

D.T.E. Code - 3487



**IDEAL INSTITUTE  
OF PHARMACY**

EMPOWERING INDIA THROUGH KNOWLEDGE

Affiliated by the Mumbai University & Approved by AICTE New Delhi, DTE Maharashtra.

## *7.1 Institutional Values and Best Practices*

  
**Principal**  
Ideal Institute of Pharmacy  
Wada, Palghar



A Unit Of Ideal Foundation

At Village - Poshari, Taluka- Wada, District- Palghar, Maharashtra

Contact: +91-7678002000, E-mail : idealpharmacy3487@gmail.com , website: <http://Idealpharmacywada.com>

**CRITERION VII: INSTITUTIONAL VALUES AND BEST PRACTICES****7.1.1 Gender Equity**

Gender sensitization copes with a range of problems like citizenship and rights, countering sexual harassment and issues of equality and freedom, questions of sexuality, norms of masculinity and femininity, and the understanding and respect towards all who contribute to the diverse and heterogeneous composition of college and university campuses. Mainly professional courses demands a component of personality development, while gender-related matter are included as the subject of various schemes such as group discussions, debates, public speaking, etc. A very essential component of gender sensitization is the mandatory knowledge of legal literacy on the rights of women and the various laws for prevention against harassment such as the Prevention of Sexual Harassment at Work (POSH) Guidelines, the Prevention of Sexual Harassment at the Work place Act 2013, the Criminal Law Amendment Act 2013 and the Bill of Rights for Women in the Justice. It is crucial that these are made a compulsory part of the syllabus across various courses in higher education.

Understanding that much more is demanded to be done in managing equality between men and women, to construct courageous women who will play the extraordinary role in bringing changes in society. The institute imparts quality education to develop women leaders and professionals academically and technically proficient with strong professional ethics. The Institution maintains a healthy environment and takes the necessary initiatives for the growth and development of its students. There are various committees in the institution to maintain the peace and harmony among the students. College has a gender sensitivity committee such as Women Mentoring Cell, Anti Ragging Committee, Students Grievance Cell and Sexual Harassment Control Cell, which are constituted as per norms laid by the university. The information is given to students under orientation and induction programs.

**CCTV availability in campus**

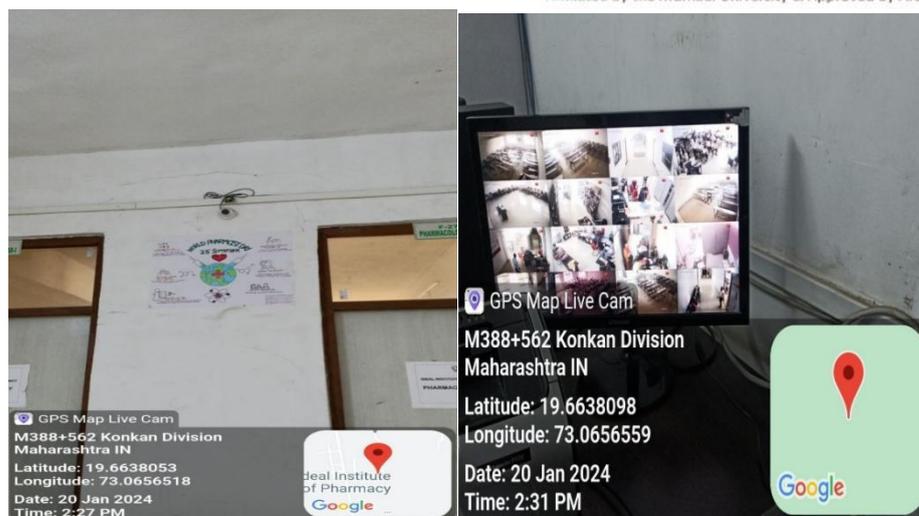
  
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## 7.1 Environment Consciousness and sustainability

### 7.1.2 The institution has facilities for alternate sources of energy and energy conservation measures.

The institute has an eco-friendly campus with no. of trees and a lush green garden spread across the campus. Utmost attempts are being made to maintain the greenery within the campus and preserve the old trees that help maintain a clean environment. Furthermore, the Institute has a well maintained herbal garden with plants of varied species having medicinal value as well as aromatic quality. Greenery in the institute campus significantly contributes in reducing the heat in the premises as well as keeps atmosphere relatively un-polluted. The institute has conducted several environment awareness programmes like tree plantation drive from time to time to make and maintain the campus eco- friendly. Regulated consumption and preservation of water is an objective in the policy of the campus. In this regards critical attention is paid to preservation of this natural resource. As a step to achieve this objective, the waste water generated from day-to-day activities of the campus, is optimally utilized for irrigating the land under cultivation in and around the campus. The Institute has taken precautions to avoid accidents and the emergency situations arising from it within the campus. Fire extinguishers are installed at every critical location in the laboratories as well as in the corridors to ensure safety of the students and staff. Handling of chemicals which evolve toxic fumes is carried out in fume chamber for safety of the students and staff. Utilization of paper is kept at minimum by maintaining e-records. The Institute takes initiative to make campus plastic free by discouraging use of plastic bags to minimize environmental damage and risks associated with it.

