Marathwada Mitra Mandal's College of Pharmacy, Thergaon, Pune-411033 (M.S.)
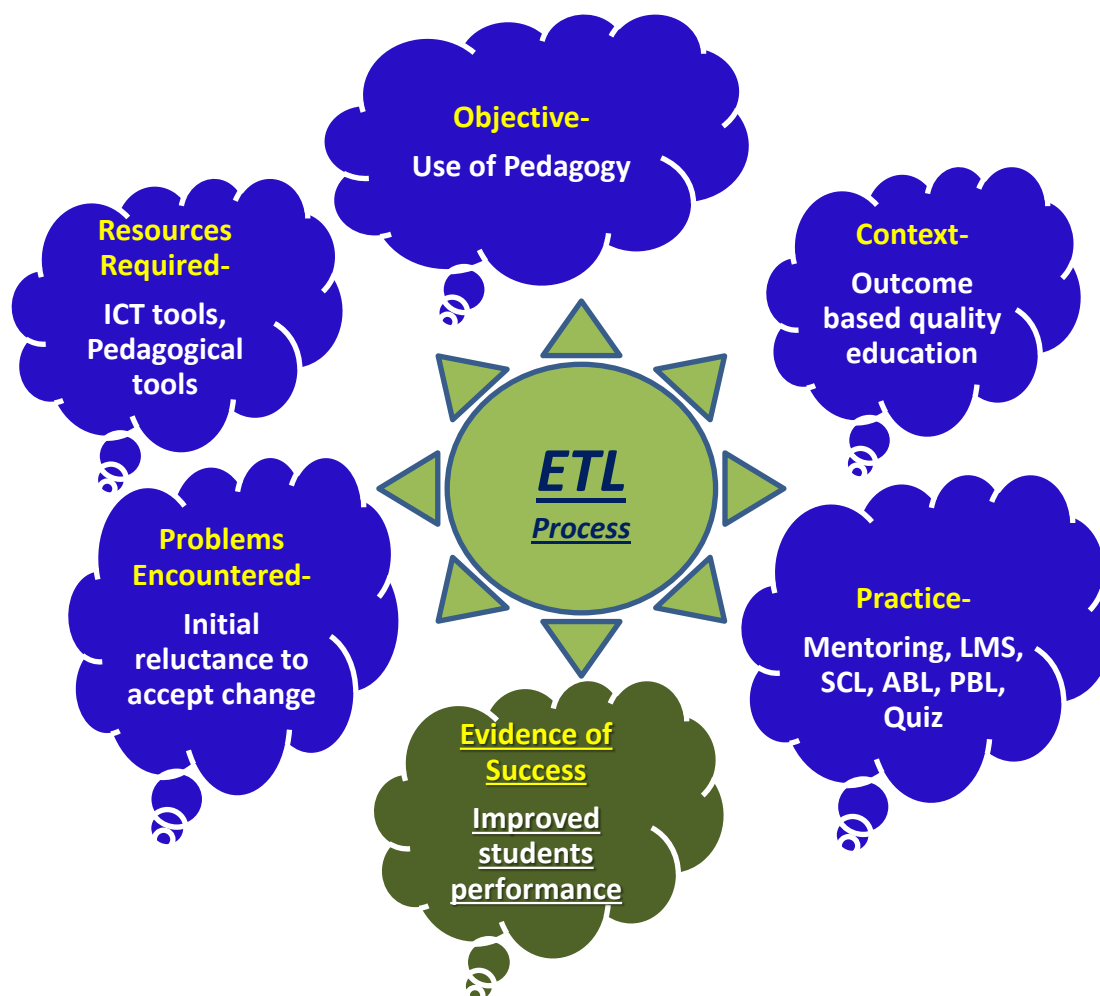
Institutional two best practices are described here and others are enlisted

1. Enriched Teaching Learning (ETL) Process in Education

Title: Enriched Teaching Learning Process in Education

Objective of the Practice:

Teachers facilitate students learning which helps them gain skills knowledge and thinking ability. Different ways to teach are often referred to as pedagogy. Teaching by using pedagogy involves assessing the educational levels of the students on particular skills. Understanding the pedagogy of the students in the class room involves use of differential instructions as well as supervision to meet the needs of all students in the classroom.

The Context:

Teaching learning process is the most important aspect in any educational institute. This is the process where we have much more scope in continuous improvement to evolve as completely outcome-based education system in any institute. Thus, the consistent and quality effort taken in this direction would definitely yield very fruitful result for all the stakeholders.

The Practice: To enrich the teaching learning process in our college we have taken following steps:

(a) Student Centric Learning (SCL)**:** As we found a few difficulties in the traditional method of chalk and talk teaching, we have set up the classroom as student centric namely Enriched Teaching Learning (ETL) process. In this ETL method, the interaction with students has improved considerably. For example, we encouraged/motivate students to ask questions in the classrooms and outside the classroom. If the student did not understand any topic then the topic is revised again to help him/her understand better.

