

Estd Year -1967

Adarsh Education Society's



# ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI

Akola Road, Hingoli Dist. Hingoli - 431513 (Maharashtra)  
(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Accredited By NAAC (B<sup>+</sup>)

**Shri. Kamalkishorji Kabra**  
President

**Shri. Ramchandraji Kayal**  
Secretary

**Dr. Vilas Aghav**  
Principal

Principal: Office : (Mob.) 9922228656, E-Mail : [adarshcollege208@gmail.com](mailto:adarshcollege208@gmail.com), Websited : [adarshcollege208.ac.in](http://adarshcollege208.ac.in)

Ref.No. AES/20

Date :- / /20

## DOCUMENTS

### CRITERION – VI

### GOVERNANCE, LEADERSHIP AND MANAGEMENT

#### 6.2 STRATEGY DEVELOPMENT AND DEPLOYMENT (12)

6.2.1 The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc.

*Adarsh Education Society's*  
**ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI**

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**Section IV: Recommendations for quality Enhancement of the Institution**

(Please limit to **ten major ones** and use telegraphic language)

(It is not necessary to indicate all the ten bullets)

- Introduce value added/ job oriented/ vocational courses in mass communication, E-Education, fashion design, etc.
- Upgrade more Laboratories to research level
- Establish language lab and make placement cell functional.
- Increase participation of faculty in research and publication
- Organise training programme for employees
- Increase awareness for women empowerment and provide local transport facilities.
- Start more Post Graduate Courses and English Medium along with Marathi as medium of instruction to under graduate and post graduate students
- Establish collaboration with industry
- Take steps in preservation of ethical and cultural values
- Provide more financial autonomy to principal and implement minimum wages for contractual employees.

I agree with the Observations of the Peer Team as mentioned in the Report.



Signature of the Head of the **PRINCIPAL**  
Seal of the **Adarsh Education Society**  
**Art's Commerce & Science**  
**College, HINGOLI-431 513**

Name and Signature with date of the Peer Team Members

Name	Designation	Signature
Prof. S.P. Singh, Ex. V.C., GNDU, Amritsar (Punjab)	Chairman	
Dr. (Mrs.) Kshama Agarwal Professor, Deptt. of Eco. And Finance mgt. University of Rajasthan, Jaipur - 302004	Member Coordinator	 24/9/16
Dr. S. A. Singh, Principal RNAR College, Samastipur - 848 101 Bihar	Member	
Dr Ganesh Hedge, Deputy Adviser, NAAC, Nagarbhavi - 560072 (Bangalore)	NAAC Officer	

Place: Hingoli

Date: 24.09.16

# Minutes of IQAC-ACH Meeting



Date - 27/09/2017

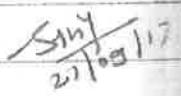




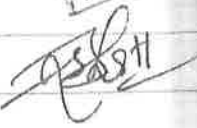






AS per the notice of IQAC-ACH on 25/09/2017, a meeting was held on 27<sup>th</sup> Sept. 2017 at 11:00 am in IQAC office. The following Agenda was discussed in the meeting.

## \* Agenda -

1. To read and confirm minutes of the last meeting.
2. Progress and discussion on AQAR - 2016-17.
3. Academic Planning for year 2017-18.
4. Discussion on Revised Accreditation Framework.
5. Discussion and planning for Recommendations of Peer Team.
6. Upgradation of college website.
7. Any other Business with the permission of the chairman.

## \* Members present for the Meeting -

Sr. No	Name	Designation	Signature
01.	Hon. Shri. Kamakishorji Kabra, President, Adarsh Education society Hingoli	Management Member	
02.	Hon. Shri. Ramchandraji Kayal, Member, Adarsh Education society Hingoli	Management Member	
03.	Prin. Dr. A.R. Lathi	chairman	

SR.No.	Name	Designation	Signature
04.	Dr. S.L. Patki	co-ordinator	
05.	Shri. Sunil R. Bagdiya	Member	
06	Shri. Vipul Mundada	Member.	
07.	Dr. B. D. Waghmare	Member	
08	Dr. V. B. Aghav.	Member	
09.	Dr. A. S. Bhatt	Member	
10.	Dr. R. R. Pimpalpalle	Member	
11.	Dr. A. V. Pawde	Member	
12.	Dr. B. B. Lakshete	Member	
13.	Ku. J. R. Shankpale	Member	
14.	Dr. S. S. Nagarkar	Member	
15.	Shri. V. S. Kawane	Member	
16.	Shri. D. S. Dube	Member	
17.	Shri. Shaikh Saddam Shaikh Nabi.	Member	

\* Proceedings of the meeting :

The following discussions and transactions were conducted in the meeting -

1. Business of - TO read and confirm minutes of the last meeting.

Dr. S.L. Patki, co-ordinator, IQAC-ACH, reads out the minutes of the last meeting held on 18<sup>th</sup> sept. 2016. Shri. Sunil Bagdiya inquired about the compliance issues of the last meeting. Dr. S.L. Patki pointed out that ICT facilities like computer, projector, internet etc. are not yet provided to the Arts departments. Principal Dr. A.R. Lathi informed that science and commerce departments are equipped with all these facilities and after the construction of separate departments to Arts stream, all these facilities will be available to them. Shri Sunil Bagdiya inquired about the status of Wi-Fi facility in the college campus and also suggested that if it is not working properly, other internet services ~~and~~ can opt. Hon. Shri Kamalkishorji Kabra and Principal Dr. A.R. Lathi assured that the problems regarding Wi-Fi facility will solve as early as possible.

2. Progress and Discussion on AQAR 2016-2017

Dr. S.L. Patki informed to all honourable members of IQAC about the rough draft of AQAR 2016-2017. He informed that AQAR 2016-17 is almost ready except two points regarding feedback and Grievances. Dr. S.L. Patki assured that AQAR 2016-17 will forward to NAAC office

as early as possible. Prin. Dr. A.R. Lathi informed that feedback Committee is working on the analysis of feedback and committee will submit the analysis report within two days.

### 03. Business - 03 - Academic planning for year 2017-2018.

Dr. S. L. Patki proposed the academic planning for the academic year 2017-18. Along with proposed planning, IQAC members suggested more plannings to be add for the academic year 2017-18.

shri sunil Bagdiya suggested to add some special facilities to physically handicapped students. Shri. V. S. Kawane suggested about LAN connectivity of computers in the office. Hon. Shri. Kamalkishorji Kabra suggested about the installation of solar system in Administrative building. The future plans suggested by the members are approved and sanctioned by IQAC.

Shaikh Saddam, a student representative member suggested some of the basic requirements like welcome meet for first year students, Exhibition of Library Books, Regular drinking water facility, cleanliness in canteen, Toilet facility etc. Hon. Shri Kamalkishorji Kabra and Prin. Dr. A. R. Lathi assured that all these requirements will fulfill as early as possible.

Shri Sunil Bagdiya stated that these are basic requirements of any institute and we should be careful about its maintenance regularly.

04. Business - 04 - Discussion on Revised Accreditation Framework

Dr. S. L. Patki informed to the members about revised accreditation framework in detail. He also pointed about new changes in RAR format and introduction of qualitative and quantitative questions in RAR. He also informed about students satisfaction survey, window system for submission of RAR and introduction of IGA in detail.

05. Business - 05 - Discussion and Planning for Recommendations of Peer Team

Dr. S. L. Patki reads out the recommendations given by peer team members. Principal Dr. A. R. Lathi informed that these recommendations have to fulfill before next re-accreditation. Hon. Shri. Kamakishorji Kabra informed that we are planning to start commerce graduation in English medium in next academic year. Hon. Shri. Kamakishorji Kabra and principal A. R. Lathi assured that we will fulfill all these recommendations step by step.

Shri Vipul Mundada suggested that we should organize workshops for students and should provide practical based knowledge including guest lectures, industrial visits etc. He also pointed that we should also increase awareness about practical things among the students.

06. Business - 06 - Upgradation of college website.

Dr. S. L. Patki informed about the present status of college website and stated its

its importance in Revised Accreditation process. He also informed about requirement of institutional (corporate) mail id for all the faculty as it is necessary in research activity. Shri. Sunil Bagdiya said that the role of college website is very important in Revised accreditation process and we should display each and every thing in college website. Principal Dr. A. R. Lathi assured that the necessary changes will be made in college website.

07. Business-07 - Any other Business with the permission of the chairman

As an extempore topic, Dr. A. S. Bharr informed about incomplete work of indoor stadium and suggested that we should complete it as early as possible. Shri. D. S. Patil stated that Ugc (WRO) has forwarded the letter regarding compliance of indoor stadium. Hon. Shri. Kamalkishorji Kabra stated some of the problems about indoor stadium and assured that he will be keen regarding the construction of indoor stadium.

Ku. J. R. Shankpale stated about extension of library space. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. A. R. Lathi informed that Library needs separate building and we will workout in future regarding this issue.

Dr. R. R. Pimpalpatle proposed the vote of thank and declared with the permission of the chair, the meeting as successfully ended.

S.H.

Shank

# Minutes of IQAC-ACH Meeting



Date - 16/02/2018


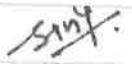






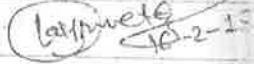
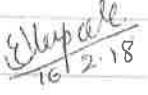




As per the notice of IQAC-ACH on 10/02/2017, a meeting was held on 16/02/2018 at 11:00 am in IQAC office. The following Agenda was discussed in the meeting.

## \* Agenda -

1. To read and confirm minutes of the Last meeting.
2. Introduction of certificate and Diploma courses.
3. Promotion to Research and M.R.P.
4. Registration of Alumni Association.
5. Any other business with the permission of the chairman.

## \* Members present for the meeting -

Sr.No.	Name	Designation	Signature
01.	Hon. Shri. Kamalkishorji Kabra President, A.E.S. Hingoli	Management Member	
02.	Hon. Shri. Ramchandrajji Kayal Member, A.E.S. Hingoli	Management Member	

Sr. No.	Name	Designation	Signature
03.	Prin. Dr. A. R. Lathi	Chairman.	
04.	Dr. S.L. Patki	Co-ordinator	
05.	Shri. Sunil R. Bagdiya	Member.	
06.	Shri. Vipul Mundada	Member	
07.	Dr. B.O. Waghmare.	Member	
08.	Dr. V. B. Aghav.	Member	
09.	Dr. A.S. Bhatt.	Member	
10.	Dr. R.R. Pimpalpalle.	Member	
11.	Dr. A.V. Pawde.	Member	
12.	Dr. B.B. Lakshete.	Member	
13.	Ku. J. R. Shankpale.	Member	
14.	Dr. S.S. Nagarkar.	Member	
15.	Shri. V.S. Kawane.	Member	
16.	Shri. D.S. Dube.	Member	
17.	Shaikh Saddam Shaikh Nabi.	Member	

\* Proceedings of the meeting :

The following discussions were conducted in the meeting.

01. Business - 01 - To read and confirm minutes of the last meeting

Dr. S.L. Patki, co-ordinator, IQAC-ACH reads out the minutes of the last meeting held on 27<sup>th</sup> Sept. 2017. Regarding the compliance issues of the last meeting, he informed that AQAR 2016-2017 has been forwarded to NAAC office Bangalore and necessary changes have been made in the college website. Hon. Shri. Ramchandraji Kayal asked about Installation of solar system and planning for its budget. Prin. Dr. A.R. Lathi informed that minimum Rs. 06 Lakhs are required to install solar system in Administrative building. Hon. Shri. Kamkishorji Kabra assured that we are planning for the same and we will sort out the problem of Budget as early as possible.

Shaikh Saddam, a student representative suggested to conduct more guest Lectures in the college. Hon. Shri. Kamal Kishorji Kabra assured that we will definitely try to conduct more guest lectures of eminent personalities and we will also plan the financial Budget for the same.

Dr. B.B. Lakshete informed that ICT facilities are not available in commerce department. Computers are not working properly and Internet facility is also not available. Dr. S.S. Nagarkar added in the

Same by saying that internet is not working properly in the departments. Prin. Dr. A. A. Lathi informed that due to the problems of road construction, BSNL internet connections are disconnected. He assured that he will try to contact BSNL office and will solve the problem as early as possible.

## 02. Business - 02 - Introduction of certificate and diploma courses.

Dr. S. L. Patki informed about the current status of coc courses in the college. He pointed out that currently we are not running any coc course. He also informed that as per the NAAC Manual Thirty points are allotted to coc courses. ~~He proposed~~ currently UGC is not providing any grant to coc courses so he proposes to start coc courses on self finance basis.

Shaikh Saddam suggested that collaborative course in physics and Electronics should start which will be job oriented. Dr. B. B. Lakshete informed that these courses are for one year which begins in the month of July. Dr. R. R. Pimpalalle informed that we can register in university by paying minimum fees as per the norms. Prin. Dr. A. R. Lathi pointed out that if we have to start these courses, we have to collect minimum fees from the students. He also suggested that faculties should not take any remuneration for conducting the classes so that minimum fees can take from students.

DR. S.L. Patki suggested that we have all infrastructural facilities of previous courses like ICT, Sericulture, Dairy Technology and Banking, so these courses can start where minimum expenditure will occur. Prin. Dr. A.R. Lathi suggested that we will invite the proposals from all departments and will start one Coe course from each stream.

Hon. shri. Ramchandrajji Kayal suggested that Coe courses in ICT, Electronics and Physics and Banking should start where there is a job opportunity for students and students from all stream can avail this facility. Hon. shri. Kamakishuji Kabra and Prin. Dr. A.R. Lathi assured that we will plan for its budget and will start the courses from next academic year 2018-19.

### 03. Business - 03 - Promotion to Research and MRP.

DR. S.L. Patki informed about status of research activities conducted by the faculties from last two years. He pointed out that research papers published in the last year is not sufficient as per the requirement. He also informed that peer team has put up a recommendation regarding increase in the research activities. Prin. Dr. A.R. Lathi suggested that Research committee should motivate the faculties from time to time. He also informed that five faculties have forwarded the MRP to S.R.T.M. university for financial grant.

DR. S.L. Patki suggested to provide seed

money for Research. Hon. Shri. Kamalkishorji Kabra agreed to this point and assured that Rs. 2000 Per faculty per year will be given to the faculties which faculties can utilize for publishing research papers. Prin. Dr. A.R. Lathi suggested that we will set up certain basic rules regarding the seed money through the committee. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. A.R. Lathi granted the seed money from the academic year 2018-19.

#### 04. Business - 04 - Registration of Alumni Association

Dr. S.L. Patki informed about the importance of Alumni Association in Reaccreditation process. He informed that all the activities of Alumni should be conducted through Alumni Association. Prin. Dr. A.R. Lathi suggested that we have to constitute and register the Association of Alumni along with the bylaws. Hon. Shri. Ramchandraji Kayal suggested that some of the members should be from outside the station. Dr. A.R. Lathi informed that college level committee will assist to register the Alumni Association. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. A.R. Lathi assured that we will complete the process of registration of Alumni Association as early as possible.

#### 05. Business - 05 - Any other Business with the permission of the chair.

Dr. B.D. Waghmare suggested that financial assistance should be given to organize conference

As a response, Prin. Dr. A.R. Lathi informed that currently UGC is not providing any grant for organizing conferences. He informed that when UGC will allot the grant for conferences, then we will put up the proposals. Along with UGC grant, Institute will also assist financially for organizing conferences.

Shri. D.S. Dube stated that separate cash counter for students should be made from outside the ~~main~~ office and Account department. Shri.

V.S. Kawane suggested that fully computerization of office should be made. Hon. Shri. Kamalkishorji Kabra assured that these problems of office and Account department will sort out as early as possible.

Dr. B.B. Lakshette suggested and requested to Shri Vipul Mundada to help in placement activity and industrial visits for commerce students in National and Multinational company. Shri. Vipul Mundada assured that he will definitely try to help to organize these activities.

