



SUDHAKARRAO NAIK INSTITUTE OF PHARMACY

Code of Conduct for Staff and Students

PREAMBLE

The student code of conduct is established to foster and protect the core missions of the Sudhakarrao Naik Institute of Pharmacy, Pusad to foster the scholarly and civic development of the college students in a safe and secure learning environment. However, the establishment and maintenance of a community where there is freedom to teach and to learn is dependent on maintaining an appropriate sense of order that allows for the pursuit of these objectives in an environment that is both safe and free of invidious disruption. Rules and regulations are necessary to mark the boundaries of this needed order.

APPLICABILITY

The code is applicable to all Teaching, Nonteaching staff and Students, which includes all persons taking programmes in various departments of the college pursuing undergraduate and postgraduate studies. Persons who withdraw after allegedly violating the code, who are not officially enrolled for a particular semester or term, but have continuing relationship with the college, or who have been notified of their acceptance for admission are considered as “students”. The code applies to all locations of the university.

Prayer

At the beginning of the morning session all must stand and pray devoutly. They shall stand respectfully for the National Anthem.

This applies to visitors and guest also.

Quality Policy

- Providing excellent pharmaceutical education in a stimulating academic environment
- Continual improvement in the teaching methods and allied infrastructure
- Establishing growth oriented and satisfying work environment for the employees
- Developing a strong bond between the Institute, students and Industry.
- Delighting the internal and external customer through enhanced productivity and effectiveness

The workload

The workload of the teachers in full employment should not be less than 40 hrs a week for 30 working weeks (180 teaching days} in an academic year. It should be necessary for the



teacher to be available for at least 5 hours daily in the University/ College for which necessary space and infrastructure should be provided by the University/College Direct teaching—learning process hours should be as follows.

Assistant Professor	16 hours
Associate Professor and Professor	14 hours

A relaxation of two hours in the workload may, however, be given to Professors Who are actively involved in extension activities and administration. A minimum of 6 hrs per week may have to allocated for research activities of a teacher.

SERVICE AGREEMENT AND FIXING OF SENIORITY

- At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.
- The self-appraisal of linked Performance Based Appraisal System (PBAS) methodology shall form part of the service agreement/Record.
- Inter-se seniority between the direct recruited and teachers promoted under CAS. The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated In the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

1) Dress Code

As per the guidelines of Sudhakar Rao Naik Institute of Pharmacy, Pusad the student dress should befit the institute that they represent and reflect the stature and the class. They shall not be permitted to wear revealing clothes. **The appearance of the students at all times on campus should be neat and tidy with well-kept hair.**

The following will be the dress code to be followed by the students:

Monday and Wednesday: Uniform prescribed by the College

For Boys: White Shirt and Blue pant. (Low waist jeans are not allowed)

For Girls: Blue Salwar and White Kameez or Churidar Kurta.

Thursday: Formals

Note: Students have to be in Uniform for Guest lectures, Workshops, Industry visits and Examination (Internal and External), Presentations and any other Formal functions.

Students not adhering to the above dress code will **not be allowed to attend classes** & will forfeit the attendance for the classes missed.

2) Disability Policy



Discrimination is prohibited against any applicant or any employee in hiring review promotion, demotion, discharge, or other aspects, of employment on the basis of that person's disability if the person is qualified and able to perform the essential functions of the job with 'reasonable accommodation'.

3) Drug and alcohol free work place policy

The unlawful manufacture, distribution, dispensation, possession or use of illegal drugs by employees of the Institute is prohibited by the Institution's policy. All employees must as a condition of employment (a) abide by the Institution's policy on controlled substances; and (b) inform the Institution of any conviction of criminal drug statute which occurs, within 5 days after such conviction. An employee convicted for felony and/or misdemeanor drug violation will be subject to strong disciplinary action up to and including termination of employment, or may be required at the discretion of the Institution, to participate satisfactorily in a rehabilitation program. When reasonable cause exists to believe an employee is under the influence and impaired by drugs or alcohol on the job, the employee may be required to submit to a test.

4) Equal employment opportunity

It is a policy of the Institution to give equal opportunity to all employees and applicants for employment without regard to religion, race, creed, caste, color, sex, disability and age. The policy applies to initial employment, promotion, compensation and termination. Employees or Students shall not be denied benefits, or otherwise be subjected to discrimination under any program or activity of the Institution.

5) Sexual Harassment

Sexual harassment of employee or students in the Institution is prohibited and shall subject the offender to dismissal or other conditions. Unwelcome sexual advancements, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing.
- b. Submission to or rejection of such conduct is used as basis for employment affecting an individual.
- c. Such conduct interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

6) Soliciting/Canvassing

Canvassing, placing signs and posters for solicitation purposes, chain letters and collections of any kind of sales of tickets or merchandise are prohibited in the college premises. All employees are prohibited from indulging in any personal activity utilizing the Institution's resources and facilities. Any faculty member found indulging in conducting tuition classes or coaching, remunerative or otherwise would be suspended with immediate effect.

7) Employment of relatives



No individual shall be employed in a department or unit, which will result in the exists of a subordinate-superior relationship between such individual and relative through any line of authority. For the purpose of policy, relatives are defined as husbands, wives, parents, children, brothers, sisters any in-law of any of the Foregoing.

8) Conflicts of interest

An employee of the Institution should avoid actual or apparent conflicts of interest between his/her Institution's obligations and responsibilities and outside activities.

9) Personal conduct

The Institution expects all employees to follow rules and regulations and standard of courtesy, conduct and cooperation. The following are examples of actions are unacceptable to the Institution and may result in disciplinary action or termination or employee.

- Insubordination
- Theft
- Conviction of a felony involving moral turpitude
- Bringing discredit to the Institute
- Falsifying records, reports or information
- Discourteous behavior
- Any other misconduct interfering with performance of job tasks
- Sleeping while on duty
- Negligence
- Dereliction of duty
- Interfering with the work performance of another employee
- Favoritism
- Wasting materials
- Willful damage to equipment or property
- Entering an unauthorized work area
- Continued failure to perform assigned duties
- Failure to report absence
- Habitual absence or tardiness
- Job abandonment

10) Safety



Safety on the job and care of property and equipments are the responsibilities of employees. Every effort should be made to avoid careless work habits. It is necessary to report unsafe working conditions and any on the job injury, regardless of severity to departmental head (HOD) immediately. The Human Resources Office also is to be noticed immediately of the injury. A qualified doctor is available on the campus along with a quipped clinic during the work timings and is also available on call for emergency. Basic medicines are also provided to all the employees and students free of charge.

11) Confidential information

Some employees handle confidential information as they perform their duties. Such information is not to be discussed or made available to anyone until it has been approved for release by proper authority. Any person found using such classified information will have suitable action taken against him/her depending on the severity of the matter.

Whether by word of mouth or otherwise the employees shall not, during his/her period of service or subsequent disclose to any unauthorized person any information of any nature whatsoever, which it may be his/her privilege to know by virtue of being/having been the Institution's employee. Such information shall include but not be limited to:

- Any particulars of the Institution's organization
- Any particulars of the Institution's security arrangements
- Any information about any student, parent or employees of the Institution.

12) Gratuities

Employees of the Institution shall not accept gratuities, courtesies, or gifts in any form from any person or persons, corporation or associations that directly or indirectly, seek to use the connection thus formed for securing favorable comment or consideration on any commercial commodity, process or undertaking.

13) Political activities

As an individual, each employee of the Institution retains all rights and obligations of citizenship provided in the Constitution of India. However, no employee of the Institution shall hold or be a candidate for political party seeding votes while in the employment of the Institution or take part in a political employment campaign while on duty.

14) Disruptive behavior

While supporting freedom of expression and peaceful dissent, the Institution in the best interests of orderly operation and the preservation of an environment favorable to productive study, has adopted a policy prohibiting disruptive behavior on the part of any student, faculty or staff member. The Institution stipulates that any employee, acting individually or in concern with others, who clearly obstructs or disrupts or attempts to obstruct or disrupt any teaching, research, administrative, disciplinary or public service activity or any other activity authorized to be discharged or held on the campus of the Institution is considered to have committed an act of gross irresponsibility and shall be subject to disciplinary procedures, possibly in dismissal, demotion or termination of employment or admission.



15) Publication

No employee shall, without prior sanction from the management give a talk on media or publish any statement either by name or anonymously related to Institutional matters. Employees and superiors should contact the appointed Institutional HR personal immediately if assistance is needed related to these policies.

16) Attendance

Every student must have actually attended minimum 80% of the total number of lectures conducted in theory and practicals. The student will not be eligible to appear for the examination if he/she fails to put in the required attendance.

The concession in attendance is meant to take care of medical leave and leave on personal grounds including the demise of immediate family. No attendance will be granted for any illnesses.

17) Leave on medical grounds

- a) The student must report about the sickness to the institute on telephonic conversation or by leave application.
- b) For leave up to 3 days: If the person takes treatment from a private doctor, then he/she has to submit the leave application with medical certificate to Sudhakar Rao Naik Institute of Pharmacy may at the discretion of the Head of Department.

Absence from the Guest lecture, Workshops, Seminar and other extra-curricular activities

Attendance for Guest lectures, Workshops and Seminars is compulsory.

- a) Students are required to strictly observe the uniform code prescribed and wearing the Identity cards is compulsory.
- b) Students should be punctual in attendance and must be in his/her seat at the commencement of seminars and workshops.
- c) Students are expected to maintain the decorum in the institution and interact meaningfully with the faculty.

18) Identity Card

Purpose: Sudhakar Rao Naik Institute of Pharmacy urges students to understand the spirit of wearing of identity cards and to comply with this rule as it is;

- i) A symbol of belonging to a premier institution.
- ii) A means of identification in the event of accidents, medical and other emergencies
- iii) Every student of the programme must have an identity card. He/She should always wear it on person while on campus and should produce it whenever called upon to do so by the concerned authorities.
- iv) A student is required to collect his/her I- Card within 15 days from the date of admission.



19) Discipline

Any act of indiscipline/insubordination or misbehavior by any student will attract severe penalties / punishment.

- a) Use of mobile phones in the academic block of the institute is strictly prohibited. Violation of the rule will result in confiscation of the Mobile handset card.
- b) Loud/impolite talk/use of unparliamentary language which offends the listener would be dealt with seriously.
- c) Damage to institute & campus property due to negligence/lack of care would attract punishment and compensation for loss caused.
- d) Instigating or abetting collective insubordination will be viewed very seriously.
- e) No society or association of the students will be started without written permission of the concerned authority.
- f) No person shall be invited to address or entertain the students of the college, without the previous written permission of authorities.
- g) Consumption or possession of alcohol ,drugs, tobacco and being under their influence while on campus or at functions is strictly prohibited.
- h) Theft, gambling, sexual harassment, physical fights / bouts with each other,smoking on campus, indecent behavior in public places will be dealt with severely by the Head of the institute. Any other offence not included in this list will be dealt with on a case to case basis by the Head of Institute

20) Ragging: - Anyone found indulging in ragging in any form within or outside the campus, shall be instantly expelled from the Institute.

(Provisions of The Maharashtra Prohibition of Ragging Act, 1999.)

- a. Ragging within or outside any educational institute is prohibited.
- b. Penalty ragging : Whoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any educational institution shall, on conviction, be punished with imprisonment for a term which may extend to two years and shall also pay fine of thousand rupees.
- c. Dismissal of student: Any student convicted of an offence under penalty for ragging shall be dismissed from the educational institution and such other educational institution for a period of five years from the date of order of such dismissal.)



Anti Ragging Committee and squad has been constituted and all Anti ragging measures have been taken as per UGC norms.

- j) Eatables are not permitted in classrooms, computer lab, library and office area.
- k) Use of net connectivity for non-academic purpose is not permitted during institute hours.
- l) Littering in the campus will attract either monetary or non-monetary punishment.
- m) The behavior of the students at all times, within or outside the campus must be above board and must reflect a sense of responsibility.
- n) The admission of a student who had been admitted to the programme / institute based on any form of misrepresentation of facts, will be cancelled as soon as such misrepresentation comes to surface no matter at what stage of the programme he / she is studying in. Further, he / she will forfeit the tuition fees paid for the programme.
- o) Any student misbehaving in class and behaving arrogantly towards the faculty & staff or fellow students will be severely punished. The nature of punishment will depend upon the severity of the offence and will be decided by the Director on a case-to-case basis.

