



Sanjivani Rural Education Society's

Sanjivani College of Pharmaceutical Education & Research (Autonomous)

NBA and NAAC 'A' Accredited

At: Sahajanandnagar, Post: Shingnapur- 423603, Tal: Kopargaon, Dist: Ahmednagar (MS)

Approved by AICTE
& PCI, New Delhi

Affiliated to Savitribai Phule Pune University, Pune
University ID: PU/AN/Pharm/81/2004

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ACADEMIC INTIGRITY POLICY

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STRATEGIC POLICY FRAMEWORK FOR ACADEMIC INTEGRITY AND PROFESSIONAL CONDUCT: B. PHARM AND M. PHARM PROGRAMS

1. Foundational Mandate for Autonomous Institutional Integrity

The transition of this institute to autonomous status marks a pivotal evolution in our pedagogical and professional identity. In this self-governed environment, the integrity of our academic processes is the strategic cornerstone upon which the prestige of our **B.Pharm and M.Pharm** degrees rests. As an autonomous entity, our reputation is no longer tethered to external oversight but is a direct reflection of our internal rigor; therefore, a robust integrity framework is essential to ensure that our graduates are recognized as ethical leaders in the global pharmaceutical landscape.

1.1 Core Institutional Values

For an autonomous pharmacy institute, ethical pillars must be more than abstract concepts; they must function as enforceable professional mandates. This transition from theory to practice is achieved through a mechanism of formal socialization and accountability.

- **Scientific Veracity:** The requirement for absolute accuracy in data and observations. This transitions into a mandate through the compulsory use of standardized, pre-validated laboratory manuals and the digital timestamping of experimental results.
- **Professional Altruism:** Prioritizing patient safety and ethical standards over personal gain. This is operationalized through the "Ethical Pharmacist's Pledge," a signed honor code integrated into the first-semester orientation of all post-2022-23 cohorts.
- **Intellectual Ownership:** Respect for the provenance of ideas. This is enforced through mandatory plagiarism-detection training for all scholars, transforming the concept of "honesty" into the practical skill of rigorous citation and attribution.

1.2 Scope of Application

This framework asserts jurisdiction over all B.Pharm and M.Pharm students enrolled from the Academic Year 2022-23 onwards. Its mandates are enforceable across all institutional touchpoints:



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- **Didactic Environments:** Theoretical lectures, internal assessments, and end-semester examinations.
 - **Experimental Spaces:** Pharmaceutical chemistry, pharmacology, and pharmaceutics laboratories.
 - **Professional Practice Sites:** Clinical pharmacy rotations, hospital internships, and community pharmacy field visits.
 - **Scholarly Domains:** Research facilities, thesis preparation zones, and peer-review seminars.

1.3 Strategic Objectives

1. **Uniformity of Professional Excellence:** To ensure that the "Autonomous Institute" brand signifies a consistent ethical benchmark, guaranteeing that every B.Pharm and M.Pharm graduate possesses a reliable moral compass.
2. **Institutional Risk Mitigation:** To insulate the institute's degree-granting authority from the devaluing effects of academic scandals, thereby protecting the investment and future career prospects of all students.
3. **Industry Alignment:** To bridge the gap between classroom behavior and the stringent regulatory expectations of the World Health Organization (WHO) and Global Good Laboratory Practice (GLP) standards.

These foundational values and objectives form the bedrock of the specific programmatic requirements essential for modern pharmaceutical education.

2. Programmatic Standards: B.Pharm and M.Pharm Distinctives

Tailoring integrity standards to the specific rigor of undergraduate and postgraduate programs is a strategic necessity. While the B.Pharm program focuses on building a foundation of ethical habits, the M.Pharm program demands the sophisticated research integrity required of a scholarly practitioner.



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2.1 Programmatic Integrity Standards

B.Pharm (Foundational)	M.Pharm (Advanced/Research)
Strict Adherence to Assessment Protocols: Maintaining honesty in written exams and practical viva-voces to ensure basic competency in pharmaceutical sciences.	Scholarly Authorship and Intellectual Property: Adhering to international standards for research publication, including the disclosure of conflicts of interest and valid authorship credits.
Integrity in Foundational Data: Accurately recording chemical reactions and biological observations in lab journals without "dry-labbing" or data smoothing.	Advanced Data Management and Reproducibility: Ensuring that raw data from high-performance liquid chromatography (HPLC) or animal studies is verifiable, auditable, and reproducible.
Ethical Clinical Foundations: Adhering to basic patient confidentiality and safety protocols during initial clinical exposure.	Clinical Trial Integrity and Bioethics: Demonstrating mastery of Institutional Review Board (IRB) protocols and the ethical management of animal subjects in research.

2.2 Professional Conduct Benchmarks

In the pharmacy sector, the differentiator between "student behavior" and "professional conduct" is the element of public trust. Professional conduct benchmarks evaluate a student's readiness for the healthcare industry by measuring their reliability in drug dispensing, their accuracy in dosage calculations, and their adherence to the "Rights of Medication Administration." These standards are critical because a lapse in integrity for a pharmacist is not merely an academic failure; it is a potential threat to patient life.