  
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### What are the initiatives taken by the institution to make the campus eco-friendly?

Ideal Institute of Pharmacy has taken several initiatives to make and maintain the campus eco-friendly.

\* **Energy conservation:**

- The Institute building has been designed and constructed to ensure adequate natural lighting and ventilation to reduce the energy consumption.
- Energy efficient LED tube fittings have been installed and always preferred over the conventional devices to reduce energy consumption. Ceiling fans in the Institute are fitted with electronic fan regulators which are power savers as compared to normal fan regulators

  
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- The Institute has devised alternative methods to save the energy consumption. In the Pharmaceutical Chemistry laboratory, microwave oven are used for carrying out experiments related to synthesis of organic and in-organic compounds instead of gas and high voltage electric heater. This device helps to minimize the time and amount of energy for product synthesis.
- Institute has power-saving features on computers.

### LED Tube fitting



  
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### Uses of renewable energy

The Institute building has been structured in a way to ensure adequate sunlight and ventilation in classrooms, laboratories and faculty rooms which significantly helps to reduce the energy consumption. The canteen has lots of space for free air movement.

### Solid waste management

Routine waste is daily collected in dustbins at different locations, which are emptied in movable container sand carts, segregated into different types of bio and non-bio degradable waste and disposed using in house incineration facility in the campus or given to external agency, where they are segregated and disposed/recycled according to the nature of the waste. Leaf debris is allowed to decompose systematically over a period of time to be used as dung for the gardens in the institute. The University have introduced subject "Environment Sciences" and projects for the students of second year B. Pharmacy, which enhances the knowledge about waste management in the students and motivates them for proper management of solid and liquid waste.

In this category, food wastes from Hostels and various garbage in and around the campus is included which is collected and properly disposed. The leaves and branches fallen in the campus and are dumped in pit for the preparation of vermi compost.

Crockery and broken glass-wares of any sort is considered hazardous waste and are disposed appropriately. Awareness has been created among the students to minimize the use of plastics in their day to day life.



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### Liquid waste management / Waste Recycling System

The liquid wastes generated in the campus include Sewage, Laboratory, Laundry, Hostel and canteen effluent waste. The above waste is treated through Sewage Treatment Plant (STP) setup in the campus with a capacity of 10000 M<sup>3</sup>/ Day. The entire treated water is used for watering the gardens and lawns maintained in the campus.

Sewage treatment is a type of wastewater treatment which aims to remove contaminants from sewage to produce an effluent that is suitable to discharge to the surrounding environment or an intended reuse application, thereby preventing water pollution from raw sewage discharges.[2] Sewage contains wastewater from households and businesses and possibly pre-treated industrial wastewater. There are a high number of sewage treatment processes to choose from. These can range from decentralized systems (including on-site treatment systems) to large centralized systems involving a network of pipes and pump stations (called sewerage) which convey the sewage to a treatment plant.



### Biomedical Waste

Biomedical waste must be properly managed and disposed of to protect the environment, general public and workers, especially healthcare and sanitation workers who are at risk of exposure to biomedical waste as an occupational hazard. Steps in the management of biomedical waste include generation, accumulation, handling, storage, treatment, transport and disposal. Biomedical waste from laboratories, ideal hospitals are collected segregated and then disposed.

  
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**TOUCH N' GLOW**

COMMON BIO-MEDICAL WASTE DISPOSAL FACILITY  
AUTHORISED BY : MAHARASHTRA POLLUTION CONTROL BOARD  
P.No. 31, Bidco Indt. Estate, Chintupada, Palghar : 401404, Dist. Palghar.  
Cell : 9145147086 / 9225357074  
E-mail : nipat79@gmail.com / info@touchnglow.in  
Website : www.touchnglow.in

## CERTIFICATE

Certificate No. : C4913  
Registration No. : TNG/ H A40/1/WDA  
Type of HCE : Hospital Above 40 beds  
No. of Beds : 100 (One hundred)  
Validity : **31 Mar 2024**

HCE Name : **Ideal Ayurved Hospital**

HCE Location : **V-Post, Posheri, Taluka, Wada, Palghar (Maharashtra)  
421303**

Name of Occupier : **Mr. Abhishek Jatin**

*This is to certify  
that Bio-medical Waste generated at above HCE  
Situating at mentioned location is  
collected, transported, treated and disposed  
by our  
Common Bio-medical Waste Treatment  
& Disposal Facility (CBMWTDF) as per  
Bio-medical Waste (Management & Handling) Rule 2016.*

*Membership allotted to above HCE  
for providing above mentioned service  
is valid till  
**31 Mar 2024***

Date : 14 Jun 2023  
Place : Palghar

For, Touch N' Glow

Authorised Signatory

### **E-waste management**

We adopt following procedures to reduce the volume of e-waste generation.