21) Communication to students

- a) Any changes affecting the students or class schedule will be communicated to the students via the Notice Boards or other modes of communication. It is important that the students keep themselves abreast of any changes of timetable details and other announcements.
- b) It is the responsibility of students to update themselves with these communications made from time to time, irrespective of whether they are attending or not attending sessions.

22) Grievance Cell

Constitution of Grievance Committee:

The committee shall comprise

- i) Director/ Deputy Director.
- ii) Senior Faculty nominated by the Director.
- iii) One member of the teaching faculty who will necessarily be a female member.
- iv) Registrar / Admin Officer/OS. (convener of the meetings)

Procedure:

- a) The aggrieved student would submit in writing his /her grievance to the Registrar / Admin Officer / Office Superintendent.



- b) The Registrar / Admin Officer /Office Superintendent would convene a meeting of members within ten days of receiving the complaint.
- c) Where the Director is not a member of the committee, the report of the committee must be submitted to him / her within 5 working days of the meeting.
- d) The decision taken would be communicated to the student within 3 further working days.
- e) Further the student can appeal to the University Grievance Committee (appellate authorities) within 5 working days.

23) Appeals and Redressal

Every aggrieved student has a right to appeal. Such appeals will be made in writing to the Principal.

24) Examination

- a) Students are required to strictly observe the dress code prescribed and carrying Identity cards is compulsory. Students will be sent back if this is not adhered to.
- b) Students are expected to carry Hall tickets during examination.
- c) Students are required to carry the required stationary for writing examination.
- d) Mobile phone should not be carried to the examination hall.
- e) Students should not resort to any unfair practices. Symbiosis International University views unfair practices during examination very seriously.
- f) All the students shall comply with the examination rules as prescribed by the Sudhakar Rao Institute of Pharmacy, which shall be notified from time to time.

25) Library Rules

The following persons will be eligible for making use of the college library.

- a) Students of Sudhakar Rao Institute of Pharmacy, Pusad
- b) All members of the Teaching staff and Non-teaching staff of Students of Sudhakar Rao Institute of Pharmacy, Pusad.
- c) Others: - (Only in exceptional cases) The Head and the Librarian may in their personal discretion allow some other persons to use the Library.
- d) The loss of library card and I-card should be reported immediately to the coordinator with an application. The librarian must also be given the copy of the same.
- e) At the time of issuing a book, the Identity Card must be presented along with the Library card.
- f) Every student entering the Library must present his/her own Identity Card as well as Library card, otherwise the use of the Library will be denied.
- d) Reference Books of biographical/ philosophical general nature can be issued to the student for a week on request.



26) General Rules

- a) The Library Attendants at the entrance and the counter are authorized to examine everything that passes into or out of the library.
- b) Students are required to present their own Identity Card and are advised not to keep any personal items in their Identity Card.
- c) Readers are responsible for any damage caused to the reading materials or any other property of the Library, and shall be required to replace such books/property as has been damaged or injured or be required to pay the full value there of as determined by the Library Authorities.
- d) Smoking, spitting, eating, loud conversation and similar objectionable practices are forbidden in or near about the Library or anywhere else within the campus.
- e) CDs or any other accompanying material available with books may be viewed/ used only in the library.
- f) Readers shall not write or mark (by underlining, putting brackets, etc.) on the reading materials or the Library, property or furniture of the library is to be handled with utmost care.
- g) Important notices and information regarding the library as well as changes, if any, will be notified from time to time on the Library Notice Boards.

27) Computer Lab

- a) Net connectivity in the computer lab for e-mailing, chatting, browsing or downloading for personal use during working hours will be considered as misconduct and punitive measures including monetary or other penalty will be invoked if found guilty.
- b) The computer lab has extremely delicate equipments and is a restricted area where entry is granted with permission from the authorities. Any damage caused due to negligent or unprofessional behavior will result in punitive action as decided by the institute.
- c) The students without identity cards will not be allowed to enter the lab.
- d) The students are not allowed to move, attach, detach the hardware equipment (printer, cable, monitor, mouse, etc) or carry any belongings of the lab outside it.

28) GENERAL RULES AND REGULATIONS FOR HOSTEL RESIDENTS

- Ragging is strictly prohibited inside as well as outside the Hostel/ Campus. If anyone is found indulged in ragging, he may be taken up as per Hon'ble Supreme Court orders. Fresher should promptly report to the Warden or Anti ragging Committee or any other competent authority if ragged to contain ragging.
- Any act of intimidation or violence, willful damage to property or drunken and riotous behavior constitutes an offence. If anybody is found to do so, he shall be liable for expulsion from the Hostel.



- Use of narcotics, consumption of alcoholic beverages and gambling are strictly prohibited.
- Indulging in a row with staff members / security staff will be treated as an offence and will be liable for expulsion from the hostel.
- Hostel inmates shall be required to enter their names into the register before leaving the campus during the weekends and seek written permission from their hostel Wardens before leaving the hostel for a long leave.
- Boys Hostel inmates shall not be allowed to leave/enter the hostel after 11 p.m. In event of anyone reporting late, necessary disciplinary action will be taken against them.
- All the hostellers are required to sign their attendance daily on attendance register. The attendance register is available with the hostel attendants. If someone fails to sign their attendance consecutively for seven days without permission of their Warden, their accommodation will be cancelled without any notice.
- No female member is permitted to visit the room of the boys' hostel. However, the visitors are permitted to see their wards in the visitor's room only.
- Entertaining/ providing accommodation to any unauthorized person in the hostel room is punishable. If anyone is found to do so, will be expelled from the hostel. However, on special occasions, if a student wants to stay in a hostel with some other students for not exceeding 3 days, with prior permission of the Warden he/she shall have to pay guest charges Rs. 50/- per day.
- Adherence to the time norms will be treated as grave misconduct, which may result in expulsion from the hostel & the decision of the concerned hostel warden will be final & winding in this regard.
- No day-scholar / any other person is permitted to stay in the hostel after 9:00 p.m., otherwise suitable disciplinary action will be taken. However, if any one wanted to meet students living in hostel should take necessary permission from the warden.
- The hostel inmates should take care for the safety of their belongings inside the room. The college shall not be responsible for any such losses. Items like jewellery, costly watches, Tape-recorders and mobile phones must not to be kept inside the hostel rooms.
- Use of room heaters and other electrical appliances are not permitted.
- Student have to apply for security refund in writing and refund should be collected by the student concerned or by his authorized representative in person.
- Display of any type of vulgar posters/calendars inside the allotted rooms is strictly prohibited. Anyone found doing so shall be fined Rs. 500/- at first time and Rs.1000/- for subsequent offences and at last expulsion from the hostel.
- Cooking of food of any sort and keeping any inflammable items inside the hostel is strictly prohibited.
- All the hostel residents shall abide by the above mentioned Hostel Rules. Any violation of the Hostel Rules will be viewed seriously. The Hostel Wardens are fully empowered to deal with residents in the manner the situation demands.
- In case of emergency, residents are advised to get in touch with the concerned hostel Warden/ Principal of the college.
- Residents are required to see the Notice Boards for necessary announcements made from time to time. Any suggestion to improve the social, cultural, academic and intellectual environment of the hostel is always welcome.



- Notwithstanding, the provisions in previous pages, the administrator is the final authority in matters of discipline, admission and overall functioning of the hostel.



Handbook on Human Values & Professional Ethics

Quality education is the fundamental right of every Indian citizen. Quality Education lays the good foundation for Individual growth. Sudhakar Rao Naik Institute of Pharmacy, Pusad is committed to impart quality education, to create skilled man power for the nation.

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About Us

The Ex Chief Minister of Maharashtra Late Shri Sudhakar Rao Naik foresaw the need of Pharmacy Institute and his dream institution was realized on 19th July 1984 in Pusad. The S. N Institute of Pharmacy had distinct vision to provide indigenous technology manpower of



industrial developme The institute has highly experienced and dedicated faculties contribute largely to the ever increasing demands of quality maintenance and performance of students. The institute prepares students to meet ever increasing technological, social changes with its tradition on self discipline hardwork, all-round personality development and creative approach to problems. An extensive infrastructure exists to imbibe and cultivate their attributes amongst students are also mainly responsible for technical development of region.

Dissemination of knowledge in the area of emerging and futuristic technology is attained by seminars, workshops and conferences.

VISION

To be recognized as an Excellent Institute of Pharmacy for its outstanding efforts to provide quality health education to the remote rural folklore and to improve the health of society

MISSION

We are committed to promote the health and well being of society by educating competent and motivated Pharmacist by providing excellent Pharmaceutical Education in a stimulating academic

Introduction

The College of Pharmacy is an institution that will create an educational environment that facilitates the integration of pharmacy scholarship in the areas of practice, research and service to effect optimal health outcomes for individuals and communities, and the advancement of the profession environment and through research to discover, evaluate and implement new vistas of knowledge to improve models of practice and method of treatment in pharmacy and allied health sciences from the rural to global level Quality Policy Sudhakar Rao Naik Institute of Pharmacy, Pusad is committed to promote the health and well being of society by producing competent and motivated pharmacists. This we shall be achieving by:

Quality Policy

- Providing excellent pharmaceutical education in a stimulating academic environment
- Continual improvement in the teaching methods and allied infrastructure
- Establishing growth oriented and satisfying work environment for the employees
- Developing a strong bond between the Institute, students and Industry.
- Delighting the internal and external customer through enhanced productivity and effectiveness

OBJECTIVES:

(Pharmacy Ethics & Human Values)



- To understand the moral values that ought to guide the Pharmacy profession, Resolve the moral issues in the profession,
- To justify the moral judgment concerning the profession.
- Intended to develop a set of beliefs, attitudes, and habits that **pharmacist** should display concerning morality.
- To create an awareness on Pharmacy Ethics and Human Values.
- To inspire Moral and Social Values and Loyalty.
- To appreciate the rights of others.

The prime objective of the Professional Ethics is to develop ability to deal effectively with moral complexity in pharmacy students of **S. N. Institute of Pharmacy, Pusad.**

TO IMPROVE COGNITIVE SKILLS:

(SKILLS OF THE INTELLECT IN THINKING CLEARLY):

- Moral awareness (proficiency in recognizing moral problems in pharmacy)
- convincing moral reasoning (comprehending, assessing different views)
- Moral coherence (forming consistent viewpoints based on facts)
- Moral imagination (searching beyond obvious the alternative responses to issues and being receptive to creative solutions)
- Moral communication, to express and support one's views to others.

TO ACT IN MORALLY DESIRABLE WAYS:

(TOWARDS MORAL COMMITMENT AND RESPONSIBLE CONDUCT):

- Moral reasonableness i.e., willing and able to be morally responsible.
- Respect for persons, which means showing concern for the well-being of others, besides oneself.
- Tolerance of diversity i.e., respect for ethnic and religious differences, and acceptance of reasonable differences in moral perspectives.
- Moral hope i.e., believes in using rational dialogue for resolving moral conflicts.
- Integrity, which means moral integrity, and integrating one's professional life and personal convictions.

PART-I

HUMAN VALUES

MORALS:

Morals are the welfare principles enunciated by the wise people, based on their experience and wisdom. They were edited, changed or modified rulers (dynasty) according with the



development of knowledge in pharmacy and technology time to time. Morality is concerned with principles and practices of morals such as: What ought or ought not to be done in a given situation? , What is right or wrong about the handling of a situation? And What is good or bad about the people, policies, and ideals involved?

VALUES:

Humans have the unique ability to define their identity, choose their values and establish their beliefs. All three of these directly influence a person's behavior. People have gone to great lengths to demonstrate the validity of their beliefs, including war and sacrificing their own life! Conversely, people are not motivated to support or validate the beliefs of another, when those beliefs are contrary to their own. People will act congruent with their personal values or what they deem to be important.

A value is defined as a principle that promotes well-being or prevents harm.

Another definition is: Values are our guidelines for our success our paradigm about what is acceptable.

Personal values are defined as: **Emotional beliefs in principles regarded as particularly favorable or important for the individual.**

Our values associate emotions to our experiences and guide our choices, decisions and actions.