2.3 Research and Thesis Integrity (M.Pharm Focus)

Mandatory since the 2022-23 cycle, postgraduate scholars must adhere to a "zero-tolerance" policy regarding data fabrication and falsification. M.Pharm theses are subjected to multi-layered



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scrutiny, including digital originality reports and internal peer-review committees, to ensure that the institute produces original research that contributes to the advancement of pharmaceutical knowledge rather than merely fulfilling a degree requirement.

The effective execution of these programmatic standards requires a specialized administrative structure to bridge the gap between policy and practice.

3. Implementation Roadmap for Faculty and Researchers

Faculty members are the primary executors of this framework, acting as the frontline stewards of the institute's academic ecosystem. Their role is to translate high-level governance into the daily fabric of pharmaceutical training.

3.1 Pedagogical Integration

Faculty are instructed to utilize the following strategies to embed ethics into the B.Pharm and M.Pharm curricula:

- **Mapping** ethical dilemmas to specific pharmaceutical chemistry or pharmacology modules, ensuring ethics is a core component of scientific inquiry.
- **Integrating** "Integrity Statements" into every lab manual and assignment brief, forcing a conscious ethical choice at the point of task execution.
- **Clarifying** the boundaries between "Collaborative Learning" and "Unauthorized Collusion" in the syllabus of every course, removing ambiguity before assessments begin.

3.2 Preventative Monitoring

Monitoring is focused on proactive intervention to prevent breaches before they occur:

1. **Dynamic Assessment Rotation:** Regularly updating question banks and practical scenarios to neutralize the utility of unauthorized "past papers."
2. **In-Situ Data Verification:** Random, spot-check audits of laboratory notebooks and digital raw data files during the experimental phase.
3. **Milestone-Based Supervision:** For M.Pharm researchers, implementing monthly "Research Progress Audits" to verify findings at every stage of the project lifecycle.



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3.3 Mentorship and Modeling

Faculty must model the exact professional conduct expected of the students. When faculty members demonstrate transparency in their own research, cite sources meticulously in their lectures, and handle clinical simulations with gravity, they reinforce the institute's ethical culture through observable action.

The transition from frontline faculty management to institutional oversight is managed through formal governance and enforcement.

4. Administrative Governance and Enforcement Mechanisms

Transparent enforcement is the strategic mechanism that safeguards our autonomy and maintains public trust. Without objective accountability, the institute risks a "race to the bottom" that would undermine the value of its qualifications.

4.1 The Integrity Oversight Committee

The Integrity Oversight Committee (IOC) is the definitive body responsible for policy enforcement. It is structured to include senior academics, legal advisors, and external industry representatives. Its role is to investigate alleged breaches within the B.Pharm and M.Pharm programs and ensure that all disciplinary recommendations are consistent with institutional benchmarks.

4.2 Disciplinary Protocols and Due Process

The institute adheres to a rigorous **Due Process** model, ensuring that every student has the right to a fair hearing. This includes:

- **The Right to Notification:** Detailed written notice of the specific charges and evidence.
- **The Right to a Hearing:** An opportunity to present a defense and provide evidence before the IOC.
- **The Right to Appeal:** A structured process to appeal decisions to the Head of the Institute if procedural errors or new evidence emerge.

Disciplinary Actions and Strategic Rationale:



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- **Formal Reprimand:** Used for minor, unintentional breaches to educate the student on professional norms.
 - **Mandatory Remediation:** Requiring students to complete intensive ethical training, restoring their standing through demonstrated learning.
 - **Grade Nullification:** Removes the undeserved benefit of dishonest work, ensuring academic rankings remain merit-based.
 - **Dismissal (Expulsion):** Reserved for severe or repeated breaches. This action serves the strategic goal of **Public Safety**, ensuring that individuals who demonstrate a fundamental lack of integrity are never granted the legal authority to manage medications or patient health.

4.3 Documentation and Record-Keeping (Post-2022-23)

Mandatory since the 2022-23 cycle, the institute maintains a "Central Integrity Registry." This database tracks violation patterns and professional conduct milestones, providing the data necessary to refine pedagogical strategies and identify emerging ethical risks in the pharmaceutical field.

This governance structure provides the necessary data for an iterative approach to continuous institutional improvement.

5. Strategic Evaluation and Continuous Improvement

An autonomous institute requires an iterative policy framework that evolves alongside the pharmaceutical industry and the shifting landscape of higher education.

5.1 Annual Performance Metrics

The effectiveness of this policy is measured via the following Key Performance Indicators (KPIs):

- **Integrity Incident Trends:** Longitudinal tracking of breaches to identify if certain departments or years require additional ethical support.
- **Due Process Efficiency:** Measuring the time from incident report to resolution to ensure justice is swift and transparent.



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- **Post-Graduate Ethical Standing:** Feedback from employers and internship providers regarding the professional conduct of our graduates.

5.2 Stakeholder Feedback Loops

The institute holds annual "Integrity Summits" where students and faculty can identify gaps in the framework. This allows the institute to address "gray areas"—such as the ethics of collaborative data analysis—before they manifest as systemic violations.

5.3 Future-Proofing the Framework

The institute is committed to staying ahead of emerging threats to integrity. This includes developing policies for the ethical use of Artificial Intelligence (AI) in drug discovery research and adapting to the evolving data-security regulations within the pharmaceutical industry. We will continue to refine our monitoring tools to ensure our standards of autonomy are never compromised by technological or regulatory shifts.




DIRECTOR
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