



Approved by AICTE
and PCI, New Delhi

Sanjivani Rural Education Society's
Sanjivani College of Pharmaceutical Education & Research
(Autonomous, NBA and NAAC 'A' Accredited, Best College Awarded By SPPU, Pune)

At: Sahajanandnagar, Post: Shingapur- 423603, Tal: Kopargaon, Dist: Ahilyanagar (MS)

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

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SANJIVANI PHARMACY MENTORSHIP POLICY

1. Institutional Context and Policy Vision

The formalization of the Mentorship Policy at Sanjivani College of Pharmaceutical Education and Research (Autonomous), Kopargaon, is a strategic imperative designed to solidify the institution's standing as a premier center for pharmaceutical excellence. In the wake of obtaining autonomous status, the college is no longer tethered to the static pedagogical models of a centralized state university; rather, it possesses the mandate to engineer a bespoke educational ecosystem. This framework serves as the cornerstone of our institutional identity, transforming the academic experience from a transactional delivery of information into a rigorous process of professional stewardship that justifies our autonomy to regulatory bodies such as the UGC and the Pharmacy Council of India (PCI).

The Sanjivani Pharmacy Mentorship Policy is meticulously crafted to drive the following overarching goals:

- **Agile Pedagogical Innovation:** Utilizing autonomous flexibility to integrate real-world pharmaceutical industry demands into the student development lifecycle.
- **PCI Competency Alignment:** Ensuring every student meets and exceeds the core competencies mandated by the Pharmacy Council of India through personalized oversight.
- **Professional Stewardship & Ethics:** Transitioning students from academic learners to ethical practitioners who uphold Good Laboratory Practices (GLP) and clinical integrity.
- **Regional Academic Leadership:** Establishing a gold standard for pharmacy education in the Kopargaon region, effectively competing with metropolitan hubs by offering superior, localized guidance.

The "So What?" of this framework lies in its transformative power: it moves the institution beyond traditional teaching into a model of competitive excellence. By formalizing mentorship, Sanjivani College provides a mechanism for Career Readiness Level (CRL) tracking that generic university models cannot replicate. This policy is the primary vehicle through which we demonstrate the value of our autonomy, ensuring our graduates are not merely degree-holders, but industry-ready



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assets prepared for the complexities of the global pharmaceutical market. This vision requires a distinct architectural approach for our Undergraduate and Postgraduate cohorts.

2. Mentorship Architecture for Undergraduate (UG) and Postgraduate (PG) Programs

A strategic mentorship framework must be differentiated to address the specific developmental trajectories within the pharmaceutical sciences. While UG mentorship is rooted in foundational integration and professional socialization, PG mentorship must prioritize high-impact research, intellectual property generation, and specialized industry alignment.

The following table delineates the strategic focus for each level:

Feature	Undergraduate (UG) Mentorship	Postgraduate (PG) Mentorship
Strategic Focus	Foundational integration and Career Readiness Level (CRL) tracking.	Research excellence, patent filing, and specialized industry trajectories.
Outcome Goal	PCI competency attainment and GPAT/NIPER qualification readiness.	High-impact publications, industry-sponsored project conversion, and grant writing.
Mentor Persona	Nurturer & Monitor: Focused on retention, academic discipline, and professional norms.	Peer & Collaborator: Focused on technical expertise, regulatory affairs, and research synergy.
Activity Scope	Group and individual sessions focused on curriculum navigation and lab ethics.	High-intensity individual guidance focused on specialized methodologies and GLP.

The evolution of the mentorship approach—from a "Nurturer" model in the UG years to a "Collaborator" model at the PG level—is a critical differentiator. For the UG student, the mentor acts as a guardian of the academic foundation, ensuring student retention and early professional socialization. For the PG student, the mentor facilitates a transition into the professional world of pharmaceutical research, acting as a liaison to the industry. This evolution directly impacts Sanjivani's research output and ensures that our postgraduate students are viewed as peers by industry leaders. This structural design informs the specific operational activities required for institutional success.



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3. Operationalization of Mentorship Activities

The tactical execution of mentorship activities is the mechanism that maintains the "Autonomous" quality standards of Sanjivani College. Standardizing these activities ensures that the college's reputation for excellence is not dependent on individual faculty effort, but is instead a systemic outcome of institutional policy.

The following **High-Value Mentorship Activities** are essential to the Sanjivani framework:

1. PCI Competency and Academic Alignment

- *Objective:* To monitor academic progression and ensure each mentee meets the rigorous standards set by the Pharmacy Council of India and the college's autonomous curriculum.

2. Career Pathing and CRL Tracking

- *Objective:* To utilize Career Readiness Level (CRL) metrics to guide students through diverse trajectories, including Industrial R&D, Regulatory Affairs, and Clinical Pharmacy.

3. Good Laboratory Practice (GLP) and Protocol Mentorship

- *Objective:* To provide PG students with hands-on guidance in defining research problems, adhering to SOPs, and executing protocols that meet international publication standards.

4. GPAT/NIPER and Competitive Examination Coaching

- *Objective:* To provide structured academic counseling specifically aimed at increasing the qualification rates for prestigious national-level examinations.

In the regional academic landscape of Kopargaon, these activities are a vital defense against "brain drain" to larger hubs like Pune or Mumbai. By offering personalized career pathing and high-tier research guidance locally, Sanjivani College positions itself as the superior choice for high-caliber students. This operational excellence transforms mentorship into a measurable driver of institutional prestige, linking daily faculty-student interactions to the college's long-term strategic objectives.



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4. Institutional Excellence and Performance Metrics

A high-value academic roadmap requires rigorous validation. Measuring the success of the mentorship framework is critical for justifying the college's autonomous mandate and demonstrating institutional superiority to stakeholders, including parents, industry partners, and accreditation bodies like NAAC and NBA.

To ensure the policy drives maximum impact, the following **Key Performance Indicators (KPIs)** will be utilized:

Qualitative Outcomes

- **Mentor-to-Mentee Trust Index:** Measured via annual anonymous surveys to assess the depth of professional rapport and student psychological safety.
- **Professional Confidence Assessment:** Evaluating student readiness for industrial internships and clinical rotations through standardized mock interviews.

Quantitative Outcomes

- **GPAT/NIPER Qualification Rates:** A primary metric of academic mentorship success and institutional competitiveness.
- **Industry-Sponsored Project Conversion:** The percentage of PG research projects that receive funding or recognition from pharmaceutical corporations.
- **Patent Filings and Impact Publications:** Tracking the number of intellectual property filings and the average impact factor of student-authored research.
- **Placement Premium:** The delta between Sanjivani graduate salaries and the regional average for pharmacy professionals.

These metrics will be marketed to institutional stakeholders to demonstrate that Sanjivani College is not just an educational center, but a professional incubator. By tracking and showcasing these results, we reinforce our status as the premier pharmacy institution in the region. This data-driven approach leads directly to the implementation roadmap.



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5. Sustainability

The sustainability of this policy depends on a robust feedback loop. As an autonomous institution, Sanjivani College will treat this framework as a "living" strategic asset, using PG and UG feedback to inform annual policy iterations. This ensures that our mentorship remains agile and aligned with the rapidly shifting pharmaceutical landscape. The institutionalization of this framework sets a new benchmark for pharmacy education, ensuring that Sanjivani College of Pharmaceutical Education and Research (Autonomous), Kopergaon, remains the definitive leader in academic and professional development.




DIRECTOR
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