INTEGRITY:

Integrity is defined as the unity of thought, word and deed (honesty) and open mindedness. It includes the capacity to communicate the factual information so that others can make well informed decisions. It yields the person's peace of mind, and hence adds strength and consistency in character, decisions, and actions. This paves way to one's success. It is one of the self direction virtues. It enthuse people not only to execute a job well but to achieve excellence in performance. It helps them to own the responsibility and earn self-respect and recognition by doing the job. Moral integrity is defined as a virtue, which reflects a consistency of one's attitudes, emotions, and conduct in relation to justified moral values. Integrity comes in many forms, but honesty and dependability are two traits that are expected in most workplace situations. Without responsible behavior, distrust can make a work environment tense and uncomfortable. A strong work ethic shows co-workers and clients that you're reliable and take your responsibilities seriously. Polite communication, respectable behavior and fiscal responsibility also help you stand out as a trustworthy employee.



EXAMPLES OF INTEGRITY AT WORKPLACE:

Work When You're on the Clock: Attending and working diligently when you're on the clock is a clear example of workplace integrity. Socializing, surfing the Internet, making personal phone calls, texting and frequent snacking are activities that detract from work time. Saving those activities for break time will show your boss, co-workers and customers that you work hard when you're on the clock. The career website Calibrate Coaching recommends honoring your work hours by not stealing time from your employer. Even if you don't actually clock in and out with a time card, focusing on your work responsibilities while you're at your desk, work station or production area will showcase your strong work habits.

Follow Institution Policies: Abiding by institution policies is a powerful way to demonstrate integrity. Cutting corners and neglecting to follow workplace regulations can lead to mistakes, problems and even dangerous situations. Your willingness to properly record financial transactions, safely dispense of hazardous or toxic materials, follow S. N. Institute of pharmacy Pusad. protocol for dealing with stake holders, perform clean-up or set-up procedures and properly maintain equipment shows others that you're not just looking for the easy way out. Establishing yourself as a trustworthy worker who submits to S. N. Institute of Pharmacy Pusad. policies shows your boss and co-employees and students that you'll faithfully carry out your duties.

Service Learning: Service-learning seeks to engage individuals in activities that combine both community service and academic learning. Because service-learning programs are typically rooted in formal courses (core academic, elective, or vocational), the service activities are usually based on particular curricular concepts that are being taught. Service-learning is a teaching method which combines community service with academic instruction as it focuses on critical, reflective thinking and civic responsibility. Service-learning programs involve students in organized community service that addresses local needs, while developing their academic skills, sense of civic responsibility, and commitment to the community.

A Service-Learning Program Provides Educational Experiences: Under which students learn and develop through active participation in thoughtfully organized service experiences that meet actual community needs and that are coordinated in collaboration with school and community; That are integrated into the students' academic curriculum or provide structured time for a student to think, talk, or write about what the student did and saw during the actual service



activity; That provides students with opportunities to use newly-acquired skills and knowledge in real-life situations in their own communities; and That enhance what is taught by extending student learning beyond the classroom and into the community and helps to foster the development of a sense of caring for others.

SERVICE-LEARNING BENEFITS:

Service-Learning benefits for students by:

- Linking theory to practice
- Deepening understanding of course materials
- Enhancing the sense of civic responsibility through civic engagement
- Allowing students to explore possible career paths
- Stressing the importance of improving the human condition
- Developing relevant career-related skills
- Providing experience in group work and interpersonal communication
- Promoting interaction with people from diverse backgrounds
- Instilling a sense of empowerment that enhances self-esteem

Service-Learning benefits for faculty by:

- Providing exciting new ways to teach familiar material
- Offering professional development challenges
- Engaging faculty in meaningful interactions with the community at large
- Encouraging faculty to form close, interactive, mentoring relationships with students
- Reminding faculty of the direct consequences of their teaching for society
- Connecting faculty across academic disciplines through a shared approach to teaching and learning process.

CIVIC VIRTUE:

Civic virtues are the moral duties and rights, as a citizen of the village or the country or an integral part of the society and environment. An individual may exhibit civic virtues by voting, volunteering, and organizing welfare groups and meetings.

The duties are:

- To pay taxes to the local government and state, in time.
- To keep the surroundings clean and green.
- Not to pollute the water, land, and air by following hygiene and proper garbage disposal.

For example, not to burn wood, tyres, plastic materials, spit in the open, even not to smoke in the open, and not to cause nuisance to the public, are some of the civic (duties) virtues.

To follow the road safety rules.



On the other hand, the rights are:

- To vote the local or state government.
- To contest in the elections to the local or state government.
- To seek a public welfare facility such as a school, hospital or a community hall or transport or communication facility, for the residents.
- To establish a green and safe environment, pollution free, corruption free, and to follow ethical principles. People are said to have the right to breathe in fresh air, by not allowing smoking in public.
- People have inalienable right to accept or reject a project in their area. One has the right to seek legal remedy, in this respect, through public interest petition.

RESPECT FOR OTHERS:

This is a basic requirement for nurturing friendship, team work, and for the synergy it promotes and sustains. The principles enunciated in this regard are:

- Recognize and accept the existence of other persons as human beings, because they have a right to live, just as you have.
- Respect others ideas (decisions), words, and labor (actions). One need not accept or approve or award them, but shall listen to them first. One can correct or warn, if they commit mistakes.
- Some people may wait and watch as fun, if one falls, claiming that they know other 'mistakes before and know that they will fall! Appreciate colleagues and subordinates on their positive actions. Criticize constructively and encourage them. They are bound to improve their performance, by learning properly and by putting more efforts.
- Show good will on others. Love others. Allow others to grow. Basically, the goodwill reflects on the originator and multiplies itself on everybody. This will facilitate co linearity, focus, coherence, and strength to achieve the goals.

LIVING PEACEFULLY:

To live peacefully, one should start install peace within (self). Charity begins at home. Then one can spread peace to family, organization where one works, and then to the world, including the environment. Only who are at peace can spread peace. You can't gift an article which you do not possess. The essence of oriental philosophy is that one should not fight for peace. It is oxymoron. War or peace can be won only by peace, and not by wars! One should adopt the following means to live peacefully, in the world:

Nurture:



- Order in one's life (self-regulation, discipline, and duty).
- Pure thoughts in one's soul (loving others, blessing others, friendly, and not criticizing or hurting others by thought, word or deed).
- Creativity in one's head (useful and constructive).
- Beauty in one's heart (love, service, happiness, and peace).

Get

Good health/body (Physical strength for service to enjoy the academic environment in the institution).

Act

- Help the needy with head, heart, and hands (charity). Service to the poor is considered holier than the service to God.
- Not hurting and torturing others physically, verbally, or mentally.

The following are the factors that promote living, with internal and external peace:

- Conducive environment (safe, ventilated, illuminated and comfortable).
- Secured job and motivated with 'recognition and reward'.
- Absence of threat or tension by pressure due to limitations of money or time.
- Absence of unnecessary interference or disturbance, except as guidelines.
- Healthy labor relations and family situations.
- Service to the needy (physically and mentally-challenged) with love and sympathy.

CARING:

Caring is feeling for others. It is a process which exhibits the interest in, and support for, the welfare of others with fairness, impartiality and justice in all activities, among the employees, in the context of professional ethics. It includes showing respect to the feelings of others, and also respecting and preserving the interests of all others concerned. Caring is reflected in activities such as friendship, membership in social clubs and professional societies, and through various transactions in the family, fraternity, community, country and in international councils.

SHARING:

Primarily, caring influences 'sharing'. Sharing is a process that describes the transfer of knowledge (teaching, learning, and information), experience (training), commodities (material possession) and facilities with others. The transfer should be genuine, legal, positive, voluntary, and without any expectation in return. However, the proprietary information should not be shared with outsiders. Through this process of sharing, experience, expertise, wisdom and other benefits



reach more people faster. Sharing is voluntary and it can't be driven by force, but motivated successfully through ethical principles. In short, sharing is charity' For the humanity, sharing' is a culture. The happiness and wealth'are multiplied and the crimes and sufferings' are reduced, by sharing. It paves the way for peace and obviates militancy.Philosophically, the sharing maximizes the happiness for all the human beings. In terms of psychology, the fear, divide, and distrust between the haves'and have-nots' disappear. Sharing not only paves the way to prosperity, early and easily, and sustains it. Economically speaking, benefits are maximized as there is no wastage or loss, and everybody gets one's needs fulfilled and satisfied. Commercially speaking, the profit is maximized. Technologically, the productivity and utilization are maximized by sharing.

HONESTY:

Honesty is a virtue, and it is exhibited in two aspects namely,

- Truthfulness
- Trustworthiness.

Truthfulness is to face the responsibilities upon telling truth. One should keep one's word or promise. By admitting one's mistake committed (one needs courage to do that!), it is easy to fix them. Reliable pharmacy judgment, maintenance of truth, defending the truth, and communicating the truth, only when it does __good' to others, are some of the reflections of truthfulness. But trustworthiness is maintaining integrity and taking responsibility for personal performance. People abide by law and live by mutual trust. They play the right way to win, according to the laws or rules (legally and morally). They build trust through reliability and authenticity. They admit their own mistakes and confront unethical actions in others and take tough and principled stand, even if unpopular. Honesty is mirrored in many ways. The common reflections are:

- Beliefs (intellectual honesty).
- Communication (writing and speech).

COURAGE:

Courage is the tendency to accept and face risks and difficult tasks in rational ways. Self confidence is the basic requirement to nurture courage. Courage is classified into three types, based on the types of risks, namely



- Physical courage,
- Social courage, and
- Intellectual courage.

In physical courage, the thrust is on the adequacy of the physical strength, including the muscle power and armaments. People with high adrenalin, may be prepared to face challenges for the mere thrill‘ or driven by a decision to excel‘. The social courage involves the decisions and actions to change the order, based on the conviction for or against certain social behaviors. This requires leadership abilities, including empathy and sacrifice, to mobilize and motivate the followers, for the social cause. The intellectual courage is inculcated in people through acquired knowledge, experience, games, tactics, education, and training. In professional ethics, courage is applicable to the employers, employees, public, and the press.

VALUING TIME:

Time is rare resource. Once it is spent, it is lost forever. It can't be either stored or recovered. Hence, time is the most perishable and most valuable resource too. This resource is continuously spent, whether any decision or action is taken or not. The history of great reformers and innovators have stressed the importance of time and valuing time. The proverbs, Time and tide wait for nobody ‘and Procrastination is the thief of time‘amply illustrate this point. An anecdote to highlight the value of time is as follows: To realize the value of one year, ask the student who has failed in the examinations;. To realize the value of one month, ask the mother who has delivered a premature baby; to realize the value of one week, ask the editor of weekly; to realize the value of one day, ask the daily-wage laborer; to realize now the value of one hour, ask the lovers longing to meet; to realize the value of one minute, ask a person who has missed the train; to realize the value of one second, ask the person who has survived an accident; to realize the value one milli-second, ask the person who has won the bronze medal in Olympics; to realize the value of one micro second, ask the NASA team of scientists; to realize the value of one nano-second, ask a Hardware **pharmacist**. If you have still not realized the value of time, wait; are you a Pharmacist.

COOPERATION:

It is a team-spirit present with every individual engaged in pharmacy. Co-operation is activity between two persons or sectors that aims at integration of operations (synergy), while not



sacrificing the autonomy of either party. Further, working together ensures, coherence, i.e., blending of different skills required, towards common goals.

Willingness to understand others, think and act together and putting this into practice, is cooperation. Cooperation promotes co linearity, coherence (blend), co-ordination (activities linked in sequence or priority) and the synergy (maximizing the output, by reinforcement). The whole is more than the sum of the individuals. It helps in minimizing the input resources (including time) and maximizes the outputs, which include quantity, quality, effectiveness, and efficiency.

The impediments to successful cooperation are:

- Clash of ego of individuals.
- Lack of leadership and motivation.

Conflicts of interests, based on region, religion, language, and caste. Ignorance and lack of interest. By careful planning, motivation, leadership, fostering and rewarding team work, professionalism and humanism beyond the divides training on appreciation to different cultures, mutual understanding cooperation can be developed and also sustained.

