

Dr. D. Y. Patil Pratishthan's

Dr. D. Y. PATIL COLLEGE OF PHARMACY

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Approved by : All India Council for Technical Education, New Delhi

Pharmacy Council of India, New Delhi. Recognized by : Government of Maharashtra
Affiliated to Savitribai Phule Pune University, Pune

Dr. Sanjay D. Patil
President

Padmashree Dr. D. Y. Patil
Founder

Shri. Satej D. Patil
Vce-President & Chairman

Dr. N. S. Vyawahare
Principal

Ref. No. : DYPCOP/
Date :

7.2.1

BEST PRACTICES





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BEST PRACTICES

Sr. No.	Name of Best Practices
1.	Institutional Best Practice - 1 Participative Management of all stakeholders
2.	Institutional Best Practice - 2 Conservation of Ecosystem



INSTITUTIONAL BEST PRACTICE – 1

1. **Title of the Practice:** Participative Management of all stakeholders
2. **Objective of the practice:**
 - To inculcate the idea of oneness through participative management for the effective functioning of the organization.

Context: Participative Management involves all stakeholders contributing and cooperating, fostering equal opportunities for skill development and ownership, and shifting from a top-down approach to a self-facilitated, self-sustained approach, governed by freedom and responsibility.

Practice:

Participative Management practice of the College is summarized below:

1. **College Working Committee (CWC):** The CWC is a concept to formulate small groups with defined portfolios. It promotes cohesiveness and knowledge transfer at a faster rate. It also aids experiential and peer learning amongst the staff and faculty. The portfolios and related responsibilities are assigned on the basis of individual expertise, experience and cadre. **This is the best example of promoting participative management.**
2. **Appraisal and Appreciation:** The College uses a systematic appraisal process to identify strengths and correct mistakes, fostering improved participation performance. Faculty members are evaluated by others, and a customized self-appraisal form is designed. Face-to-face engagement with the evaluator allows for open assessment and support. This approach fosters a sense of engagement and participation at all levels.
3. **Best Researcher Award:** The college has introduced the Best Researcher Award for faculty, promoting a research culture. The award is based on the quality of research and review papers published, evaluated by external experts. The in-house team designs the form and regulates the assessment process.

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- 4. Best Supporting Staff Award:** Supporting staff, with similar backgrounds to faculty, actively participate in college management and contribute to working committees. They contribute domain-specific expertise under faculty mentorship. Evaluations are conducted by Heads of Departments and Office Superintendents, in consultation with teachers, to improve employee productivity.
- 5. The birthday celebration of Faculty and Staff:** The initiative aims to enrich the environment and enhance communication skills through mandatory expression of views, positive reinforcement, and fostering a sense of belonging and respect. Non-teaching staff, in particular, have improved their communication skills, becoming responsible college team members.
- 6. Celebration of International Women's Day and Men's Day:** International Women's Day, celebrated annually on 8th March, recognizes women's roles and promotes gender equality. It's celebrated by the entire male fraternity and college students, fostering participatory management and cooperation among genders.
- 7. Organization of Excursion:** College excursions foster stronger team dynamics, improve work-life balance, and enhance interpersonal relations. Faculty members organize these excursions, regardless of cadre, gender, or service length, promoting coordination and organizational skills. Mandatory change in responsibility ensures equal participation and flawless execution.
- 8. Appreciation and Recognition of Specialized Skills:** The College prioritizes ecosystem conservation, involving stakeholders at all levels. Campus gardeners and the College are replacing artificial bouquets with ecofriendly ones, promoting skill-based participation, appreciation, reduced expenses, and revenue generation, fostering gardener participation.
- 9. Free coaching for all Competitive Exams:** Competitive examinations are crucial for higher education and career advancement. Dr. D. Y. Patil College of Pharmacy, Pune, offers individualized instruction and specialized training to students. The institution's success is attributed to faculty voluntary participation and alumni guiding designation selection. External experts and faculty provide free coaching for over 6+ types of competitive tests.

