

# ADITYA PHARMACY COLLEGE

Approved by AICTE & PCI – NEW DELHI, Affiliated to JNTU KAKINADA  
(Formerly known as Aditya Institute of Pharmaceutical Sciences & Research)

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## 7.2.1 INSTITUTIONAL VALUES AND BEST PRACTICES



## 2016 - 2017

### ADITYA PHARMACY COLLEGE

(APPROVED BY AICTE, PCI - NEWDELHI & JNTU KAKINADA)

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PRINCIPAL  
Aditya Pharmacy College  
SURAMPALEM - 533 437

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## BEST PRACTICES

# 2016 - 2017




  
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## BEST PRACTICE - I

### 1. TITLE OF THE PRACTICE:

### **FACULTY DATA MANAGEMENT SYSTEM**

### 2. OBJECTIVES:

The main objectives are

- 1) To efficiently maintain academic and research progress.
- 2) To reduce paper work and improve the simplicity and efficiency data of processing.
- 3) To increase transparency of data.
- 4) Make data available to stake holders.
- 5) To make information access easy, quick and flexible.

### 3. CONTEXT:

The reinvention of academic system in the digital age is digital transformation. The application of digital technology is better serving the stake holders are referred to as digitization or digitalization. Activities of the institute are managed effectively by technology-enabled manner. Stake holders can utilise the relevant information from electronic data management to make decisions. The success of the institution is mainly depending on the constant progress (academically, technically and research) of the faculty. To make sure data availability, the college has a well-established system

### 4. THE PRACTICE:

The faculty data management system helps to streamline and monitor regular progress of the faculty. This system is an internet-based system that can be accessed and managed easily. Instead of maintaining data partially at departments APC has created faculty data management system precisely and properly. This system is developed to maintain the completed information of the faculty and also available instantly.

All faculty members had given the access towards the system to enter/modify their data relatively. College management and administration people can make their decision easily and accurately by this system. Faculty academic growth and research information is maintained through the management system. Faculty profile, education, research progress is maintained.



In the management system faculty professional, Personal, Education details, Experience, Research publications, Professional data, Bank details, Id proof and social media are the various fields regularly faculty updates the system with their progress.

## **5. EVIDENCE OF SUCCESS:**

1. Data is provided with transparency
2. Well managed and precise information for decision making.
3. Efficient monitoring of the faculty progress in all thrust areas.
4. The appropriate people will get correct information at the correct time.

## **6. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED:**

- To store the data advanced server requires.
- Management is providing the facility for system
- Faculty should update the data regularly.
- For updating the data, a coordinator is appointed from each department.





## BEST PRACTICE – II

### 1. TITLE OF THE PRACTICE:

#### **WOMEN EMPOWERMENT**

### 2. OBJECTIVES OF THE PRACTICE:

Women constitute more than 60% of the total student strength of the college. The majority of them come from drought and famine-ravaged rural areas, where miserable conditions of utter poverty, illiteracy, ill-health and superstition take hold of their lives. Thus, they are doubly affected by the backwardness and discrimination. So, the college has resolved to take up the cause of Women Empowerment for the women students with the objectives of

#### **The Main objectives of Women Empowerment of Aditya Pharmacy College:**

- Mentoring women students on women specific issues with one women teacher as mentor for some women students.
- Creating an environment through awareness programmes to enable the students to realize their full potential for learning and solving their problems independently
- Arranging special sessions with the police and social activists for enabling the female students to be aware of several types of 'evil designs' by professional criminals for the worst type of exploitation taking the advantage of their innocence and gullibility.
- Dealing amicably with the student victims of exploitation of all sorts maintaining utmost confidentiality of the private life to protect their dignity.
- Involving social activists and Government officials to enlighten the students on human rights and fundamental freedom for equal rights and opportunities
- Organizing programs and discussions on gender equality to enable the students to realize gender sensitization, thus leading to more equality and harmony in family and society.
- Conducting seminars and special sessions on personal hygiene , sex education , hacking and cybercrime's



- Development of vocational and technical skills among the women students by providing special training to enable them to become independent earners of their living.
- Extending financial assistance to the deserving poor women of disadvantaged sections to help acquire their degrees.
- Organizing the exclusive health camps for women students by women doctors for free treatment of women-related health problems and conducting awareness programmes on the importance of sanitation, personal hygiene and prevention of seasonal diseases.