(b) Activity Based Learning (ABL)**:** As this new process is connected with activity-based learning such as carrying out the experiments given in the practical's and then asking them about the activity as why, how and what for or about its significance. In the activity based learning students interact with teachers and peers without any hesitations. Here the focus is shifted to learning by experimentation so that their concepts get cleared. Further, PPTs, Videos, and short seminars, group discussion etc. are being used in the ETL method that results in easy understanding of the concepts by the students.

(c) Project Based Learning (PBL)**:** The ETL method provides a detailed learning to students and also induces them to initiate a project on the basis of what they have learnt in the classroom. A short project is given to the students in a group of 3 to 4 students and asked them to come up with solution along with the explanation. They are asked to give presentation on their project or evaluated during viva voce.

(d) Technical Quiz**:** To get in-depth knowledge, technical quiz is conducted in each subject which may help students to have specified and in depth learning. In order to answer the questions asked in quiz it is very essential that the students must have deeper insight into the subject and thus students get motivated for studying in depth rather than superficial preparation of the subject to pass the exam. After teaching various topics, we conduct quiz periodically using Academic ERP.
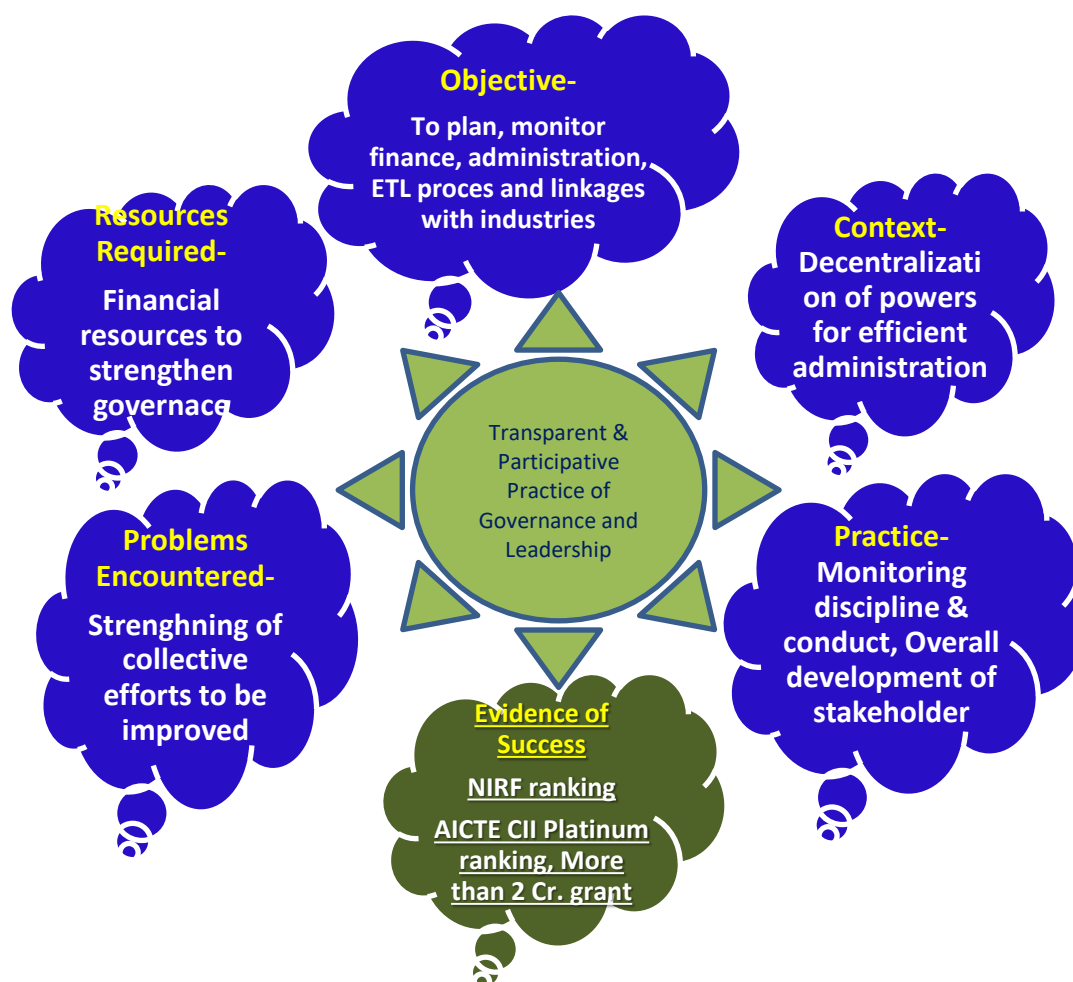
(e) Mentoring**:** The teachers meet students periodically, counsel them to overcome the hindrances if any in their academic performance; this method is called 'Mentoring system'. Here, along with academic related issues students' personal issues are also discussed and a proper guidance and support is provided to help students to perform better. The primary focus of the ETL method is to give students a wide-ranging knowledge, exceptional creativity and more comfort and to bring out their hidden potentials into the limelight.

(f) Use of Learning Management System: The use of G suite and Academic ERP help students equipped them to excel in examination as well as co-curricular activities and gives them enriched teaching learning experience. The LMS also found to be very much useful for the soft skill development amongst students.

