

Institutional Development Plan (IDP 2022-2032) for Goa Dental College and Hospital

1.	Institutional Basic Information		Page No
	1.1	Institutional Profile	2
	1.2	Institutional SWOC Analysis	3
2	Institutional Development Plan		
	2.1	Vision	3
	2.2	Mission	4
	2.3	Goals and Objectives	4
	2.4	Executive Summary	4
	2.5	Developing Motivated and Energized Faculty	6
	2.6	Teaching, learning and Education Technology	6
	2.7	Research, Development and Innovation	8
	2.8	Industry – Academic Partnership	9
	2.9	Institution’s Placement Plan for Students	9
	2.10	Achieving the Target for Accreditation	9
	2.11	Incubation and Start-up	9
	2.12	Alumni Engagement/Activities plan	10
	2.13	Basic Infrastructure Development plan	10
	2.14	Skill Development of Non-teaching staff	10

Institutional Basic Information

1.1 Institutional Profile

Name of the Institution	Goa Dental College and Hospital		
Head of the Institution	Dr. Ida de Noronha de Ataide		
Contact Details	Email	Cell no	Office
College Website	www.gdch.goa.gov.in		AISHE Code C - 30817
Name of IQAC Coordinator Member	Dr. Anita Spadigam Dr. Aniket Vaidya	Email anita.spadigam@gmail.com Aniketvaidya12@gmail.com	Cell No 9822489755 8390541605
Name of the NEP Coordinator Member	Dr. Sandeep Lawande Dr. Beverly Themudo	Email drsanlaw@rediffmail.com	Cell No 9890223731 9972189569
Name of the RDI Coordinator Member	Dr. Marina Fernandes Dr. Sapna Raut Dessai	Email dr.sapnasrd@yahoo.com	Cell No 9049666453 9420197003
Name of the TLET Coordinator Member	Dr. Anita Dhupar Dr. Saurabh Kamat Dr. Fhelen da Costa	Email dranitadhupar@gmail.com	Cell No 9422636061 8056895626 9620912728
NAAC Accreditation Status	-----		
NIRF Ranking	-----		
UGC Recognition			
Financial Status	Government/Aided	Self Finance	
Under NEP(2020) would your institute prefer to be	Constituent college of the State University Autonomous degree granting College Part of Higher educational institution (HEIs) cluster		

1.2

Institutional SWOC analysis

Strength – Experienced staff, high patient inflow, only tertiary care and referral center of the state with advantageous location, reputed college at All India level for seeking PG admissions, lot of awareness created through camps, talks and discourses for patients in rural areas.

Weakness – Limited budget for procurement of latest equipment and advanced technology, lack of good lab support, delay in procurement of materials and equipment, lack of - sports facilities, common rooms for students, auditorium, lecture halls, mess facility for hostel.

Opportunities– The institution can develop a MIS, digitalization of patient records, paperless workflow, and documentation. The institute can develop Wi-Fi enabled teaching system, smart classrooms, development of basic infrastructure, establishment of research and development cell and teaching, learning and education cell.

Challenges – High costs of dental equipment and technology, delay in process of Government approval for procurement, to remain updated with the recent technology.

2.1

Vision

Government envisaged setting up of this institution in order to generate technical and professional manpower in dentistry in the state and also provide self-employment opportunities to the younger generation.

New methods of Treatment and findings of research can be thus disseminated in order to enhance the skills and competency of young dental doctors and empower them with the latest knowledge and exposure to the latest methods.

It was also contemplated that the college will provide dental care services to the people at large and act as a referral centre in the state.

Provide a distinctive learning experience and nurture the new generation of Dental professionals to meet the emerging challenges by learning the latest in the field of Oral health care; academics, clinical and research arenas and employing this knowledge to serve mankind.

2.2

Mission

Develop a centre of excellence for learning all facets of dentistry, which will generate dental professionals of global standards to render high quality dental care, teaching and research, harbouring innovative ideas with an integrated and ethical approach in pursuit of oral health care for all.