Mrs. J.R. Shankpale stated about the requirement of computers for assessment of books and journals for teachers and students in the library. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. A.R. Lathi assured that these requirement will be fulfilled as early as possible.

Dr. A.V. Pawde stated that Annual Budget for science departments should be allotted. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. A.R. Lathi assured that as per the requirement of the

departments, budget will be allotted regularly.

Dr. A.V. Pawde proposed the vote of  
thank and declared with the permission of  
the chair, the meeting as successfully ended.

~~S.L.P.~~

Dr. S.L. Patki  
(co-ordinator)  
IQAC-ACH.

~~A.R.L.~~

Dr. A.R. Lathi  
(chairman/principal)  
IQAC-ACH.

Date - 06/08/2018

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fully ended.

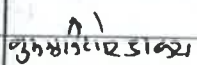
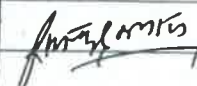
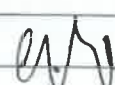
AS per the notice of IQAC - ACH dated on 30/07/2018, a meeting was held on 06/08/2018 at 11.00 am in IQAC office. The following Agenda was discussed in the meeting.


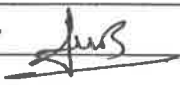




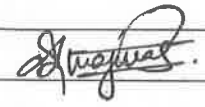
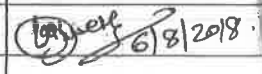
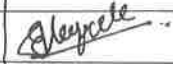
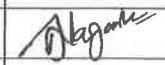
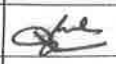

## \* Agenda -

Lathi  
n/Principal)  
ACH.

1. To Read and confirm the minutes of last meeting.
2. Academic planning for 2018 - 2019.
3. Introduction of PG courses.
4. Introduction of Academic Audit of the Department.
5. Student Mentoring system.
6. ICT facilities in classroom.
7. Any other business with the permission of the chairman.

## \* Members Present for the meeting -

Sr. NO.	Name	Designation	signature
01.	Hon. Shri. Kamal Kishorji Kabra President, A.E.S. Hingoli	Management Member.	
02.	Hon. Shri. Ramchandrajji Kayal Member, A.E.S. Hingoli	Management Member.	
03.	Prin. Dr. B.D. Waghmare	chairman.	

Sr.No	Name	Designation	Signature
04.	DR. S.L. Patki	Co-ordinator	
05	shri. Sunil Bagdiya	Member	
06	shri. Vipul Mundada	Member	—
07	Dr. P.D. Achole	Member	
08	Dr. M.M. V. Baig	Member	—
09	shri. D.P. Bhure	Member	—
10	Dr. V.B. Aghav	Member	
11	Dr. A.S. Bhatti	Member	
12	Dr. R.R. Pimpalpatle	Member	
13	Dr. A.V. Pawde	Member	
14	Dr. B.B. Lakshette	Member	 6/8/2018
15	Ky. J.R. Shankpate	Member	
16	Dr. S.S. Nagarkar	Member	
17	shri. V.S. Kawane	Member	
18	shri. D.S. Dubc	Member	

signature

\* Proceedings of the meeting -

The following discussions were conducted in the meeting. -

01. Business - 01 - To read and confirm minutes of the last meeting

Dr. S. L. Patki, Co-ordinator, IQAC-ACH reads out the minutes of the last meeting held on 16<sup>th</sup> Feb. 2018. Regarding the compliance issues of the last meeting, Hon. shri. Ramchandrajji Kayal inquired about the plannings for Coc and Bridge courses. Dr. S. L. Patki informed that Admission procedure for the academic year 2018-2019 is not yet finished. We will invite the applications from departments after final Admission procedure approximately after 30<sup>th</sup> August 2018. Dr. P. D. Achole suggested that Action Taken Report (ATR) of previous meeting should be prepared.

Dr. S. S. Nagarkar informed that we will not get any funds from UUC unless we get the No objection certificate (NOC) of indoor stadium. Hon. shri. Kamalkishorji Kabra informed that within few days we will complete the works of indoor stadium, the work is in the last stage, and we will get the NOC very soon.

Dr. S. L. Patki informed that we have made the constitution of Alumni Association and now required only names in body of Association. Hon. shri. Kamalkishorji Kabra suggested that we will collect some of the names from staff and Alumni Committee and will finalize it.

6/8/2018

Regarding the compliance issue of seed money, Dr. S.L. Patki informed that, we have prepared the norms for publication and we have put up the notice in the staff room regarding that. Dr. S.L. Patki also informed that, we have made necessary changes in college website but as per NAAC requirement we have to add more information on college website. Hon. Shri. Kamalkishorji Kabra and Prin. Dr. B. D. Waghmare informed that Kene sir and Saragwat sir are working on college website and will finalize all the formalities within a week.

02. Business - 02 - Academic Planning for 2018 - 2019

Dr. S.L. Patki proposed the academic Plannings for the academic year 2018-2019. Along with proposed plan, IQAC members suggested more plans to be add in the academic year 2018-19.

Dr. B. B. Lakshette suggested Xerox facility to students on the basis of No profit and No loss as it is very necessary because many students are from poor background.

Dr. S.L. Patki suggested about introduction of Green Audit and Gender Audit. He also stated that Use of ICT in teaching should be increased. Hon. Shri. Sunil Bagdiya stated that ICT facilities should be made available to faculties and all faculties should make use of it in teaching.

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Hon. shri. Kamalkishorji Kabra inquired about expenditure for installation of solar system in Administrative Building. Prin. Dr. B.D. Waghmare informed that more than Rs. 06 Lakh will require for solar system. Dr. P.D. Achole informed that All the science Labs are in Administrative building and lot of electricity consumes for that. Hon. shri. Kamalkishorji Kabra Assured that we will definitely plan for solar system in future as it is very needed.

03. Business - 03 - Introduction of PG courses

Regarding the subject of introduction of PG courses, Dr. S.L. Patki informed that currently five PG courses and one PG diploma are running in the institute. As per the requirement of NAAC, there are insufficient and peer team has also put up a recommendation regarding this. He also informed that the basic requirement for introduction of PG course is minimum two faculties should acquire ph.D. degree. Departments from Arts stream doesn't have two ph.D. faculties. We have recognition of two research centre in science stream that is zoology and Botany.

shri sunil Bagdiya suggested proposal for Botany and zoology can be prepared. Dr. R.R. Pimpalpalle suggested proposal for M.A. in English can also be prepared as the work of Mr. T. R. Hargunde is in the last stage.

Dr. S.L. Patki informed that we are paying the affiliation fees of M.A. Sociology. so just like M.A. Marathi, we can start M.A. sociology

as well. Prin. Dr. B. D. Waghmare informed that faculties from sociology department should also be interested to start PG in sociology. He suggested that currently we will plan only for M.Sc. in Botany and Zoology. Along with these, ~~one~~ it is suggested to plan for DTL as well.

#### 04. Business - 04 - Introduction of Academic Audit of the Department

Dr. S.L. Patki stated about the introduction of Academic Audit of the departments. He reads out a brief Advisory note by NAAC Bangalore regarding Academic Audit. He informed that we are collecting the inputs from the departments from many years. By looking at various formats, he informed that we can change the name of inputs from departments to Academic Audit of the departments.

Dr. S.L. Patki also suggested after collecting the information, we will form a committee of IQAC teachers member to analyze the departmental informations. Shri. sunil Bagdiya agreed to this point and suggested that we will inform the analysis to concern departments. Hon. Shri. Ramchandrajji Kayal suggested that we will discuss the analysis of department in IQAC meeting as well.

Dr. P. D. Achole and Dr. B. B. Lakshette suggested that certain changes should be made in Academic Audit proforma. Prin. Dr. B. D. Waghmare assured that necessary changes will be made in the

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departments of 2017-18. He also stated that we will also form a committee to analyze the inputs of 2017-18.

#### 05. Business - 05 - Student Mentoring system

Regarding the subject of student mentoring system, Dr. S.L. Patki suggested that we will divide the students by making equal number to each faculty to guide, motivate and solve their problems. Dr. P.D. Achole and Dr. B.B. Lakshette suggested that we can include to CHB faculties for B. com. stream as there are only two full time faculties in commerce stream. Dr. S.L. Patki suggested that if possible we can include to CHB faculties in all stream. He also stated that we will divide the students of first year only in this year. Hon. shri. Ramchandrajji Kayal appreciated this activity and suggested to implement it as early as possible.

#### 06. Business - 06 - ICT Facilities in classroom

Concerning to this point, Dr. S.L. Patki explained the use of ICT in teaching in revised Accreditation process. He informed that there is a lot of importance to smart classroom and ICT enabled classroom in RAR. He suggested that we have to set up ICT facilities in classroom so that faculties can use it in teaching.

prin. Dr. B.D. Waghmare informed that we are planning to set up ICT facilities in Room No. 03. Dr. P.D. Achole suggested that we have to set up

Separate smart classroom where only guest lecture and small programs can organize. prin. Dr. B.D. Waghmare assured that we will plan to set up separate smart classroom as early as possible.

07. Business - 07 - Any other Business with the permission of the chairman.

As an extempore topic, Dr. B.B. Lakshette suggested to buy books for B. Com. I year English medium class. Hon. shri. Kamal Kishorji Kabra and Dr. B.D. Waghmare assured that we will purchase the books as per the requirement.

shri. V.S. Kaware suggested to provide the computers on every table of the office and also suggested to make furniture accordingly. prin. Dr. B.D. Waghmare informed that only few staff members from office uses the computer though they have computers on their table. Hon. shri. Ramchandrajji Kayal suggested to provide them basic facilities as per their requirement.

Dr. P.D. Achole suggested to provide facilities like shading and water to parents who used to visit the college. Dr. R.R. Pimpalpatle informed that we do not have separate Boys common room, due to that students used to wander in the campus. Hon. Kamal Kishorji Kabra assured that we will plan for it in future.

Dr. S.S. Nagarkar proposed the vote of thank and declared with the permission of the chair, the

# Minutes of IQAC-ACH Meeting

Date - 15/12/2018

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AS per the notice of IQAC-ACH dated on 10/12/2018, a meeting was held on 15/12/2018 (Saturday) at 11:00 am in IQAC office. The following Agenda was discussed in the meeting -

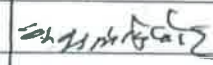
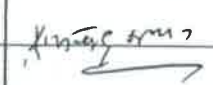
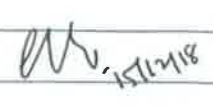
**\* Agenda -**

- 1) To read and confirm the minutes of last meeting.
- 2) Discussion and confirmation for AQAR 2017-2018.
- 3) Promotion of Research Activity.
- 4) Feedback Analysis and Action Taken.
- 5) Any other Business with the permission of the chairman.

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**\* Members present for the meeting -**

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Sr. No.	Name	Designation	Signature
01.	Hon. shri. Kamalkishorji Kabra President, A.E.S. Hingoli	Management Member	
02.	Hon. shri. Ramchandrajji Kayal Member, A.E.S. Hingoli	Management Member	
03.	Prin. Dr. B.D. Waghmare	chairman	

	04.	Dr. S.L. Patti	Co-ordinator	<u>S.L.P.</u>
	05.	Shri. Sunil Bagdiya	Member	<u>Sunil</u>
	06.	Shri. Vipul Muntada	Member	<u>Vipul</u>
	07.	Dr. P. D. Achole	Member	<u>P. Achole</u>
	08.	Dr. M.M.V. Baig	Member	—
	09.	Shri. O. P. Bhure	Member	—
	10.	Dr. V. B. Aghav	Member	<u>V.B.A.</u>
	11.	Dr. A. S. Bhatt	Member	—
	12.	Dr. R.R. Pimpalpalle	Member	<u>R.R.P.</u>
	13.	Dr. A.V. Pawde	Member	<u>A.V.P.</u> 15/12/18
	14.	Dr. B.B. Lakshetee	Member	<u>B.B.L.</u> 15/12/18
	15.	Ky. J. R. Shankpalle	Member	<u>J.R.S.</u> 15-12-18
	16.	Dr. S.S. Nagarkar	Member	<u>S.S.N.</u> 15/12/18
	17.	Shri. V.S. Kawane	Member	<u>V.S.K.</u> 15/12/18
	18.	Shri. P. S. Dube	Member	—

\* Proceedings of the meeting -

The following discussions were conducted in the meeting.

01. Business - 01 - To read and confirm the minutes of the last meeting.

Dr. S.L. Patki reads out the minutes of the last meeting held on 06/08/2018. Regarding the compliance issues of the last meeting, Dr. S.L. Patki informed that (A) proposals of M.Sc. in Zoology and DTL have been submitted. (B) Academic Audit of the department 2018-19 will take place at the end of the academic year. (C) Student Mentoring committee is formed and first year students are divided to each faculty. (D) Process regarding ICT enabled classroom is not yet finalized.

Regarding the compliance issue of student mentoring committee, Dr. P.D. Achole suggested that some central guidelines should be given to faculties so that every one prepare the report similarly. Dr. S.L. Patki informed that all the information regarding student mentoring is available in staffroom. He also stated that if required additional guidelines can get from the committee.

02. Business - 02 - Discussion and Confirmation for AQAR 2017-2018

Dr. S.L. Patki informed that a committee was formed to prepare AQAR 2017-2018. A committee has finalized the report. Dr. S.L. Patki requested to T&AC members to go through the

report and invites suggestions and discussion on the report. AQAR 2017-18 is approved by IQAC after minor suggestions and corrections in it and consents to forward NAAC office Bangalore.

### 03. Business - 03 - Promotion of Research Activity

Dr. S.L. Patki provides the detailed information about the research publication by faculties during academic year 2016-17 and 2017-18. He stated that research papers published during these years are insufficient. He also informed that PTV members have also put up the recommendation regarding increase in research activities. Dr. P.D. Achole suggested that college can start research journal so that faculties can publish their papers. Dr. B.B. Lakshete suggested that our college can start referred journal so it will be useful in CAS promotion as well. Dr. V.B. Aghav suggested that we should make it compulsory to each faculty to publish two papers every year. Dr. P.D. Achole suggested that meeting of research committee should be conducted once in a month and can take review of research activities. He also stated that Awards or motivation should be given to faculties who will publish more Research papers in Ugc listed journals and conferences or seminars. Dr. B.D. Waghmare adds that we will make it compulsory to all faculties to publish at least two papers every year.

and discussion  
approved by  
and corrections  
AAC office

We have also provided the seed money for research papers almost Rs. 2000/- Per faculty per year. He assured that we will also plan for Awards to faculty who will publish more research papers per year.

research

#### 04. Business - 04 - Feedback Analysis and Action Taken

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Dr. S. L. Patki informed that current process of collecting feedback in our institute. He stated that we used to collect and analyze the feedback. He informed that as per the requirement of NAAC, feedback report should communicate to concern faculty and it should be made available on the college website. Dr. S. S. Nagarkar inquired about is it mandatory to collect feedback twice in a year. Dr. S. L. Patki informed that it is not mandatory to collect the feedback twice in a year. Dr. P. D. Achole inquired about the major points in last years feedback analysis. Dr. S. S. Nagarkar informed that feedback of Alumni and Parents is also necessary along with students. He stated that Parent meet and Alumni meet should be organized every year. Hon. Shri. Kamalkishorji Kabra suggested that monthly meetings of Parents should be organized and Bio-matric attendance of students can be introduced and their attendance can communicate to Parents. Dr. P. D. Achole suggested that weekly or monthly attendance can communicate to parents through SMS software etc.

05. Business - 05 - Any other Business with the permission of the chairman.

Dr. B.B. Lakshete requested for book rack for Commerce department library. He informed that commerce department has number of books and these books can be utilized for PG students through departmental library. Hon. Shri. Kamalkishorji Kabra and Dr. B.D. Waghmare assured to provide it as early as possible.

Dr. B.B. Lakshete proposed the vote of thanks and declared with the permission of the chairman, the meeting as successfully ended.