### 3. THE CONTEXT:

- The women students, in the beginning were not passionate to participate in the debate.
- Some parents and staff emphatically suggest that the awareness / sensitization programmes defeated the very purpose of sending their wards to college.
- The coordinator and the members of the unit had to visit certain families and persuade the parents that all the programmes were meant for the betterment and empowerment of their dear daughters.
- As the gender sensitization programmes designed revealed several disparities and inequalities, that we might not have noticed earlier, people especially the other gender, argued discussing gender and gender roles would break up families and destroy society.
- Even some teachers supporting the argument often opined that the change was difficult to be accepted as the ideas emanated from these seminars/workshops/debates on gender inequalities appeared new and startling.
- Some parents even found fault with the college that their children were detained in the college beyond working hours for unconnected and counterproductive programmes.
- Under these circumstances, the college has thought it appropriate to found ahead with the objective implementations the objective for which an empowerment committee is created.





#### 4. THE PRACTICE:

Discrimination against women even in the 21st century is a devastating reality. That is why 'gender inequality' has been a matter of serious concern across the globe and within the countries. India still has a long way to go before achieving gender equity and empowerment of women. Especially, the rural areas are ravaged by the miserable conditions of abject poverty, illiteracy, ill-health and superstition. The college girls account for 52% of the total strength and most of them come from rural areas. The majority of these girls belong to the weaker sections including scheduled caste, scheduled tribes, other backward classes and minorities without proper access to education, health and other productive resources. Therefore, they remain largely as the marginalized poor and socially excluded. Joining a professional degree college in the town and acquiring higher education involve money and higher things. So, the poverty-stricken and tradition-bound parents reluctantly admit their daughters to colleges. Being the most vibrant and dynamic segment, the youth including girls, is our most valuable human resource. We cannot afford to neglect our female force to be the victims of discrimination, exploitation and segregation. So, the college resolved to empower female students to face the vicissitudes of life boldly and successfully for a life of peace, harmony and dignity.

To achieve the aim, the college established a Women Empowerment Committee (WEC) with a senior woman teacher as its Coordinator and three other senior women teachers as its members. All female students are eligible to take membership of the Cell irrespective of their status. There are three girl student members in the unit. The coordinator and the members of the unit meet twice a month and decide the conduct of awareness sessions during leisure hours sensitizing the girls to know why and how they are given subservient role in spite of their equal or even more abilities than their counterparts. They also draw an annual action plan for organizing various awareness programmes / seminars /workshops and interactive sessions. The principal along with the coordinator monitors the implementation of the plan. The coordinator and the members are responsible for the implementation of the programmes.

The Women Empowerment Cell is working for the protection of women's rights and actively empowers women creating conditions for gaining confidence in their abilities.





It aims at curbing the social evils like eve-teasing, ragging and dowry system providing necessary counselling and guidance by professional women counsellors, social and rights activists, enlightened academics and professional psychologists and psychiatrists, so that the women students become aware of unjust gender discrimination, the human rights, the legal provisions available for their protection, importance of higher education for higher enlightenment, mental and physical fitness.

## 5. Evidence of Success

Students whose parents is expired, and who needs financial support to complete their course, through the women empowerment committee, institution raising the funds to pay her tuition fee and college management given hostel fee concision A successful NSS volunteer, she was inspired by various awareness and gender sensitization programmes of the Women Empowerment Cell.

## 6. Problems encountered and resources required:

- The modest and diffident students were reluctant to cross their academic borders affecting the successful conduct of awareness programmes
- Ensuring the all-round support and participation of women teachers in the programmes is also a tough task
- Organizing various programmes during working hours, sometimes, has led to sacrificing the class work
- Sometimes, the participants were put to disappointment as the resource persons did not turn up for the camp
- Implementation of the annual plan and its monitoring has become a tough task in view of tight academic schedule in the autonomous ambiance

