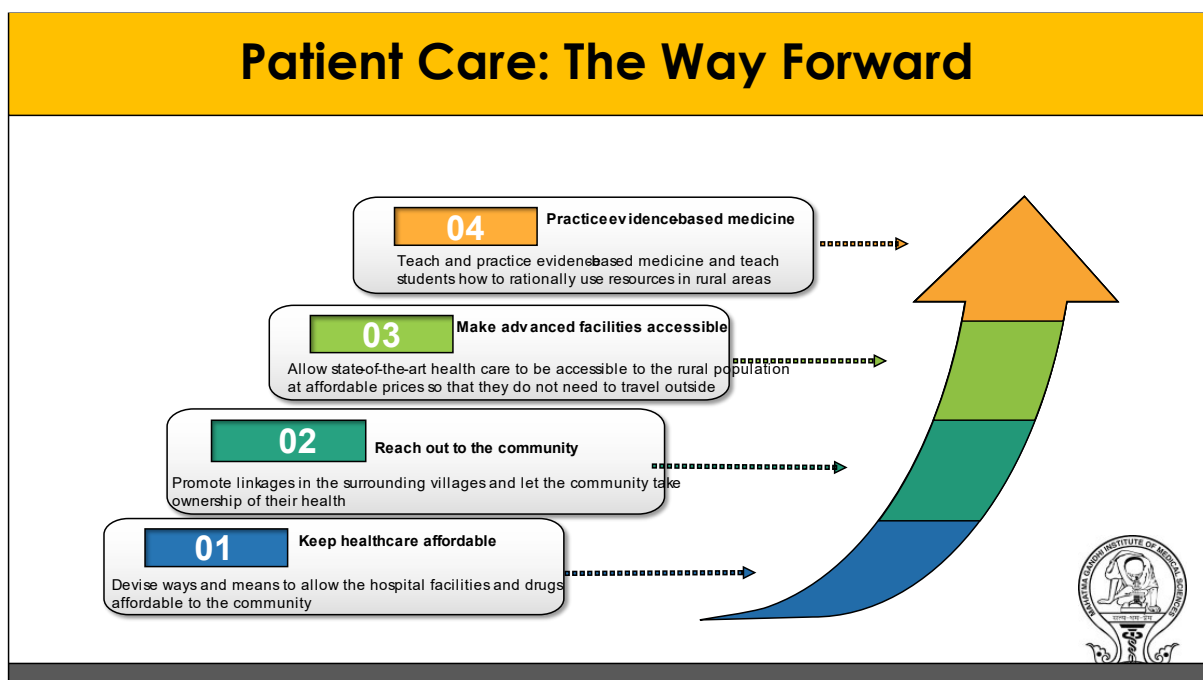
## 6. HOSPITAL SERVICES

The aim is to provide appropriate, accessible and affordable patient care and improve the health of local population. We also help health authorities in preparing guidelines for improvement of the health at the district, state, national and global level.

Hospital services serve as a vital educational tool for medical students, trainee residents, nursing staff and others in the practice of evidence-based medicine. The plan also includes showing learners how to care for each patient with dignity, kindness and respect. The idea is to provide culture of creativity, flexibility and curiosity which will inspire new way of thinking, behaving and improving. Patient care will be delivered by adhering highest ethical standards, demonstrating courage and transparency in patient management.

Patient services will be provided in a manner of team work where all the constituents will work together with a common purpose of providing the best health care service.

Some points in this action plan are outlined below:





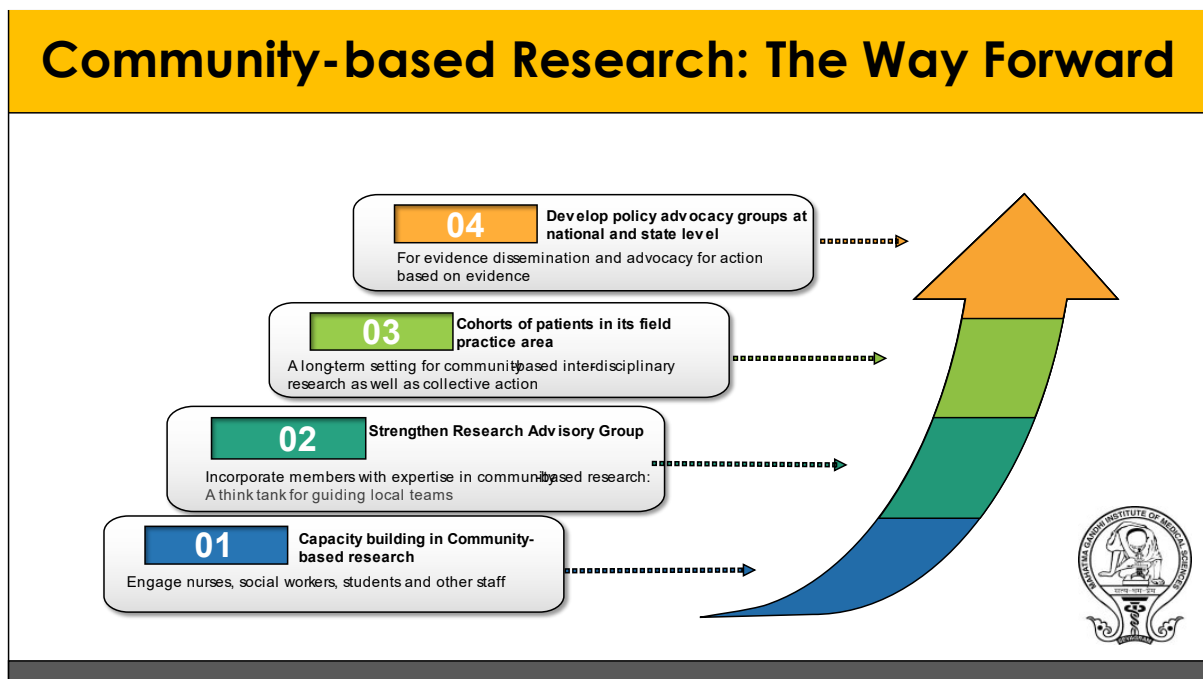
## 7. RESEARCH WITH EMPHASIS ON COMMUNITY-BASED RESEARCH

Research at MGIMS will focus largely on our greatest resources i.e., our people. We will try to increase the ability of our faculty to pursue major scientific questions in an environment that will lead to discovery for prevention, treatment and cure.

We will try to recruit best faculty and learners and try to retain them. We will provide an environment for integrated research by inter-departmental and inter-disciplinary collaboration. We also seek collaboration with outside agencies across various schemes in health research and policy using a cross-disciplinary approach. We will carry out high quality clinical studies so as to improve health outcomes. At the same time, we will focus on research so as to enable transformative discoveries.

The institute will develop good infrastructure by providing technology to support the research carried out in the Institute.

Some of the points outlined below focus on community-based research which is one of the focus areas of the institute.