~~Shri.~~

Dr. S.L. Patki  
IQAC - co-ordinator  
Adarsh college,  
Hingoli.

Dr. B.D. Waghmare  
Chairman, IQAC &  
Principal, Adarsh college  
Hingoli.

## Minutes of IQAC - ACH Meeting

Date - 24/09/2019

## Business

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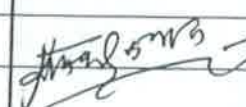
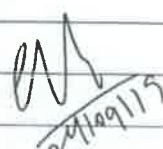
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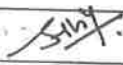
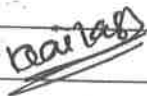
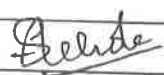



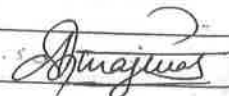



AS per the notice of IQAC - ACH dated on 18/09/2019, a meeting was held on 24<sup>th</sup> Sept. 2019 at 11:00 am in IQAC office. The following agenda was discussed in the meeting.

## \* Agenda -

1. To Read and confirm the minutes of last meeting.
2. Academic plannings for 2019-2020.
3. Approval for certificate courses.
4. To constitute the Committee for Academic Audit of the department 2018-2019.
5. To set up Language Lab.
6. Any other Business with the permission of the chairman.

## \* Members Present for the Meeting -

St. No.	Name	Designation	Signature
01.	Hon. Shri. Kamalkishorji Kabra. President, A.E.S. Hingoli	Management Member	
02.	Hon. shri. Ramchandraji Kayal Secretary, A.E.S. Hingoli	Management Member	
03.	Prin. Dr. B.D. Waghmare	Chairman	 24/09/19

Sr. No.	Name	Designation	Signature
04.	DR. S. L. Patki	Co-ordinator	
05.	Shri. Kailash Chandra Kabra	Member	
06	Shri. Sumeet Chaudhari	Member	—
07	Dr. P. D. Achole	Member	
08	Dr. M. M. V. Baig	Member	—
09	Shri. Kishor Kumar Soni	Member	—
10	Dr. V. B. Aghar	Member	
11	Dr. A. S. Bhatt	Member	
12	Dr. R. R. PimpalPalle	Member	
13	Dr. A. V. Pawde	Member	
14	Dr. B. B. Lakshette	Member	—
15	Ku. J. R. Shank Pate	Member	
16	Dr. S. S. Nagarkar	Member	
17	Shri. V. S. Kawane	Member	
18	Shri. D. S. Dube	Member	—

signature

\* Proceedings of the Meeting

The following discussions were conducted in the meeting -

1. Business - To Read and confirm the minutes of the last meeting.

Dr. S.L. Patki reads out the minutes of the last meeting held on 15/12/2018. Regarding the compliance issues of the last meeting he

informed that

(A) AQR 2017-2018 has been forwarded to NAAC office Bangalore on 26th Dec. 2018

(B) Regarding the promotion of research activity, he informed that total 82 research papers

were published in the academic year 2018-2019.

(C) Regarding the feedback analysis, he stated that feedback of academic year 2018-2019 is collected and the feedback committee has submitted its analysis to the principal.

Hon. Shri. Kamal Kishorji Kabra inquired about the certificate courses to be introduced in the academic year 2018-2019. Dr. S.L. Patki informed

that four certificate courses has started in the first semester of academic year 2018-19 and another four certificate courses will commence in second semester.

Dr. P.O. Achole states the poor attendance of students in the class and suggested the institute has to plan something to increase the attendance.

Dr. B.O. Waghmare informed that we have already started student mentoring system and through this mechanism, each faculty has to take efforts

to increase the attendance. Hon. Shri. Kamal - Kishorji Kabra suggested to Plan regarding Biometric attendance of students and he also stressed to conduct Parent meeting and he himself will present for the same. Hon. Shri. Ramchandrajji Kayal states that Parents should know regarding their childrens attendance.

Hon. Shri. Kailash Chandra Kabra suggested Parents meet of first year students should be conducted after diwali vacation.

Dr. V.B. Aghav informed that currently students are good in numbers as internal tests are taking place and also suggested to conduct students guidance program in the beginning of the academic year.

Dr. P.D. Achole informed that mostly mobile numbers given in admission forms are not correct. Dr. A.S. Bhatt suggested to conduct Parents meet in Nov. end or in the beginning of December as semester exams would have finished. With this discussion, it was finalized to conduct the Parents meet in the beginning of second semester.

Hon. Shri. Kailash Chandra Kabra informed that proposals of Msc zoology and DTL has to resubmit again as we have not got the permission in the last year.

02. Business - 02 - Approval for certificate Courses.

Dr. S.L. Patki informed the Head of the

Kamal - rding he also id he n. shri. s should nce. Parents conducted students are nduct nning mobile not nduct inning d have s finalized the informed L has t the ificate of the and

Mathematics has submitted the proposals of certificate courses to be start in first semester of academic year 2018-2019. The course titles are as follows -

English - certificate course in Basic English  
History - Caves and Temples in Marathwada  
Botany - Gardening  
Mathematics - Competitive Examination  
Mathematics

prin. Dr. B.D. Waghmare and shri. Kailashchandra Kabra informed that minimum expenditure should be occurred for conducting these courses as we are not charging any fees from students. All these courses are approved by IQAC members after conducting minor discussion.

03. Business - 03 - Academic Plannings for 2019-2020

DR. S.L. PATKI proposed academic plannings for academic year 2019-2020. Along with the proposed planning IQAC members suggested following plans to be add

(A) Dr. P.D. Achole - Introduction of slow and Advance Learners  
(B) Dr. V.B. Aghav - Certificate or Value added courses  
(C) Dr. R.R. Pimpalalle - Parents meet  
(D) Dr. S.S. Nagarkar - organization of National level conference

04. Business - 04 - To constitute the committee to evaluate the Academic Report of the Department 2018-2019

Dr. S.L. Patki informed the Academic Reports of the departments 2018-2019 have been collected and now committee of IQAC members has to be constitute to make its evaluation.

Dr. B.D. Waghmare suggested following names of IQAC members

(A) Dr. V.B. Aghav - Co-ordinator

(B) Dr. P.D. Achole - Member

(C) Dr. A.S. Bhatt - Member

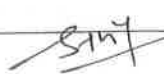
All the IQAC members unanimously consents for the same.

05. Business - 05 - To set up Language Lab

Dr. S.L. Patki informed that we have got a recommendation in II cycle of NAAC regarding the establishment of Language Laboratory.

Shri. Kailashchandra Kabra inquired regarding is it required for English language or all the languages. Dr. S.L. Patki informed the software regarding all the languages can be installed and it can be usefull for all the three language.

Shri. Kailashchandra Kabra suggested to form a committee of Head of departments of languages and invite a proposal of Language lab through this committee

GOLDLINE Date _____ Page No. _____		
Committee ademic rtment	06. Business - 07 - Any other Business with the Permission of the chairman	
	Shri. V.S. Kawane suggested to make compartments in the office and account section. <del>for</del>	
lemic I have IQAC ce its	Dr. P.D. Achole requested to give invigilation schedule either in morning or in afternoon session to all IQAC teacher members as we can conduct the meeting for reading NAAC Manual.	
ing names	Dr. S.L. Patki adds that we are not able to conduct the meeting due to different examination schedule. Dr. B.D. Waghmare assured that he will inform to examination department regarding that.	
consents	Dr. S.L. Patki informed that we had put up the notice regarding seed for research. 14 Faculty members have submitted their three research papers. Hon. Shri. Kamalkishorji Kabra assured that as per the notice we will give them.	
uage	Dr. S.S. Nagarkar informed that examination results are not available in the office, previously all updated results were available in the office.	
ive got regarding	Shri. V.S. Kawane informed that results are not updated due to lack of computer operators.	
tory. egarding all the	Dr. S.S. Nagarkar proposed the vote of thanks and declared with the permission of the chairman, the meeting as successfully ended.	
software e installed language.		
to form languages	Dr. S.L. Patki IQAC - Co-ordinator	Dr. B.D. Waghmare IQAC chairman &
brough	Adarsh college Hingoli	Principal, Adarsh college Hingoli.

# Minutes of IQAC - ACH Meeting

Date - 06/12/2019

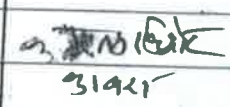
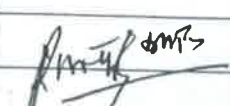
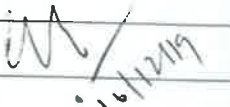
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As per the notice of IQAC-ACH dated on 03/12/2019, a meeting was held on 05<sup>th</sup> Dec. 2019 at 11:00 am in the IQAC office. The following agenda was discussed in the meeting.

\* Agenda -

1. To read and confirm the minutes of last meeting.
2. Suggestion and confirmation of AQAR 2018-19.
3. Formation of Placement and MOU cell.
4. Physically challenged students facilities.
5. To organize professional development programs for teaching and non teaching staff.
6. Any other business with the permission of the chairman.

\* Members present for the Meeting -

Sr. No.	Name	Designation	Sign.
1.	Hon. Shri. Kamal Kishorji Kabra President, A.E.S. Hingoli	Management Member	
2.	Hon. Shri. Ramchandrajji Kayal Secretary, A.E.S. Hingoli	Management Member	
3.	Prin. Dr. B. D. Waghmare	Chairman	

Sl. No.	Name	Designation	Sign
4.	DR. S. L. Patki	CO-ordinator	Shri.
5.	Shri. Kailashchandra Kabra	Member	—
6.	Shri. Sumeet Chaudhary	Member	[Signature]
7.	DR. P. D. Achale	Member	Belde
8.	DR. M. M. V. Baig	Member	—
9.	Shri. Kishor Kumar Soni	Member	[Signature]
10.	DR. V. B. Aghav	Member	[Signature]
11.	DR. A. S. Bhatt	Member	[Signature]
12.	DR. R. R. Pimpalalle	Member	[Signature]
13.	DR. A. V. Pawde	Member	[Signature]
14.	DR. B. B. Lakshette	Member	[Signature]
15.	Ku. J. R. Shankale	Member	[Signature]
16.	DR. S. S. Nagarkar	Member	[Signature]
17.	Shri. V. S. Kawane	Member	[Signature]
18.	Shri. D. S. Dube	Member	[Signature]

sign

\* proceedings of the meeting -

Shy

The following discussions were conducted in the meeting -

01. Business - 01 - To Read and confirm the minutes of the last meeting.

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Belade

Dr. S.L. Patki reads out the minutes of the last meeting held on 24<sup>th</sup> Sept. 2019.

-

Regarding the compliance issues of the last meeting, he informed that -

Joshi

① Approval for certificate/ value added courses were given and these courses are successfully conducted by English, History, Botany and Mathematics departments.

Banno

② Regarding the academic planning, he informed that some of the plans have organized or conducted like certificate courses and slow and Advanced learners by some departments.

Joshi

③ Regarding the evaluation of Academic Reports of the department, the committee was formed but academic evaluation was not carried out.

Joshi

④ Regarding the language Lab, budget and quotations have forwarded to the management and principal.

Joshi

02. Business - 02 - Suggestion and confirmation of AQAR 2018-2019.

Joshi

Dr. S.L. Patki informed that a committee was formed to prepare AQAR 2018-2019. A committee has finalized the AQAR Report.

Joshi

Joshi

Dr. S.L. Patki requested to IQAC members to go through the report and invites the suggestions and discussions on the AQAR report. AQAR report of 2018-2019 is approved by IQAC members after minor corrections and consents to forward NAAC office Bangalore.

### 03. Business - 03 - Formation of placement and MOU cell.

Dr. S.L. Patki informed that functional Placement and MOU cell is mandatory in reaccreditation process which carries 30 marks so it is necessary to form placement and MOU cell to conduct the activities of placement and MOU. Dr. B.D. Waghmare suggested the name of Dr. A.B. Gattani as a ~~co-ordinator~~ co-ordinator of Placement and MOU cell. All the IQAC members unanimously consents for the same.

### 04. Business - 04 - 2' Physically challenged students facilities

Dr. S.L. Patki informed regarding facilities provided for physically challenged students, Shri. V.S. Kawane informed that currently as per the admission form records there are not a single physically challenged students in the college. Dr. V.B. Aghav said that there are few students who used to take the benefit in the examination and students do not attach the certificates at the time of admission. Dr. B.B. Lakshette informed that there are few students in commerce

members	1. that we are providing the facilities of Ramp,
the	special Library facilities for them and depending
BAR report.	upon the needs, we will provide more facilities for
by IQAC	them.
consents	05. Business - 05 - To organize professional develop
	ment programme.
ement	Dr. S.L. Patki proposed to organize professional
	development programme for teaching and non-teaching
ctional	staff. Dr. P.D. Achole suggested to organize the program
in	on NEP, PBAS for teaching staff and software training
80 marks	programs for non-teaching staff. Dr. B.D. Waghmare
and MOU	informed that we will organize the programs after the
ment and	discussion with staff secretary.
e name	06. Business - 06 - Any other Business with the
director	permission of the chairman.
QAC	Dr. S.S. Nagarkar suggested to establish
e same.	Research centre cell. He also adds that it was
ed students	also suggested by research centre inspection
	committee.
arding	Dr. A.V. Pawde proposed the vote of
allenged	thanks and declared with the permission of the
d that	chairman, the meeting as successfully ended.
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who used	<del>SIN</del>
ation.	Dr. S.L. Patki
Ficates	IQAC co-ordinator
akshette	Dr. B.D. Waghmare
s in commerce	Chairman, IQAC
e suggested	IQAC - ACH
	IQAC - ACH

# Minutes of the IQAC - ACH Meeting

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Date - 22/02/2020

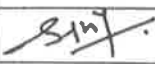
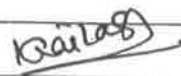


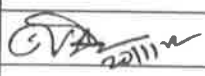



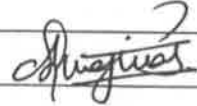

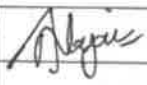


As per the notice of IQAC - ACH dated on 12/02/2021, a meeting was held on 22/02/2021 at 11:00 am in the IQAC office.

The following agenda was discussed in the meeting -

1. To read and confirm the minutes of the last meeting.
2. Student progression
3. Green Audit, Building Audit and Electric Audit through External Agency.
4. To increase awareness programs for women awareness.
5. Any other business with the permission of the chairman.

⊛ Members present for this meeting -

Sr No.	Name	Designation	Signature
01	Hon. Shri. Kamalkishori Kabra	Management Member	
	President, A.E.S. Hingoli		
02	Hon. Shri. Ramchandraji Kayal	Management Member	—
	Secretary, A.E.S. Hingoli		
03	Hon. Dr. B. D. Waghmare	Chairman	

2020	Gr. No.	Name	Designation	signature
dated	04	Dr. S.L. Patki		
office	05	Shri. Kailashchandra Kabra		
the	06	Shri. Sumeeti Chaudhary		
of the	07	Dr. P.D. Achole		
	08	Dr. M.M.V. Baig		-
ectric	09	Shri. Kisborikumar, Soni		
women	10	Dr. V.B. Aghav		
sion of	11	Dr. A.S. Bhatt		
	12	Dr. R.R. PimpalPalle		
ignature	13	Dr. A.V. Pawde		
	14	Dr. B.B. Lakshete		-
	15	Ku. J.R. ShankPalle		
	16	Dr. S.S. Nagarkar		
	17	Shri. V.S. Kawane		
	18	Shri. D.S. Pube		

\* Proceedings of the Meetings - 11

The following discussions were held in the meeting -

01. Business - 01 - To read and confirm the minutes of the last meeting.

Dr. S.L. Patki reads out the minutes of the last meeting held on 10/12/2019. Regarding the compliance issues of the last meeting, he informed that -

- (A) Regarding suggestion and confirmation of AQAR 2018-2019, he informed that AQAR 2018-2019 is finalized and is submitted to NAAC office through online portal made on 28/2/2019.
- (B) Formation of Placement Cell - Placement cell is formed as Dr. A.B. Gattani as the co-ordinator of the cell. MCA activities and Placement activities are being carried out through the cell.
- (C) facilities for physically challenged students - collected the data regarding number of students while admission process.
- (D) Regarding professional development activities, programmes were not conducted due to covid 19 situation.

