Abstract

of Bachelor's Degree Program

in Field of Education 04.03.01 Chemistry,

Discipline (Specialization) "Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products" (Internal Study Mode)

Terms, Workload of the Degree Program and Qualification of Graduates

Name	Qualification	Term of education including the holidays provided after the completion of the State Final Certification	Workload (in credits)
Bachelor's degree program	Bachelor	4 years	240

Purpose (Mission) of the Degree Program

Mission of the degree program is the obtaining of bachelor's degree in 04.03.01 Chemistry, Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products.

Training of the professionally-oriented qualified personnel in the field of analysis of biologically active substances, including medicinal products, who are capable to ensure quality control at professional level in the field of pharmaceutical manufacturing of medicinal products as well as in the field of the development of new biologically active substances.

The basic professional degree program is aimed at the implementation of the following principles, namely: application of the education results in professional practices; professional activities based on the continuous development of new chemical analysis technologies; independent execution of tasks related to the quality control of biologically active substances including medicinal products, aggregation and interpretation of analysis results;

Demand for Graduates

Graduates of the degree program in 04.03.01 Chemistry, discipline (specialization): Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products, are in demand with quality control departments of pharmaceutical enterprises, test laboratories in the system of state registration and certification of medicinal products, scientific laboratories of preclinical studies, laboratories of analysis of biologically active supplements, cosmetics, foodstuffs and other analytical laboratories carrying out chemical analysis.

Requirements for Enrollment in the Degree Program

The persons with at least general secondary education who have passed entrance examinations in accordance with the Regulations for Admission to Higher Education Programs, namely bachelor's degree programs, specialist's and master's degree programs, are allowed for enrollment.

Graduate's Qualification Characteristic Areas of Professional Activity

The area of professional activity of graduates who have completed bachelor's degree program includes: scientific research work related to the use of chemical phenomena and processes; the field of technology and manufacturing as well as the field of organization and management.

According to the register of professional standards (the list of types of professional activity approved by Order No. 667n of the Ministry of Labor of Russia dated 29.09.2014), the areas of professional activity and fields of professional activity which the graduates who have completed the bachelor's degree program (hereinafter referred to as graduates) can be engaged in include:

- 02 Healthcare (in the field of the development of new medicinal products, in the field of quality control of raw materials and finished products of the pharmaceutical industry, in the field of chemical and toxicological studies);
- 40 Cross-cutting types of professional activity in industry (in the field of research and technological development and introduction of products of different purpose, in the field of metrology, certification and quality control of products).

Graduates can be engaged in professional activity in other areas and (or) fields of professional activity if their education level and acquired competences correspond to the employee's qualification.

Objects of Professional Activity

In accordance with the types of professional activity, the objects of professional activity of graduates in degree program 04.03.01 Chemistry, Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products, are:

- Chemical elements, simple molecules and complex compounds in different aggregate states (inorganic and organic substances and materials on their basis) obtained in the result of chemical synthesis (laboratory, industry synthesis) or obtained from the natural objects.
- Chemical elements, substances, materials, raw materials resources, chemical processes and phenomena.

Types of Professional Activity

Types of professional activity which the graduates who have completed the bachelor's degree program are prepared for:

- scientific research type;
- technological type

Tasks of Professional Activity

The graduate who has completed the bachelor's degree program is ready to carry out the following job tasks:

Scientific Research Activity:

- conduct of scientific researches, carrying out of experiments and tests;
- arrangement and planning of works for pharmaceutical development;
- carrying out of works for pharmaceutical development;

Technological Activity:

- carrying out of works for quality control of pharmaceutical manufacturing;
- control of the process in industrial manufacturing of medicinal products.

List of Professional Standards Corresponding to the Professional Activity of Graduates Who Have Completed the Degree Program

Degree Hogium			
Item No.	Code of professional standard	Name of areas of professional activity. Name of professional standard	
	02 Healthcare		
1	02.010	Specialist in industrial pharmacy in the field of research of medicinal products	
2	02.013	Specialist in industrial pharmacy in the field of quality control of medicinal products	
3	02.016	Specialist in industrial pharmacy in the field of production of medicinal products	
40 Cross-cutting types of professional activity in industry			
3	40.011	Specialist in research and technological development	

General Characteristic of the Degree Program

Planned results of completing of the degree program (competences) and indicators of their achievement

In accordance with the aims of the degree program and types of tasks of professional activity, the graduate of degree program in 04.03.01 Chemistry, Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products, shall have the following competences characterized by the indicators of their achievement (Table 1).