COMMITMENT:

Commitment means alignment to goals and adherence to ethical principles during the activities. First of all, one must believe in one's action performed and the expected end results (confidence). It means one should have the conviction without an iota of doubt that one will succeed. Holding sustained interest and firmness, in whatever ethical means one follows, with the fervent attitude and hope that one will achieve the goals, is commitment. It is the driving force to realize success.

This is a basic requirement for any profession. For example, a design **pharmacist** shall exhibit a sense of commitment, to make his product or project designed a beneficial contribution to the society. Only when the teacher (Guru) is committed to his job, the students will succeed in life and contribute good to the society. The commitment of top management will naturally lead to committed employees, whatever may be their position or emoluments. This is bound to add wealth to oneself, one's employer, society, and the nation at large.

EMPATHY:

Empathy is social radar. Sensing what others feel about, without their open talk, is the essence of empathy. Empathy begins with showing concern, and then obtaining and understanding the



feelings of others, from others 'point of view. It is also defined as the ability to put one's self into the psychological frame or reference or point of view of another, to know what the other person feels. It includes the imaginative projection into other's feelings and understanding of other's background such as parentage, physical and mental state, economic situation, and association. This is an essential ingredient for good human relations and transactions.

SELF-CONFIDENCE:

Certainty in one's own capabilities, values, and goals, is self-confidence. These people are usually positive thinking, flexible and willing to change. They respect others so much as they respect themselves. Self-confidence is positive attitude, wherein the individual has some positive and realistic view of himself, with respect to the situations in which one gets involved. The people with self-confidence exhibit courage to get into action and unshakable faith in their abilities, whatever may be their positions. They are not influenced by threats or challenges and are prepared to face them and the natural or unexpected consequences. The self-confidence in a person develops a sense of partnership, respect, and accountability, and this helps the organization to obtain maximum ideas, efforts, and guidelines from its employees. The people with self-confidence have the following characteristics:

- A self-assured standing
- Willing to listen
- To learn from others and adopt (flexibility),
- Frank to speak the truth
- Respect others efforts and give due credit.

CHARACTER:

It is a characteristic property that defines the behavior of an individual. It is the pattern of virtues (morally-desirable features). Character includes attributes that determine a person's moral and ethical actions and responses. It is also the ground on which morals and values blossom. People are divided into several categories, according to common tendencies such as ruthless, aggressiveness, and ambition, constricting selfishness, stinginess, or cheerfulness, generosity and good will. Individuals vary not only in the type of their character but also in the degree. Those whose lives are determined and directed by the prevailing habits, fashions, beliefs, attitudes, opinions and values of the society in which they live have at best a developed social as opposed to an individual character. Following types of characters should be followed by the pharmacist.

- The apathetic (purely apathetic or dull),



- Active (great and the mediocre), and
- The intelligent.

SPIRITUALITY:

Spirituality is a way of living that emphasizes the constant awareness and recognition of the spiritual dimension (mind and its development) of nature and people, with a dynamic balance between the material development and the spiritual development. This is said to be the great virtue of Indian philosophy for Indians. Sometimes, spirituality includes the faith or belief in supernatural power/ God, regarding the worldly events. It functions as a fertilizer for the soil character to blossom into values and morals.

Spirituality includes creativity, communication, recognition of the individual as human being (as opposed to a life-less machine), respect to others, acceptance (stop finding faults with colleagues and accept them the way they are), vision (looking beyond the obvious and not believing anyone blindly), and partnership (not being too authoritative, and always sharing responsibility with others, for better returns).

Spirituality is motivation as it encourages the colleagues to perform better. Remember, lack of motivation leads to isolation. Spirituality is also energy: Be energetic and flexible to adapt to challenging and changing situations. Spirituality is flexibility as well. One should not be too dominating. Make space for everyone and learn to recognize and accept people the way they are. Variety is the order of the day. But one can influence their mind to think and act together. Spirituality is also fun. Working is okay, but you also need to have fun in office to keep yourself charged up. Tolerance and empathy are the reflections of spirituality. Blue and saffron colors are said to be associated with spirituality.

PART-II

PROFESSIONAL ETHICS

INTRODUCTION

Pharmacist has an ethical and social responsibility to themselves, their clients and society. Practically (although there is much debate about this), pharmacy ethics is about balancing cost, schedule, and risk. Pharmacy ethics is a means to increase the ability of concerned **pharmacist**, managers, citizens and others to responsibly confront moral issues raised by technological activities. The awareness of moral issues and decisions confronting individuals and organizations are involved in Pharmacy & Technology.



PHARMACY ETHICS: WHY STUDY PHARMACY ETHICS?

Training In Preventive Ethics:

- Stimulating the moral imagination
- Recognizing ethical issues
- Developing analytical skills
- Eliciting a sense of responsibility
- Tolerating disagreement and ambiguity

Obstruction to Responsibility:

- Self-interest.
- Fear.
- Self-deception.
- Ignorance.
- Egocentric tendencies.
- Microscopic vision.
- Groupthink.

Clearly Wrong Pharmacy Practices:

- Lying
- Deliberate deception
- Withholding information
- Failing to adequately promote the dissemination of information
- Failure to seek out the truth
- Revealing confidential or proprietary information
- Allowing one's judgment to be corrupted.

Questionable Pharmacy Practices:

- Trimming smoothing of irregularities to make data look extremely accurate and precise.
- Cooking retaining only those results that fit the theory and discarding others.
- Forging inventing some or all of the research data.
- Plagiarism misappropriating intellectual property.
- Conflicts of interest (such as accepting gifts.) Actual, Potential, Apparent.

Senses of Expression of Pharmacy Ethics:



- Ethics is an activity and area of inquiry. It is the activity of understanding moral values, resolving moral issues and the area of study resulting from that activity.
- When we speak of ethical problems, issues and controversies, we mean to distinguish them from non-moral problems.
- Ethics is used to refer to the particular set of beliefs, attitudes and habits that a person or group displays concerning moralities.
- Ethics and its grammatical variants can be used as synonyms for morally correct‘.

DIFFERENCE IN MORALITY & ETHICS

Morality Ethics

- More general and prescriptive based on customs and traditions.
- Specific and descriptive.
- It is a critical reflection on morals.
- More concerned with the results of wrong action, when done.
- More concerned with the results of a right action, when not done.
- Thrust is on judgment and punishment, in the name of God or by laws.
- Thrust is on influence, education, training through codes, guidelines, and correction.
- In case of conflict between the two, morality is given top priority, because the damage is more. It is more common and basic.
- Less serious, hence second priority only.
- Less common. But relevant today, because of complex interactions in the modern society.
- Example: Character flaw, corruption, extortion, and crime.
- Example: Notions or beliefs about manners, tastes, customs, and towards laws.

THREE TYPES OF ETHICS:

Common Morality:

Common morality is the set of moral beliefs shared by all Pharmacy students. It is the basis for the other types of morality. In ethics, we usually think of such principles as Ahimsa (no harm physically or mentally to or killing others or even suicides), Satyam (no lies and break of promises), Contentment (no greed, cheating or stealing) etc. We don‘t question these principles.

Three characteristics of common morality are identified as follows:

- I. Many of the principles of common morality are negative. The common morality is designed primarily to protect individuals from different types of violations or invasions of their personhood by others, such as killing, lying or stealing.
- II. Although the common morality is basically negative, it certainly contains positive or inspirational features in principles such as, Prevent killing, Prevent deceit and prevent cheating.



Further it includes even more positive principles, such as Help the needy, Promote human happiness, and protect the environment. This distinction between the positive and negative aspects of common morality will be important in discussing professional ethics.

III. The common morality makes a distinction between an evaluation of a person's actions and of his intentions. An evaluation of action is based on moral principles considered, but an evaluation of the person himself is based on one's intention. For example, if a driver kills a pedestrian with his vehicle accidentally, he may be booked for manslaughter but not murder. The pedestrian is just as dead as if he had been murdered, but the driver's intention was not to kill him. The law treats the driver differently, as long as one was not reckless. The end result maybe the same, but the intent is different. He may be morally responsible but not legally for the death. Similarly, if you convey false information to another person with the intent to deceive, you are lying. If you convey the same false information because you do not know any better, you are not lying and not usually as morally culpable. Again, the result is the same (misleading the person), but the intent is different.

Personal Morality:

Personal ethics or personal morality is the set of moral beliefs that a person holds. Our personal moral beliefs mostly and closely run parallel to the principles of common morality, such as ahimsa, satyam and contentment. But our personal moral beliefs may differ from common morality in some areas, especially where common morality appears to be unclear or in a state of change. Thus, we may oppose abortion, even though common morality may not be clear on the issue.

Professional Ethics:

Professional ethics is the set of standards adopted by professionals. Every profession has its professional ethics: medicine, law, pharmacy etc. Pharmacy ethics is the set of ethical standards that applies to the pharmacy profession. Some of the important characteristics of professional ethics are:

Formal code: Unlike common morality and personal morality, professional ethics is usually stated in a formal code. Many such codes are promulgated by various components of the profession.



Focus: The professional codes of ethics of a given profession focus on the issues that are important in that profession. Professional codes in the legal profession concern themselves with questions such as perjury of clients and the unauthorized practice of law.

Precedence: In a professional relationship, professional ethics takes precedence over personal morality. This characteristic has an advantage, but it can also produce complications. The advantage is that a client can justifiably have some expectations of a professional, even if the client has no knowledge of the personal morality of the professional.

Restriction: The professional ethics sometimes differs from personal morality in its degree of restriction of personal conduct. Sometimes professional ethics is more restrictive than personal morality, and sometimes it is less restrictive.

Two dimensional: Professional ethics, like any ethics, has a negative as well as a positive dimension. Being ethical has two aspects: (a) preventing and avoiding evil, and (b) doing or promoting good.

Role morality: This means the moral obligations based on special roles and relationships. For example, Parents having a set of obligations to their children, such as not to harm their children, nourish them and promote their flourishing. A political leader has a role morality, the obligation to promote the well-being of citizens. Professional ethics is one of the examples of role morality.

WORK ETHIC:

Work ethics is defined as a set of attitudes concerned with the value of work, which forms the motivational orientation. It is a set of values based on hard work and diligence. It is also a belief in the moral benefit of work and its ability to enhance character. A work ethic may include being reliable, having initiative, or pursuing new skills. The work ethics is aimed at ensuring the economy (get job, create wealth, earn salary), productivity (wealth, profit), safety (in workplace), health and hygiene (working conditions), privacy (raise family), security (permanence against contractual, pension, and retirement benefits), cultural and social development (leisure, hobby, and happiness), welfare (social work), environment (anti-pollution activities), and offer opportunities for all, according to their abilities, but without discrimination.

Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotion. Workers who fail to exhibit a good work ethic may be regarded as failing to provide fair value for the wage the employer is paying them and should not be promoted or placed in positions of greater responsibility. Work ethic is not just hard work but



also a set of accompanying virtues, whose crucial role in the development and sustaining of free markets.

SENSES OF PHARMACY ETHICS:

The word ethics has different meanings but they are correspondingly related to each other.

In connection with that, Pharmacy ethics has also various senses which are related to one another. Comparison of the senses of Ethics and Pharmacy Ethic:

Pharmacy Ethics

Ethics is an activity which concerns with making investigations and knowing about moral values, finding solutions to moral issues and justifying moral issues and justifying moral judgments.

Like the ethics, pharmacy ethics also aims at knowing moral values related to pharmacy, finding accurate solutions to the moral problems in pharmacy and justifying moral judgments of pharmacy.

Ethics is a means of contrasting moral questions from non-moral problems.

Pharmacy Ethics gives a total view of the moral problems and how to solve these issues specifically related to pharmacy field.

Ethics is also used as a means of describing the beliefs, attitudes and habits related to an individual's or group's morality.

Eg. : Ethics given in the Bhagavat Gita or the Bible or the Quran.

Pharmacy ethics is also using some currently accepted codes and standards which are to be followed by group of **pharmacist** and pharmacy societies.

As per the definition of dictionaries moral principle is about the actions and principles of conduct of the people. i.e. ethical or unethical.

Pharmacy ethics also concerns with discovering moral principles such as obligation, rights and ideals in pharmacy and by applying them to take a correct decision.