02. Business - 02 - Student Progression

Dr. S.L. Patki informed the importance of student progression into higher education. the discussion was carried out about the

re held		into higher education. It has been decided
		that every department should maintain the
from the meeting.		record of last year admitted students also be in touch with them regarding their participation in higher studies.
minutes of regarding		03. Business - 03 - Green Audit, Building Audit and Electric Audit through
ing, he		External Agency
ation of		DR. SUG. Patki informed about the circular of J.D. office Nanded regarding
MAR 2018 - to NAAC		Green Audit, Energy Audit and Building Audit of the campus. He also informed that we are
n 28/2/2019.		conducting the green Audit through Botany department but it is necessary to conduct it
ment cell		through external agencies. Shri. Kailashchandra Kabra suggested to publish the advertisements
e co-ordinator		regarding the quotations in newspaper and also on college website. prin Dr. B. D. Waghmare
rough the		suggested that we will make inquiry about external agencies to university and then we
udents - r of		will finalize it.
+ activities, to		04. Business - 04 - To increase women awareness Program
sion		Discussions was carried out regarding to increase women awareness programs. It has
importance		been decided that atleast two activities should be organized in each semester through women's
ation.		development cell.
it the ind admitted		

105. Business - 05 - Any other Business with the permission of the chairman -

(A) Dr. S.S. Nagarkar informed that RUSA Maha. has developed a free software for preparation of RAR and AQAR Report and we should take the benefit of it. Dr. S.L. Patki suggested to appoint the co-ordinator to operate the software with varied discussion, Dr. S.S. Nagarkar is appointed as co-ordinator.

(B) Dr. Shri. Kailash Chandra Kabra raised the issue regarding the result of Academic and Administrative Audit through university. Discussions was carried out on the result and it has decided to focus on the weak points in the audit. Dr. S.S. Nagarkar proposed the Vote of Thanks and declared with the permission of the chairman, the meeting as successfully ended.

*S.L.P.*  
(Dr. S.L. Patki)  
IQAC Co-ordinator

Date - 20/01/2022

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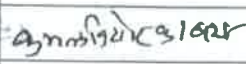


ordinator

AS per the notice of IQAC - ACH. dated on 17/01/2022, a meeting was held on 20/01/2022 at 11:00 am in the IQAC office. The following agenda was discussed in the meeting -

\* Agenda

1. To Read and confirm the minutes of the last meeting.
2. Feedback from Parents, Employers and Alumni
3. organization of certificate Courses through online mode.
4. Best practices.
5. Any other business with the permission of the chairman.

\* Member present for the Meeting -

Sr.No.	Name	Designation	Signature
01.	Hon. shri. Kamal Kishorji Kabra President, A.E.S. Hingoli	Management Member	
02.	Hon. shri. Ramchantraji Kayal Secretary, A.E.S. Hingoli	Management Member	
03.	Prin. Dr. A.R. Lathi	Chairman	

Sr. No.	Name	Designation	Signature
4.	Dr. S.L. Patki	Co-ordinator	<u>S.L.P.</u>
5.	Shri. Kailashchandra Kabra	Member	<u>Kabra</u>
6.	Shri. Sumeet Chaudhari	Member	<u>Sumeet</u>
7.	Ms. S.S. Wagh	Member	<u>S.S.Wagh</u>
8.	Dr. M.M.V. Baig	Member	—
9.	Shri. Kishor Kumar Sohik	Member	—
10.	Dr. V.B. Aghav	Member	<u>V.B.Aghav</u>
11.	Dr. A.S. Bhatt	Member	<u>A.S.Bhatt</u>
12.	Dr. S.P. Hatkar	Member	<u>S.P.Hatkar</u>
13.	Dr. A.D. Madavi	Member	<u>A.D.Madavi</u>
15.	Ku. J.R. Shankipale	Member	<u>J.R.Shankipale</u>
16.	Dr. S.S. Nagarkar	Member	<u>S.S.Nagarkar</u>
17.	Shri. V.S. Kawane	Member	<u>V.S.Kawane</u>
18.	Shri. D.S. Dube	Member	<u>D.S.Dube</u>
19.	Dr. A.B. Gattani	Member	<u>A.B.Gattani</u>

signature

Dr. S. L. Patki - Proceedings of the meetings

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The following discussions were held in the meeting.

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01. Business - 01 -- To read and confirm the minutes of the last meeting

Ramesh

Dr. S. L. Patki reads out the minutes of last meeting held on 22/02/2021, Regarding the compliance issues of the last meeting, he informed that

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(A) Regarding the student progression, it has been informed to departments to keep the records of last year students.

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(B) Regarding Audits, External agencies are not finalized and quotations will be invited from agencies.

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(C) Regarding the women empowerment programme, two programmes were organized through the women empowerment cell.

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(D) Shri. Kailashchandra Kabra pointed out the issue of RUSA software and suggested to make it functional.

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02. Business - 02 -- Feedback from Parents, Employers and Alumni.

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Along with the feedback from students, feedback from Parents, Employers are also necessary. Dr. A. S. Bhatt suggested to collect

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the feedback through Google forms. Dr. S. L. Patki informed that these feedback should make available on the college website.

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Prin. Dr. A.R. Lathi said that we will collect the feedback through Google forms and it will make available on college website from this academic year.

103. Business - 03 -- organization of Certificate courses through online mode

Dr. S. B. Patki informed that we have successfully conducted four certificate courses in the last academic year but due to covid 19, we are not able to conduct in offline mode. We have received four proposals from the departments: Marathi, Economics, Chemistry and Computer Science. Dr. A. B. Gattani suggested that depending on covid 19 situation we can conduct these courses through offline mode. All these courses were approved depending upon situation through online or offline mode by TEAC.

104. Business - 04 -- Best Practices

Dr. S. B. Patki stated about current Best practices running in the institute that is ICE and Cell and Garib Va Hotkam students. and suggested to change as second was used in second cycle of the NAAC. Ishmi Kailashchandm Kabra asked regarding new best practice to replace it. Dr. S. B. Patki informed that it should be continuous activity. Dr. A. R. Lathi suggested it will be difficult to change now because our period of NAAC

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is finished, so it will be better to use previous best practices in the third cycle.

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05. Any other Business with the permission of the chairman -

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proposals

(A) Shri Kailashchandra Kabra suggested that more facilities should prepare the proposals for MRP as we have only four MRPs in the college. Dr. A.R. Lathi informed that such notice will be displayed for staff members.

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(B) Shri. V.S. Kawane informed regarding the problems in office software. Dr. A.R. Lathi informed that we will talk to software agency and will make it functional.

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(C) Shri. Kailashchandra Kabra suggested to maintain the stock register up to date. Dr. A.R. Lathi informed that most of the departments have up to date stock register.

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(d) Dr. S.L. Patki stated about new departments like room for Arts faculty and new cupboards. Hon. Shri. Kamalkishorji Kabra and Hon. Shri Ramchandra Ji Kayal assured to provide as early as possible.

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Dr. S.P. Hatkar proposed the vote of thanks and declared with the permission of the chairman, the meeting as successfully ended.

# Minutes of the IQAC - ACH Meeting

Date - 24/09/2022


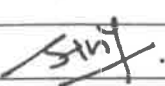
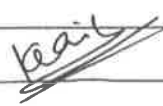


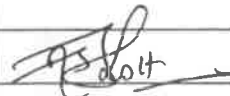


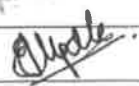




AS per the notice of IQAC - ACH dated on 21/09/2022, a meeting was held on 24/09/2022 at 11:00 am in the IQAC office. The following agenda was discussed in the meeting.

**\* Agenda -**

1. To Read and confirm the minutes of last meeting.
2. To start PG in Mathematics and physics.
3. Second cycle recommendations of Peer Team members.
4. Water conservation facilities like rain water harvesting, construction of tanks and buds, waste water recycling etc.
5. Green campus initiatives like use of bicycles, friendly pathways, ban on use of plastic, etc.
6. Preparation of third cycle of NAAC.
7. Any other business with the permission of the chairman.

**\* Member Present for the Meeting -**

Sr.No.	Name	Designation	Signature
01.	Hon. Shri. Kamal Kishorji Kabra, President	Management Member.	
02.	Hon. Shri. Ramchandrajji	Management	—

Sl. No.	Name	Designation	Signature
3.	Dr. Vilas Aghav	Chairman	
4.	Dr. S. L. Patki	Co-ordinator	
5.	Shri. Kailasb Chandra Kabra	Member	
6.	Shri. Sumeet Chaudhari	Member	
7.	Ms. S. S. Wagh	Member	
8.	Mr. M. M. V. Baig	Member	AA
9.	Shri. Kishorkumar Seni	Member	AA
10.	Dr. A. S. Bhatt	Member	
11.	Dr. S. P. Hatkar	Member	
12.	Dr. A. B. Madavi	Member	
13.	Ku. J. R. Shankpatil	Member	
14.	Dr. S. S. Nagarkar	Member	
15.	Dr. A. B. Gattani	Member	
16.	Shri. V. S. Kawane	Member	
17.	Shri. D. S. Dube	Member	

Signature

\* proceedings of the meetings -

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The following discussions were held in the meeting -

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01. Business - 01. - To read and confirm the minutes of the last meeting.

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Dr. S.L. Patki reads out the minutes of last meeting held on 20/01/2022. Regarding the compliance issues of the last meeting, he informed that -

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(A) Regarding the feedback, feedback from students and employers have been collected in the academic year 2021-22. In next academic year 2022-23, parents and Alumni feedback will also be collected.

(B) Regarding certificate courses, - proposals are received from Marathi, Economics, chemistry and computer science and these departments have conducted the courses successfully.

(C) Regarding Best practices, - As per the discussion and decision in the meeting previous best practices will be continued in third cycle of NAAC.

(D) Regarding the MRPs, four MRPs are sanctioned now total eight faculties are working on MRPs.

(E) Regarding the departments for Arts stream, decision is not finalized. within few months, it will finalized and the work will start.

02. Business - 02 - To start PG in Maths and Physics

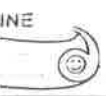
Prin. Dr. Vilas Aghav suggested that looking at the response to PG in Botany, chemistry and zoology, PG in Maths and Physics should be proposed to university. Dr. S.L. Patki informed that we have recommendations of NAAC team to increase PG courses, so new PG courses proposal should be forwarded. With the minor discussion on it, it is decided to forward the proposal of PG in Maths and Physics.

03. Business - 03 - Second cycle recommendations of peer team members

Dr. S.L. Patki reads out the recommendations of NAAC peer team and informed that seven recommendations are fulfilled out of the fourteen recommendations. As we have to face the NAAC team in next academic year, we have to fulfill the other recommendations as well. Dr. V.B. Aghav informed that we will try to fulfill the remaining recommendations before the SSR submission. Hon. Shri. Kamal Kishorji Kabra assured that we are positive to fulfill these recommendations.

04. Business - 04 - Water Conservation facilities

Dr. S.L. Patki informed that water conservation facilities like rain water harvesting,



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Construction of tanks and buds have to create and develop in the college campus. we have proper direction for rain water but it needs to develop and make it functional rain water harvesting. Water tank unit in Botanical garden has to develop properly, shri. Kailash chandra Kabra informed. we have water tank in garden, it has to develop. Hon. shri. Kamal kishorji Kabra and prin. Dr. V.B. Aghav assured that we will reconstruct the harvesting unit and water tank.

05. Business - 05 - Green Campus initiatives

DR. S.L. Patki informed that as per the guidelines of RAR, green campus activities like use of bicycles, friendly pathways, Plastic ban have to be initiated in the college campus. shri Kailash chandra Kabra suggested to decide one day in a month for compulsory use of bicycles and also suggested to display notices and posters regarding the ban of plastics in the campus. DR. V.B. Aghav positively assured that notices and posters of plastic ban and use of bicycles for one day will be implemented in the campus.

06. Business - 06 - Preparation for III cycle

DR. S.L. Patki informed that validity period of NAAC is expired on Nov. 2021. The

Dr. V. B. Aghav informed that Gov. of Maharashtra has made it compulsory to get reaccreditation. Shri. Kailashchandra Kabra suggested that to fulfill the conditions of NAAC and to prepare for RAR and IQA, minimum six months are required. So he suggested that RAR of 2018-19 to 2022-23 these five years should be considered. Prin. Dr. V. B. Aghav suggested that criterion wise work should start from today itself and we can submit RAR after completing the academic year 2022-23. All the members agreed to this suggestion and decided to start criterion wise work.

#### 07. Business - 07 - Any other Business

- (A) Dr. S. L. Patki suggested to add student representative in IQAC committee as this category is vacant. Prin. Dr. V. B. Aghav assured that this category will be fulfilled as early as possible.
- (B) Dr. S. P. Hatkar suggested to organize the National Level conferences in this academic year, as we are going to face NAAC. Dr. V. B. Aghav assured that two conferences will be organized in this academic year. After the minor discussion, it was decided that two departments that is IQAC and Political science will take the initiatives and will organize National conference in this academic year.

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© DR. S.L. Patki informed that AQAR 2020  
is finalized and it is ready to  
upload on NAAC Portal. He puts forward  
to IQAC members for any suggestions and  
improvement. After the minor discussion  
and corrections, AQAR 2020-21 is approved  
by IQAC and consents to upload on NAAC  
portal.

DR. A.D. Madavi proposed the vote of  
thanks and declared with the permission of  
the chairman the meeting as successfully  
ended.

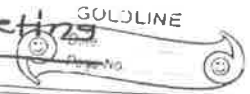
DR. A.D. Madavi proposed the vote of  
thanks and declared with the permission of  
the chairman the meeting as successfully  
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the chairman the meeting as successfully  
ended.

DR. A.D. Madavi proposed the vote of  
thanks and declared with the permission of  
the chairman the meeting as successfully  
ended.

# Minutes of the IQAC - ACH Meeting



Date - 25/04/2023

As per the notice of IQAC - ACH dated 12/04/2023, a meeting was held on 25/04/2023 at 11:00 am in the IQAC office.


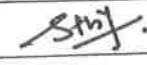


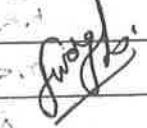

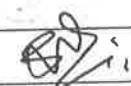
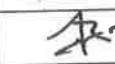
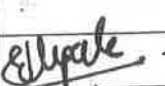





The following agenda was discussed in the meeting:

**\* Agenda -**

- 1) To read and confirm the minutes of the last meeting.
- 2) Green Audit and Energy Audit.
- 3) Approval for certificates courses.
- 4) Academic Audit of the department through IQAC.
- 5) Departments for Arts faculty.
- 6) Management for Degradable and non-degradable waste.
- 7) RAR Preparation.
- 8) Any other business with the permission of the chairman.

**\* Members Present for the Meeting -**

Sr.No.	Name	Designation	Signature
01.	Hon. Shri. Kamalkishorji Kabra, President, AES Hingoli	Management Member	
02.	Hon. Shri. Ramchandruji Kayal Secretary AES Hingoli	Management Member	

Sl. No.	Name	Designation	Signature
023			
03.	Prin. Dr. Vilas Aghav	chairman	
04.	DR. Sachin L. Patki	co-ordinator	
05.	shri. Kailashchandra Kabra	Member	
06.	shri. sumeet choudhari	Member	
07.	Ms. S. S. Wagh	Member	
08.	shri. Kishorkumar Soni	Member	AA
09.	DR. A. S. Bhatt	Member	
10.	DR. S. P. Hatkar	Member	
11.	DR. A. D. Madavi	Member	
12.	Ku. J. R. Shankpal	Member	
13.	DR. S. S. Nagarkar	Member	
14.	DR. A. B. Gattani	Member	
15.	shri. V. S. Kawane	Member	
16.	shri. D. S. Dube	Member	
17.	shri. Aditya Rakhonde	Member	

## \* Proceedings of the Meetings :

The following discussions were held in the meeting -

01. Business - 01 - To read and confirm the minutes of last meeting

Dr. S.L. Patki reads out the minutes of the last meeting held on 24/09/2022. Regarding the compliance issues, of the last meeting, he informed that -

- (A) Proposal for M.Sc. Maths and physics are forwarded to University.
- (B) Regarding second cycle recommendations, few recommendations are not fulfilled.
- (C) Rain water harvesting is not repaired yet. It is in the process.
- (D) Regarding green campus initiatives, notices and posters are displayed.
- (E) Regarding third cycle of NAAC, it has been decided that after completing 2022-23 academic year, IQA and RAR has to submit.