- Repair work of the e-products is carried out on the local level in the



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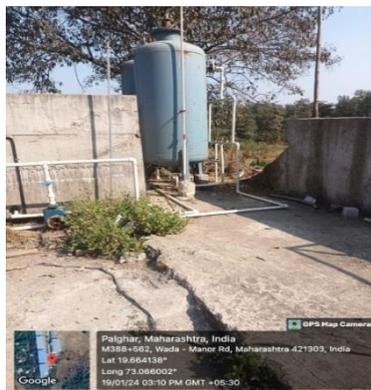
campus itself. The old unused irreparable electronic equipment are disposed as scrap to appropriate vendors in order to ensure their safe recycling.

- Equipment are reused after moderate modifications or conditioning.
- Refilling of cartridges is done outside the campus.



### **Hazardous chemicals and radioactive waste management:**

Chemical waste collected from laboratories and the other sources are treated in STP, treated water is then used for drip irrigation of plants. The institute does not produce any radioactive waste.



  
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### 7.1.4 Water Conservation Facilities available in the institute

#### Borewell



#### Waste Water Recycling

**STP - Sewage Treatment Plant** - The liquid wastes generated in the campus include Sewage, Laboratory, Laundry, Hostel and canteen effluent waste. The above waste is treated through Sewage Treatment Plant (STP) setup in the campus with a capacity of 10000 M3/ Day. The entire treated water is used for watering the gardens and lawns maintained in the campus.



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### 7.1.5 Green Campus Initiatives

#### Efforts for carbon neutrality / Use of Bicycles or battery powered vehicles

Prevention of carbon emission is regarded as the first step towards the achievements of carbon neutrality. The institute has provided transport facility for Students and Staff which reduces fuel consumption and pollution resulting from personal vehicle. The parking lots for vehicles are reserved. The institute has planted large number of trees and plants throughout the campus to reduce atmospheric carbon dioxide level and keep the air in the campus fresh and clean. The institute does not have any environment-polluting laboratories and use of LPG is minimized by using electric devices to reduce emission of carbon di-oxide and other gaseous pollutants. Bio-waste in the campus is not burnt; instead it is deposited for eco-friendly initiatives like compost.

Communication among teaching and non-teaching staff is done through personal email. The size of the laboratory journal and attendance record book is kept at its minimum to reduce paper usage. We educate our students by teaching Environmental Science as a part of curriculum in the Second Year of the course (Semester-III) and make them aware of the Carbon Credits, Carbon Neutrality and its benefits. Also in this regard, we have been encouraging tree plantation under NSS unit every year in our campus by conducting plantation drives on various occasions like World Environment day on 5<sup>th</sup> June.



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### **Pedestrian Friendly Pathway**

The Ideal Foundation campus have pedestrian friendly pathway. No any incidence of risk factors in pathways of Ideal Foundation campus.



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### Ban on use of plastics

Ideal Institute of Pharmacy organized NSS camp at Ambhai village, Pali. During that camp students performed various activities like tree plantation, blood donation camp, ban on use of plastic etc. Plastic bags cause many minor and major ecological and environmental issues. The most general issue with plastic bags is the amount of waste produced. Many plastic bags end up on streets and subsequently pollute major water sources, rivers, and streams. Initiatives include to prevent use of plastic bag issue;

Through rally our students motivated people's that plastic is how much harmful for us and our nature. Students also distributed cotton carry bags to retailers and other people's.



### Landscaping with trees and plants

Every year during rainy season, our institute takes the initiative of plantation inside the campus.

#### Plantation- Botanical or Medical Significance

The institute building is a part of a large campus. The Institute has a Medicinal Plant Garden. There are around 51 trees of different species like Neem (*Azadiracta indica*), Eucalyptus (*Eucalyptus globulus*), Reetha (*Sapindu smukorossi*), Arjuna (*Hardwickia binate*), Bael (*Aegle marmelos*), Amla (*Phyllanthus emblica*), etc. In addition, there are many varieties of herbs e.g. Periwinkle (*Catharanthus roseus*), Datura (*Datura stramonium*), Bramhi (*Centella asiatica*) and climbers like Gokarna (*Clitoria ternatea*), Shatavari (*Asparagus racemosus*), Momordica, (*Momordica charantia*) etc. The garden of the campus is maintained by paid staff under the supervision of the institute authority. The institute encourages students for tree plantation programmes under NSS unit every year not only in the Institute campus but also out of the campus which in turn develops an interest, awareness and responsibility towards our environment and its protection. In addition, subjects like



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Environmental Science of curriculum helps to build the attitude of our students and create greater impacts in their minds.