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- 10. Provision of Uniform:** College provides uniform dress code for all teaching, non-teaching, and students free of charge, promoting belongingness and positive outcomes during social activities.
- 11. Development of Leadership Quality in Students:** All academic, co-academics, extracurricular activities are co-ordinated by the students under the guidance of respective teachers. The stage co-ordination being very crucial part is always managed by the students. This opportunity enables students to demonstrate their unique talents, hone learned abilities, and enjoy being a contributing member of the management team.
- 12. Notice Board Management by Students:** Notice boards at DYPCOP are managed by students, responsible for maintenance, updating, and effective display of important college information, fostering recognition and literature review habits.
- 13. NSS Activities:** The College is having an active unit of NSS affiliated to SPPU and conducts various activities throughout year. The 07 days residential camp consisting of large number of technical, social & academic activities are completely executed by students under the guidance of a Faculty Coordinator. The selection of place, activity to be undertaken, liasoning with local authority etc. is handled by the student. Appreciation of NSS unit by local authorities is a sign of successful participation.
- 14. Social Activity through different Clubs:** Our college aims to conduct social activities as a pharmacist, with 16 activities organized by students and media. These activities have created a special image of the college as a contributor under "Institutes Social Responsibility," with financial and administrative support from faculty and staff.
- 15. Academic and process Guidance for Internship Programs:** Special assistance in the form of compensatory classes jointly conducted by the faculty and alumni having domain specific experience is provided to those students who undergo full time internship programs as a part of curriculum. Also, students are provided with end-to-end support to grab the opportunities of internships right from application till completion of it. The enrollment for internship in diverse verticals is the outcome of joint participation of faculty & alumni.

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- 16. Implementation of Institute Social Responsibility (ISR) by conducting visits to various Social Centers:** The college supports various social centers, such as Bandorwalla Leprosy Centre, Paraplegic Rehab Centre, Monibaba old age home, and Nachiket Orphanage, instilling responsibility in aspiring pharmacists. The scheduling, services, and center selection are decided by students and faculty.
- 17. Participation of Faculty and students in Wari** (Wari is a pilgrimage walk conducted annually by a large group of devotees of Lord Vithoba, a deity worshipped predominantly by the people in Maharashtra every year): In Wari, various stakeholders participate in distributing medicines to pilgrims and deputed police at Dr. D. Y. Patil College of Pharmacy. Students receive counseling and medicine distribution, while alumni provide medicine free of cost. Faculty and staff actively participate in pilgrimage to propagate ancient rituals.
- 18. Aid from Alumni:** The college's alumni actively contribute to the institution by donating books, medicines, and office equipment. They also offer pre-placement talks and provide firsthand information to students. The college organizes interactions between alumni and faculty, providing input on academic facility development and improving existing facilities. This participation leads to increased placement statistics.
- 19. Institute Promotes the Preferential Participation of Parents in various Committees:** We encourage the participation of parents from various fields in different committees who contribute their knowledge and expertise for smooth working. Many parents have conducted expert sessions as per individual expertise. Active participation of parents in Anti-ragging committee is a representative example of Parents participation.
- 20. Industry Institute Interaction:** Dr. D. Y. Patil College of Pharmacy in Akurdi, Pune, has signed MOUs and linkages with various industries, involving industry experts in various activities like evaluator, advisor, and laboratory establishment. The college also provides technical, regulatory, and research consultations. The faculty conducts trainings for industry task forces and provides technical, regulatory, and

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research consultation. This participative management fosters growth among end users.

The participative management needs continuous nurturing. The college administration takes immense efforts to promote participative management. Few initiatives & efforts are summarized below

✓ **Efforts taken for enhancing Participative management.**

❖ **Financial support for skill up gradation- attending seminar / workshop / conferences / FDPs / poster presentation / oral presentation:** The college has well defined policy to promote employees to attend the various skill upgradation activities like FDP, SDP, workshop and symposia etc. aided with duty leave, financial support and recognition.

Conduct of special self-supported FDPs & SDPs exclusively for faculty and staff: The college conducts various FDP and SDP, with faculty serving as conveners and resource persons. Staff members are motivated to attend outside campus events and organize them free of charge within the campus.

❖ **Grant of own Marriage Leave for 10 days:** All employees are entitled for 10 days of paid leave on occasion of their marriage. This small gesture results into comprehensive enrichment of work culture.

❖ **Marriage Anniversary:** An employee is provided with facility of special leave such as Marriage Anniversary Leave as per the office record.

❖ **Birthday Leave:** An employee is provided with facility of Birthday Leave (Applicable to single only) as per the office record.

❖ **Group Insurance for Faculty and Staff:** The insurance facility is provided to staff and faculty on a regular basis. This not only provides protection from accidental but gives sense of bonding as a family.

❖ **Exposure to Counseling sessions:** Counselling is crucial for ongoing progress, particularly in overcoming self-inflicted limitations. The college provides facility of counseling to the employees through qualified counselor absolutely free of cost.