2.3

Goals and Objectives

- To promote dental education of high standards, that focusses on acquiring relevant knowledge and skills in rendering oral health services.
- To develop an active learning environment which inculcates the scientific temperament and reasoning that provides impetus for evidence based research.
- To effectively implement the curricula prescribed for undergraduate and postgraduate courses.
- To update changes in the course structure and design as per the advancements in the field, corroborating with the affiliating and apex bodies so that the course contents are contemporary.
- To promote organisational culture of cooperation, corroboration of team work, collective responsibility, inclusive leadership and social commitment.
- To introduce research activities and scientific presentations at undergraduate level thereby encouraging them for higher education.
- To motivate and encourage postgraduate students and faculty to strive towards their potential and to bridge the gap between clinical research and practice.
- To promote all-round development of the students so that they can meet challenges in all walks of life.
- To create awareness regarding oral hygiene and provide oral health care services at community level through well organized and sustained outreach programs.

2.4

Executive Summary

The Goa Dental College & Hospital is a professional college which was established by the Government of Goa in June, 1980. This Institution is affiliated to the Goa University and recognized by the Dental Council of India. It acts as a referral centre in the state for dental services and has been rendering specialized services through nine departments in various specialities which provide the students clinical exposure and experience in imparting dental care to the patients.

The Goa Dental College & Hospital imparts a degree of B.D.S. which is a 5 year course including one year compulsory paid rotating internship. The intake capacity for BDS Course

is 50 seats. It also provides postgraduation in 8 specialties and total intake capacity of 18 students currently.

The summary given here provides a glimpse of the organized, sustained and productive approach adopted by the institute's administrative authorities to achieve the set goals in the institute.

For a smooth and well-coordinated functioning of all the departments, various cells have been established like the Tobacco cessation cell, Patient grievance cell, College administrative council, NAAC coordination committee, Research and development cell, Teaching learning and education cell.

The students of the institute are representatives of a cross section of the Indian population. Along with the local students of Goa, we have students from other parts of India taking admission through All India Quota. The diverse strata of students learning together in a very congenial atmosphere and mutual respect for all cultures and beliefs is an admirable trait of this institute.

The faculty of the institute is a right blend of experienced and young enthusiastic innovators, propelling high quality learning in a tension free environment. The ideal teacher student ratio is beneficial for the students. Interest of both slow and advanced learners are catered to the best. ICT enabled student centric active learning approaches adopted are the highlights of academic activities.

The postgraduates, faculty, and undergraduate students are also encouraged to take up research in various aspects of dentistry. The academic stake holders participate regularly at local, state and national level scientific activities like conferences, symposia, workshops, debates, seminars, paper and poster presentations etc. The institute scores high on scientific publications in journals of repute.

The executive structure of the institute is based on the inclusive leadership and team building approach. Dean is the administrative head of the institute who is ably supported by the Heads of all departments, team members of various administrative committees. Periodic review meetings are called by the Dean to assess the functioning and progress of the institute. Further, the governing council of the institute takes periodic feedback from concerned stake holders to take necessary measures to promote continued quality sustenance and growth. The institute is committed for excellence in learning and teaching as well as imparting high quality oral health care for all seekers.

The phase II of the hospital is already nearing completion, which will help the institute to increase its student intake capacity, cater to more no of patients and procure advanced instruments to enable better teaching and provision of treatment to patients. It is also planning to start PhD program, fellowship in Forensic Odontology and certificate courses in CBCT and implantology apart from increasing the post graduate student intake in some of the departments. The overall aim is to become one of the most sought after dental institution in India.

2.5

Developing Motivated and Energised Faculty

Faculty members are recruited through Goa Public Service Commission- CBRT Exam and Oral interview. The college is equipped with adequate number of staff to teach undergraduate and postgraduate students.

The faculty is well-versed in the use of modern teaching methods like computers, internet, audio-visual aids and other media. All staff members doing research have been trained in internet-based research manuscript submission and publication systems. The teaching staff themselves prepares power point and other computer-based teaching presentations and employ them in lectures.

Travel grant, and reimbursement of registration fees are provided to teaching faculty attending and presenting research at National Conference.

Also to enrich and encourage research work, faculty can utilize paid leave for research activities.