## Report on Tree Plantation

**Date: 10th August 2023**

**Venue- Seminal hall, Ideal Institute of pharmacy and herbal garden ideal institute of pharmacy, Wada, Palghar**

**Ideal institute of pharmacy, wada**, organized a tree planting event on 10th August 2023. The students from third and final year B. pharmacy actively participated in this event. Mr. phulchand khatke, R.F.O ,wada was invited as a guest to be a part of this event. The students, along with the teachers, agreed to plant trees in the campus of the college. Various types of tree saplings, like peepal, cinnamon, neem, and eucalyptus, were planted in the college premises. The H.O.D sir Mr lokesh kumar vyas were asked to explain to the students the importance of different trees that were planted. Mr khatke sir, along with the Principal, also planted a cinnamon tree. He also talked about how planting trees helps to regulate the temperature and absorb all the carbon dioxide from the air. Dr. sonali uppalwar talked about how planting trees helps to make the surroundings greener and how trees serve as homes to many birds and animals. He also suggested that every student should at least plant one tree per year as it will help the world to fight against global warming.

The day's event was brought to an end with the vote of thanks by Mrs. Sharmila Mam. All the students were given a sapling each to plant home.

7.1.7 The



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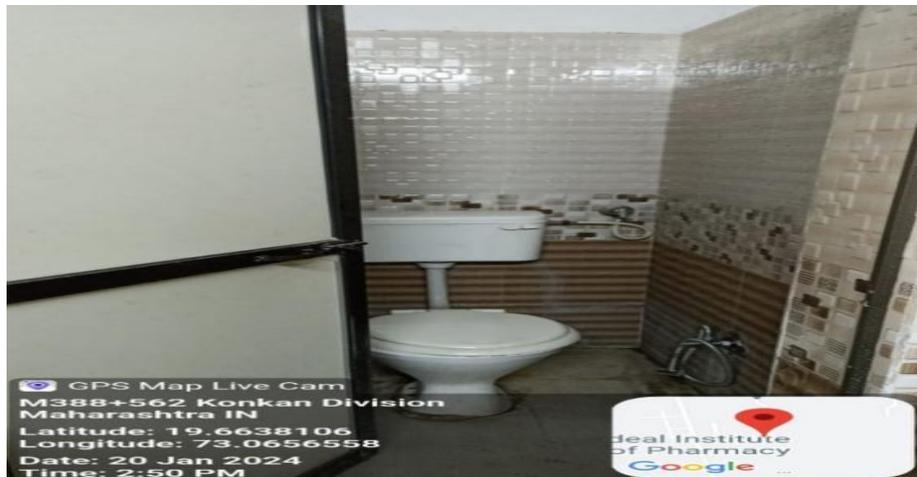
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**Institution has disabled-friendly, barrier free environment**

1. Built environment with ramps/lifts for easy access to classrooms.



2. Divyangjan friendly washrooms



3. Signage including display boards, naming and numbering on each room.

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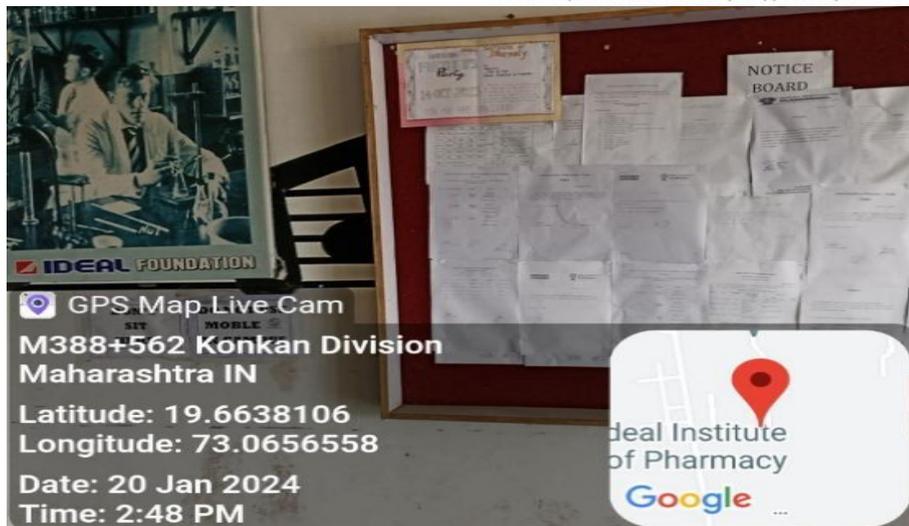
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### 7.1.8 Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities

Institution provides an inclusive environment for everyone with tolerance and harmony towards cultural, regional, linguistic, communal, socioeconomic and other diversities. Different sports and cultural activities organized inside the campus promote harmony towards each other. Commemorative days like Women's day, Yoga day, Cancer day, Field visit etc. are the part of regular academic schedule, along with many regional festivals viz. Ganesh festival are celebrated in the college. This create positive interaction among people of different racial and cultural backgrounds. There are different grievance redressal cells in the institute like Anti Ragging Committee, Student grievance redressal cell, Women grievance redressal cell which deals with grievances without considering anyone's racial or cultural background. Institute has code of ethics for students and a separate code of ethics for teachers and other employees which has to be followed by each one of them irrespective of their cultural, regional, linguistic, communal socioeconomic and other diversities.

1. In respond to natural disaster/emergencies our students always stands on fore front and as responsible citizen helps community. Students has generously donated grocery for old age Peoples at Anand Vridhhashrasm, Palghar.

2. The institute celebrates religious festivals includes Sarawati pooja, Ganesha Festival, Durga Pujan etc. giving spiritual sense to the students/faculty of the Institute. Traditional dance and garba.



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organized along with distribution of sweets.

3. Fresher's Day, Teachers day, Voters day, Pharmacist day etc. function have been organized during the calendar year.

4. As a part of our tradition we celebrates birth anniversary of great Indian personalities includes Mahatma Gandhi ji.

5. Womens day, Chatrapati Shivaji Maharaj Jayanti, Yoga day, navratri festival along with regional festivals are celebrated in the institute.

6. The grievance redressal cell in the institute like Student grievance, Women grievance deals with grievances without considering anyone's racial or cultural background.

7. Institute has code of ethics for students and a separate code of ethics for teachers and other employees which has to be followed by each one of them irrespective of their cultural, regional, linguistic, communal socioeconomic and other diversities.

8. Teacher Guardians provides support to students in all aspects including guidance to apply for scholarship from Government for SC/ST/OBC.

### Photographs of Initiatives

1. One day Industry Visit at Africure Pharmaceuticals, Palghar



2. Award won by student in University Competitions



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3. NSS camp organized at ambhai, Pali for seven days. During that our students arranged various programs, like tree plantation, cleaning in village, blood donation camp, ban on plastic use etc.



  
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4. Meri mati mera desh Program conducted as per DTE guidelines.



4. Field Visit at Govardhan Ecovillage, Galtarhe (Including visit of Shri Radha Mohan temple, ayurvedic Hospital, Water treatment plant, Pharmacy, organic farming and goshala).



  
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### 5. Gandhi Jayanti Celebration



### 7.3 Women's Day celebration



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## 6. Fresher's Day celebration



## 7. Library day



## 8. 15<sup>th</sup> August Independence Day



  
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### **7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens**

The Republic Day (26th Jan) is celebrated by hosting the National flag in the college campus where all faculty, non-teaching staff, supportive staff and students attend it. The programme comprises of saluting the National flag followed by the National Anthem, the special invitees on this day will speak on Indian constitution and the sacrifices laid down by freedom fighters to celebrate this day with pride and honour. Students and staff members are informed about the availability of constitution in different languages like Hindi, English, Urdu Marathi etc, As our country is constituted into sovereign, socialist, secular, democratic republic country and provides rights for human dignity, liberty, equality, social economic and political justice, human rights and freedom, Rule of law, and respect the superiority of constitution in national life. The institution follows the proper constitutional ethics and conduct, as a part of strengthening the democratic values.

Associate professor Mr. Lokesh Vyas has nominated as NSS coordinator under whose guidance, electoral literacy club and voters awareness forum are created to literate the students and the general public about the democracy. The student who joins the institute are encouraged to make voter ID and including their name in election list, the rights and power of one vote is explained to them as their national responsibility, a voters pledge programme is also organized for students and the faculty members to make them aware to vote for their area, state and nation.

Independence Day is also celebrated every year to highlight sacrifice of the martyrs and freedom fighters and importance of Indian constitution. The institute celebrates the shaheed divas and shaurya divas by offering prayers for the brave soldiers and lighting the candle to give homage to all those martyred for our country, stories of the brave soldiers are recited and vande-matram is said aloud.