VARIETY OF MORAL ISSUES:

There are so many pharmacy disasters which are greater / heavier than the level of acceptable or tolerable risk. Therefore, for finding and avoiding such cases such as nuclear plant accident at Chernobyl (Russia), Chemical plant at Bhopal (India) where a big disaster of gas leakage occurred in 1980, which caused many fatal accidents. In the same way, oil spills from some oil extraction plants (the Exxon Valdez plant), hazardous waste, pollution and other related services,



natural disasters like floods, earthquake and danger from using asbestos and plastics are some more cases for pharmacy disasters. These fields should be given awareness of pharmacy ethics. Hence, it is essential for **pharmacist** to get awareness on the above said disasters. They should also know the importance of the system of pharmacy. When malfunction of the system is a rapid one, the disaster will be in greater extent and can be noticed immediately. When they are slow and unobserved, the impact is delayed. So, the **pharmacist** should not ignore about the functions of these systems. These cases also explain and make the **pharmacist** to be familiar with the outline of the case in future and also about their related ethical issues.

APPROACHES TO PHARMACY ETHICS:

Micro-Ethics: This approach stresses more about some typical and everyday problems which play an important role in the field of pharmacy and in the profession of a **pharmacist**.

Macro-Ethics: This approach deals with all the social problems which are unknown and suddenly burst out on a regional or national level.

So, it is necessary for a **pharmacist** to pay attention on both the approaches by having a careful study of how they affect them professionally and personally. The **pharmacist has** to tolerate themselves with the everyday problems both from personal and societal point of view.

Some cases with which different areas covered by pharmacy ethics:

An inspector finds a faulty part in the manufacture of a machine, which prevents the use of that machine for a longer period. But his superior, takes this as a minor mistake and orders that the faulty part to be adjusted so that the delay in the process has to be avoided. But the inspector doesn't want this and so he is threatened by the supervisor.

An electronic company applies for a permit to start a Nuclear Power Plant. When the licensing authority comes for visit, they enquire the company authorities on the emergency measures that have been established for safety of the surroundings. The **pharmacist** informs them about the alarm system and arrangements have been made in local hospitals for the treatment of their employees and they have no plan for the surrounding people. They also inform that it is the responsibility of the people. A Yarn Dyeing company which dumps its wastes in the nearby river. It causes heavy damage to the people those who are using the river. The plant **pharmacist** is aware of this, but they do not change the disposal method because their competitors also doing similarly as it happens to be a cheaper. They also say that it is the responsibility of the local government. The above given examples clearly explain how the ethical problems arise most



often because of wrong judgments and expectations of **pharmacist**. These necessitate for establishing some codes of conduct which has to be imposed on **pharmacist** decisions on the basis of ethical view.

TYPES OF INQUIRY:

Inquiry means an investigation. Like general ethics, Pharmacy ethics also involves investigations into values, meaning and facts. These inquiries in the field of Pharmacy ethics are of three types.

- Normative Inquiries
- Conceptual Inquiries
- Factual or Descriptive Inquiries

Normative Inquiries:

- How do the obligations of **pharmacist** protect the public safety in given situations?
- When should a **pharmacist** have to alarm their employers on dangerous practices?
- Where are the laws and organizational procedures that affect pharmacy practice on moral issues?
- Where are the moral rights essential for **pharmacist** to fulfill their professional obligations?
- From these questions, it is clear that normative inquiries also have the theoretical goal of justifying moral judgments.

Conceptual Inquiries:

- What is the safety and how it is related to risk?
- What does it mean when codes of ethics say **pharmacist** should protect the safety, health and welfare of the public?
- What is a bribe‘?
- What is a profession and professional?

These are meant for describing the meaning of concepts, principles, and issues related to Pharmacy Ethics. These inquiries also explain whether the concepts and ideas are expressed by single word or by phrases. The following are some of the questions of conceptual inquiries.

Factual or Descriptive Inquiries:

These help to provide facts for understanding and finding solutions to value based issues.

The **pharmacist** has to conduct factual inquiries by using scientific techniques. These help to provide information regarding the business realities such as pharmacy practice, history of pharmacy profession, the effectiveness of professional societies in imposing moral conduct, the procedures to be adopted when assessing risks and psychological profiles of **pharmacist**. The information about these facts provides understanding and background conditions which create



moral problems. These facts are also helpful in solving moral problems by using alternative ways of solutions. These types of inquiries are said to be complementary and interrelated. Suppose an **pharmacist** wants to tell a wrong thing in an pharmacy practice to his superiors, he has to undergo all these inquiries and prepare an analysis about the problem on the basis of moral values and issues attached to that wrong thing. Then only he can convince his superior. Otherwise his judgment may be neglected or rejected by his superior.

MORAL DILEMMAS:

Dilemmas are situations in which moral reasons come into conflict, or in which the application of moral values are problems, and one is not clear of the immediate choice or solution of the problems. Moral reasons could be rights, duties, goods or obligations. These situations do not mean that things had gone wrong, but they only indicate the presence of moral complexity. This makes the decision making complex. For example, a person promised to meet a friend and dine, but he has to help his uncle who is involved in an accident one has to fix the priority. There are some difficulties in arriving at the solution to the problems, in dilemma. The three complex situations leading to moral dilemmas are:

1. The problem of vagueness: One is unable to distinguish between good and bad (right or wrong) principle. Good means an action that is obligatory. For example, code of ethics specifies that one should obey the laws and follow standards. Refuse bribe or accept the gift, and maintain confidentiality
2. The problem of conflicting reasons: One is unable to choose between two good moral solutions. One has to fix priority, through knowledge or value system.
3. The problem of disagreement: There may be two or more solutions and none of them mandatory. These solutions may be better or worse in some respects but not in all aspects. One has to interpret, apply different morally reasons, and analyze and rank the decisions. Select the best suitable, under the existing and the most probable conditions.

MORAL AUTONOMY:

Moral autonomy is defined as, decisions and actions exercised on the basis of moral concern for other people and recognition of good moral reasons. Alternatively, moral autonomy means _self-determinant or independent. The autonomous people hold moral beliefs and attitudes based on their critical reflection rather than on passive adoption of the conventions of the society or profession. Moral autonomy may also be defined as a skill and habit of thinking rationally about



the ethical issues, on the basis of moral concern. Viewing pharmacy as social experimentation will promote autonomous participation and retain one's professional identity. Periodical performance appraisals, tight-time schedules and fear of foreign competition threatens this autonomy. The attitude of the management should allow latitude in the judgments of their **pharmacist** on moral issues. If management views profitability is more important than consistent quality and retention of the customers that discourage the moral autonomy, **pharmacist** is compelled to seek the support from their professional societies and outside organizations for moral support. It appears that the blue-collar workers with the support of the union can adopt better autonomy than the employed professionals. Only recently the legal support has been obtained by the professional societies in exhibiting moral autonomy by professionals in this country. The pharmacy skills related to moral autonomy is listed as follows:

- Proficiency in recognizing moral problems in pharmacy and ability to distinguish as well as relate them to problems in law, economics, and religion,
- Skill in comprehending, clarifying, and critically-assessing arguments on different aspects of moral issues,
- Ability to form consistent and comprehensive view points based on facts,
- Awareness of alternate responses to the issues and creative solutions for practical difficulties,
- Sensitivity to genuine difficulties and subtleties, including willingness to undergo and tolerate some uncertainty while making decisions,
- Using rational dialogue in resolving moral conflicts and developing tolerance of different perspectives among morally reasonable people,
- Maintaining moral integrity.
- Autonomy which is the independence in making decisions and actions is different from authority. Authority provides freedom for action, specified within limits, depending on the situation. Moral autonomy and respect for authority can coexist. They are not against each other.
- If the authority of the **pharmacist** and the moral autonomy of the operator are in conflict, a consensus is obtained by the two, upon discussion and mutual understanding their limits.

KOHLBERG'S THEORY:

Moral development in human being occurs over age and experience. Kohlberg suggested there are three levels of moral development, namely pre-conventional, conventional, and post



conventional, based on the type of reasoning and motivation of the individuals in response to moral questions. In the pre-conventional level, right conduct for an individual is regarded as whatever directly benefits oneself. At this level, individuals are motivated by obedience or the desire to avoid punishment or to satisfy their own needs or by the influence by power on them. All young children exhibit this tendency. At the conventional level, people respect the law and authority. Rules and norms of one's family or group or society is accepted, as the standard of morality. Individuals in this level want to please or satisfy, and get approval by others and to meet the expectations of the society, rather than their self interest (e.g., good students). Loyalty is regarded as most important. Many adults do not go beyond this level.

At the post-conventional level, people are called *autonomous*. They think originally and want to live by universally good principles and welfare of others. They have no self-interest. They live by principled conscience. They follow the golden rule. Do unto others as you would have them do unto you'. They maintain moral integrity, self-respect and respect for others. Kohlberg believed that individuals could only progress through these stages, one stage at a time. He believed that most of the moral development occurs through social interactions.

CONSENSUS AND CONTROVERSY:

Consensus means agreement and controversy means disagreement. The consensus and the controversies are playing the vital roles while considering the moral autonomy; he may not be able to attain the same results as other people obtain in practicing their moral autonomy. Here there might be some differences in the practical application of moral autonomy. This kind of controversies i.e., disagreements are inevitable. Since exercising moral autonomy is not as precise and clear-cut as arithmetic, therefore the moral disagreements are natural and common. So in order to allow scope for disagreement, the tolerance is required among individuals with autonomous, reasonable and responsible thinking. According to the principle of tolerance, the objective of teaching and studying pharmacy ethics is to discover ways of promoting tolerance in the exercise of moral autonomy by **pharmacist**. Thus the goal of teaching pharmacy ethics is not merely producing always a unanimous moral conformity; it is about finding the proper ways and means for promoting tolerance in the practical applications of moral autonomy by **pharmacist**. In a way, the goal of courses on pharmacy ethics and goals of responsible pharmacy have some similarities. Both situations require the need for some consensus regarding the role of authority.

Relationship between Autonomy and Authority:



Moral autonomy and respect for authority are compatible with each other. Exercising moral autonomy is based on the moral concern for other people and recognition of good moral reasons. Also moral autonomy emphasizes the capabilities and responsibilities of people. Authority provides the framework through which learning attitudes are encouraged. Sometimes, conflicts will arise between individual need for autonomy and the need for consensus about authority. This situation can be rescued by having open and frank discussion regarding a moral issue with the help of authority. Consider the relationship between autonomy and authority, with reference to a classroom. In the classroom, the teachers have authority over students. Authority of the teachers helps in maintaining the dignity and decorum of academic climate in a institution; also in restoring the confidence and respect between teachers and students. As per the first point, there should be the acceptance of authority of authority by both the teachers and students, in order to conduct the classes in orderly ways. When the authority is misused, conflicts may arise between autonomy and authority. As per the second point, allowing open discussions between teachers and students can reduce the unhealthy academic atmosphere.

MODELS OF PROFESSIONAL ROLES:

It is understood that an **pharmacist** has to play many roles while exercising his professional obligations. Some of the professional roles or models are given below:

Pharmacist as Saviors

It is believed that **pharmacist** hold the key for any improvements in society through technological developments. Thus some people consider **pharmacist** as a savior because they redeem society from poverty, inefficiency, waste and the hardships drudgery of manual labor.

Pharmacist as Guardians

Pharmacist knows the direction in which technology should develop and the speed at which it should move. Thus many people agree the role of **pharmacist** as guardians, as **pharmacist** guard the best interests of society.

Pharmacist as Bureaucratic Servants

The **pharmacist's** role in the management is to be the servant who receives and translates the directives of management into solid accomplishments.

Thus the **pharmacist** act as a bureaucratic servants i.e., loyal organizations set by the management.

Pharmacist as Social Servants



As we know **pharmacist** has to play the role of social servants to receive society's directives and to satisfy society's desires.

Pharmacist as Social Enablers and Catalysts

Besides merely practising the management's directives, the **pharmacists have** to play a role of creating a better society. Also they should act as catalysts for making social changes.

Sometimes **pharmacists have** to help the management and the society to understand their needs and to make decisions about desirable technological development.

Pharmacist as Game Players

In actual practice, **pharmacist** is neither servants nor masters of anyone. In fact, they play the economic game rules, which may be effective at a given time.

Like managers, the **pharmacist** aim is also to play successfully within the organization and moving ahead in a competitive world.