02. Business - 02 - Green and Green Energy Audit.

Dr. S.L. Patki informed the importance of Green and energy Audit in RAR. Dr. V.B. Aghav stated that JD office Nanded had also forwarded a circular regarding compulsory Audits in Institute. Shri. Kailashchandra Kabra suggested that invite

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and can complete these Audits before SSR submission. Hon. shri. Kamalkishorji Kabra and prin. Dr. V.B. Aghav assured that proposals will be invited and will complete the Audits before RAR submission.

03. Business - 03 - Approval for certificate courses.

Dr. S.L. Patki informed that 12 departments from institute have successfully completed the certificate courses till date. Now seven departments i.e. sociology, Public Admin, Library, physics, Dairy science, Electronics and physical Education and sports have submitted the proposal for of certificate courses. All these certificate courses approved by IQAC with minor discussion.

04. Business - 04 - Academic Audit of the departments.

Prin. Dr. V. B. Aghav proposed to form a committee to Audit the departments for the academic year 2022-23. Dr. S.L. Patki stated that Academic Audit of the department is useful to make the analysis of the departments. shri Kailashchandra Kabra suggested that formation of committee should not be restrict only IQAC members. we can form the committee by taking any staff member. Dr. V.B. Aghav assured that a committee will be formed and Audit of the department will take place.

### 05. Business - 05 - Departments for Arts Faculty.

DR. S.L. Patki stated that construction of new departments for Arts faculty is necessary before the NAAC visit. Dr. V.B. Aghav informed that we have planned new departments for Arts faculty. Hon. shri. Kamalkishorji Kabra and Prin. Dr. V.B. Aghav assured that we are positive for construction of new departments for NAAC visit.

### 06. Business - 06 - Management for Degradable and non-degradable waste

DR. S.L. Patki stated that management for degradable and non-degradable waste is necessary for proper disposal of materials. Shri. Kailashchandra Kabra informed that we have proper pit for gradable waste just it needs to repair and reconstruct properly. Dr. V.B. Aghav assured that proper reconstruction of gradable pit will be made and will construct another pit for non-gradable waste.

### 07. Business - 07 - RAR preparation

DR. S.L. Patki informed that as per the discussion in last meeting, RAR criterion wise committees are formed and these committees have started to prepare criterion wise work. Dr. S.L. Patki hopefully assured that we will be ready with RAR in the beginning of next

Arts

academic year. DR. V.B. Aghav stated that we have to give preference to NAAC work. prin. DR. V.B. Aghav and DR. S.L. Patki appeals to all department to provide the data as early as possible.

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IAAC

08. Business -08 - Any other Business with the permission of the chairman.

(A) DR. S.L. Patki informed that AQAR 2021-22 is finalized and put in front of committee for its approval. After the minor discussions on the report, AQAR 2021-22 is approved by IAAC and consents to forward NAAC office.

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(B) shri. V.S. Kawane suggested that shifting of office should make as early as possible. prin. DR. V.B. Aghav informed that only few things of electricity are left. We will shift after completing that.

DR. S.P. Hatkar proposed the vote of thanks and declared with the permission of the chairman the meeting as successfully ended.

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work.

oe will be

Adarsh Education Society's

# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

## Certificate Courses (2018 to 2023)

Sr. No.	Name of the Department	Title of the Course	Year	Duration of the Course	No of Students Enrolled	No of Students Completed
1	English	Certificate Course in Basic English	2019-2020	04/09/2019 to 30/09/2019	44	30
2	History	Caves and Temples in Marathwada	2019-2020		39	39
3	Botany	Gardening	2019-2020	16/01/2020 to 17/02/2020	27	27
4	Mathematics	Competitive Examination Mathematics	2019-2020	01/10/2019 to 31/12/2019	84	84
5	Marathi	Certificate Course in Marathi Grammar and Writing Skills	2021-2022	20/04/2022 to 20/05/2022	94	94
6	Chemistry	Water Sample and Chemical Analysis	2021-2022	04/04/2022 to 26/04/2022	27	19
7	Computer Science	Office Automation	2021-2022	11/04/2022 to 30/04/2022	53	52
8	Economics	Financial Investment and Share Market	2021-2022	04/04/2022 to 28/04/2022	56	47
9	Hindi	Hindi Grammar and Writing Skills	2022-2023	14/09/2022 to 30/11/2022	116	57
10	Political Science	Political Journalism	2022-2023	12/09/2022 to 17/10/2022	188	140

11	Commerce	Banking Awareness	2022-2023	15/09/2022 to 21/10/2022	152	143
12	Zoology	Clinical Pathology	2022-2023	02/01/2023 o 28/02/2023	97	87
13	Sociology	Women Empowerment	2022-2023	01/03/2023 to 21/03/2023	74	74
14	Public Administration	Preparation of Competitive Examinations	2022-2023	15/03/2023 to 21/04/2023	29	29
15	Library	Library and Information Technology	2022-2023	01/03/2023 to 25/03/2023	10	10
16	Sports	Yoga	2022-2023	27/03/2023 to 17/04/2023	47	47
17	Physics	Measurements in Physics	2022-2023	05/02/2023 to 29/03/2023	8	8
18	Electronics	Introduction to Mainenance & Repair of Electronic Equipments	2022-2023	05/03/2023 to 30/04/2023	4	4
19	Dairy Science	Dairy Technology	2022-2023	01/04/2023 to 10/04/2023	29	29

Adarsh College, Hingoli

**GENDER AUDIT  
REPORT**

**2021-22**

NAAC  
Bommo  
2.8.22





**Co-ordinator**

**Dr. V.N.Khandare-Govande**

# Adarsh College, Hingoli

## GENDER AUDIT Committee Members

### Year 2021-22

Sr.No.	Name		Singnature
1	Dr. V.N.Khandare- Govande	Co-ordinator	
2	Dr. V.S.Pawar	Member	
3	Dr. T.R.Hafgunde	Member	
4	M.P.Chidrawar	Member	
5	B.T.Rathod	Member	

Principal

## INTRODUCTION:-

Adarsh Education Society, Hingoli established Arts Commerce & Science College, Hingoli in 1967 to provide the economically and educationally-background rural folk of Hingoli District with quality higher education. The college is affiliated to Swami RamanandTeerthMarathwada University Nanded right from its inception since 1994. Earlier, it was affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. The mission of the institute is to educate the rural youth and empower them with the 21<sup>st</sup> century professional, global and life-skills with special focus on constitutional values like equality, including gender equality. The college is re-accredited by the NAAC, Bengaluru in September 2015 and awarded with the **B<sup>+</sup>** Grade (with a CGPA of 2.54). Understanding the importance of equality as a fundamental value, our college has undertaken an exhaustive gender audit which aims at sensitizing the college youth about the human value of 'gender equality' (gender justice) and educating the college-going youth on the importance of gender equality. The college always concentrates on the all-round personality development of all students. Respecting and observing the constitutional human value of equality especially gender-equality in the typical historical-cultural background in the region, our college gives equal care and attention towards girl students. It provides equal facilities, treatment and attention to the girl students. Fortunately, our college has good male-female (gender) ratio of 10:8. We have separate unit of NSS for with the intake capacity of girls. The college always motivates girls for their social and intellectual empowerment. The college has a good tradition of conducting trend-setting initiatives like '**Jagar Janivancha**' (a programme initiated by the Government of Maharashtra to preach the value of man-women equality to the college youth) that tried to raise awareness among girl students of the college about their legal rights and pro-women laws.

## **OBJECTIVES OF THE PRESENT GENDER AUDIT**

Gender Audit of Adarsh Education Society's Arts, Commerce & Science College, Hingoli has following objective.

1. To sensitize the college youth about the importance of gender equality as an important value.
2. To empower the girls and help them to come into the main stream of the higher education.
3. To raise awareness among the student of college about the fundamental human rights of girls.
4. To study the problems of gender imbalance on campus and in the institute.
5. To suggest measures for bridging the gender gap.
6. To take active steps to establish good gender balance in all the arenas of the institute.
7. To promote growth of gender equality in all aspects of the institute.
8. To check the issues of gender discrimination, ragging, sexual harassment, sexual molestation etc., if any, in the institute.

## **GENDER-SENSITIVE FEATURES IN ADARSH EDUCATION SOCIETY'S ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI.**

### **GIRLS HOSTEL**

1. Establishment in 2013-14
2. In all, 50 girl students availed this hostel facility in the academic year 2019-20
3. Excellent Residence facility.
4. Well-Cleaned Washroom
5. Facility of Safe-Drinking Water
6. In every academic year, our teaching staff shoulders the responsibility of paying for food and residence facility of students with their own regular contribution.

## **FACILITIES FOR GIRLS:**

Adarsh college is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various place for Girls.

### **1.parking facility:**

A well observed parking of two wheelers for girls is one of the disciplines in this college.

### **2.Study Room :**

Independent study room in the library always leads to the excellent performance of girls.

### **3.Separate Book-giving center :**

The separate book giving center marks a discipline.

### **4.Ladies Room :**

Provision is made for girls resting mode in Ladies Room. There is an adequate place and silence keep for girls to study. A notice board is also placed in ladies room.

### **5.Ladies wash Room:**

Wash Room situated in the college with ample supply of water and regular cleaning.

### **6.Drinking Water:**

Separate water coolers and water purifiers are placed for girls.

### **7. Canteen :**

In canteen ,a separate section is kept for girls convenience. they have a space to enjoy their food and canteen food.

## **FELICITATION OF MERITORIOUS GIRL STUDENTS AS 'KUMARI ADARSH AWARD' :**

Every year, our college felicitates the meritorious girl student with '**Kumari Adarsh Award**' along with Shri Adarsh in 'Annual Prize Distribution' ceremony at the hands of eminent personalities on the basis of all-round participation of girl students in academic and extra -curricular activities like NSS, NCC, and SPORTS etc.

## **PREVENTION OF SEXUAL HARASSMENT:**

Adhering to the rules and norms laid by the government and the UGC, our institute has constituted a special committee to safeguard the fundamental human rights of girl students and to address their gender specific issues on the campus. The committee is named as **Committee for Prevention of Sexual Harassment of Female Stakeholders** in the institute. The committee has following 06 members who look into the concerning matter on monthly basis.

1. **PRINCIPAL**
2. **J.R.Shankpale**
3. **Dr. V.N.Khandare - Govande**
4. **S.S.Wagh**
5. **J.P.Maske**
6. **V.M.Tawde**
7. **V.W.Sawatkar**

The committee has held two official meetings during the last academic years 2021-22. According to the committee report, there is not a single case registered about ragging ,exploitation or psycho-sexual harassment of any stakeholders of the institute. This makes it an example of gender sensitive institute. The committee also organizes many awareness raising programs for the girl students during their academic schedule.

### **INTERNAL FEMALE GRIEVANCE REDRESSAL COMMITTEE:**

As per the direction of the divisional Joint Director, Government of Maharashtra, the college has constituted one 13-member '**Internal Female Grievances Redressal Committee**' to deal with gender sensitive issue on the campus and address it on priority basis. The committee observes the purpose of the committee during their presence on the campus in an informal way. The committee has held one meeting with the principal on 09/10/2019 regarding their working. As per the report of the committee, there is no case of any grievance regarding women's violation of human rights as well as psycho-sexual harassment on the campus during the last academic year 2021-22

This academic year, a programme organized in the college, under '**POLICE DIDI**' to make the girl's aware of the sexual harassment Law. And organized Law related lectures on women. Wedding machines have been installed for Girl's.

**Gender Balance in Enrollmenment at Gradution and post Gradution**

\*

I

a.

**Gender wise Classification (U.G.)**

Year	Male	Female	Total	% M	% F
2021-22	1067	627	1634	61.62	38.37

b.

**Gender wise Classification (P.G.)**

Year	Male	Female	Total	% M	% F
22021-22	179	206	385	46.49	53.5

II

a

**Gender Difference in various Social Categories (U.G.)-2021-22**

Sr.No	Category	M	F	TOTAL	% M	% F
1	SC	258	176	434	59.44	40.55
2	ST	116	78	194	59.79	40.2
3	VJ	52	19	71	73.23	26.76
4	NT-1	40	25	65	61.53	38.406
5	NT-2	62	28	90	68.88	31.11
6	NT-3	45	34	79	56.96	43.03
7	SBC	2	4	6	33.33	66.66
8	OBC	130	72	202	64.35	35.64
9	GENRAL	302	191	493	61.25	38.74
10	SEBC	0	0	0	0	0
	<b>TOTAL</b>	<b>1007</b>	<b>627</b>	<b>1634</b>	<b>61.62</b>	<b>38.67</b>

b.

**Gender Difference in various Social Categories (P.G.)-2021-22**

Sr.No	Category	M	F	TOTAL	% M	% F
1	SC	44	48	92	47.82	52.17
2	ST	54	30	84	64.28	35.71
3	VJ	5	2	7	71.42	28.57
4	NT-1	9	6	15	60	40
5	NT-2	6	10	16	37.5	62.5
6	NT-3	13	4	17	76.47	23.52
7	SBC	0	2	2	0	100
8	OBC	19	29	48	39.58	60.41
9	GENRAL	29	75	104	27.88	72.11
10	SEBC	0	0	0	0	0
	<b>TOTAL</b>	<b>179</b>	<b>206</b>	<b>385</b>	<b>46.49</b>	<b>53.5</b>

III

\*

**Gender Difference in Teaching Faculty**

**Gender Classification-senior teching staff**

Year	Male	Female	Total	% M	% F
2021-22	29	3	32	90.62	9.37

IV

## Faculty wise Gender Difference in the students 2021-22

Faculty	Male	Female	Total	% M	% F
BA	497	230	727	68.36	31.63
B.COM	235	199	434	54.14	45.85
BSC	196	168	364	53.84	46.15
BCA	49	7	56	87.5	12.5
BCS	30	24	54	55.55	44.44
M. COM	58	75	133	43.6	56.39
MA-POL SCI	78	39	117	66.66	33.33
MA-MARATHI	13	2	15	86.66	13.33
MA-HINDI	5	1	6	83.33	16.66
M.A.SOCIOLOGY	8	7	15	53.33	46.66
MSC(computer science)	7	20	27	25.92	74.07
MSC(Zoology)	13	59	72	18.05	81.94

V

## Gender Difference in enrollment as NSS Volunteers.

Year	Male	Female	Total	% M	% F
2021-22	100	100	200	50	50

VI

## Gender Difference in Sports participants

Year-2021-22	Male	Female	Total	% M	% F
कवडी	12	12	24	50	50
मैदानी स्पर्धा	8	6	14	57.14	42.85
मलखाव	0	1	1	0	100
बॅडमिन्टन	5	5	10	50	50

VII

Genderwise participation of students in Annual Gathering 2021-22

a.Literature committee

	Male	Female	Total	% M
Eassy competation	NIL	NIL	NIL	NIL
Poem Reading	NIL	NIL	NIL	NIL
story Reading	NIL	NIL	NIL	NIL

b.Sports

	Male	Female	Total	% M
400 meters	NIL	NIL	NIL	NIL
100 meters	NIL	NIL	NIL	NIL
Badminton	NIL	NIL	NIL	NIL
shotput	NIL	NIL	NIL	NIL

c. Dance Drama & etc.