### **7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.**



code of ethics.pdf



outreach programs NSS.pdf

Institute has adopted a policy to celebrate national and international commemorative days and festivals in a grand way. As per the directives of the IQAC and student suggestions, cultural

  
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committee comprising of the participation of students, discuss and plan for organizing these commemorative days. It is communicated through the academic calendar to the students.

**1.26<sup>th</sup> January Republic Day:** Republic Day is celebrated every year to observe the adoption of our constitution. On this day flag hosting ceremony, national anthem is followed by speech by dignitaries on constitution and its rights, followed by cultural events given by students and staff members which are followed by “constitution awareness program” in which students and staff members are made aware of their duties towards our nation and rights given to them by our constitution, the celebration is concluded by distribution of sweets.

**2.15<sup>th</sup> August Independence day:** The day is celebrated with flag hosting by the chief guest followed by national anthem, speech and cultural events, few stories of freedom fighters is read out to make students aware of the sacrifices made for this day.

**3.5<sup>th</sup> Sep Teacher’s day:** we celebrate Dr. Radhakrishnan’s birthday as Teacher’s Day with great intensity and emotions. The students organize a program for the teachers.

**4.2<sup>nd</sup> Oct Mahatma Gandhi Jayanti:** The day is celebrated by paying homage to father of the Nation. On this occasion student participate in Swachhata Abhiyan.

**5.25<sup>th</sup> June Yoga Day:** is organized every year and participated by large number of students and faculty members event includes include yoga orientation and yoga session by gayatri parivar gurujans. The student learns about the benefits of yoga practices in their daily life.

**6.25<sup>th</sup> Sep Pharmacist Day:** We celebrate World Pharmacist Day by organizing activities such as awareness rally; essay competitions, swearing pharmacist’s oath poster presentation on various topics. The outcome is students are sensitized with professional ethics and roles with responsibilities

**8.8<sup>th</sup> March International Women’s Day:** The day is marked to respect women in society. Women’s forum of the institute organizes the event by arranging seminars and activities like Rangoli Competition, debate and elocution competitions etc. every year.

## 7.2 Best Practices

**7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.**

**Response:**

**Best Practice-1**



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**Title of the practice:**

Acquiring new techniques and educational methods for smooth conduct of curriculum.

**Objective of the practice:**

To provide dedicated training and personal counseling for Slow and Advanced learners.

To simplify and streamline education processes and systems to provide better services to faculties and students.

To improve performance of students for campus placement interviews.

Giving proper study material and exposure to strengthen theoretical and practical concepts.

Giving task to advance learners to improve the skills and leadership quality.

**Context:**

**Interactive Teaching Learning**

To make the teaching more effective and efficient, faculty deliver lectures by using projector. Faculty encourages students for interactive sessions to clear their doubts related to topics being taught, students are given home assignments/ tutorials and field work. The faculty members give critical comment on topic and improvement of his/her presentation and knowledge. The Journal club is a regular activity for faculties. The institute has designed fully equipped aseptic room, machine room and sophisticated instruments laboratory. Besides this various faculty members have received research grants from University of Mumbai. The Institute always encourages students and faculty to participate in various innovative workshops, various national and international conferences and seminars.

Recent years has introduced significant changes in teaching and learning methods. The most observable phenomenon is now the penetration of digital technologies into learning. Smart class rooms, google forms, teaching aids have made it much easier for identifying slow and fast learners. There is a vital need to identify the strength and weakness of students and to counsel them as per the need, as in recent years many pharmacist are graduating and special training is needed to make student ready to face the interview challenges and job ready candidate. A healthy competition among students for various events like poster, oral presentation, debate, quiz is adopted to improve the quality of students and increase the level of confidence in critical thinking and creative skills. Apart from regular teaching and learning methods a separate space should be created for the students to showcase their talents.

**Practice:**

Following practices were adopted for overall development of the students:

1. Specially designed modules and Mentor mentee system: The institute has designed and conducted

  
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special modules for slow and advanced learners. The slow learner workshop included interactive sessions, assignments, quiz, motivation and confidence building and one on one interaction activities. In addition to workshops, institute has assigned mentors for the students. The faculty mentors continuously assess, monitor, counsel and give possible guidance to the students. These workshops have provided students an opportunity to interact and share their personal inhibitions or weaknesses with the skilled trainers. The advanced learner are given task to improve their skills through presentation, article publication, classes at junior level, panel of discussion on various issues and other such activities.

2. Orientation programs: Institute conducts various orientation and training programs as per the need, in regular intervals -these programs helping them to shape a bright future and make them understand how they can reach their goals. Students of final year are given the training on different modules as per industrial needs to make them job ready.

The students were encouraged to prepare and present poster under the guidance of subject teacher. These models and posters were presented and evaluated by the faculty members. Best models and posters were awarded. Then these posters are then stucked on the walls of laboratories. Third year and final year students are given task to improve their communication skills, complete the assigned project and presentation on various topics.

