



**Aroor Laxminarayana Rao Memorial**  
**AYURVEDIC MEDICAL COLLEGE**

(Affiliated to Rajiv Gandhi University of Health Sciences &  
Recognised by Govt. of Karnataka &

National Commission for Indian System of Medicine, Ministry of AYUSH, Govt. of India

**MANAGED BY AROOR EDUCATIONAL TRUST (R.) KOPPA**

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OFFICE OF THE PRINCIPAL

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Ref. No. *ALNAC/HRDC/2005-26/108*

Date: *25/11/2005*

The **HUMAN RESOURCES DEVELOPMENT COMMITTEE** has been re-constituted with immediate effect in accordance with provision **21** of the latest **MINIMUM ESSENTIAL STANDARDS, ASSESSMENT AND RATING FOR THE AYURVEDA MEDICAL INSTITUTE 2024** as published in the Gazette of India **CG-DL-E-06052024-254049** dated 2<sup>nd</sup> May 2024 with the following members:

Sl. No.	Members	Designation
1	Dr. Harsha NM, Principal	Chairman
2	Dr. Krishna Kishore Kumar, Professor & Head, Dept of DG	Member
3	Dr. Karthik HV, Professor, Dept of Agada Tantra	Member
4	Dr. Chaitra N, Assistant Professor, Dept of Kriya Sharir	Member
5	Dr. Mithun B, Medical Superintendent	Member
6	Dr. Madhavi, Assistant Professor, Dept of Kayachikitsa	Member
7	Dr. Shradha GS, Assistant Professor, Dept of Dravyaguna	Member
8	Dr. Prashanth Bhat, Vice Principal	Coordinator

#### PURPOSE & OBJECTIVES OF HRDC

The Human Resource Development Cell (HRDC) aims to enhance the overall professional growth, academic development, and skills of faculty, administrative staff, and students at an Ayurveda Medical College. The cell will focus on fostering a culture of continuous improvement through workshops, training programs, seminars, and mentorship.

- Faculty Development:** To organize workshops, conferences, and Continuing Medical Education (CME) sessions for teaching faculty to stay updated on recent advances in Ayurveda and healthcare education.
- Student Empowerment:** To conduct skill-enhancement programs, leadership training, and research opportunities for undergraduate (UG) and postgraduate (PG) students.
- Administrative Skill Development:** To improve administrative efficiency and professional development through technology training, soft skills workshops, and leadership development programs for non-teaching staff.

4. **Collaborations & MOUs:** To establish collaborations with other educational institutions, government bodies, and the healthcare industry for knowledge exchange and faculty/staff exchange programs.

## **KEY ACTIVITIES OF HRDC**

### **1. Faculty Development Programs**

#### **a. Workshops and Seminars:**

- Advanced Ayurvedic Clinical Practices.
- Integration of Ayurveda with Modern Medicine.
- Research Methodology and Publication Ethics.
- Pedagogy and Innovative Teaching Methods.
- Use of technology in Ayurveda education (smart classrooms, digital tools).

#### **b. Fellowship Programs:** Establish fellowship opportunities for faculty to collaborate with renowned Ayurveda institutions and research centres.

#### **c. Training on Leadership and Management:** Focus on leadership skills for senior faculty members to take up administrative roles and enhance college governance.

### **2. Student Empowerment Programs**

#### **a. Skill Development Workshops:**

- Practical Ayurveda: Panchakarma Techniques, Clinical Case Management.
- Soft Skills: Communication, Public Speaking, and Interview Preparation.
- Research & Innovation: How to write scientific papers, conduct clinical trials and present research.

#### **b. Internship Programs:** Establish linkages with Ayurvedic hospitals, pharmaceutical industries, and research centres for student internships.

#### **c. Mentorship Program:** Faculty members to mentor students in research projects, clinical practice, and career counselling.

### **3. Administrative Development Programs**

#### **a. Workshops:**

- Office Management and Record Keeping.
- IT Skills: Training on software for college management and patient data handling.
- Communication and Conflict Resolution.

#### **b. Employee Wellness Programs:** Stress management, time management, and yoga workshops to ensure a healthy work environment.

#### 4. Collaborations and Networking

- a. **Memorandum of Understanding (MOU) with External Bodies:**
  - Tie up with national and international Ayurveda institutions, research centres, and pharmaceutical companies.
  - Collaborate with government health agencies to conduct programs that align with national health missions (like AYUSH).
- b. **Faculty & Student Exchange Programs:** Send faculty and students to other Ayurveda colleges and invite experts for guest lectures.

#### 5. Continuing Medical Education (CME) and AYUSH Initiatives

- a. Organize CME programs that include updates on government policies, guidelines in Ayurveda, and innovations in traditional medicine practices.
- b. Focus on initiatives like AYUSH, integrating it into faculty and student projects.

### MONITORING & EVALUATION

#### 1. Feedback Mechanism

- a. **Participants' Feedback:** Collect and analyze feedback from faculty, students, and administrative staff after every workshop, training, or seminar.
- b. **Outcome Evaluation:** Regularly assess the impact of HRDC activities on professional growth, academic performance, and institutional improvements.

#### 2. Performance Metrics

- a. **Faculty:** Improvement in academic qualifications, publications, and leadership roles.
- b. **Students:** Performance in exams, participation in research, and employability.
- c. **Staff:** Improvement in efficiency and skills post-training.

#### FREQUENCY OF MEETING:

The HRDC shall meet once in every 3 months.

#### Copy to:

1. Concerned Members
2. IQAC
3. President Sir File
4. Office File



  
25/11/25  
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