Table 1

Code and name of UC	Code and name of indicator of the graduate's UC
UC-1. Able to search, critically analyze and synthesize information, use the system approach for carrying out the set tasks	UC-1.1 Analyzes the task, emphasizing its basic components
	UC-1.2 Determines, interprets and ranks the information required for carrying out the set task
	UC-1.3 Searches information for carrying out the set task for different types of queries
	UC-1.4 During the information processing, distinguishes facts from opinions, interpretations, assessments, forms their own opinions and judgments, gives the reasons for their conclusions and point of view also using a philosophical conceptual framework
	UC-1.5 Considers and suggests possible variants of solutions to the set tasks assessing their advantages and disadvantages
the range of tasks within	UC-2.1. Determines the range of tasks within the set goal, determines links between them
the set goal and choose the most appropriate ways of solving them in	UC-2.2. Suggests ways of solving the set tasks and the expected results; assesses the suggested ways in terms of corresponding to the project goal
accordance with the current law, available resources and limits	UC-2.3. Plans the implementation of tasks in their area of responsibility given the available resources and limits, in accordance with the current law
	UC-2.4. Carries out the tasks in their area of responsibility in accordance with the planned results and control points, corrects the ways of tasks solving if necessary
UC-3. Able to be involved in social interaction and	UC-3.1. Determines their role in social interaction and teamwork based on the strategy of cooperation for achieving the set goal
play their role in the team	UC-3.2. When playing their role in social interaction and teamwork, takes into account the particularities of behavior and interests of other team members of the laboratory at the pharmaceutical enterprise
	UC-3.3. Analyzes possible consequences of personal actions in social interaction and teamwork and taking this into account makes productive interaction in the team of the laboratory at the pharmaceutical enterprise
	UC-3.4. Exchanges information, knowledge and experience with team members; assesses ideas of other team members for achieving the set goal
	UC-3.5. Complies with the standards and established rules of teamwork; takes personal responsibility for the result
communicate for business in oral and written form	UC-4.1. Chooses the style of communicating in Russian depending on the goal and conditions of partnership; adapts speech, communication style and body language to the situations of interaction
using the official language of the Russian Federation and foreign language(s)	UC-4.2. Maintains business correspondence in Russian, given the stylistics features of formal and informal letters
	UC-4.3. Maintains business correspondence in a foreign language, given the stylistics features of formal letters and social and cultural differences

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	UC-4.4. Translates official and professional texts from a foreign language into Russian and from Russian into a foreign language for personal advantage
	UC-4.5. Makes a public appearance with a speech in Russian, builds their speech so as to meet the audience and the purpose of communication
	UC-4.6. Orally presents the results of their activities in a foreign language, can support the conversation during the discussion of the results
the intercultural diversity	UC-5.1. Distinguishes and analyzes the peculiarities of inter-cultural collaboration (advantages and possible problem situations) arising due to differences in ethical, religious and value systems
	UC-5.2. Suggests ways to overcome communication barriers in inter-cultural collaboration within the laboratory team of a pharmaceutical enterprise
	UC-5.3. Defines the conditions for the integration of inter-cultural collaboration participants for achievement of the set goal, proceeding from legacy and social and cultural traditions of different social groups, ethnicities and religious denominations
their time, build and	UC-6.1. Uses time management tools and techniques when performing specific tasks, implementing specific projects, and achieving set goals
implement a self- development path based on the lifelong learning	UC-6.2. Sets the priorities of their activities, personal development and professional growth
principles	UC-6.3. Evaluates the labor market requirements and the educational service offering to build a professional growth path of their own
	UC-6.4. Builds a professional career ladder and establishes a professional development strategy
adequate level of physical fitness to ensure full-	UC-7.1. Chooses health-saving technologies to ensure wellness management, given the physiological make-up and the conditions for implementation of professional activities
fledged social and professional activities	UC-7.2. Schedules their work and free time for an optimal combination of physical load and mental burden as well as performance assurance
	UC-7.3. Follows and promotes healthy lifestyle standards in various life situations and professional activities
maintain safe standards of living in everyday life and	UC-8.1. Analyzes factors of harmful effect of parts of the environment (facilities, engineering processes, materials, buildings and structures, natural and social phenomena)
professional activities to preserve the natural	UC-8.2. Identifies hazardous and harmful factors within the activity undertaken
environment, ensure the sustainable development of the society, including in case of threat or occurrence of emergencies and military	UC-8.3. Identifies problems related to safety violations at the workplace; suggests actions to prevent emergencies
conflicts	

