



Children's Education Society (Regd.)

The Oxford College of Pharmacy

(Recognised by the Govt. of Karnataka, Affiliated to Rajiv Gandhi University of Health Sciences, Karnataka;

Approved by Pharmacy Council of India, New Delhi)

BEST PRACTICES OF THE INSTITUTION

The Oxford College of Pharmacy has sensed the societal requirements and provided excellent opportunities that are responsive to the needs of the community in order to create a vibrant and supportive community by significantly increasing opportunities to connect and explore ideas for the benefit of the nation and its people. Our educational institution support students in overcoming economic, social, creative, and environmental obstacles so they can take an active role in determining their own future. Our best practices will guarantee the opening up of higher order thinking and problem-solving frontiers to inculcate and ignite creative sparks that lie in the young aspirants through the delivery of a variety of programmes. The actions/initiatives taken by our institute encourage the coordination of ideas and deeds by learning through the sharing of knowledge, skills, and best practices.

Title of the Practice: **FACULTY EMPOWEREMENT**

1. Objectives of the Practice:

- To improve the academic environment and enrich learning among faculty.
- To enhance teaching quality of faculty by providing them with ongoing professional development programmes.
- To provide career development opportunities.
- To provide opportunities in order to promote the research and innovation.
- The provision of opportunities and programmes for faculty to be psychologically and emotionally empowered so as to promote their growth as individuals in their own right.

2. The Context: The institution, provides various learning and knowledge gaining/ refresher opportunities by nominating faculty to various National/International conferences, Financial assistance to attend FDP/Workshops, Nurturing /Supporting faculty Research initiatives by granting seed money, enhancing research acumen through research clusters, incentivize quality research done by faculty, various robust staff welfare schemes, etc. The institution enables faculty to thrive, contribute meaningfully and helps in overall development of them along with accomplishment of mission set by the institution.

3. The Practice:

- To accommodate this the institute has initiated various workshops and seminars specifically current trends in the profession etc.
- The institution facilitates a supportive enriched learning environment by encouraging the faculties to pursue Ph D, promotes research activities by initiating collaborative research, grant writing and encouraging faculty to pursue patent.

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- To provide access to learning management systems, research tools, and emerging educational technologies, ICT usage for pedagogy improvement with training so as to help faculty to use these tools effectively.
- The institute also provide leaves, family leave, and resources like mental health programs or wellness initiatives so as to foster work-life balance.
- The institution provides ESI facility to all non-teaching faculty, health care card, as well as provident fund benefits.
- The institution provides opportunities to teaching faculties to excel in their careers by providing opportunities for higher education and research, and skill development programs for non- teaching faculties.

4. Evidence of Success:

The evidence of success of this practice has been identified as faculties enrolling for higher education (Ph D Programmes), fetching grants from university has increased. An increase in the number and quality of published papers, presentations at conferences, successful grant applications. Increased participation in workshops, seminars, and training programs provided by the institutions. The positive feedback on faculty effectiveness showcases the satisfaction of faculty.

5. Problems Encountered and Resources Required:

The tendency of hesitant or resistant to adopt new practices or technologies, by faculties especially if they are comfortable with existing methods. The unawareness or negligence of non- teaching staff to understand the benefits of skill development which can hinder their growth and sustainability. Faculty with additional responsibilities (e.g., family responsibility and societal demands) may struggle to balance academics with their personal lives, leads to less time for development and research. This all obstacles can be addressed with the help of supportive policies of the institutions which in turn can create an empowered, motivated faculty community that thrives in teaching, research, and service leading to betterment of overall development of students.

Title of the Practice: **FOSTERING RESEARCH**

1. Objectives of the Practice:

- To motivate faculty to engage in innovative and impactful research projects.
- To provide guidance and resources to junior faculty and researchers for their career growth.
- To provide guidance to faculty in obtaining grants and financial support for their research.
- To increase the quantity and quality of research publications and projects.

2. The Context: The Institution has a strong and vibrant R&D committee, which aims to inculcate and foster research culture among Faculty and Student fraternity. The Institution adopts various innovative practices



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accordingly. The Institution continuously provides various learning opportunities and nominate faculty for various research seminars/awareness sessions to augment research culture. Further institution has implemented a Research Promotion Policy, so as to recognise and incentivise the high-quality research done by faculty, grants seed money to nurture their ideas and facilitate research studies. The institution has also developed a mechanism, where senior faculty members nurture younger faculty pertaining to research aspects. The Institution also focuses on improving the research acumen of the students and encourages & facilitates them to ignite their research interests, publish research and review papers.

3. The Practice:

- To accommodate this the institute organizes regular workshops and seminars on research methodologies, grant writing and publication processes.
- The institution facilitates with internal grants and also assist in applying for external funding to early career faculty.
- The institute also provides with well-equipped research facilities for fostering research environment.
- Continuous encouragement for the involvement of graduate and undergraduate students to foster a culture of innovation and research.
- The institution provides guidance to teaching faculties and students on patenting, copyrights, and intellectual property rights to protect and commercialize research findings.
- The institution also facilitates collaborations with industry partners for applied research and practical solutions, offering mutual benefits.
- The experienced faculties mentor and provide resources and assistance for writing, editing, and submitting research papers to reputable journals and conferences to the young faculty and students.

4. Evidence of Success:

The evidence of success of this practice has been identified with significant increase in the number of research papers, articles and book chapters published by faculties as well as students. The students along with the fruitful mentoring of faculty have successfully secured grants and funding from university. The institution has also invested in research facilities to attract more researchers for projects.

5. Problems Encountered and Resources Required:

The limited availability of funds for research projects and grant applications. The difficulty in balancing teaching responsibilities with research activities may sometimes be challenging. The pressure to publish can also lead to focus on quantity over quality. Due to diverse research interests and approaches make it difficult to establish successful multidisciplinary collaboration. The institution along with experienced mentors can effectively enhance its research culture and contribute to the holistic learning environment.

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