3. Wall- painting competition: The institute has conducted this unique competition. The dedicated wall within the institute is made available for students, where the students can paint their creativity in the form of art work or painting.

### **Evidence of Success:**

1.As the slow learner made aware about self-limitations and how to overcome them and the advanced learner were made aware about different qualities that need to be developed in order to shape their future, improvement in the academic, extracurricular and co-curricular performance of these students was observed.

2.The mentoring system was developed as per the student need and positively impacted on overall understanding of curriculum and also helps in smooth conduct of academics.

3.The orientation programs were helpful for development of leadership skills, improvement in soft skill and overall personality development, which helped them for placement.

4.The practice has helped the students to better understand the theoretical and practical concepts. Additionally, the organization skills among the students were groomed and also their presentation and communication skills were enhanced.

5.The debate competition concept helped to motivate the students for creative thinking. Also, it resulted into improvement of extracurricular and co-curricular aptitude of the students. This platform also provides an environment where students are more likely to express their ideas and improves the thinking abilities

6.**Remedial classes:** Remedial classes are conducted for weaker students. ATKT students are benefitted by remedial classes.

  
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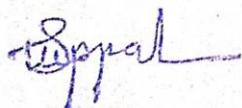
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## NOTICE

**Date: 26/07/2022**

All the ATKT students of B. Pharm II semester are hereby informed that there will be Remedial classes for following subjects. Classes will be held from 29/07/2022.

Name of Subject	Day	Time
Human Anatomy and Physiology II	Monday	04.30pm-05.30pm
Pharmaceutical Organic Chemistry I	Tuesday	04.30pm-05.30pm
Biochemistry – Theory	Wednesday	04.30pm-05.30pm
Pathophysiology – Theory	Thursday	04.30pm-05.30pm

  
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**Problems encountered and resources required:**

1. In Some students Lack of teamwork, empathy, and support was noted.
2. As many students comes from rural background more time is required to coup with the current need.

  
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## **Best Practice No.: 02**

### **1. Title of the Practice**

Academic Mentorship to the students

### **2. Objectives of the practice**

- To promote student development through the transfer of skills, expert knowledge and insight.
- To provide the students with greater clarity on career choices and their own career goals
- To provide an additional resource for feedback and guidance.
- To provide a mechanism for developing future leaders.

### **3. The Context**

Mentoring is a relationship between two individuals designed to build confidence and support the mentee so they are able to take control of their own development and work. Mentoring relationships are valued as a very powerful means to longer-term personal development in an organization. As a mentor, faculty gets the opportunity to utilize their experience and knowledge in a facilitative manner to support the development of the mentee.

### **4. The Practice**

The faculty members and principal meet together for the process of mentor allotment. The process of allotment is unbiased (lots are drawn with names / roll nos. of students). The Mentee Information Form of every student is filled and submitted to the respective mentor. This record book is used by the mentor for mentoring till the mentee. Students are advised to meet their respective mentors as specified to them at the beginning of the academic year and from then on a regular basis as specified in the timetables, weekly. Mentees are free to meet the mentors as many times during the week depending upon the need.

