RBVRR WOMEN'S COLLEGE OF PHARMACY
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Recognized under Section 2(f) of the UGC Act 1956
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College Code: 1706

7.2 Best Practices (30)

Best Practice: 1

1. *Title of the practice: Governance and Leadership*

2. Objectives:

- To plan and monitor financial matters.

- To design and renovate infrastructure for additional space for carrying out academic and research activity.

- To initiate recruitment of faculty members, lab technicians, administrative staff as per rules and regulations.

- To monitor performance evaluation of teaching and non-teaching staff periodically for fulfilment of academic and administrative requirements.

- To initiate activities related for research and extension, infrastructure at both graduate and undergraduate level with budget allocation to the individual departments.

- To enhance collaborations with industries, other academic institutions, expertise in individual fields.

- To monitor timely completion and strict vigilance of Internal Theory, Practical examination, Quiz and Viva-voce for the undergraduate and postgraduate students.

3. Context:

- The management of the institute leads the institution to achieve a certain level of perfection in consultation with faculty members and the executive body of the trust.

- There is decentralization of powers through sharing of responsibilities at various levels, which has been clearly explained individually to all the staff at the time of appointment in the institution.

- Additionally, the Principal along with HOD's initiate the process of planning, execution, monitoring, reporting and action to be taken for various tasks at the academic, research level along with overall development of the students.

4. The Practice: The head of the institute minutely observes various activities including programmes of the institutes emphasizing that all the activities be carried out as a team. Teamwork in all activities of the institution has not only resulted in success of events. However, the leadership qualities of the head of the institute are evident from some of the following functions carried out as mentioned below,

- Monitors discipline and conduct of the college
- Plans for infrastructure up-gradation
- Strives for student's professional growth and overall development.
- Encourages innovative and research practices.
- Organizes, promotes activities to help staff and students that supports knowledge and skill enhancement.

6. Problems encountered and Resources Required:

Best Practice–II: Mentorship Scheme

1. **Title of the Practice:** Mentorship Scheme

2. Objectives

- To plan Academic and career goals of students.
- To improve communication skills of the mentee.
- To develop leadership qualities.
- To monitor overall progress of students during his/her graduation.

3. **The Context:**

- Along with the adaptation of a good teaching learning process, which enhances the technical knowledge of students, Institute has designed innovative methods for the overall personality development of the students.
- Through Mentorship scheme- institute continuously strives for improving different aspects of personality developments, Communication Skills, Presentation Skills, Team Work, leadership qualities, resume writing, etc. of students and make them ready to face the challenges in industry.
- The students lagging in any of the above mentioned skills are encouraged to participate in the different activities to develop themselves.
- The objective of the Institute to implement mentorship scheme is to provide training and guidance to undergraduate student's time to time in all disciplines, increase the participation of all undergraduate students in the different activities conducted by the Institute, which will be useful to them after graduation.

- Faculty who serve as mentors make a valuable contribution to the education and training of undergraduate students in different activities. Students share their experiences primarily by their interaction with their mentors. Thus, the role of faculty members in this regard played a crucial role towards the program's success.

4. **Practice:**

- In the mentorship scheme a Teacher (mentor) is allocated with a group of approximately twenty students (mentees).
- Mentor meetings are conducted once in an alternate week. Various activities like Academic performance (in internal and external examinations) & Attendance, career goal setting, presentation skills, communication skills etc. are assessed and counselling sessions are offered in these meetings.

5. **Evidence of success:**

- The evidence of the success of the mentorship system is reflected through the overall personality development of students.
- Those students who had lack of confidence, weak in communication, poor presentation skills, were observed having marginal improvement in the lacking areas when they came to final year.
- Parents were happy to have a system where the overall progress of their ward is monitored and informed to them timely right from the first year till the candidate completes her graduation.
- There is a marginal increment in the number of students participating in various events held within and outside the college, since the implementation of Mentorship Scheme.

6. **Problem Encountered and Resources required:**

- To mould the student's mentality towards improvement in their personality skills without hampering academics was a difficult task.

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