THEORIES ABOUT RIGHT ACTION:

The main objectives of right action are;

- To understand the distinction between a theory of Right and a theory of Good.
- To understand Utilitarianism, Ethical Egoism, and Consequentialism
- To Know how rule utilitarianism differs from act utilitarianism;

Utilitarianism is the moral philosophy putting that at the center of things. It concentrates upon general well-wishing or benevolence, or solidarity or identification with the pleasure and pain or welfare of people as a whole. The good is identified with the greatest happiness of the greatest number, and the aim of action is to advance the good (this is known as the principle of Utility).

We should always do whatever will produce the greatest possible balance of happiness over unhappiness for everyone who will be affected by our action. Utilitarianism is often summed up as doing _the greatest good for the greatest number. Theories of Rights Action are philosophical concepts concerned with human nature and their rights and duties to lead the life with ethical values. The concepts mainly focus on individual person's actions and their consequences. There are different versions of rights action introduced by difference ethicists during the eighteen century Enlightenment Era: utilitarianism; rights ethics, and duty.

Our task here is to define the concept of Rights Action. We may have different perspectives and understanding of the concepts. After having learnt the concepts: utilitarianism; liberty rights; welfare rights; and duty ethics we can theorize the concept of Right Action as the followings:



- Right action is the action which controls by law
- Right action considers to good consequences of action
- Right action is the action which is benefits to all students, teachers, society, industry etc.
- Right action is the consequences of action that is not violate the moral rule.

Other definitions: a right action is an act that is permissible for you to do. It may be either: a). an obligation act- is one that morality requires you to do, b). an optional act- an act not obligatory or wrong to do; it is not your duty.

SELF-INTEREST:

Self-interest is being good and acceptable to oneself. It is pursuing what is good for oneself. It is very ethical to possess self-interest. As per utilitarian theory, this interest should provide for the respect of others also. Duty ethics recognizes this aspect as duties to us. Then only one can help others. Right ethicist stresses our rights to pursue our own good. Virtue ethics also accepts the importance of self-respect as link to social practices. In Ethical Egoism, the self is conceived in a highly individualistic manner. It says that every one of us should always and only promote one's own interest. The ethical egoists do not accept the well-being of the community or caring for others. However this self-interest should not degenerate into egoism or selfishness, i.e., maximizing only own good in the pursuit of self interest.

The ethical egoists hold that the society benefits to maximum when (a) the individuals pursue their personal good and (b) the individual organizations pursue maximum profit in a competitive enterprise. This is claimed to improve the economy of the country as a whole, besides the individuals. In such pursuits, both individuals and organizations should realize that independence is not the only important value. We are also interdependent, as much as independent.

Each of us is vulnerable in the society. Self-respect includes recognition of our vulnerabilities and interdependencies. Hence, it is compatible with caring for ourselves as well as others. Self-interest is necessary initially to begin with. But it should be one of the prime motives for action; the other motive is to show concern for others, in the family as well as society. One's self-interest should not harm others. The principles of 'Live and let (others) live', and 'reasonably fair competition' are recommended to professionals by the ethicists.

CUSTOMS AND RELIGION:

As we live in a society which is of increasingly diverse nature, it is more important to have tolerance for various customs and outlooks. Hence the concept of ethical pluralism emerges. It views that there may be alternative moral attitudes that are reasonable. But none of the moral



perspectives can be accepted completely by all the rational and the morally concerned persons. Ethical pluralism allows the customs which plays an important role in deciding how we should act. Moral values are many, varied and flexible. So, these moral values allow considerable variation in how different individuals and groups understand and apply them in their day-today activities. In other words, to be precise, reasonable persons always have reasonable disagreement on moral issues, including issues in pharmacy ethics. Ethical Relativism, an objectionable view, should not be confused with Ethical Pluralism. As per Ethical relativism says that actions are morally right when they are approved by law or custom and they are said to be wrong when they violate laws or customs. Ethical relativism tries to reduce moral values to laws, conventions and customs of societies.

What is the necessary for a person to accept ethical relativism? There are so many reasons for accepting ethical relativism

The laws and customs seem to be definite, real and clear – cut. They help to reduce the endless disputes about right and wrong. Moreover, laws seem to be an objective way to approach values. The above argument is somewhat weak. This reason underestimates the extent to which ordinary moral reasons are sufficiently objective to make possible criticism of individual prejudice and bias. Moreover, moral reasons allow objective criticism of the given laws as morally inadequate. The second reason for accepting ethical relativism is because it believes the values are subjective at the cultural level. They also state that the moral standards are varied from one culture to another. The only kind of objectivity is relative to a given set of laws in a given society. This relativity of morality encourages the virtue of tolerance of difference among societies.

USES OF ETHICAL THEORIES:

Ethical theories have so many uses. Out of them, the following three are the most important uses:

- Understanding moral dilemmas.
- Justifying professional obligations and ideas.
- Relating ordinary and professional morality.

It Is Always Better To Be Recognized As Human Being||



PROSPECTS

Sudhakar Rao Naik Institute of Pharmacy, Pusad



Introduction

The College of Pharmacy is an institution that will create an educational environment that facilitates the integration of pharmacy scholarship in the areas of practice, research and service to effect optimal health outcomes for individuals and communities, and the advancement of the profession of pharmacy.

About Us

Faculty of Science comes in to being in 1973-74 as a result of the perpetual pressures for its demand from the people in the vicinity of the town to disseminate science education. The faculty building was constructed with total expenditure of Rs. 10 lacks this building was inaugurated on 28th Jan. 1976 at the hands of late. His Excellency Shri. Ali Yawar Jung, former Governor of Maharashtra. The MANDAL latter persued the construction of an auditorium at the cost of Rs.04 lack & was named after Shri Babasaheb Dahanukar, Shri Annasaheb Dahanukar a notable industrialist of Mumbai, kindly contributed Rs. 61,000, as a donation for this project. To meet the escalating demands of accommodation by the increasing influx of students. The MANDAL is having the hostel meant for P.N. Mahavidyalaya accommodates about 2200 students on its roll for arts, commerce & science faculties. In the year 1983-84 the foundation MANDAL endeavoured to open the COLLEGE OF ENGINEERING at Pusad with an intake capacity of 180 students for three branches as Civil, Mechanical & Electronics. This well established college with all departmental buildings & hostel buildings already completed with an expenditure of Rs. 4 corers. All the laboratories workshops & departmental blocks are well-equipped. A girls hostel accommodating 50 students and 36 staff quarters are already constructed. Along with Degree Course in Engineering, Diploma Courses in similar branches have also been started in the form of POLYTECHNIC form the academic year 1984-85 with initial intake of 180 students per year. Further in the year 1983, J.S.P.M. started high school at Banshi, which is 10 kms. away from Pusad. Mandal also runs another high school at Pusad from 1989-90 season. For the convenience of girls of Pusad and nearby area, it was a desire of management to start woman's college and then it become possible to start Smt. Vatsalabai Naik MAHILA MAHAVIDYALAYA from 1989-90 session, with degree course in arts, home science and science. Mandal had constructed new building for Woman's College and hostel in the heart of town.

VISION



To be recognized as an Excellent Institute of Pharmacy for its outstanding efforts to provide quality health education to the remote rural folklore and to improve the health of society

MISSION

We are committed to promote the health and well being of society by educating competent and motivated Pharmacist by providing excellent Pharmaceutical Education in a stimulating academic environment and through research to discover, evaluate and implement new vistas of knowledge to improve models of practice and method of treatment in pharmacy and allied health sciences from the rural to global level Quality Policy Sudhakar Rao Naik Institute of Pharmacy, Pusad is committed to promote the health and well being of society by producing competent and motivated pharmacists. This we shall be achieving by:

Quality Policy

- Providing excellent pharmaceutical education in a stimulating academic environment
- Continual improvement in the teaching methods and allied infrastructure
- Establishing growth oriented and satisfying work environment for the employees
- Developing a strong bond between the Institute, students and Industry.
- Delighting the internal and external customer through enhanced productivity and effectiveness

From Principal's Desk

Janata Shikshan Prasarak Mandal's, Sudhakar Rao Naik Institute of Pharmacy, Pusad is included under the ambit of Sant Gadge Baba Amravati University, Amravati, Maharashtra, India. With this milieu in mind, the Institute was established in the year 1983 with a vision to be recognized as an excellent institute of pharmacy for its outstanding efforts to provide quality health education to the remote rural folklore and to improve the health of society and with a mission to promote the health and well being of society by educating competent and motivated pharmacist by providing excellent pharmaceutical education in a stimulating academic environment and through research to discover, evaluate and implement new vistas of knowledge to improve models of practice and methods of treatment in pharmacy and allied health sciences from the rural to global level

We strive to provide high quality Pharmaceutical education blended with the concept of pharmaceutical ethics so as to mould the conduct and character of the future health care professionals through the process of continuous quality improvement and up gradation of knowledge through optimum use of available tools of knowledge resources to contribute to the cause of making India a knowledge society for attracting global attention. We realize that our responsibility as teachers towards society and responsibility of students towards their parents has also been increased by many folds. Therefore, we are left with no choice but to work very hard to fulfill the ever-increasing demands.

We are aware that there is long way to go to realize our efforts to the profession. However, I am confident that with the team of committed teachers, supporting staff and strong support of management, we will deliver the time tested human resources for the industry and society. It gives me immense pleasure to extend a warm welcome to you to Sudhakar Rao Naik Institute of Pharmacy which is a sacred temple of learning.



May we all invoke the blessings of the God and our Visionary President, Hon'ble J.S. Naik to inspire us on the path as we begin this new journey together.

With regards,

Principal
Dr. P.S.Kawtikwar

AFFILIATION

B.PHARM and M.PHARM Course are affiliated to Sant Gadge Baba Amravati University, Amravati.

RECOGNITION

The institute has been granted approval by “ALL INDIA COUNCIL FOR TECHNICAL EDUCATION”, New Delhi, which is the apex body controlling technical education in the country. The institute is also approved by the PHARMACY COUNCIL OF INDIA New Delhi

INSTITUTE AT GLANCE

Management:- Janata Shikshan Prasarak Mandal, Pusad

President:- Shri Jai S. Naik

Principal:- Dr. P.S. Kawtikwar, M.Pharm, Ph.D.

Course Available

Course	Year of establishment	Intake
D. Pharm	1983	60
B. Pharm	1984	60
M. Pharm (PG)		
1) Industrial Pharmacy	1999	13
2) Pharmacology	2009	10
3) Pharmaceutics	2010	18
Ph.D		10
(i) Pharmaceutics	2003	6
(ii) Pharmaceutical Chemistry		5
(iii) Pharmacology		3
(iv) Pharmacognosy		2

Faculty Strength	Designation	Nos.
Teaching	Professor	01



	Asso. Professor	03
	Asst. Professor	10
	Visiting Faculty	03
Nonteaching	--	40

Building	Academic and Administrative	4189.78 sq.ft.
Laboratories	Diploma program	04
	Under graduate program	08
	Post graduate program	04
Cost of Equipment's	Rs. 50,93034	
Cost of Furniture and Fixtures	Rs. 19,89239	

SUDHAKARRAO NAIK INSTITUTE OF PHARMACY, PUSAD Governing Body Degree/P.G.		
Sr. No.	Name	Off. Bearer
1.	Shri. Jai S. Naik	President
2.	Shri. M. R. Naik	Secretary
3.	Dr. N. P. Hirani	Member
4.	Adv. G. K. Soni	Member
5.	Shri. A. S. Asegaonkar	Member
6.	Shri. S. M. Jadhao	Member
7.	Shri. V. D. Patil	Member
8.	Shri. A. M. Naik	Member
9.	Shri N. B. Hirani	Member
10.	Shri. S. C. Dhage	Member

LIBRARY

Library has good collection of textbooks, the reference material, periodicals, newspapers & pharmaceutical journals published within the country & abroad. Till date 15174 books worth Rs.4015728- are present in library & more are being added constantly to make it update & reach for the purpose.



Sr.No.	Particulars	No. of Titles	Copies Available
1	B. Pharm	1478	10506
2	Book Bank Titles	140	944
3	M. Pharm	100	480
4	No. of Technical / Professional Journals (National +International)	National- 15 International- 05	National- 22 International- 03







Library has good collection of textbooks, the reference material, periodicals, newspapers & pharmaceutical journals published within the country & abroad.