	UC-8.4. Explains the rules of conduct in case of natural and man-made emergencies; administers first aid, describes the ways of being engaged in rehabilitation measures
reasoned economic	UC-9.1 Makes decisions on personal financial management based on knowledge of basic categories and concepts of market economy, regularities of behavior of different economic entities, including in the pharmaceutical market in the context of limited resources
	UC-9.2. Participates in the implementation of economic activities of the unit, considering the theoretical basis of business activities based on knowledge of economic patterns and relations
	UC-10.1. Understands the meaning of basic legal categories, the essence of corrupt conduct, forms of its manifestation in various fields of public life, including quality control of pharmaceutical products
	UC-10.2. Identifies and assesses risks of corruption, shows intolerant attitude towards corrupt conduct in the field of quality control of pharmaceutical products
	UC-10.3. Knows how to correctly analyze, interpret and apply the rules of law in various fields of social activities, as well as in anti-corruption management. Undertakes social and professional activities based on a developed legal consciousness and formed legal culture
	GPC-1.1. Systematizes and analyzes the results of chemical experiments, observations, measurements, as well as the results of calculations of substance and material properties
	GPC-1.2. Suggests an interpretation of the results of their own experiments and theoretical computation work with the use of theoretical basics of conventional and new branches of chemistry
	GPC-2.1 Works with chemical substances subject to safety regulations
chemical experiments subject to safety regulations, including	GPC-2.2 Performs synthesis of substances and materials of different nature using available techniques
synthesis, analysis, determination of structure and investigation of	GPC-2.3 Performs standard operations to determine the chemical and phase composition of substances and materials based on them
properties of substances and materials, study of processes involving them	GPC-2.4 Performs the study of properties of substances and materials with the use of commercial scientific equipment
11 0	GPC-3.1. Applies theoretical and semiempirical models in solving chemistry-oriented problems

	GPC-3.2. Uses standard software in solving chemistry-oriented problems
GPC-4. Able to plan chemistry-oriented	GPC-4.1. Uses basic knowledge of mathematics and physics in planning chemistry-oriented activities
activities, handle and interpret the obtained results using theoretical	GPC-4.2. Handles data using common techniques of numerical characteristics approximation
knowledge and practical skills in solving mathematical and physical problems	GPC-4.3. Interprets the results of chemical observations using principles and concepts of physics
GPC-5. Able to understand the operating principles of state-of-the-art IT solutions and apply them in solving tasks of professional activity	GPC-5.1. Applies basic knowledge of the underlying principles, methods, and properties of IT solutions when selecting software for solving job tasks
	GPC-5.2. Assesses IT solutions and software used in solving job tasks in terms of obsolescence and selects today's software
GPC-6. Able to present	GPC-6.1. Presents work results in the form of a standard report
the results of their work in oral and written form according to the rules and	GPC-6-2. Presents information with chemical content subject to the bibliographic requirements
regulations established in the professional community	GPC-6.3. Presents work results in the form of an abstract and presentation according to the rules and regulations established in the chemical community
PC-1. Able to run experiments using state of-the-art equipment and formalizes research and development results	PC-1.1. Uses state-of-the-art equipment in conducting scientific research with the use of physical and chemical methods of analysis, including analysis of biologically active substances to determine their structure/constitution/properties
	PC-1.2. Uses state-of-the-art equipment in conducting scientific research with the use of standard techniques of analysis
	PC-1.3. Collects, handles, analyzes and summarizes best domestic and international practices in the relevant area of research