Male	Female	Total	% M	% F
NIL	NIL	NIL	NIL	NIL

d.Personality Development for Girl's

	Female
Rangoli	NIL
Mehandi	NIL
Dish Decoration	NIL
	NIL

VIII

Gender classification in competition course.

Year	Course	Male	Female	Total	% M	% F
2021-22	Competition course	NIL	NIL	NIL	NIL	NIL
2021-22	CA/CS	NIL	NIL	NIL	NIL	NIL

## CONCLUSION :

It is found that Adarsh college, Hingoli has lots of strengths. The weakness can be overcome with efficient mind set up. Doubtless, it's strength contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Adarsh College would certainly make a mark even in the areas that need some improvements.



# Certificate of Registration

This is to certify that

**Adarsh Education Society's  
Arts, Commerce And Science College, Hingoli**  
Akola Road, Near Power House, Hingoli- 431513 Dist. Hingoli. Maharashtra, India

has been independently assessed by QRO  
and is compliant with the requirement of:

**ISO 9001:2015**

**Quality Management System**

For the following scope of activities:

**The Institute Is Affiliated to Swami Ramanand Teerth Marathwada University Nanded And  
Provides Graduation And Post-Graduation Degree Courses To The Students Who Are  
Pursuing Degrees In Arts, Commerce And Science Stream**

Date of Certification: 11th June 2022

2<sup>nd</sup> Surveillance Audit Due: 10th June 2024

1<sup>st</sup> Surveillance Audit Due: 10th June 2023

Certificate Expiry: 10th June 2025

**Certificate Number: 305022061101Q**



*Chunawala*  
Head of Certification

Validity of this certificate is subject to annual surveillance audits to be done successfully on or before 365 days from date of the audit.  
(In case surveillance audit is not allowed to be conducted; this certificate shall be suspended / withdrawn).

The Validity of this certificate can be verified at [www.qrocert.org](http://www.qrocert.org)

This certificate of registration remains the property of QRO Certification LLP, and shall be returned immediately upon request

India Office : QRO Certification LLP

142, 11nd Floor, Avtar Enclave, Near Paschim Vihar West Metro Station, Delhi-110063, (INDIA)

# Certificate of Registration

This is to Certify that  
Energy Management System of

**ADARSH EDUCATION SOCIETY'S  
ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI**

AKOLA ROAD, NEAR POWER HOUSE, HINGOLI MAHARASHTRA- 431513, INDIA

has been assessed and found to conform to the requirements of

**ISO 50001:2018**

for the following scope :

PROVISION OF ENERGY SAVING AND COST EFFECTIVE ELECTRICAL APPLIANCES AND EQUIPMENTS IN THE PREMISES OF THE COLLEGE AND PROMOTING USAGE OF NON-CONVENTIONAL SOURCE OF ENERGY TO SAVE ENERGY SOURCES FOR THE ECONOMIC DEVELOPMENT OF THE INSTITUTE.

Certificate No	: 23EQMM09	Issuance Date	: 19/06/2023
Initial Registration Date	: 19/06/2023		
Date of Expiry	: 18/06/2026		
1st Surve. Due	: 19/05/2024	2nd Surve. Due	: 19/05/2025

'TRUE COPY'

*Bommo*

I/C PRINCIPAL

ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli



*Demul*  
Director

**Magnitude Management Services Pvt. Ltd**

Third Floor, A-60, Sector-2, Noida, Gautam Budh Nagar, U.P.-201301, India

e-mail: [info@mmscertification.com](mailto:info@mmscertification.com), website: [www.mmscertification.com](http://www.mmscertification.com)

\* Subject to Successful Surveillance Audit in case surveillance audit is not allowed to be conducted, this certificate shall be suspended/withdrawn.



# Certificate of Registration

This is to certify that

**ADARSH EDUCATION SOCIETY'S  
ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI**  
Akola Road, Near Power House, Hingoli Maharashtra 431513, india

has been independently assessed by QRO  
and is compliant with the requirement of:

**ISO 14001:2015**

**Environmental Management System**

For the following scope of activities:

To identify the environmental aspects of the institute which causes environmental hazards to the society and taking suitable corrective actions such as decomposition of wastes, cleanliness, air and water purification, waste management to reduce the pollution. Also promoting the green initiatives such as Botanical Garden, Plantation in the premises, E-waste Management, Rain water harvesting

Date of Certification: 19th June 2023  
1<sup>st</sup> Surveillance Audit Due: 18th June 2024

2<sup>nd</sup> Surveillance Audit Due: 18th June 2025  
Certificate Expiry: 18th June 2026

Certificate Number: 305023061929E 'TRUE COPY'



Kommo  
I/C PRINCIPAL  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli

*Chuman*

Head of Certification

Validity of this certificate is subject to annual surveillance audits to be done successfully on or before 365 days from date of the audit.  
(In case surveillance audit is not allowed to be conducted: this certificate shall be suspended / withdrawn).

The Validity of this certificate can be verified at [www.qrocert.org](http://www.qrocert.org)

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॥ सा विद्या या विमुक्तये ॥

## स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

"ज्ञानतीर्थ" परिसर, विष्णुपुरी, नांदेड - ४३१६०६ (महाराष्ट्र)

**SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED**

"Dnyanteerth", Vishnupuri, Nanded - 431606 Maharashtra State (INDIA)

Established on 17th September 1994 - Recognized by the UGC U/s 2(f) and 12(B), NAAC Re-accredited with 'A' Grade

### Certificate of Academic and Administrative Audit

I am directed to inform that:

The Academic Council of the University, on the recommendation of the duly constituted Committee for Academic and Administrative Audit as per the Maharashtra Public Universities Act, 2016, is pleased to declare that **Adarsh Education Society's Arts, Commerce & Science College, Hingoli** has been audited during the academic year 2019-20. The score obtained by the said college/institute is as given below:

Sr. No	Criteria	Maximum Score	Obtained Score	Percentage of score
01.	Governance and Policy Making	40	33	82.50
02.	Infrastructure and Student Amenities	240	195	81.25
03.	Management of Finance	40	29	72.50
04.	Administrative Criteria	60	38	63.33
05.	Academic Criteria	180	158	87.77
06.	Socio-Economic Criteria	20	07	35.00
	<b>Total</b>	<b>580</b>	<b>460</b>	<b>79.31</b>

The college has received overall Grade 'A' with 79.31%

This Certificate is valid up January 23, 2023

Place: Nanded

Date : January 24, 2020

  
Deputy Registrar  
(Affiliation Section)



. Departmental Library (05)	YES								
0. Dept. Extension Activity (05)	Campus	Outside							
	YES <i>B. Dombay</i>	NO <i>mol</i>							
1. Contribution of Faculty (5)	College	YES	<i>Admission, Time table, CE &amp; CG.</i>			<i>MoU, Alumni, Research.</i>			5
	University	BoS (Chairman/Member)		CS/ACS/JCS/Squad	Supervision/Examiner/Moderator			5	
	COC Syllabus	YES		<del>YES</del>	YES	YES	YES	5	
2. Research Activities (35)	Supervisor (Ph. D.)	Ongoing -03	Submitted	Awarded-01				7	
	Project/MRP		Submitted ✓	2				3	
	Books		NO					3	
	Editorial Book	YES ✓						2	
	Chapter in Book	YES ✓						1	
	Research Papers	National	International-07 ✓					7	
	Membership of Professional Bodies			YES ✓				1	
	Conference Participation -YES ✓			Resource Person	Guest Lecture	E-content		2	
	Patent	YES ✓	02	YES	YES	<del>NO</del> yes		7	
	Any other <i>Ne. Aras</i>	Subject Expert ✓		Chairperson	Award			2	
3. ANY OTHER (03)	Refresher Course	YES							
	Short-Term Course	YES							

Figures in brackets indicates weightage of marks out of 100

Marks secured by the Department = 91

*[Signature]*  
Head of Department  
*A. B. Gattani*

Academic Audit Committee  
 Dr. P. P. Joshi - Co-ordinator - *[Signature]*  
 Dr. R. R. Pimpalpal - Member - *[Signature]*  
 Dr. B. B. Lakshette - Member - *[Signature]*

*[Signature]*  
IQAC Cordinator  
Dr. Sachin L. Patki

*[Signature]*  
I/C Principal  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
Hingoli Dist. Hingoli  
Principal  
Dr. Vilas Aghav

**ADARSH EDUCATION SOCIETY'S ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI-431513**

**Departmental Academic Audit**

**Academic Year 2022-2023**

Name of Department	Academic Audit Obtained Marks													
	5	5	5	10	2	2	3	5	5	5	15	35	3	100
Max Marks	5	5	5	10	2	2	3	5	5	5	15	35	3	100
Marathi	5	5	5	4	2	0	0	0	0	5	5	15	3	49
Hindi	5	5	5	7	2	2	0	0	0	5	15	23	3	72
English	5	5	5	3	2	2	0	0	5	5	10	28	3	73
Political Science	5	5	5	8	2	0	0	0	0	5	15	28	3	76
History	5	5	5	2	2	2	0	0	5	5	10	26	3	70
Sociology	5	5	5	6	2	0	0	0	0	5	15	19	0	62
Economics	5	5	5	1	2	0	0	0	5	0	10	26	0	59
Public Administration	5	5	0	2	2	0	0	0	0	5	15	20	0	54
Commerce	5	5	5	7	2	2	0	5	5	5	15	32	3	91
Botany	5	5	5	4	2	2	0	0	5	0	15	23	3	69
Dairy Science	5	5	0	2	2	2	0	0	5	5	15	10	3	54
Mathematics	5	5	5	3	2	2	0	5	0	0	10	28	3	68
Computer Science	5	5	5	7	2	2	3	5	5	5	10	17	3	74
Physics	5	5	5	1	1	2	0	5	0	0	15	7	3	49
Zoology	5	5	5	5	2	2	0	0	0	5	15	30	0	74
Chemistry	5	5	5	4	2	2	0	0	5	0	10	16	0	54
Electronics	5	5	5	3	2	2	0	5	0	0	15	10	0	52
Sports	5	5	5	6	0	2	3	5	5	5	15	23	3	82

Academic Audit Committee

Dr. P. P. Joshi - Co-ordinator - 

Dr. R. R. Pimpalpal - Member - 

Dr. B. B. Lakshette - Member - 

  
 IQAC Cordinator  
 Dr. Sachin L. Patki

  
 Principal  
 Dr. Vilas Aghav  
 I/C PRINCIPAL  
 ADARSH EDUCATION SOCIETY  
 Art's Commerce & Science College  
 HINGOLI Dist. Hingoli

**ADARSH EDUCATION SOCIETY'S ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI-431513**

**Departmental Academic Audit Report**

**Academic Year 2022-2023**

Name of Department Max Marks	Academic Audit Obtained Marks	
	STRENGTHS	SUGGESTIONS
Marathi	MOU	USE OF ICT REQUIRED, COLLEGE COTRIBUTION SHOULD BE INCREASED
Hindi	DEPARTMENTAL ACTIVITY	USE OF ICT REQUIRED, DEPARTMENTAL LIBRARY SHOULD BE IMPLIMENTED
English	EXTENSION ACTIVITY, RESEARCH ACTIVITIES	USE OF ICT REQUIRED, DEPARTMENTAL LIBRARY SHOULD BE IMPLIMENTED
Political Science	DEPARTMENTAL ACTIVITY, RESEARCH ACTIVITIES	EVIDANCES OF DEPARTMENTAL ACTIVITIES SHOULD BE FILED, USE OF ICT REQUIRED
History	RESEARCH ACTIVITIES	USE OF ICT REQUIRED
Sociology	EXTENSION ACTIVITY	EVIDANCES OF COLLEGE COMMITTEES SHOULD BE FILED,RESEARCH, USE OF ICT REQUIRED
Economics	RESEARCH ACTIVITIES	DEPARTMENTAL & EXTENSION ACTIVITIES SHOULD BE INCREASED, USE OF ICT REQUIRED
Public Administration		DEPARTMENTAL & EXTENSION ACTIVITIES SHOULD BE INCREASED, USE OF ICT REQUIRED
Commerce	PLACEMENT, MOU AND PATENT	RECORD OF ICT AND DEPARTMENTAL LIBRARY SHOULD BE UPDATED
Botany		DEPARTMENTAL & EXTENSION ACTIVITIES SHOULD BE INCREASED, USE OF ICT REQUIRED
Dairy Science		DEPARTMENTAL & EXTENSION ACTIVITIES SHOULD BE INCREASED, USE OF ICT REQUIRED

<b>Mathematics</b>	RESEARCH ACTIVITIES	DEPARTMENTAL ACTIVITIES SHOULD BE INCREASED, USE OF ICT REQUIRED
<b>Computer Science</b>	PLACEMENT, USE OF ICT, UTILIZATION OF BUDGET	RECORD OF REMEDIAL CLASSES, SEMINAR SHOULD BE UPDATED
<b>Physics</b>		DEPARTMENTAL ACTIVITIES, RESEARCH SHOULD BE INCREASED, USE OF ICT REQUIRED
<b>Zoology</b>	MOU, RESEARCH CENTRE & RESEARCH ACTIVITIES	USE OF ICT RECORD, EVIDANCES OF DEPARTMENTAL & RESEARCH ACTIVITIES MUST BE FILED
<b>Chemistry</b>		USE OF ICT REQUIRED, EVIDANCES OF DEPARTMENTAL & RESEARCH ACTIVITIES NEEDED
<b>Electronics</b>	UPDATED RECORD OF ICT	DEPARTMENTAL & EXTENSION ACTIVITIES SHOULD BE INCREASED
<b>Sports</b>	SPORTS AMINITIES	SPORT FACILITIES AVAILIABLE BUT SPORTS EQUIPMENTS SHOULD BE REQUIRED

- \* MOST OF DEPARTMENT REQUIRED BUDGET FOR PURCHASE OF EQUIPMENTS
- \* MOST OF DEPARTMENT ARE LACK IN ICT FACILITIES FOR TEACHING AND LEARNING PROCESS
- \* COMMITTEE HAS NOT SEEN ANY ACTIVITY OF EXTENSION IN OUTSIDE CAMPUS

**Academic Audit Committee**

Dr. P. P. Joshi - Co-ordinator -

Dr. R. R. Pimpalalle - Member -

Dr. B. B. Lakshette - Member -

*[Handwritten signatures of Dr. P. P. Joshi, Dr. R. R. Pimpalalle, and Dr. B. B. Lakshette]*

*Sachin*  
**IQAC Cordinator**

**Dr. Sachin L. Patki**

*[Handwritten signature of Dr. Vilas Aghav]*  
**Principal**

**Dr. Vilas Aghav**  
**I/C PRINCIPAL**

**ADARSH EDUCATION SOCIETY**  
**Art's Commerce & Science Col**  
**HINGOLI Dist. Hingoli**



# ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI

Akola Road, Hingoli Dist. Hingoli - 431513 (Maharashtra)

(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Accredited By NAAC (B<sup>+</sup>)

**Shri. Kamalkishorji Kabra**  
President

**Shri. Ramchandraji Kayal**  
Secretary

**Dr. Vilas Aghav**  
I/c. Principal

Principal: Office : (Mob.) 9922228656, E-Mail : adarshcollege208@gmail.com, Websited : adarshcollege208.ac.in

Ref.No. AES/2023-24/441

Date :-04/7/2023

## Certificate of Departmental Academic Audit

I am directed to inform that, on the recommendation of the duly constituted Committee for Departmental Academic Audit is pleased to declare that **Department of Commerce**, Adarsh Education Society's Arts, Commerce and Science College, Hingoli has been audited through Internal Committee of the College during the academic year 2022-2023. The Score obtained by the said department is as given below -

Sr. No.	Criteria	Maximum Score	Obtained Score	Percentage of Score
1	Research Activities	35	32	91.42
2	Departmental Activities	20	17	85.00
3	Student's Criteria	15	15	100
4	Academic Criteria	15	15	100
5	General Activities	15	12	80.00
	<b>TOTAL</b>	<b>100</b>	<b>91</b>	<b>91.00</b>

The **Department of Commerce** has received overall "A+" Grade with **91.00% Score**.