Evidence of Success: As an end result of this practice the academic performance of the students was found to be improved consistently over a period of their graduation. The results of the college are consistently above the average result of the University. The number of students qualifying competitive and other certificate exam found to be increased successively. The placement of the students in reputed companies was found to be increased and is more than 80 %.

Problems Encountered and Resources Required: Initially the students were reluctant to discuss their problems openly with the mentor and thus faculty members were found it difficult to counsel them when they were not ready to open up or share their problem. The resources required were ICT tools, and adapting to the regular use of pedagogy tools by teachers.

2. Transparent and Participative Practice of Governance and Leadership

Objective-
To plan, monitor finance, administration, ETL proces and linkages with industries

Resources Required-
Financial resources to strengthen governace

Context-
Decentralizati on of powers for efficient administration

Transparent & Participative Practice of Governance and Leadership

Problems Encountered-
Strenghning of collective efforts to be improved

Practice-
Monitoring discipline & conduct, Overall development of stakeholder

Evidence of Success
NIRF ranking
AICTE CII Platinum ranking, More than 2 Cr. grant

Title of the practice: Transparent and Participative Practice of Governance and Leadership

Objectives:

• To plan and monitor matters related to finance and general administration.

• To plan and initiate recruitment of desired faculty members, lab technician, lab attendant, office staff as per rules and regulations.

• To monitor performance of teaching as well as non-teaching staff once in a year, in order to fulfill academic and administrative requirement.

• To initiate research and extension activities with budget allocation

• To increase the linkages with industries and other academic institutions

Context: The management of the college leads to achieve certain level of perfection in consultation with principal and faculty members. The college has a well-defined organizational structure describing the roles and responsibilities of the employees. The

management and principal exercise decentralization of powers through sharing of responsibilities at various levels and the responsibilities of the individual employee is clearly explained to all the staff at the time of appointment. The Principal along with HOD's initiate the process of planning, execution, monitoring, reporting and action taken for various tasks at the academic, extension activities and research level keeping in mind to achieve overall development of the students.

The Practice: The principal of the college minutely observes various activities undertaken in the college and emphasize that all the activities be carried out as a team. It has been observed that the team work always resulted in success of each and every event carried out in the college. The leadership qualities of the head of the institute are evident from some of the functions carried out and are as mentioned below:

• Monitors discipline and conduct in the college.

• Strive to ensure overall development and consistent professional growth of students and other stakeholders.

• Encourage innovative practices and motivate the faculty and staff to grow along with the college.

• Organizes, promotes, and execute wide range of activities to help students and staff to enhance knowledge and skill development.

• Appoints various committees and distribute the portfolios at the beginning of each academic year in order to translate the action plan into reality specifying roles and responsibilities of every individual clearly.

• Identifies and execute strategies to achieve the vision of the college through the mission taking into account weaknesses, opportunities and the challenges ahead.

Evidence of Success:

- Secured NIRF ranking in the band 0f 76-100.
- Accredited by National Board of Accreditation from 2014-2021
- Recognition by UGC under section 2(f), 12 (B).
- Secured AICTE CII Platinum ranking in 2018 and 2020.
- Secured place in Top 20 pharmacy colleges by Higher Education review.
- Permanent Affiliation to Savitribai Phule Pune University, Pune.
- Recognized as a post graduate research center by Savitribai Phule Pune University, Pune.
- Received various awards by the Students, College, Principal and Faculty members in different domains.

- Authored 10 books by the faculty members in the area of their specialization.
- Filed 5 patents by the students and faculty.
- Received more than Rs. 2 crore in the form of Research, Infrastructure and other grants.
- More than 80 % placement of the UG and PG students.
- Improved number of GPAT qualifiers.
- Few students secured top ranks at the University level in individual subjects.
- The result of the college is consistently above University average.

Problems Encountered and Resources Required

The college believes in strong internal coordination, sharing and process of monitoring which helps college to organize effective partnership, team work, continuous learning and improvement. However, practically it may not be possible to be the same way always due to some limitations and for the reasons unknown or situational. We too have faced some problems in some of the planned activities to be carried out. Over the period college has evolved the mechanism to overcome the problem by solving it through collective efforts and participation of all and also worked together for tapping the required resources in every activity to be carried out. In order to further improvement in the governance and leadership the human resources should be tapped to greatest potential. Thus, financial resources are required to improve further the strategic planning, monitoring and further motivating the human resources.

3. Efficient Student Mentoring System.

4. Decentralized and Participative management to facilitate Academic and Research activities efficiently.

5. Active Pre-incubation and Incubation Centre.

6. Policies and procedures for Academic, Research, Innovation Ecosystem, Discipline, and Student participation as well as their overall development

7. Establishment of IIPC, III and ED Cell for enhancing students employability and skill set development.

8. Practice School- Conducting Ad on and Value added courses.

9. Extension and Outreach Activities.

10. Faculty Development and Welfare.

11. Effective Use of Educational ERP.

12. Inclusion of MOOCs, Liberal Learning Courses, Industry Internships, and Mini-projects for students.