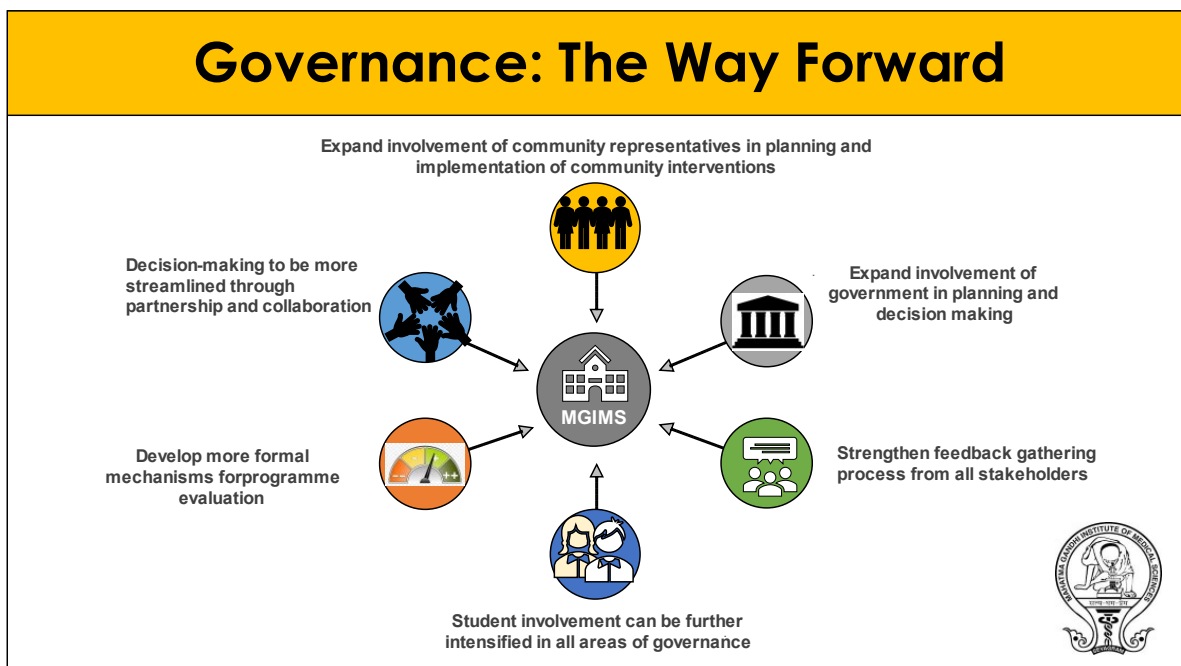


## 8. GOVERNANCE AND LEADERSHIP

At MGIMS, we seek to create a conducive environment for creativity, innovation and enthusiasm through good governance.

Through participatory processes, decision making is a shared process. Better systems need to be developed for programme evaluation. This will require a stronger feedback-gathering process. All stakeholders will be involved in these processes.

A summary of our plan of action is outlined in the graphic below:

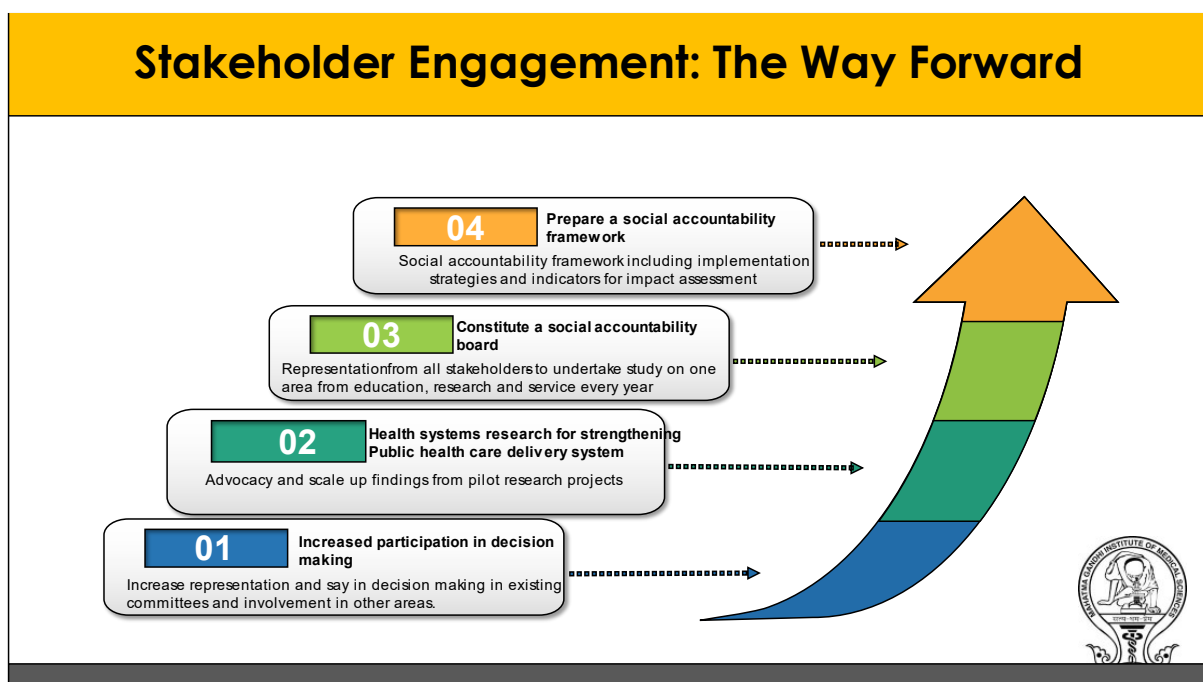


## 9. STAKEHOLDER ENGAGEMENT

The Mahatma Gandhi Institute of Medical Sciences, Sevagram has been a leader in providing solutions for community care delivery system. The strategic plan is to engage and collaborate with the local, state, national and global community to improve the health care delivery system. The Institute has been already collaborating with different stakeholders and proposing solutions.