List of online National/International Journals subscribed.
1. Elsevier
2. Bentham
DELNET Subscriber
E-Library Facilities



STAFF INFORMATION

Sr.No.	Name	Photo	Designation	Qualification
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1.	Prof. Dr. P.S. Kawtikwar		Principal & Professor	M.Pharm., Ph.D. (23 Years)
2.	Prof. A.S. Pratapwar		Associate Professor	M.Pharm., Ph.D. (23 Years)
3.	Prof. R.S. Wanare		Associate Professor	M.Pharm., Ph.D. (19 Years)
4.	Dr. V.N. Deshmukh		Associate Professor	M.Pharm. Ph.D. (13 Years)
5.	Prof. R.B. Wakade		Assistant Professor	M.Pharm., Ph.D. (12 Years)
6.	Prof. A.M. Mahale		Assistant Professor	M.Pharm., Ph.D. (12 Years)



7.	Prof. A.A. Harsulkar		Assistant Professor	M.Pharm.,Ph.D. (12 Years)
8.	Prof. Dr.R. J. Mandade		Assistant Professor	M.Pharm.,Ph.D. (10 Years)
9.	Prof. V.J. Masirkar		Assistant Professor	M.Pharm.(10 Years)
10.	Prof. N.D.Phupate		Assistant Professor	M.Pharm.(2 Years)
11.	Prof. P.R.Dahake		Assistant Professor	M.Sc.Microbiology
12.	Prof. Shital Purohit		Assistant Professor	M.Pharm.



13.	Prof. Ms.Rounak Rathod		Assistant Professor	M.Pharm.
14.	Prof. M. D. Bhagat		Assistant Professor	M.Pharm.
15.	Prof. H. P. Dhumale		Assistant Professor	B. Pharm. M.B.A.
16.	Prof. Ms.Supriya S.Khandre		Assistant Professor	M. Pharm.

Working Hours

The building is open from 10:30 A.M. - 5:30 P.M., Monday to Saturday.

Electronic Devices during Classes and Examinations

Students are requested to turn off their cell phones and other communication devices while classes are in session. All students are reminded that cell phones, smart phones, or similar electronic devices with large memory storage capabilities are strictly forbidden during all exams in this program, unless specific authorization is given by the professor responsible for the course.



COMPUTERS, INTERNET & E-MAIL

Computers for Student Use

Computers for student use are available in library located at centre.

E-Mail

As a Pharmacy student, you will be added to our student e-mail distribution list. You will receive emails about courses, events and any important information we need to send.

ACADEMIC INFORMATION

Attendance at Class

Regular attendance is required of all students in all courses minimum 75-80 %. Students who are absent from class for a period of three days or more due to illness must present a certificate upon their return.

An instructor may initiate procedures to debar a student from attending classes and from final examinations where unexcused absences exceed three continuous sessions. Students must obtain prior approval an absence exceeding one day for reasons other than illness. Occasionally, changes to a lecture schedule may be required due to unforeseeable circumstances, with the same expectation of student attendance.

Academic Regulations

This handbook is provided to acquaint you with our College and the Policies and Procedures by which we operate. In addition, you are expected to be familiar with the information in the College of Pharmacy, Undergraduate Calendar under the "General Academic Regulations and Requirements", and the "". The following websites provide useful information:

www.sniop.co.in. www.sgbu.ac.in

SNIOP/Redressal committee/2017-18/

13/06/2017

C I R C U L A R

Subject: Sudhakar Rao Naik Institute of Pharmacy, Pusad *Grievance Redressal Committee*



As per AICTE Notification No. PG/07/(01)/2012, **Grievance Redressal Committee** is constituted in the college for the purpose of Redressal grievence of the students and parents and others with following members-

Grievance Redressal Committee

- | | |
|---------------------------------------------------------------------------------------------------------------------------|-----------|
| 1. Dr. P.S. Kawtikwar
Principal (Mobile No. 9423265825)
Email id- <i>pskawtikwar@rediffmail.com</i> | Chairman |
| 2. Prof. A.S. Pratapwar
Prof. and Head (Mobile No. 9422868865)
Email id- <i>atulpratapwar@rediffmail.com</i> | Member |
| 3. Dr. V.N. Deshmukh
Prof. and Head (Mobile No. 9422921566)
Email id- <i>go2vilas@rediffmail.com</i> | Member |
| 4. Prof. R.B. Wakade
Asstt. Prof. (Mobile No. 9970535619)
Email id- <i>ravikiran_wakade@yahoo.com</i> | Member |
| 5. Prof. R.S. Wanare
Prof. and Head (Mobile No. 9422868398)
Email id- <i>ravikasar@rediffmail.com</i> | Ombudsman |

SNIOP/Anti ragging/ committee/squad/2016-17/13/06/2017

C I R C U L A R

Sudhakar Rao Naik Institute of Pharmacy, Pusad
Anti-Ragging Committee and Anti-Ragging Squad



In the view of directions of Honorable Supreme Court on this the UGC Regulations on curbing the Menace of Ragging in Higher Education Institution, the *Anti-Ragging Committee and Anti-Ragging Squad of the Institution*

Anti-Ragging Committee

S.No.	Name	Designation	Mobile No.
1.	Dr. P.S. Kawtikwar	Professor	9423265825
2.	Prof. A.S. Pratapwar	Asso. Prof	9422868865
3.	Dr. V.N. Deshmukh	Asso. Prof	9422921566
4.	Prof. A.M. Mahale	Asstt. Prof	9923203234

Anti-Ragging Squad

S.No.	Name	Designation	Mobile
1.	Prof. R.S. Wanare	Asso. Prof.	9422868398
2.	Prof. R.B. Wakade	Asstt. Prof.	9970535619
3.	Prof. A.M. Mahale	Asstt. Prof & Hostel I/C	9923203234
4.	Ms. S.P. Purohit	Asstt. Prof.	7743918571

Principal

SNIOP/Vishakha/ committee/2017-18/13/06/2017

Vishakha Committee

(Committee against Sexual Harassment)

The members of the committee for the current academic year are:



Sr. No	Name	Designation	Cell No.	Email Id
1	Prof. Dr. P.S. Kawtikwar (Convener)	Professor	9423265825	pskawtikwar@rediffmail.com
2	Prof. R.S. Wanare (Member Secretary)	Asso.Prof	9422868398	ravikasar@rediffmail.com
3	Ms. V.S.Joshi (External Expert)	Wardner, Kamla Nehru Girls Hostel, Pusad	9975819146	ssjoshi0019@gmail.com
4	Prof. A.S. Pratapwar (Faculty Member)	Asso.Prof	9422868865	atul.pratapwar@rediffmail.com
5	Prof. Dr. V.N. Deshmukh (Faculty Member)	Asso.Prof	9422921566	go2vilas@rediffmail.com
6	Prof. R.B. Wakade (Faculty Member)	Asstt. Prof.	9970535619	ravikiranwakade@rediffmail.com
Students' Representatives				
7	Ms Vaishnavi Raut	M.Pharm I Sem.	07233244247	
8	Ms. Bakti Ashok Bang	B.Pharm V Sem	07233244555	
9	Ms. Vaishnavi Ishwar Gattani	B.Pharm III Sem	07233244308	

Eligibility criteria for Maharashtra State Candidates and Outside Maharashtra State Candidates for admission to first year of degree course in Pharmacy (B.Pharm.) :

Eligibility Criteria

Candidate should be an Indian National and should have passed the HSC (Std.XII) examination of Maharashtra State Board of Secondary and Higher Secondary Education or its equivalent examination with subjects English, Physics, Chemistry and



Biology/Mathematics **AND** Secured minimum **45% marks** i.e. not less than 135 marks out of 300 marks (minimum **40% marks** i.e. not less than 120 marks out of 300 marks in case of candidates of Backward class categories belonging only to Maharashtra State) **in the subjects Physics, Chemistry and Biology/Mathematics** added together (Maximum of marks obtained in Biology/Mathematics shall be considered for the purpose of addition) **AND** Obtained a **non zero score at MHT-CET 2012.**

Eligibility criteria of Candidates who have passed/passing Diploma in Pharmacy and seeking admission to First Year of Pharmacy:

Diploma holders who have passed the Diploma course in Pharmacy with minimum of 50% marks and medium of instruction as English from AICTE approved Polytechnics.

Note:

1. To resolve a tie i.e. more than one candidate securing equal aggregate marks in Final year of the Diploma exam, following order of preference shall be adopted: marks in Mathematics at SSC, Grand Total at SSC.
2. Eligible Diploma candidates shall be considered for Admission against the Institute level seats in **Unaided Private Institutes only.**

INSTITUTE LEVEL ADMISSIONS (against CAP)

Seats remain vacant after CAP (Centralized Admission Process):

Eligibility Criteria as above. Download [Application form](#) and [Prospectus](#).

Eligibility criteria for Maharashtra State Candidate and Outside Maharashtra State Candidate for admission to First year of Diploma courses in Pharmacy (D.Pharm.):

Eligibility Criteria :

Diploma Course in Pharmacy:

For admission to the First year/semester of the Diploma Course in Pharmacy, the candidate should have passed the Higher Secondary Certificate (Std. XII) examination of Maharashtra State Board of Secondary and Higher Secondary Education or its equivalent examination with subjects English, Physics, Chemistry and Biology/Mathematics and secured minimum 40% marks i.e. 120 marks out of 300 marks (35% marks i.e. 105 marks out of 300 marks for backward class category candidates from Maharashtra State only) in the subjects Physics, Chemistry and Biology/Mathematics added together.

INSTITUTE LEVEL ADMISSIONS (20% Quota of sanctioned Intake) and Seats remain vacant after CAP (Centralized Admission Process):

Eligibility Criteria as above. Download [Application form](#) and [Prospectus](#).

Eligibility criteria for Maharashtra State Candidate and Outside Maharashtra State Candidate for admission to two year full time. Post Graduate Course In Pharmacy (M.Pharm.)

Eligibility Criteria :

M.Pharm Admission

- 1) The candidate who does not have valid GPAT-2011 score shall have to secure non zero score in MAH-MPH-CET 2011 to be eligible for claiming admission, subject to the condition that no GPAT qualified candidate is available in respective category.



2) Candidate who has passed B.Pharm. degree or appeared in final year / final semester of B.Pharm from any AICTE approved institution affiliated with University (approved by UGC), subject to the condition that they must produce proof of passing B.Pharm. examination as per M.Pharm. admission eligibility criterion in original at the time of admission by counseling round.

b) For Admission to M. Pharm. through GPAT Qualified Candidates:

Candidate should be an Indian National and who possess Bachelors degree or equivalent in Pharmacy from an AICTE approved institutions, with at least 50 % marks (at least 45% marks in case of SC/ST category belonging to Maharashtra State only)

AND

Should have valid and qualified GPAT 2011 score.

c) For Admission to M. Pharm. through MAH-MPH-CET 2011 Candidates:

Candidate should be an Indian National and who possess Bachelors degree or equivalent in Pharmacy from an AICTE approved institutions, with at least 50 % marks (at least 45% marks in case of SC/ST category belonging to Maharashtra State only)

AND

Should have Non zero Score in MAH-MPH-CET 2011, if the candidate has neither appeared for GPAT nor having valid and qualified GPAT score