The process of mentoring is given in Fig.7.1

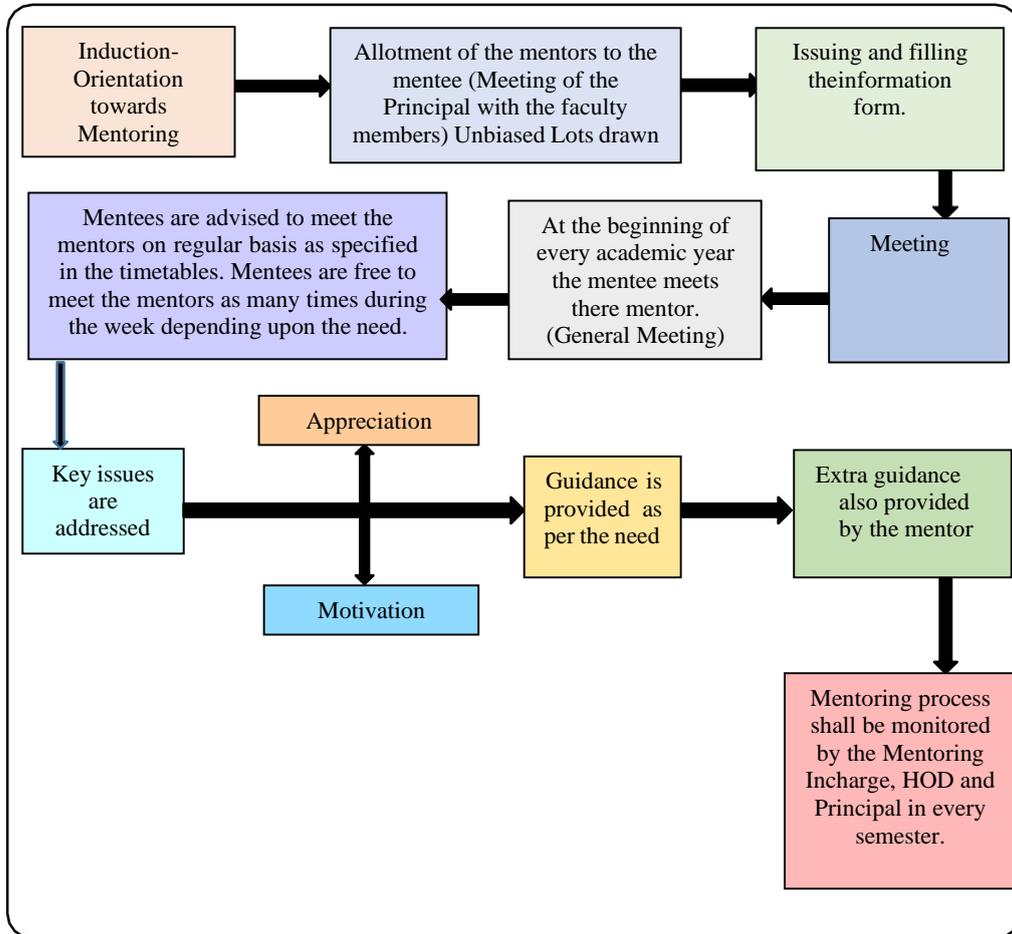
  
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**Fig 7.1. Flowchart for the mentoring practice**

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**Mentor form**



**Ideal Institute of Pharmacy, Wada  
Mentor's Record**

Name of the Mentor	Miss. Ashwini waghachavare mam
Name of Student	Arpita Virendra Birajdar
Date of Birth	11/08/2001
Mobile No.	7350187765
Sex	Female
Course	D. Pharm (✓) B. Pharm ( )
Present Semester	4 Semester (F.Y. & D. Pharm)
Enrollment No.	101918470017
College ID No.	1847
Blood group	B+
Local Address	2, Parmatma nagar, B/H nirmkas hall, Waliv, Vasai (E), Palghar.
Contact No.	9923432276
E-mail Id	birajdararpita@gmail.com
Father name	Virendra Birajdar
Mother name	Vanita Birajdar
Parents Mobile No.	9923432276
Permanent address	2, Parmatma nagar, B/H nirmkas hall, Waliv, Vasai (E), Palghar.
Parents occupation	Father: Job Mother: Housewife.
No. of brother/ Sister	Brother: 1 Sister: —
Category	Gen/OBC/SC/ST/ other class (tick ✓)
Religion	Hindu
Aadhar card No.	8391 6491 1581
Voter i.d. No.	—
Driving License No.	—
Any disease/ disorder	No
10 <sup>th</sup> Certificate/ Mark list	424, 84.80 %.
12 <sup>th</sup> Mark list	395, 60.77 %.
Stream: PCB/PCM	PCMB
Extracurricular activities	—
Achievements	—

  
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### 5.Evidence of Success

The success of mentoring reflects in progression and increase in the level of the self-confidence of the students. However, the results obtained are different from every class.

#### First year:

- The students are made aware of the course pattern specified as per the University which helps them to smoothly acclimatize to the professional course they opted for.
- The students participate in co-curricular activities which helps them for overall personality development.

#### Second year:

- The students are aware of the consequences of indulging in ragging and any such nuisance which may hamper their academic record.
- The students with backlogs were found to be motivated and encouraged to get back into the mainstream.

#### Third year:

- The students were found to be motivated and readily took initiative to arrange any extra-curricular activities thus inculcating leadership and managerial skills in themselves.
- The students were sensitized to different career opportunities so that they could start planning accordingly.
- The students were interested to participate in training-placement activities.

#### Final year:

- The students had encouraged newly entered first year students to take initiatives in academic and extra-curricular activities.
- The students have understood the importance of their course requirements, planning of their studies, setting up their career goals as well as participation in various co-curricular and extra-curricular activities.

### 5. Problems encountered and resources required

It was difficult to counsel and motivate first year students and to get them acquainted with the new environment and syllabus of Pharmacy profession. Secondly, the Final year students had shown least interest in mentoring process as they had undergone rigorous mentoring for first three year years of their stay in the institute. The students take much time to open up in the mentoring session initially which had slowed down the entire process. Minimum resources were required to carry out the

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mentoring activity which includes mentoring hand book and seating arrangements for the students.

  
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