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- ❖ **Fee Concession to the ward of Faculty and Staff of the college:** All the employee of the College provides appropriate fee concession for the children of eligible employees studying in the College.
- ❖ **Wide exposure is provided to all students to cover within and beyond the syllabus points:** Various Guest lectures, seminar conferences on current trends, industrial visits are organized regularly for covering the points within and beyond the syllabus.
- ❖ **Financial aid is to all in-house stakeholders to attend the various up gradation activities like workshop, symposia, seminars, conferences:** The College has a well-defined policy to promote its students to attend various up gradation activities like workshop, symposia, seminars, conferences.
- ❖ **Financial support to PG student to carry out research work:** This support is provided to post graduate students as contingency to improve the quality and quantum of research: This enables Post graduates students and faculty to take up multifold projects.
- ❖ **Fee waiver up to 100 percent for extremely economically weaker student:** Apart from government scholarships and schemes, the management provides fee concession to economically weaker students under specific circumstances.
- ❖ **Fee waiver for University toppers:** If a student tops the university merit list he/she is eligible for fee waiver for the next academic year.
- ❖ **Free Book bank facility to college toppers:** Class toppers from each class every year are provided with book bank facility.
- ❖ **Free training to all internal stakeholders under in-house language lab skill development program:** College provides students training under in-house language lab skill development program. Thus, in-house language lab provides training to the students right from the first year itself. This is purely an add-on training provided by the domain expert absolutely free of cost.
- ❖ **Financial support to undertake social activities:** College gives donations in many forms such as financial help, clothes, stationery, food and medicines to needy, where students are involved in this activity to instill the sense of responsibility as a healthcare provider in budding Pharmacists.
- ❖ **Institution of Best Outgoing Student Award**

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- ❖ **Recognition and appreciation of alumni by inviting them as a resource person as per individual expertise and experience:** Alumni who have excelled in their respective fields are invited to deliver expert talks, provide trainings to the students. This helps our students to bridge the gap between their expectations and outside world.

Evidence of Success: As a collaborative and participative efforts of all stakeholders College could achieve following laurels:

- The College has achieved a milestone with the conferment of Permanent Affiliation from Savitribai Phule Pune University (SPPU), underscoring its commitment to academic excellence.
- The College has successfully secured NBA accreditation for the second cycle, valid until 2025.
- In a testament to its unwavering pursuit of excellence, the College has been accredited with the prestigious "A+" grade by the National Assessment and Accreditation Council (NAAC) in 2024.
- The College has also received the esteemed "Best Pharmacy College Award" at the Navbharat Education Awards 2024, a resounding endorsement of its exceptional academic programs.
- Boasting state-of-the-art infrastructure and an exemplary academic environment, the College provides an ideal setting for students to thrive.
- Our distinguished faculty members have been recognized for their expertise, with one being honored as an Industry Trainer and another as a mock FDA Inspector.
- The College has also been acknowledged as a Consultation cum Service Provider Center for Industry and Academia, facilitating meaningful collaborations and knowledge sharing.
- In a remarkable display of industry-academia partnership, the College has received equipment worth approximately Rs. 2 crores from industry partners on a gratis basis.
- Three of our faculty members have been felicitated with prestigious awards instituted by external organizations, recognizing their outstanding contributions to their respective fields.

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- With an impressive placement record of more than 70% in diverse verticals, the College continues to demonstrate its dedication to nurturing industry-ready professionals.

Problems Encountered:

1. Limitations to external stakeholders especially alumni working in Industry for direction due to Policy framework.
2. Mandatory adherence to Academic Calendar of affiliating University makes it difficult to implement all-inclusive policy.

INSTITUTIONAL BEST PRACTICE – 2

1. Title of the Practice: Conservation of Ecosystem

2. Objectives of the Practice:

- To conduct training and awareness workshops for students and faculty members.
- To disseminate knowledge about Environment Education with all stakeholders.
- To work towards sustainable utilization of species and ecosystems.

3. Context:

Dr. D. Y. Patil College of Pharmacy in Pune aims to provide quality education, addressing the development of multifaceted pharmacists. The college emphasizes the importance of environmental protection and conservation in the pharmacy field, as pharmacists are responsible for maintaining good health and serving as an example of environmental conservation. The college has taken numerous initiatives to promote eco-friendly practices.