INFRASTRUCTURE

STAFF :Institute provides a requisite number of teachers in the staff to carry out



effectively the planned teaching programmes.
LIBRARY :
The library has good collection of textbooks, the reference material, periodicals, newspapers & pharmaceutical journals published within the country & abroad. Till today 4247 books worth Rs. 7,96,820 are present in library & more are being added constantly to make it update & reach for the purpose.
BOOK BANK :
Free books are given to first five merit students from each class. Other students can also avail the facilities on simple deposit basis.
CLASSROOMS AND LABORATORIES :
The required No. of spacious classrooms and well-equipped and well-set spacious laboratories offers the ease and convenience to the students.
MUSEUM :
Various pharmaceutical finished and packaged formulation, crude drugs, color pictures relating to biology have been exhibited in a presentable manner in the museum to emphasize on their details and importance.
TRAINING & PLACEMENT CELL / I.I.I. CELL :
A training & placement cell arranges for campus interviews, personality development lectures; collection & display of advertisement & for implant training during vacations as per requirement of Amaravati University.
SUGGESTION BOX :
A suggestion box is provided for students & staff for giving thoughtful suggestion for improvement.
CANTEEN :
The college runs a canteen in the area of 2000 Sq.ft. to provide necessary service to the students. The mess facility is also provided in the canteen.
RESEARCH CELL :
Research work is carried out & every year 6-8 papers were presented at various Indian Pharmaceutical Congresses. Every year 2-3 articles were published in national & international journals.
COACHING & GUIDANCE :
A committee is formed to coach & guide for GPAT & other Competitive Examinations.
SPORTS :
The institute has provided facilities for following sports : i) Outdoors : Football, Cricket, Handball and Volleyball. ii) Indoors : Badminton, Table tennis, Carom & Chess.
GUEST ROOMS :
STUDENTS COUNCIL :
A students representative council conducts different cultural activities, participation in university activities, annual social gathering etc; there is students association i.e. NSIOP Student Alumini Association with whose able support & guidance, the institute decides & makes necessary changes in academic & administration.
STAFF COUNCIL :



A staff council is established according to ordinance No. 24 of Amaravati University to look after the various activities related to students & staff in particular & institution in general.
SEMINARS AND PRESENTATIONS :
Audiovisual programmes as a part of educational and extracurricular activities are also arranged.
HOSTEL :
Hostel is also provided by the society the building accommodating 55 students in separate but near the college premises and is exclusively meant for Pharmacy students. About 30 students of B.Pharm. are housed in the hostel and are allotted on the first come first served basis. Govt.Girls hostel is available for the girls in the campus.
INTERNET FACILITY :
We avail 10 hours/year Internet access to every student free of cost, so that they should be familiar with the current progress in pharmaceutical sciences & other fields.
STUDENTS COUNCELLING :
We provide guidance to the students for clarifying their various academic as well as non-academic difficulties.
N.S.S. :
As a part of service towards nation we organize various camps and participate in various health programs time to time.
Animal House:
Area - 75 sq.m. with A/c. Facilities under animal house - Breeding room, Rat room, mice room, experiment room, quarantine section, computerized office, feed and storage, cleaning room.

CHAPTER- I: REGULATIONS

1. Short Title and Commencement

These regulations shall be called as “The Revised Regulations for the B. Pharm. Degree Program (CBCS)of the Pharmacy Council of India, New Delhi”. They shall come into effect from the Academic Year 2016-17. The regulations framed are subject to modifications from time to time by Pharmacy Council of India.

2. Minimum qualification for admission

2.1 First year B. Pharm:

Candidate shall have passed 10+2 examination conducted by the respective state/central government authorities recognized as equivalent to 10+2 examination by the Association of Indian Universities (AIU) with English as one of the subjects and Physics, Chemistry, Mathematics (P.C.M) and or Biology (P.C.B / P.C.M.B.) as optional subjects individually. Any other qualification approved by the Pharmacy Council of India as equivalent to any of the above examinations.



2.2. B. Pharm lateral entry (to third semester):

A pass in D. Pharm. course from an institution approved by the Pharmacy Council of India under section 12 of the Pharmacy Act.

3. Duration of the program

The course of study for B.Pharm shall extend over a period of eight semesters (four academic years) and six semesters (three academic years) for lateral entry students. The curricula and syllabi for the program shall be prescribed from time to time by Pharmacy Council of India, New Delhi.

4. Medium of instruction and examinations

Medium of instruction and examination shall be in English.

5. Working days in each semester

Each semester shall consist of not less than 100 working days. The odd semesters shall be conducted from the month of June/July to November/December and the even semesters shall be conducted from December/January to May/June in every calendar year.

6. Attendance and progress

A candidate is required to put in at least 80% attendance in individual courses considering theory and practical separately. The candidate shall complete the prescribed course satisfactorily to be eligible to appear for the respective examinations.

7. Program/Course credit structure

As per the philosophy of Credit Based Semester System, certain quantum of academic work viz. theory classes, tutorial hours, practical classes, etc. are measured in terms of credits. On satisfactory completion of the courses, a candidate earns credits. The amount of credit associated with a course is dependent upon the number of hours of instruction per week in that course. Similarly, the credit associated with any of the other academic, co/extra-curricular activities is dependent upon the quantum of work expected to be put in for each of these activities per week.

7.1. Credit assignment

7.1.1. Theory and Laboratory courses

Courses are broadly classified as Theory and Practical. Theory courses consist of lecture (L) and /or tutorial (T) hours, and Practical (P) courses consist of hours spent in the laboratory. Credits (C) for a course is dependent on the number of hours of instruction per week in that course, and is obtained by using a multiplier of one (1) for lecture and tutorial hours, and a



multiplier of half (1/2) for practical (laboratory) hours. Thus, for example, a theory course having three lectures and one tutorial per week throughout the semester carries a credit of 4. Similarly, a practical having four laboratory hours per week throughout semester carries a credit of 2.

7.2. Minimum credit requirements

The minimum credit points required for award of a B. Pharm. degree is 208. These credits are divided into Theory courses, Tutorials, Practical, Practice School and Project over the duration of eight semesters. The credits are distributed semester-wise as shown in Table IX. Courses generally progress in sequences, building competencies and their positioning indicates certain academic maturity on the part of the learners. Learners are expected to follow the semester-wise schedule of courses given in the syllabus.

The lateral entry students shall get 52 credit points transferred from their D. Pharm program. Such students shall take up additional remedial courses of 'Communication Skills' (Theory and Practical) and 'Computer Applications in Pharmacy' (Theory and Practical) equivalent to 3 and 4 credit points respectively, a total of 7 credit points to attain 59 credit points, the maximum of I and II semesters.

8. Academic work



A regular record of attendance both in Theory and Practical shall be maintained by the teaching staff of respective courses.

B.

Course code	Name of the course	No. of hours	Tutorial	Credit points
BP101T	Human Anatomy and Physiology I– Theory	3	1	4
BP102T	Pharmaceutical Analysis I – Theory	3	1	4
BP103T	Pharmaceutics I – Theory	3	1	4
BP104T	Pharmaceutical Inorganic Chemistry – Theory	3	1	4
BP105T	Communication skills – Theory *	2	-	2
BP106RBT BP106RMT	Remedial Biology/ Remedial Mathematics – Theory*	2	-	2
BP107P	Human Anatomy and Physiology – Practical	4	-	2
BP108P	Pharmaceutical Analysis I – Practical	4	-	2
BP109P	Pharmaceutics I – Practical	4	-	2
BP110P	Pharmaceutical Inorganic Chemistry – Practical	4	-	2
BP111P	Communication skills – Practical*	2	-	1
BP112RBP	Remedial Biology – Practical*	2	-	1
Total	32/34\$/36#		4	27/29\$/30#

Pharm I SEM



B. Pharm II SEM

Course Code	Name of the course	No. of hrs	Tutorial	Credit points
BP201T	Human Anatomy and Physiology II – Theory	3	1	4
BP202T	Pharmaceutical Organic Chemistry I – Theory	3	1	4
BP203T	Biochemistry – Theory	3	1	4
BP204T	Pathophysiology – Theory	3	1	4
BP205T	Computer Applications in Pharmacy – Theory *	3	-	3
BP206T	Environmental sciences – Theory *	3	-	3
BP207P	Human Anatomy and Physiology II – Practical	4	-	2
BP208P	Pharmaceutical Organic Chemistry I – Practical	4	-	2
BP209P	Biochemistry – Practical	4	-	2
BP210P	Computer Applications in Pharmacy – Practical*	2	-	1
Total		32	4	29

Sudhakar Rao Naik Institute of Pharmacy, Pusad

Degree Course in Pharmacy (B.Pharm)

ACADEMIC CALENDAR

(Session: 2016-17)

01	FIRST SESSION	13/06/2016 to 22/10/2016
02	First Sessional Examination	22/08/2016 to 25/08/2016
03	Practical Sessional Examination	03/10/2016 to 08/10/2016
04	Second Sessional Examination	17/10/2016 to 22/10/2016
05	Semester Theory Exam Winter 2016	01/11/2016 onwards (Tentative)



Appendix-II
Scheme of Examination for B. Pharm (Semester wise)
First to Eight semester

Sub. Code	Subject	Scheme of Examination						Minimum Marks for passing		Total Marks in theory/ practical (Credits)
		Theory		Practical		Theory Int. Marks	Pract. Int. Marks	Theory	Practical	
		Hrs	Marks	Hrs	Marks					
Semester-I										
1.1	Pharmaceutics-I	3	60	5	50	20	30	36	40	80 (04) + 80 (04)
1.2	Pharmaceutical Biochemistry-I	3	60	5	50	20	30	36	40	80 (04) + 80 (04)
1.3	Anatomy and Physiology-I	3	60	5	50	20	30	36	40	80 (04) + 80 (04)
1.4	Pharmacognocny-I	3	60	5	50	20	30	36	40	80 (04) + 80 (04)
1.5	Pharmaceutical Engineering-I	3	60	5	50	20	30	36	40	80 (04) + 80 (04)
Total Marks: (credits) for the Semester										800 (Total Credits: 40)
Semester-II										
2.1	Pharmaceutics-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
2.2	Anatomy and Physiology-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
2.3	Pharmacognocny-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
2.4	Pharmaceutical Engineering-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
2.5	Pharmaceutical Biochemistry-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
2.6	Mathematics	3	60	—	—	20	—	36	—	80 (04)
Total Marks: (credits) for the Semester										880 (Total Credits: 44)
Semester-III										
3.1	Physical Pharmaceutics-I	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
3.2	Pharmaceutical Microbiology	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
3.3	Pharmaceutical Organic chemistry-I	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
3.4	Hospital and Community Pharmacy	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
3.5	Pharmaceutical Inorganic chemistry	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
3.6	Pathophysiology	3	60	—	—	20	—	36	—	80 (04)
Total Marks: (credits) for the Semester										880 (Total Credits: 44)
Semester-IV										
4.1	Physical Pharmaceutics-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
4.2	Pharmaceutical Organic chemistry-II	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
4.3	Pharmaceutical Analysis-I	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
4.4	Pharmaceutical Biotechnology	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
4.5	Pharmacology-I	3	60	5	50	20	30	36	40	80 (04)+ 80 (04)
4.6	Basic Computer Applications	3	60	—	—	20	—	36	—	80 (04)
Total Marks: (credits) for the Semester										880 (Total Credits: 44)



In addition to Winter Vacation, the University declares following holidays for Students, Teaching and Laboratory staff

01	Ramzan Id	Wednesday	06/07/2016
02	Independence Day	Monday	15/08/2016
03	Parsi New Year Day (Pateti)	Wednesday	17/08/2016
04	Ganesh Chaturthi	Monday	05/09/2016
05	Sarvapitri Amavasha	Friday	30/09/2016
06	Dasara	Tuesday	11/10/2016
07	Guru Nanak Jayanti	Monday	14/11/2016
08	Id-E-Milad	Monday	12/12/2016
09	Christmas	Sunday	25/12/2016
10	Republic Day	Thursday	26/01/2017
11	Chatrapati Shivaji Maharaj Jayanti	Sunday	19/02/2017
12	Mahashivratri	Friday	24/02/2017
13	Holi (Second Day)	Monday	13/03/2017
14	Gudhipadwa	Tuesday	28/03/2017
15	Shree Ram Navmi	Wednesday	05/04/2017
16	Mahavir Jayanti	Sunday	09/04/2017
17	Good Friday	Friday	14/04/2017
18	Dr. Babasaheb Ambedkar Jayanti	Friday	14/04/2017

Students Code of Conduct

The students are expected to observe the code of conduct and to cultivate self-discipline.

Always keep your identity cards with you.

Use common room of Student Centre during your free lectures rather than moving aimlessly.



MOBILE PHONES are prohibited in the college.

Keep your college green and clean. Use dustbins.

Maintain discipline and silence while crossing corridors.

Switch off the lights and fans when you are leaving the class.

Don't spoil the benches by scratching.

Get your application sanctioned from the teacher-in-charge before going on leave.

Fees once paid are not refundable.

Remove your shoes outside the computer labs before entering.

Shut down your computers before leaving the lab.