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	PC-1.4. Performs observations and measurements, describes them and formulates conclusions
	PC-1.5. Formalizes research and development results
organizational and	PC-2.1. Plans and manages the work of a small team to solve specific narrow-focus engineering and manufacturing and research problems
managerial decisions in the field of research, testing and experimentation in pharmaceutical development	PC-2.2. Systematizes and summarizes information on the productive resources of the structural unit and assesses the effectiveness of their use based on such information
quality control of medicinal products,	PC-4.1. Performs the required operations (manipulations) for the preparation of laboratory equipment, materials and objects, prepares solutions for testing medicinal products, starting materials, intermediate products as per the established procedures
starting materials, intermediate products, carry out certification of	PC-4.2. Performs the required operations on high-technology equipment in compliance with the established requirements
products	PC-4.3. Records, handles and interprets the results of tests performed on medicinal products, starting materials, intermediate products, as well as draws up test records, chemical safety data sheets, reports on work done according to a given form
calculating the main	PC-5.1. Performs calculations of typical performance of chemical technology processes of pharmaceutical manufacturing
engineering performance of the process of pharmaceutical manufacturing	PC-5.2. Performs material calculations for individual stages of pharmaceutical manufacturing

Mandatory part (name, workload, final discipline assessment)

- 1. History of Russia 1 credit (36 hours), in-class work 24 hours, pass-fail test (?)
- 2. World History 2 credits (72 hours), in-class work 24 hours, pass-fail test
- 3. Physical Training and Sports 2 credits (72 hours), in-class work 32 hours, pass-fail test
- 4. Introduction to a Profession 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 5. Mathematics 12 credits (432 hours), in-class work 174 hours, examination
- 6. Physics and Biophysics 7 credits (252 hours), in-class work 118 hours, pass-fail test, examination
- 7. General and Inorganic Chemistry 12 credits (432 hours), in-class work 184 hours, examination
- 8. Health and Wellness 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 9. Philosophy 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 10. Statistical Methods of Analysis 6 credits (216 hours), in-class work 92 hours, examination
- 11. Analytical Chemistry 15 credits (540 hours), in-class work 234 hours, examination
- 12. Physical Chemistry 9 credits (324 hours), in-class work 134 hours, pass-fail test, examination
- 13. Computational Methods in Chemistry– 3 credits (108 hours), in-class work 40 hours, pass-fail test
- 14. Organic Chemistry 16 credits (576 hours), in-class work 234 hours, examination

- 15. Colloid Chemistry 7 credits (252 hours), in-class work 110 hours, examination
- 16. Chemical Analysis Metrology 3 credits (108 hours), in-class work 40 hours, graded test
- 17. Theoretical Basics of Chemical Processes 6 credits (216 hours), in-class work 80 hours, graded test
- 18. Foreign Language 6 credits (216 hours), in-class work 128 hours, pass-fail test
- 19. Business Communication in Foreign Language 5 credits (180 hours), in-class work 80 hours, pass-fail test
- 20. Examination in module "Foreign Language and Business Communication in Foreign Language" 1 credit (36 hours), examination
- 21. Basics of Phytochemistry 5 credits (180 hours), in-class work 72 hours, graded test
- 22. Information Technology in Professional Activity 3 credits (108 hours), in-class work 42 hours, passfail test
- 23. Introduction to Pharmacopoeial Analysis 9 credits (324 hours), in-class work 144 hours, examination

The part formed by participants of educational relations (name, workload, final discipline assessment)