2.6

Teaching, Learning and Education Technology

1. Regular feedback will be taken from stake holders regarding the infrastructure and its utilization and periodic assessment is made to consider upgradation of infrastructure and procurement of newer facilities in accordance with concerned committees.

2. The college council and governing body meetings will be held regularly to discuss the infrastructure requirements for teaching- learning processes. The recent initiatives towards this are

1. Proposal for purchase of new equipment to facilitate teaching and learning in the emerging fields.

3. To perform academic audit and regular meetings to be conducted after audit and measures to maintain consistency by verifying faculty dairies, syllabus and patients' records.

4. Feedback forms to be taken to improve on the teaching, learning and evaluation processes. Based on recommendations provided by the academic audit- mentorship, ICT based learning, special classes for slow learners, problem-based learning, case discussion and chair-side demonstrations to enhance clinical skills are incorporated.

5. The institution has planned to develop a centralized body to review teaching and learning process. The unit will ensure that all the theory classes, clinical postings and other teaching and learning processes are meticulously executed. The unit monitors the operations biannually, the outcome of the reviews is addressed and implemented

6. Innovations will be promoted in student centric teaching learning process. The following points will be focussed upon

- Problem based learning
- Rapid prototyping with support.
- Reflective learning with critical appraisal skills
- Interactive Case discussions with PowerPoint presentations for Diagnosis and evidence-based treatment planning
- Group discussions
- Live demonstrations
- Video demonstration of various procedures during lectures
- Seminars with recent advances in literature
- Journal clubs with critical appraisal of research and clinical articles in power point format.
- Webinars on emerging subspecialties
- Promotion of research in emerging fields
- Objective structured clinical examination
- Viva with structured questions
- Viva with clinical situation
- The advanced learners will be given special assignments for improving their theoretical knowledge and practical skills.
- Further advanced learners will be guided to present papers and posters in conferences.
- Advanced learners will be also encouraged to take up a short research studies and participate in competitions at various levels.
- Individual training during Preclinical/ clinical hours will be provided for needy students.
- Compensatory demonstrations and clinical postings will be given for students who remain absent for regular classes on medical reasons for long duration.
- Predecided topics will be given to students, divided into groups of 3 to 5 members, encouraged and motivated to do group discussions and later cross group discussions during which any doubts and difficulties faced by student will be solved by the facilitator.
- Model work and project works will be assigned.
- Students will be encouraged to participate actively in awareness programs, rallies and role-plays.
- Students will be exposed to webinars to facilitate interaction with experts.
- Outpatient teaching and in-patient teaching - These will be planned by each department and followed as per the schedule. The clinical teaching will be given emphasis to ensure the basics of diagnosis and treatment. They will be trained in case history recording, clinical examination, diagnostic aids and investigations, setting treatment goals, planning treatment, case presentations and executing treatment procedures.
- Problem based projects will be given to them and their progress is facilitated by the faculty.
- Interdisciplinary case presentations will be done with all the faculty and postgraduate students to foster the comprehensive interdisciplinary management of complex cases.
- In addition to excellent clinical training, the students will be encouraged to conduct clinical research in various emerging subspecialties and interdisciplinary topics. The

students will be encouraged to publish their clinical and research work in peer reviewed journals.

- Clinical teaching at other sites- The students will learn clinical work by working at the satellite clinics too. They will learn to work in the rural set up. They would identify the problems of that population and give advice on how to improve their oral hygiene.
- Microteaching will be done for small group of students in the clinics and laboratories.
- Postgraduate students will be encouraged to give presentations at national/ Zonal conferences – to nurture their scientific temper, academic progress and presentation skills.
- Co-curricular activities will be conducted at interdepartmental and intercollegiate level to nurture creative skills for their holistic development.
- Academic guidance - The mentors in each department will counsel the slow learners for improving their theoretical knowledge through remedial classes and home assignments. They will be instructed to attend the classes regularly to understand the topics properly. The quality of their preclinical work will be improved by giving them step by step demonstrations of the difficult exercises. The mentor will discuss how to avoid mistakes in a particular clinical procedure before they start the work and monitor every step for efficient treatment. They will be counselled to maintain a good rapport with their patients. They will be taught the skill of answering the questions appropriately in the examinations. They will counsel all the students, especially advanced learners regarding pursuing higher education, taking national and international peer reviewed examinations, setting up private practice and its management, the need for upholding the integrity, ethical and moral values of the profession.