The Certificate is valid only for **Academic Year 2022-2023**.

Place: **Hingoli**

Date: **26/06/2023**

  
**IQAC Co-ordinator**  
Co-ordinator  
**IQAC**

Adarsh Education Society's  
Art's Commerce & Science College  
HINGOLI (M.S.) - 431 513

  
**Principal**

**I/C PRINCIPAL**  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli



# ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI

Akola Road, Hingoli Dist. Hingoli - 431513 (Maharashtra)  
(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Accredited By NAAC (B')

**Shri. Kamalkishorji Kabra**  
President

**Shri. Ramchandraji Kayal**  
Secretary

**Dr. Vilas Aghav**  
I/c. Principal

Principal: Office : (Mob.) 9922228656, E-Mail : adarshcollege208@gmail.com, Websited : adarshcollege208.ac.in

Ref.No. AES/2023-24/427

Date :- 04/7/2023

## Certificate of Departmental Academic Audit

I am directed to inform that, on the recommendation of the duly constituted Committee for Departmental Academic Audit is pleased to declare that **Department of English**, Adarsh Education Society's Arts, Commerce and Science College, Hingoli has been audited through Internal Committee of the College during the academic year 2022-2023. The Score obtained by the said department is as given below -


Sr. No.	Criteria	Maximum Score	Obtained Score	Percentage of Score
1	Research Activities	35	28	80.00
2	Departmental Activities	20	13	65.00
3	Student's Criteria	15	15	100
4	Academic Criteria	15	10	66.66
5	General Activities	15	7	46.66
	<b>TOTAL</b>	<b>100</b>	<b>73</b>	<b>73.00</b>

The **Department of English** has received overall "A" Grade with **73.00% Score**.

The Certificate is valid only for **Academic Year 2022-2023**.

Place: **Hingoli**

Date: **26/06/2023**

  
**IQAC Coordinator**  
IQAC

Adarsh Education Society's  
Art's Commerce & Science College  
HINGOLI (M.S.) - 431 513

  
**Principal**

**I/C PRINCIPAL**  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli



# ARTS, COMMERCE & SCIENCE COLLEGE, HINGOLI

Akola Road, Hingoli Dist. Hingoli - 431513 (Maharashtra)  
(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Accredited By NAAC (B')

**Shri. Kamalkishorji Kabra**  
President

**Shri. Ramchandraji Kayal**  
Secretary

**Dr. Vilas Aghav**  
I/c. Principal

Principal: Office : (Mob.) 9922228656, E-Mail : adarshcollege208@gmail.com, Websited : adarshcollege208.ac.in

Ref.No. AES/20 23-24/428

Date :- 04/7/2023

## Certificate of Departmental Academic Audit

I am directed to inform that, on the recommendation of the duly constituted Committee for Departmental Academic Audit is pleased to declare that **Department of Political Science**, Adarsh Education Society's Arts, Commerce and Science College, Hingoli has been audited through Internal Committee of the College during the academic year 2022-2023. The Score obtained by the said department is as given below -

Sr. No.	Criteria	Maximum Score	Obtained Score	Percentage of Score
1	Research Activities	35	28	80.00
2	Departmental Activities	20	13	65.00
3	Student's Criteria	15	15	100
4	Academic Criteria	15	15	100
5	General Activities	15	5	33.33
	<b>TOTAL</b>	<b>100</b>	<b>76</b>	<b>76.00</b>

The **Department of Political Science** has received overall "A" Grade with **76.00% Score**.

The Certificate is valid only for **Academic Year 2022-2023**.

Place: **Hingoli**

Date: **26/06/2023**

  
IQAC Co-ordinator  
Co-ordinator  
IQAC

Adarsh Education Society's  
Art's Commerce & Science College  
HINGOLI (M.S.) - 431 513

  
Principal

I/C PRINCIPAL  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli



## नोंदणीचे प्रमाणपत्र

याद्वारे प्रमाणपत्र देण्यात येते की, खाली वर्णन केलेली विश्वस्तव्यवस्था ही आज, मुंबई सार्वजनिक विश्वस्तव्यवस्था अधिनियम, १९५० (सन १९५० चा मुंबई अधिनियम क्रमांक २९) या अन्वये हिंगोली येथील सार्वजनिक विश्वस्तव्यवस्था नोंदणी कार्यालयात योग्य रीतीने नोंदण्यात आलेली आहे.

सार्वजनिक विश्वस्तव्यवस्थेचे नाव आदर्श कॉलेज अलूमनी असोसिएशन हिंगोली टीक्यू.डिस्ट्रिक्ट.हिंगोली

सार्वजनिक विश्वस्तव्यवस्थांच्या नोंदणी पुस्तकातील क्रमांक F-0007813(HNG)

शिवकुमार लक्ष्मीनारायण पराती यांस प्रमाणपत्र दिले.

आज दिनांक 4 January 2023 रोजी माझ्या सहीनिशी दिले

## Certificate of Registration

It is hereby certified that the Public Trust described below has this day been duly registered under the Mumbai Public Trust Act, 1950 (BOM.XXIX of 1950) at the Public Trust Registration office Hingoli

Name of the Public Trust **ADARSH COLLEGE ALUMNI ASSOCIATION HINGOLI  
TQ.DIST.HINGOLI**

Number in the Register of Public Trusts **F-0007813(HNG)**

Certificate issued to **SHIVKUMAR LAXMINARAYAN PARATI**

Given under my hand this 4 Day of January 2023.

Signature

सहस्रव्यवस्था धर्यादाय आयुक्त  
हिंगोली विभाग हिंगोली



## नोंदणीचे प्रमाणपत्र

(संस्था नोंदणी अधिनियम, १८६०)  
(१८६० चा अधिनियम २१)

नोंदणी क्रमांक : हिंगोली/००००१८७/२०२२

याद्वारे असे प्रमाणित करण्यात येते की, आदर्श कॉलेज अलुमनी असोसिएशन हिंगोली टीक्यू.डिस्ट्रिक्ट.हिंगोली खालील तारखेस संस्था नोंदणी अधिनियम, १८६० (सन १८६० चा अधिनियम २१) अन्वये योग्यरीत्या नोंदणी करण्यात आली.  
तारीख 1 November 2022 रोजी माझ्या सहीनिशी दिले.

## Certificate of Registration

(The Societies Registration Act, 1860)  
(Act XXI of 1860)

Registration Number: Hingoli/0000187/2022

It is certified that, **ADARSH COLLEGE ALUMNI ASSOCIATION HINGOLI TQ.DIST.HINGOLI** has this day been duly registered under the Societies Registration Act, 1860 (XXI of 1860)

Given under my hand this 1 Day of November 2022.



  
सहायक संस्था निबंधक  
Assistant Registrar of Society,  
हिंगोली विभाग हिंगोली

Hingoli

**Adarsh Education Society's  
ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI**

**CONFERENCE / WORKSHOP / WEBINAR ORGANIZED**

Year	Name of the workshop/ seminar/ conference	Number of Participants	Date From - To
<b>2022-2023</b>			
2022-23	Workshop on NEP 2020 - Train the Trainer	256	04-10-2022
2022-23	National Conference on NEP 2020: Quality Enhancement in Higher Education	121	23-01-2023
2022-23	One Day Interdisciplinary National Conference on 75 Years of Indian Independence	185	24-01-2023
<b>2021-2022</b>			
2021-22	Administrative Thoughts of Mahatma Gandhi	125	26-10-2021
<b>2020-2021</b>			
2020-21	Intellectual Property Rights	69	24-07-2020
<b>2019-2020</b>			
2019-20	Use of Animation in PPT Presentation	349	26-05-2020
2019-20	Stress Management in Pandemic Disaster: Role of Governance in the Context of Covid-19	238	27-05-2020
2019-20	Soft Skill Development and Stress Management	170	18-05-2020
2019-20	Gnomino Moodle : ICT Tools for Outcome Based Education	95	19-05-2020
<b>2018-2019</b>			
<b>NIL</b>			

*SIN*  
**Co-ordinator  
IQAC**

Adarsh Education Society's  
Art & Commerce & Science College  
HINGOLI (M.S.) - 431 513



*Vommy*  
**PRINCIPAL**

Adarsh Education Society's  
Art, Commerce & Science College  
HINGOLI-431 513 (MS)

**Adarsh Education Society's**  
**ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI**

**MoU List**

Sl. No.	Name of the MoU / Collaboration / linkage	Name of the collaborating agency / institution / industry / corporate house with whom the MoU / collaboration / linkage is made, with contact details	Year of signing MoU / collaboration / linkage	Duration of MoU / collaboration / linkage	Link
<b>2022-23</b>					
1	Department of Chemistry, Rajasthan Aryan Arts, Shri Mithulaji Kacholiya Commerce & Satyanarayanji Ramkrishnaji Rathi Science College, Washim. Dist. Washim	Department of Chemistry, Rajasthan Aryan Arts, Shri Mithulaji Kacholiya Commerce & Satyanarayanji Ramkrishnaji Rathi Science College, Washim. Dist. Washim	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/1%20MoU%20-%20Chemistry%20(RA%20College%20Washim).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/1%20MoU%20-%20Chemistry%20(RA%20College%20Washim).pdf</a>
2	Maharashtra Information Technology Support Centre	Maharashtra Information Technology Support Centre	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/2%20MoU%20-%20Institute%20(I.M.%20IT.%20Centre.%20Kolhapur).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/2%20MoU%20-%20Institute%20(I.M.%20IT.%20Centre.%20Kolhapur).pdf</a>
3	Senior scientist and head. Krishi vgyan kendra tondapur	Senior Scientist and Head, Krishi vgyan kendra tondapur	2022	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/3%20MoU%20-%20Zoology%20Krishi%20kendra%20Tondapur.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/3%20MoU%20-%20Zoology%20Krishi%20kendra%20Tondapur.pdf</a>
4	Toshniwal Arts, Commerce and Science college Sengaoan	Toshniwal Arts, Commerce and Science college Sengaoan	2022	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/4%20MoU%20-%20Institute%20(Toshniwal%20College,%20Sengaoan).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/4%20MoU%20-%20Institute%20(Toshniwal%20College,%20Sengaoan).pdf</a>
5	Cross Q your road to IIM TPQ training & placement quotient Aurangabad	Cross Q your road to IIM TPQ training & placement quotient Aurangabad	2022	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/5%20MoU%20-%20Institute%20(TPQ).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/5%20MoU%20-%20Institute%20(TPQ).pdf</a>
6	Department of Commerce Dr.BAMU Aurangabad	Department of Commerce Dr.BAMU Aurangabad	2022	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/6%20MoU%20-%20Institute%20(BAMU%20Aurangabad).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/6%20MoU%20-%20Institute%20(BAMU%20Aurangabad).pdf</a>
7	Department of Political Science, Sou. Kamaltai Jamkar Mahila College Parbhani	Department of Political Science, Sou. Kamaltai Jamkar Mahila College Parbhani	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/7%20MoU%20-%20Pol%20Sci.%20(Jamkar%20College,%20Parbhani).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/7%20MoU%20-%20Pol%20Sci.%20(Jamkar%20College,%20Parbhani).pdf</a>
8	Research center and PG department of Zoology and Fishery science, Science College Nanded	Research center and PG department of Zoology and Fishery science, Science College Nanded	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/8%20MoU%20-%20Zoology%20Science%20College,%20Nanded).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/8%20MoU%20-%20Zoology%20Science%20College,%20Nanded).pdf</a>
9	Katruwar Arts, Ratanlal Kabra Science and B.R.Mantri Commerce College Manwat	Katruwar Arts, Ratanlal Kabra Science and B.R.Mantri Commerce College Manwat	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/9%20MoU%20-%20Commerce%20(Manwat%20College).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/9%20MoU%20-%20Commerce%20(Manwat%20College).pdf</a>
10	Department of History, Syadwad Education Society Ansing's Shri Padprabha Digambar Jain Arts college Ansing	Department of History, Syadwad Education Society Ansing's Shri Padprabha Digambar Jain Arts college Ansing	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/10%20MOU%20-%20History%20(Ansing%20College%20Ansing).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/10%20MOU%20-%20History%20(Ansing%20College%20Ansing).pdf</a>

11	iBase Electrosoft LLP, Amravati.	iBase Electrosoft LLP, Amravati.	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/11%20MoU%20-%20Comp.%20Sci.%20(iBase%20Electrosoft,%20Amravati).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/11%20MoU%20-%20Comp.%20Sci.%20(iBase%20Electrosoft,%20Amravati).pdf</a>
12	Department of Economics, Late Baburao Patil Arts and Science College Hingoli	Department of Economics, Late Baburao Patil Arts and Science College Hingoli	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/12%20MoU%20-%20Economics%20(Baburao%20Patil%20College%20Hingoli).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/12%20MoU%20-%20Economics%20(Baburao%20Patil%20College%20Hingoli).pdf</a>
13	Department of Matheamtics, Rajasthan Aryan Arts, Shri Mithulalji Kacholiya Commerce & Satyanarayanji Rankrishnaji Rathi Science College, Washim, Dist. Washim	Department of Matheamtics, Rajasthan Aryan Arts, Shri Mithulalji Kacholiya Commerce & Satyanarayanji Rankrishnaji Rathi Science College, Washim, Dist. Washim	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/13%20MoU%20-%20Maths%20(RA%20College%20Hingoli).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/13%20MoU%20-%20Maths%20(RA%20College%20Hingoli).pdf</a>
14	Department of Hindi Dnyanopasak shikshan mandals College of Arts, Commerce and Science College Parbhani	Department of Hindi Dnyanopasak shikshan mandals College of Arts, Commerce and Science College Parbhani	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/14%20MoU%20-%20Hindi%20(DSM%20College,%20Parbhani).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/14%20MoU%20-%20Hindi%20(DSM%20College,%20Parbhani).pdf</a>
15	Department of Mathematics Dnyanopasak shikshan mandals College of Arts, Commerce and Science College Parbhani	Department of Mathematics Dnyanopasak shikshan mandals College of Arts, Commerce and Science College Parbhani	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/15%20MoU%20-%20Maths%20(DSM%20College%20Parbhani).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/15%20MoU%20-%20Maths%20(DSM%20College%20Parbhani).pdf</a>
16	Research Center and PG Department of Zoology, KSP Mandals Shivaji Mahavidyalay Udgir	Research Center and PG Department of Zoology, KSP Mandals Shivaji Mahavidyalay Udgir	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/16%20MoU%20-%20Botany%20(Shivaji%20College,%20Udgir).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/16%20MoU%20-%20Botany%20(Shivaji%20College,%20Udgir).pdf</a>
17	Research Center and PG Department of Zoology, Shri Shivaji Vidya Prasarak Santhas Late Karmaveer Dr. P.R.Ghogrey Science College Dhule.	Research Center and PG Department of Zoology, Shri Shivaji Vidya Prasarak Santhas Late Karmavir Dr. P.R.Ghogrey Science College Dhule.	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/17%20MoU%20-%20Botany%20(Dhule).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/17%20MoU%20-%20Botany%20(Dhule).pdf</a>
18	Department of Dairy Science, Maharashtra Udayagiri Mahavidyalaya, Udgir	Department of Dairy Science, Maharashtra Udayagiri Mahavidyalaya, Udgir	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/18%20MoU%20-%20Dairy%20Science%20(M.%20U.%20College,%20Udgir).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/18%20MoU%20-%20Dairy%20Science%20(M.%20U.%20College,%20Udgir).pdf</a>
19	Department of Sociology Priyadarshani Education Society's Late Dr. Shankarrao Satav College Kalamnuri	Department of Sociology Priyadarshani Education Society's Late Dr. Shankarrao Satav College Kalamnuri	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/upioaddata/IQAC/MoU/19%20MOU%20-%20Sociology%20(Satav%20College,%20Kalamnuri).pdf">https://www.adarshcollege208.ac.in/upioaddata/IQAC/MoU/19%20MOU%20-%20Sociology%20(Satav%20College,%20Kalamnuri).pdf</a>
20	Research center and PG Department of Botany, Science College Nanded	Research Center and PG Department of Botany, Science College Nanded	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/20%20MoU%20-%20%20Botany%20(Science%20College,%20Nanded).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/20%20MoU%20-%20%20Botany%20(Science%20College,%20Nanded).pdf</a>
21	Research center and PG department of Botany, Bahirji Smarak Mahavidyalaya Basmatnagar	Research Center and PG Department of Botany, Bahirji Smarak Mahavidyalaya Basmatnagar	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/21%20MoU%20-%20Botany%20(Bahirji%20College,%20Basmatnagar).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/21%20MoU%20-%20Botany%20(Bahirji%20College,%20Basmatnagar).pdf</a>