- 24. Economics 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 25. Culture of Spoken Russian 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 26. Biology 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 27. Business Communication 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 28. Culture Studies 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 29. Basics of Project Management and Teambuilding 3 credits (108 hours), in-class work 48 hours, passfail test
- 30. Legal Studies 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 31. Conflict Resolution Studies 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 32. Principles of Production of Finished Medicinal Products 3 credits (108 hours), in-class work 48 hours, pass-fail test
- 33. Environment Protection 3 credits (108 hours), in-class work 46 hours, pass-fail test
- 34. Basics of Chemical Synthesis of Pharmaceutical Substances 6 credits (216 hours), in-class work 90 hours, examination
- 35. Chemical Bases of Biological Processes 6 credits (216 hours), in-class work 90 hours, examination
- 36. Biopharmaceutical Products 3 credits (108 hours), in-class work 40 hours, pass-fail test
- 37. Information Support of Chemical Analysis 3 credits (108 hours), in-class work 42 hours, pass-fail test
- 38. Quantitative Instrument Chemical Analysis 6 credits (216 hours), in-class work 88 hours, pass-fail test, examination
- 39. Chromatographic and Adjacent Methods of Analysis 11 credits (396 hours), in-class work 158 hours, graded test, examination, course work
- 40. Methods of Spectroscopic Analysis 3 credits (108 hours), in-class work 42 hours, pass-fail test
- 41. Basics of Economics and Management of Chemical Analytical Laboratory 3 credits (108 hours), in-class work 48 hours, pass-fail test, course work

Elective disciplines in physical training and sports (name, workload, final discipline assessment)

- 42. Elective Physical Training and Sports: General Physical Preparedness 328 hours, in-class work 132 hours, pass-fail test
- 43. Elective Physical Training and Sports: Health-Improving Physical Activities 328 hours, in-class work 132 hours, pass-fail test

Elective disciplines (name, workload, final discipline assessment)

- 44. Chemistry of Synthetic Biologically Active Substances 2 credits (72 hours), in-class work 44 hours, pass-fail test
- 45. Identification of Functional Groups of Organic Compounds by IR Spectroscopy Method 2 credits (72 hours), in-class work 44 hours, pass-fail test

- 46. Electrochemical Methods of Analysis 2 credits (72 hours), in-class work 30 hours, pass-fail test
- 47. Sample Preparation in Chemical Analysis 2 credits (72 hours), in-class work 30 hours, pass-fail test
- 48. Current Methods of Purification of Organic Substances 3 credits (108 hours), in-class work 44 hours, pass-fail test
- 49. Catalysis in Organic Synthesis 3 credits (108 hours), in-class work 44 hours, pass-fail test
- 50. Good Laboratory Practice 2 credits (72 hours), in-class work 30 hours, pass-fail test
- 51. Biochemical Methods 2 credits (72 hours), in-class work 30 hours, pass-fail test

Optional subjects (name, workload, final discipline assessment)

- 52. Time Management Basics 2 credits (72 hours), in-class work 32 hours, pass-fail test
- 53. Basics of Logic and Theory of Argumentation 2 credits (72 hours), in-class work 32 hours, pass-fail test

<u>Practices (name, workload, final assessment)</u>

- 54. Academic practical training: introduction into practice 3 credits (108 hours), in-class work 40 hours, pass-fail test
- 55. Scientific research work 3 credits (108 hours), in-class work 6 hours, graded test
- 56. Production practice 3 credits (108 hours), in-class work 12 hours, graded test
- 57. Pre-graduation practice -6 credits (216 hours), in-class work -18 hours, graded test

State final certification

58. Preparation for presentation and presentation of graduate qualification work – 6 credit (216 hours), GQW presentation

Resources Provision of the Degree Program

The degree program is provided with learning and teaching documentation, as well as materials in all disciplines (modules) and practices, including electronic educational-methodical complexes posted in electronic information and educational environment of the University.

The University has facilities and resources that are in compliance with applicable fire safety rules and regulations, and ensure all types of the disciplinary and interdisciplinary preparation, practical and scientific research works of students, provided for by the curriculum.

The list of facilities and resources, learning and teaching support, required for implementation of the degree program, includes the following: special rooms in the form of classrooms for conducting lecture-type activities, seminar-type activities, course work development (course work execution), group and individual tutorials, current control and midterm assessment. There are also rooms for independent work and rooms for storage and preventative maintenance of training equipment. Special rooms are equipped with designated furniture and teaching aids intended for presentation of teaching information to a large audience. Laboratories are equipped with laboratory equipment depending on the degree of complexity. Sets of demonstration equipment and illustrative study guides providing for topic-based illustrations and corresponding to discipline (module) programs, working educational programs of disciplines (modules), are offered for lecture-type activities.

