

DIRECTOR'S JOINING ADDRESS TO ALL NIPER STAFF AND STUDENTS

My Greetings to all of you! I am proud to be in Punjab- the land of Bhangra, Lassi and Sarson-ka-saag.

NIPER is the IIT OF PHARMA. The quality of human resources and infrastructure make it a national asset all of us can be proud of. I am humbled by the trust and confidence reposed in me by the Hon'ble President of India, the worthy Minister and esteemed Governing Board Members in appointing me Director of this esteemed institute.

If on one hand I inherit an institute of national pride and excellence, on other hand I also inherit a legacy of pain, distrust and suffering which is unprecedented and a daunting challenge for any administrator. Huge number of court cases, unhappy students and employees, an ongoing CBI inquiry into corruption at the institute, allegations of violation of rules/statutes, lack of transparency in administrative functioning and other issues.

I was cautioned and warned. Well-wishers advised me against joining because of the immense challenges. I honestly share with you that I was afraid; discouraged. I wondered whether I should join or not. My life was going smoothly, peacefully- why should I disrupt it? I seriously thought of refusing. Then what made me join? Love for the institute.

We do not abandon the persons whom we love when they fall sick. We nurture them, take care of them and restore them back to health. Yes, I love NIPER. Like the thousands of students, teachers and their parents who owe so much to NIPER. The suffering poor who repose faith in us as scientists to develop new medicines to fight death and disease when it afflicts those whom we love most- our children, our brothers and sisters, our parents, wives and daughters. It is this love which has given me the courage, the determination to address the issues and restore NIPER to its former glory. To make the institute glow with joy and happiness again and justify the faith and trust reposed by citizens in NIPER. It is a challenge I know but together we can and we will.

In my first address to you, I declare the adoption of '**Institutional Happiness Index**' as an essential part of NIPER Governance. Happiness is a fundamental human right. **20th March is being celebrated as "International Day of Happiness" since 2012** when 193 member states of the United Nations General Assembly unanimously adopted resolution in this regard. In 1972, King of Bhutan introduced the concept of Gross National Happiness (GNH) to measure success of governance in term of happiness of its citizens. Recently, in 2016 Madhya Pradesh became the first state in the country to set up a **State Department of Happiness** and work towards measuring 'Happiness Index' of its citizens.

I share with immense pride that ***NIPER, Mohali is the first academic and research institute at Global Level to adopt 'Institutional Happiness Index' as part of its Governance Policy. Please remember that growth of NIPER depends upon creativity and productivity. Happy people are creative people, productive people.***

I promise to you that within the next 100 days, with your active support we shall improve the 'Institutional Happiness Index' drastically and give practical shape to the vision of our worthy **PM Narendra Modi who has propounded the concept of 'SABKA SAATH SABKA VIKAS'**. No institute or organization can function without the active co-operation of all its members. I shall strive to remove conflicts and promote happiness at work and home by positive welfare measures for all.

Let's make NIPER Happy once again!

Jai Hind!

Dr. Raghuram Rao

Director, NIPER, Mohali