2.7

Research Development and Innovation

The college has recently constituted a dedicated committee towards Research Development and innovation. The research cell will be entrusted with the following responsibilities:

1. Formulate Research Policy - identify thrust areas of research, and form related cluster groups.
2. To engage & utilize the services of superannuated active faculty/scientists in research capacity building of talented young minds and promote mobility of researchers across institutions and R&D Labs.
3. To serve as nodal centre for ideation and conceptualization of research topics/themes by organizing workshops and training programs and ensuring the integrity and ethical practices in research activities including clearance of bioethical committee wherever required.
4. To act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals and post-sanctioning of the grants to oversee adherence to timelines.
5. To promote researchers and innovators, identify potential collaborators from industry, research organizations, academic institutions & other stakeholders for cooperation and synergistic partnerships.
6. Prepare research proposals for funding from various agencies.
7. Procurement of equipment, and financial management with adequate autonomy to the Principal Investigator.

8. RDC can facilitate resource mobilization and create a Corpus for research and development from government, industry, and other funding agencies and channelize Corporate Social Responsibility (CSR) funds for sustenance and furtherance of research activities.
9. Apart from creating a Corpus fund exclusively for R&D, RDC can explore venture capitalists and angel investors for funding in research and innovation. It needs to liaise with funding agencies, and track funding opportunities from industrial consortia.
10. The college also is in the process of starting their own Scientific Journal. Eminent resource persons International and National have been empanelled in the editorial committee for the same.
11. The college also intends to sign MOU's with National organizations and collaborations with International agencies for student training and research.
12. The institution also has an Institutional Ethical Committee to monitor research activities.

2.8

Industry Academic Partnership

The Technology Development and business-cantered facility will be a hub for strategic partnerships/ collaborations, industry-institute interface, sponsored or contract research, new knowledge generation, IPR, rapid prototyping, patent drafting, venture capital, trade/market portfolio, technology transfer, and commercialization of research to facilitate innovation, incubation, entrepreneurship and start-up ventures.

2.9

Institution's Placement Plan for Students

After completion of Undergraduate training, the students complete 1 year compulsory paid rotating Internship, followed by placement as BDS on Bond post in various departments for a period of 1 year.

After postgraduate training the students are employed as MDS on Bond post for period of 1 year, after which some of them are employed as Senior Residents for a tenure of 3 years.

2.10

Achieving the Target for Accreditation

The institution has recently set up a committee that will oversee all the requirements needed for NAAC accreditation. The members have already undergone training through a workshop "Transformation Through NAAC Accreditation Process, A National Level Workshop for Higher Educational Institutions" . in collaboration with "Collegiate Education & Technical Education Department, Telangana State.

2.11

Incubation and Start -up

The RDC committee will focus on resource mobilization and create a Corpus for research and development from government, industry, and other funding agencies and channelize Corporate Social Responsibility (CSR) funds for sustenance and furtherance of research activities.

The corpus created for research could also support the seed funding for freshly recruited faculty for developing research facilities, publications and patenting.

To have better coordination among other cells/centres dealing with University-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).

2.12

Alumni Engage

The college website has provision for Alumni registration, to maintain a connection with their university and fellow graduates. This will aim at organising social events, publish newsletters or magazines and raise funds for the organisation. The alumni can help with global admissions and recruitment efforts, career and professional development, local and state advocacy through their support.

2.13

Basic Infrastructure development Plan

The Government has already completed the construction of Phase 2 of the Hospital which will allow us to increase our capacity in terms of student intake and patient treatment. Proposals have also been made for the construction of New Postgraduate Hostel and Auditorium building with Lecture Halls.

2.14

Skill and Development of Non teaching staff

The non teaching staff are regularly sent for training and encouraged to upgrade their skills.