Rooms for students' independent work are equipped with computer hardware with the possibility of connecting to the Internet network and access to electronic information and educational environment of the organization. Furthermore, students' independent work is arranged with the use of electronic resources of the University.

The library fund is provided with the required number of printed publications, moreover, there is an access to electronic library systems.

The University has the necessary licensed software package the composition of which is given in working programs of disciplines (modules) and is subject to annual update.

The students are provided with an access (remote access), including in the event of doing electronic learning, applying distance learning technology, to today's professional data bases and inquiry and communications systems the composition of which is determined in working programs of disciplines (modules) and is subject to annual update.

During the whole period of studying every student and a teacher are provided for with an unlimited access (including the remote one) to electronic library systems and to electronic information and educational environment of the University from any place with the available Internet connection.

Electronic information and educational environment of the University provides for:

- the access to curricula, working programs of disciplines (modules), practices, editions of electronic library systems and electronic learning resources specified in working programs;
- recording of progress of the educational process, results of midterm assessment and results of the degree program completion;
- the formation of electronic portfolio of the student, including the preservation of student's works and grades for these works by any participants of the educational process;
- interaction between participants of the educational process, as well as synchronous and (or) asynchronous communication via Internet.

Functioning of electronic information and educational environment complies with the requirements of the legislation of the Russian Federation in the field of education and is provided for with the relevant means of information and communication technologies and qualification of the University employees who use and maintain it

Staffing of the Degree Program

Implementation of the bachelor's degree program is ensured by the University teaching staff, as well as by persons engaged in the implementation of the bachelor's degree program under the terms of the civil contract.

Qualification of the teaching staff meets the qualification requirements specified in qualification reference books and professional standards. At least 60 percent of the teaching staff who take part in the implementation of the bachelor's degree program and of persons engaged in the implementation of the bachelor's degree program carry out scientific, teaching and learning, and (or) practical work corresponding to the profile of disciplines (modules) being taught.

At least 5 percent of the University teaching staff, taking part in the implementation of the bachelor's degree program and of persons engaged in the implementation of the bachelor's degree program, are managers and (or) employees of other organizations who carry out labor activities in the professional sphere corresponding to the professional activities the graduates are prepared for and who have work experience in this professional sphere of at least 3 years.

At least 60 percent of the teaching staff of the University, and of persons engaged in the implementation of the bachelor's degree program, have an academic degree and (or) rank.

Uniqueness and Competitive Advantages of the Program in Field of Education 04.03.01 Chemistry, Discipline "Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products"

This degree program has a relevant focus in the field of medicinal products, widely demanded in the pharmaceutical industry, as well as in the field of ecology, food industry and other fields of scientific and business activities which cannot exist without analytical maintenance and quality control of manufactured products.

The program being implemented takes into account current scientific trends and integrates new achievements in development and validation of analysis techniques into the process using various physical and chemical methods, which assumes the development of required professional skills and expertise, as well as professionally-oriented training of future specialists in the pharmaceutical industry.

The content of the degree program represents the needs of today's labor market in the field of quality control of medicinal products, includes the study of general chemical, physical and chemical, and some physical methods of quantitative and qualitative analysis; fundamentals of sample preparation and standardization; metrological aspects of chemical analysis; theoretical aspects of validation and certification of techniques. In the course of execution of final dissertation, the basic course includes the following as an addition: the development of automation and computerization of chemical analysis, more in-depth familiarization with the practical aspects of chemical analysis.

Graduates of discipline "Physical and Chemical Methods of Analysis in Production and Quality Control of Medicinal Products" are in demand and ready to work:

- in analytical, industrial quality control laboratories;
- in analytical, industrial R&D laboratories;
- carry out scientific research activities;
- prepare objects for analysis and develop analysis techniques
 in the prescribed manner in educational institutions;

Profession of a chemist is in high demand due to constant development of pharmaceutical and chemical industry; therefore, the graduates of this discipline have no problems with the employment.