We are committed to foster a strategic relationship with important stakeholders in the government and non-governmental organizations in providing improvement in health for all. It is proposed to develop service metrics based on our own practices to demonstrate its impact of health services. The faculty will clearly communicate new discoveries, technologies and health care practices to the public as well as to the policy makers so as to increase the knowledge in the field of science. The Institute will actively engage with various national organizations and various national health initiatives so as to broaden our collective impact.

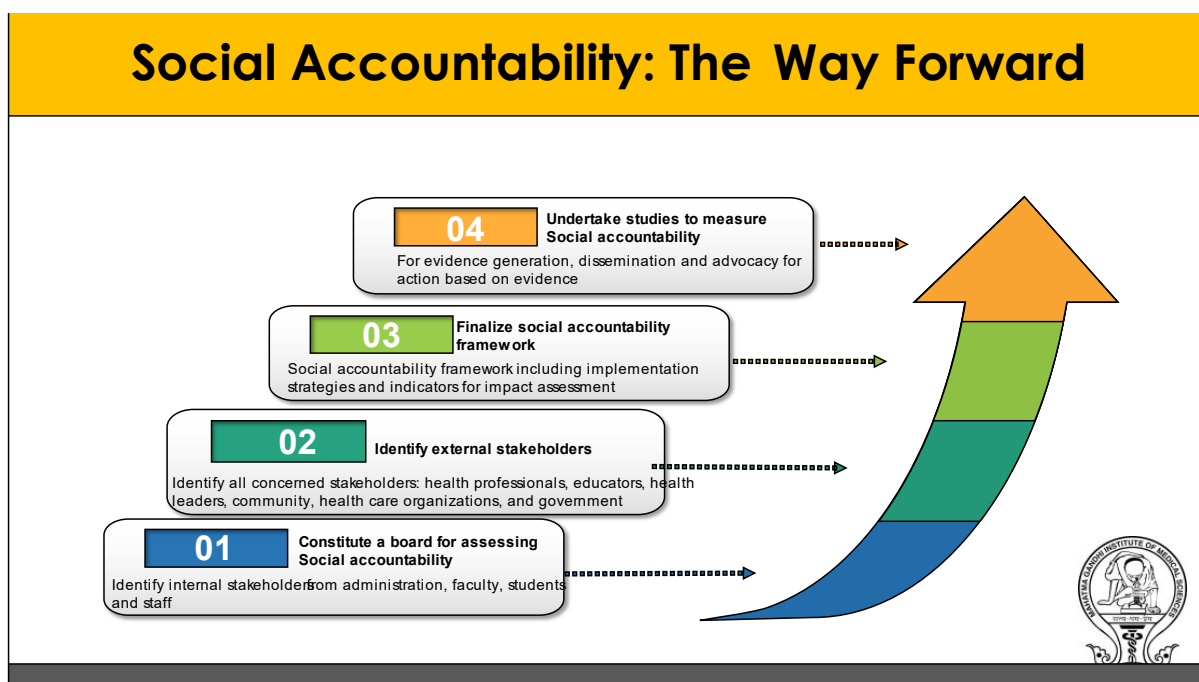
Some of the strategies to enhance stakeholder engagement are as follows:



## 10. INSTITUTIONAL SOCIAL ACCOUNTABILITY

As our vision and mission statement emphasise, we seek to build bridges between the community and the academic institution. An important part of our mission is the concept of social accountability. We have been awarded the status of a socially accountable institution by the global organization, Towards Unity for Health.

We seek to fulfil our social responsibility by the following ways:



**DR NITIN GANGANE**  
Dean, MGIMS Sevagram