4. Practice:

- **Alternate Sources of Energy and Energy Conservation Measures:** In 2017, the college successfully installed a rooftop Solar Photovoltaic system on its terrace, made possible by a generous grant of ₹500,000 from the Quality Improvement Program of Savitribai Phule Pune University. Furthermore, the college prioritizes sustainability by utilizing energy-efficient appliances and has established a comprehensive policy document outlining guidelines for energy conservation.
- **Water Conservation Measures:** The campus uses efficient irrigation systems, including sprinklers for lawns and drip irrigation for medicinal plants. Additionally, a Rain Water Harvesting system helps recharge groundwater levels in the surrounding area.
- **Recycling of Waste by Proper Segregation:** The campus implements a rigorous waste management system, segregating waste into degradable (leaves, grass, solid waste) and non-degradable components. The latter is handled by the Pimpri Chinchwad Municipal

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Corporation. Regular training is provided to staff on waste segregation, and plastic waste is creatively reused for 'Best out of Waste' models.

- **Proper Disposal of Bio-waste:** The College partners with Passco Environmental Solutions Pvt. Ltd (PESPL) to dispose of biodegradable waste from practicals. Animals are sacrificed in the lab, and the waste is placed in a yellow bag with a barcode, scanned by Passco employees, and recorded in the Pharmacology lab register.
- **Proper Disposal of Chemical Waste:** Toxic liquid waste from laboratories is treated and disposed of in sewage, which is then transported to a campus Sewage Treatment Plant (STP) with a 180 m³ per day water holding capacity. The treated water is reused for gardening.
- **Preparation of Vermi-Compost:** Dr. D. Y. Patil College of Agriculture Business Management collects and uses degradable waste like grass, weeds, leaves, and food waste for compost preparation, which is then used in gardening.
- **Implementation of ERP:** The College has implemented the CollPoll ERP system to minimize paper usage. Digital communication channels, including ERP notices, email, WhatsApp groups, and Google Drive, facilitate efficient information sharing and document storage. Furthermore, the College promotes the use of e-content as study materials, supporting a paperless and sustainable learning environment.
- **Yearly Conduction of Green, Environmental and Energy Audits:** As a part of Green Practice, the College has initiated the process of Green, Environmental and Energy Audit through a recognized third party agency, for last few years.
- **Strict Implementation of Reduced Animal Usage by Improving the Number of Technology Based Instruments:** By using software X-cology to carry out the various Pharmacological experiments in the laboratory, the College minimizes the use of animals for experimentation.
- **Synchronization of Research in Preclinical Research Projects:** Faculty and students perform synchronized preclinical research projects so that there will be reduced use of animals and thus help to reduce the generation of bio-waste.
- **Well Maintained and Landscaped Campus:** The college promotes eco-friendly practices by encouraging the creation of natural bouquets using plants and flowers from the campus garden, replacing plastic-based artificial arrangements. Additionally, visiting dignitaries

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are now welcomed with potted medicinal plants, fostering a culture of sustainability and environmental responsibility.

- **Battery Operated Vehicle for in-house Use:** Battery operated vehicle is used for visitors, resource persons & administrative heads during their rounds in Campus which helps to reduce vehicular pollution.
- **Shramdan:** The college organizes 'Shramdan', a monthly community service initiative held on the third Friday of every month. This activity promotes volunteerism, teamwork, and environmental responsibility among faculty and staff. Through 'Shramdan', faculty members lead by example, demonstrating effective waste segregation, reuse, and recycling practices, while inspiring support staff to deliver dedicated service and adopt sustainable habits.

5. Evidence of Success:

Following are the achievements of the Campus which clearly depict laurels of success:

1. Dr. D. Y. Patil College of Pharmacy, Akurdi, Pune received second rank in Vruksh Pradhikaran exhibition organized by Pimpri Chinchwad Municipal Corporation held from 1st March to 3rd March 2024.
2. Dr. D. Y. Patil Educational Complex, Akurdi, Pune received First rank in Vruksh Pradhikaran exhibition organized by Pimpri Chinchwad Municipal Corporation held from 1st March to 3rd March 2024.

6. Problems Encountered:

1. Complete knowledge transfer to support staff is an unattainable ideal, as certain nuances and expertise cannot be fully replicated or conveyed.
2. The escalating temperatures necessitate the use of air conditioning in Computer Centres and laboratories housing sensitive equipment, which, regrettably, contributes to ecological degradation.
3. Allocating space for ecosystem conservation initiatives, such as afforestation efforts, poses significant challenges due to competing demands for spatial resources, including parking and other utilitarian purposes.