22	P. G. Department of Botany, Rajasthan Aryan Arts, Shri. Mithulaji Kacholiya Commerce and Shri. S. R. Rathi Science College, Washim	P. G. Department of Botany, Rajasthan Aryan Arts, Shri. Mithulaji Kacholiya Commerce and Shri. S. R. Rathi Science College, Washim	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/22%20MoU%20-%20Botany%20(RA%20College%20Washim).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/22%20MoU%20-%20Botany%20(RA%20College%20Washim).pdf</a>
23	Hingoli District Hand Ball association	Hingoli District Hand Ball Association	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/23%20MoU%20-%20Sports%20(Handball%20Association).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/23%20MoU%20-%20Sports%20(Handball%20Association).pdf</a>
24	Hingoli District Basket Ball association	Hingoli District Basket Ball Association	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/24%20MoU%20-%20Sports%20(Basketball%20Association).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/24%20MoU%20-%20Sports%20(Basketball%20Association).pdf</a>
25	Soni Food Processing Industries Hingoli	Soni Food Processing Industries Hingoli	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/25%20MoU%20-%20Dep.of%20Commerce%20&amp;%20Soni%20Food%20Processing.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/25%20MoU%20-%20Dep.of%20Commerce%20&amp;%20Soni%20Food%20Processing.pdf</a>
26	Maharashtra center for entrepreneurship development Hingoli	Maharashtra Center for Entrepreneurship Development, Hingoli	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/26%20MoU%20-%20Commerce%20(MCED,%20Hingoli).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/26%20MoU%20-%20Commerce%20(MCED,%20Hingoli).pdf</a>
27	Library, Bahirji Smarak Mahavidyalay, Basmat	Library, Bahirji Smarak Mahavidyalay, Basmat	2023	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/27%20MoU%20-%20Library%20(Bahirji%20College%20Basmat).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/27%20MoU%20-%20Library%20(Bahirji%20College%20Basmat).pdf</a>
<b>2021-22</b>					
28	Department of Public Administration Maharashtra Udayagiri Mahavidyalaya Udgir	Department of Public Administration Maharashtra Udayagiri Mahavidyalaya, Udgir	2021	05 years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/28%20MoU%20-%20PA%20(Udayagiri%20College,%20Udgir).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/28%20MoU%20-%20PA%20(Udayagiri%20College,%20Udgir).pdf</a>
29	Late Baburao Patil Arts & Science College Hingoli	Late Baburao Patil Arts & Science College Hingoli	2021	05 years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/29%20MoU%20-%20Library%20-%20(Baburao%20Patil%20College).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/29%20MoU%20-%20Library%20-%20(Baburao%20Patil%20College).pdf</a>
<b>2020-21</b>					
30	Late Pushpadevi Patil Arts & Science College, Risod Dist. Washim	Late Pushpadevi Patil Arts & Science College, Risod Dist. Washim	2020	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/30%20MoU%20-%20Marathi%20(Late%20PP%20OP%20College,%20Risod).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/30%20MoU%20-%20Marathi%20(Late%20PP%20OP%20College,%20Risod).pdf</a>
<b>2019-20</b>					
31	Shivaji College, Hingoli	Shivaji College, Hingoli	2019	05 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/31%20MoU%20-%20Library%20(Shivaji%20College).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/31%20MoU%20-%20Library%20(Shivaji%20College).pdf</a>
32	Shantai Milk and Agro Foods Jintur Dist. Parbhani	Shantai Milk and Agro Foods Jintur Dist. Parbhani	2020	03 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/32%20MoU%20-%20Shantai%20Milk%20Products%20Jintur.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/32%20MoU%20-%20Shantai%20Milk%20Products%20Jintur.pdf</a>

33	Microbial Solutions Pvt, Ltd Hingoli	Microbial Solutions Pvt. Ltd Hingoli	2020	03 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/33%20MoU%20-%20Microbial%20Solution%20Pvt%20Lit.%20Hingoli.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/33%20MoU%20-%20Microbial%20Solution%20Pvt%20Lit.%20Hingoli.pdf</a>
34	Trade of Nimodiyas, MIDC, Hingoli	Trade of Nimodiyas	2020	03 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/34%20MoU%20-%20Nimodiya%20Trade%20Hingoli.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/34%20MoU%20-%20Nimodiya%20Trade%20Hingoli.pdf</a>
35	Soni Food Processing Industries Hingoli	Soni Food Processing Industries Hingoli	2020	03 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/35%20MoU%20-%20Soni%20Food%20Processing%20Industries%20Higoli.pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/35%20MoU%20-%20Soni%20Food%20Processing%20Industries%20Higoli.pdf</a>
36	Depatment of English Shivaji College, Hingoli	Depatment of English Shivaji College, Hingoli	2019	03 Years	<a href="https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/36%20MoU%20-%20English%20(Shivaji%20College,%20Hingoli).pdf">https://www.adarshcollege208.ac.in/uploaddata/IQAC/MoU/36%20MoU%20-%20English%20(Shivaji%20College,%20Hingoli).pdf</a>
<b>2018-19</b>					
<b>NIL</b>					

# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

## OC/RC/STC/FDP - 2022-2023

Sr. No.	Name of the Faculty	Name of the Department	OC/RC/STC/FDP	Date	Place	Supporting Documents
1	Dr. A.V.Pawde	Chemistry	Short Term Course on Gender Sensitization	05-09-2022 to 10-09-2022	UGC - HRDC, Rani Durgawati University, Jabalpur	
2	Mr. G. P. Chavan	Political Science	Short Term Course on Gender Justice	20-02-2023 to 25-02-2023	UGC - HRDC, Devi Ahilya Vishwavidyalaya, Indore	
2	Mr. G. P. Chavan	Political Science	Short Term Course in Gender Sensitization	15-03-2023 to 21-03-2023	UGC - HRDC, Ranchi University, Ranchi	
3	Dr. R. R. Pimpalpalle	History	Short Term Course on Research and Publication Ethics (Social Science)	14-12-2022 to 20-12-2022	UGC - HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
4	Dr. A. D. Madavi	Economics	Short Term Course on Academic Leadership	31-10-2022 to 05-11-2022	UGC - HRDC, Devi Ahilya Vishwavidyalaya, Indore	
5	Dr. B. B. Lakshete	Commerce	Short Term Course on Gender Sensitization	05-09-2022 to 10-09-2022	UGC - HRDC, Rani Durgawati University, Jabalpur	
6	Dr. S. L. Patki	English	Short Term Course on Employability and Soft Skills Development	07-12-2022 to 13-12-2022	UGC - HRDC, Bharathidasan University, Tiruchirappalli	
6	Dr. S. L. Patki	English	Short Term Course in Outcome Based Education	10-03-2023 to 16-03-2023	UGC - HRDC, Bharathidasan University, Tiruchirappalli	

7	Dr. S. D. Chavan	Physics	Refresher Course on Environment & Disaster Management	10-10-2022 to 22-10-2022	UGC - HRDC, Himachal Pradesh University, Shimla
8	Ms. J. R. Shankpale	Library	Refresher Course in Library and Information Science	04-11-2022 to 17-11-2022	UGC - HRDC, University of Mysore, Mysore
9	Dr. A. B. Gattani	Commerce	Short Term Course in Research Methodology	11-07-2022 to 16-07-2022	UGC - HRDC, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
9	Dr. A. B. Gattani	Commerce	Refresher Course in Human Rights & Social Inclusion	10-01-2023 to 24-01-2023	UGC - HRDC, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
9	Dr. A. B. Gattani	Commerce	Faculty Development Program on Qualitative Research and Issues in Plagiarism	16-02-2023 to 22-02-2023	S.R.T.M., Ambajogai and G.A.D. TLC, SGTB Khalsa College, University of Delhi under PMMMNMTT
10	Dr. S. S. Nagarkar	Botany	Refresher Course in Life Sciences and Biotechnology	26-09-2022 to 10-10-2022	UGC-HRDC, Jawaharlal Nehru University, New Delhi
11	Dr. D. D. Maske	Public Administration	Refresher Course in Social Science	11-07-2022 to 23-07-2022	UGC-HRDC, RTMN University, Nagpur

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# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

## OC/RC/STC/FDP - 2021-2022

Sr. No.	Name of the Faculty	Name of the Department	OC/RC/STC/FDP	Date	Place	Supporting Documents
1	Dr. V. B. Aghav	Political Science	Short Term Course on Dialogue with NEP-2020	08/11/2021 to 13/11/2021	UGC-HRDC, Dr. HGV University, Sagar	
2	Dr. A. S. Bhatt	Physical Education & Sports	Short Term Course on Epidemic and Pandemic	04/10/2021 to 10/10/2021	UGC-HRDC, Gujarat University, Ahmedabad	
3	Dr. S. P. Hatkar	Mathematics	Short Term Course on Epidemic and Pandemic	04/10/2021 to 10/10/2021	UGC-HRDC, Gujarat University, Ahmedabad	
4	Dr. R. R. Pimpalpalle	History	Refresher Course on Revisiting the Indian Culture in History	10/11/2021 to 24/11/2021	UGC-HRDC, Dr. HGV University, Sagar	
5	Ms. S. S. Wagh	Chemistry	FDP on ICT Enabled Teaching and Learning	20/09/2021 to 26/09/2021	Teaching Learning Centre, Ramanujan College, Delhi	
5	Ms. S. S. Wagh	Chemistry	Short Term Course on MOOC, e-content development and open education resources.	25/10/2021 to 30/10/2021	UGC-HRDC, SGBA University, Amravati	
6	Dr. A. D. Madavi	Economics	Short Term Course Multivariate Methods of Data Analysis	28/02/2022 to 05/03/2022	UGC-HRDC, Mumbai University, Mumbai	
7	Dr. S. L. Patki	English	One Week Faculty Development Programme on "Literacy Theory and Criticism"	23/08/2021 to 28/08/2021	UGC Stride - KTHM College, Nashik	

8	Ms. J. R. Shankpale	Library	Refresher Course in Library Science	19/01/2022 to 01/02/2022	UGC-HRDC, Kannur University, Kannur
9	Dr. T. R. Hapgunde	English	Short Term Course on Entrepreneurship and Soft Skill Development	13/10/2021 to 19/10/2021	UGC-HRDC, Guru Nanak Dev University, Amritsar
9	Dr. T. R. Hapgunde	English	Refresher Course in Research Methodology	06/12/2021 to 18/12/2021	UGC-HRDC, Osmania University, Hyderabad
10	Mr. A. K. Pathan	Chemistry	Online FDP by Maharashtra State Faculty Development Academy in Collaboration with Vishkarma University, Pune	18/04/2022 to 29/04/2022	Maharashtra State Faculty Development Academy
11	Dr. A. B. Gattani	Commerce	Special Summer School	20/07/2021 to 02/08/2021	UGC-HRDC, Mizoram University, Mizoram
12	Dr. D. D. Maske	Public Administration	Special Summer School	20/07/2021 to 02/08/2021	UGC-HRDC, Mizoram University, Mizoram
12	Dr. D. D. Maske	Public Administration	Refresher Course in Sociology, Social Work and Public Administration	16/08/2021 to 28/08/2021	UGC-HRDC, RTMN University, Nagpur

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# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

OC/RC/STC/FDP - 2020-2021

Sr. No.	Name of the Faculty	Name of the Department	OC/RC/STC/FDP	Date	Place	Supporting Documents
1	Dr. V. B. Aghav	Political Science	Short Term Course on Dialogue with Dr.B.R.Ambedkar: Critical Reflection for Social Sciences Discourse	16/01/2021 to 22/01/2021	UGC - HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
2	Dr. P. D. Achole	Electronics	A Two-week online Faculty Development Programme Title: ICT Tools for Teaching, Learning Processes and Institute	15/03/2021 to 26/03/2021	Electronics & ICT Academies, NIT Patna, MNIT Jaipur, PDPM IITDM Jabalpur, IIT Guwahati, IIT Kanpur & IIT Roorkee	
3	Mr. S. S. Dodal	English	122 Online Short Term Course on E-content Development	08/02/2021 to 14/02/2021	UGC - HRDC, Gujarat University, Ahmedabad	
3	Mr. S. S. Dodal	English	126 Online Short Term Course on E-content Development	03/05/2021 to 09/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
4	Dr. A. S. Bhatt	Physical Education & Sports	Short Term Course on Disaster Management	18/01/2021 to 23/01/2021	UGC - HRDC, Devi Ahilya University, Indore	

4	Dr. A. S. Bhatt	Physical Education & Sports	Short Term Course on Epidemic and Pandemic	04/10/2021 to 10/10/2021	UGC - HRDC, Gujarat University, Ahmedabad	
5	Mr. G. P. Chavan	Political Science	3rd Online Short Term Course on Research Paper Writing	24/05/2021 to 30/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
6	Dr. B. S. Salve	Zoology	Two Weeks Faculty Development Program on Managing Online Classes & Co-creating Moocs 2.2	18/05/2020 to 03/06/2020	Teaching Learning Centre, Ramanujan College, New Delhi	
7	Dr. S. P. Hatkar	Mathematics	Short Term Course on Research Paper Writing	07/12/2020 to 13/12/2020	UGC - HRDC, Gujarat University, Ahmedabad	
7	Dr. S. P. Hatkar	Mathematics	Faculty Development Programme	22/06/2020 to 29/06/2020	S. R. T. M. University Nanded & Toshniwal College Sengaoon	
8	Dr. R. R. Pimpalpalle	History	Short Term Course on Dialogue with Dr.B.R.Ambedkar: Critical Reflection for Social Sciences Discourse	16/01/2021 to 22/01/2021	UGC - HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
9	Dr. V. S. Pawar	Sociology	Refresher Course in Research Methodology in Social Science and Humanities	30/11/2020 to 12/12/2020	UGC - HRDC, Univeristy of Rajasthan, Jaipur.	
9	Dr. V. S. Pawar	Sociology	One Week Short Term Course on Dialogue with Dr.B.R.Ambedkar	16/01/2021 to 22/01/2021	UGC - HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	

10	Dr. A. V. Pawde	Chemistry	Faculty Development Programme on Teachers Quality Higher Education through NEP 2020	27/10/2020 to 02/11/2020	Guru Angad Dev Teaching Learning Centre, Ministry of HRD & Khalsa College, New Delhi.	
10	Dr. A. V. Pawde	Chemistry	Short Term Course on Disaster Management	18/01/2021 to 23/01/2021	UGC - HRDC, Devi Ahilya University, Indore	
10	Dr. A. V. Pawde	Chemistry	Short Term Course on Research Paper Writing	24/05/2021 to 30/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
11	Ms. S. S. Wagh	Chemistry	Faculty Development Programme on Research Methodology	01/10/2020 to 15/10/2020	Teaching Learning Centre, Ramanujan College, New Delhi	
11	Ms. S. S. Wagh	Chemistry	Faculty Development Programme on Advance Concepts for Developing MOOCs	02/07/2020 to 17/07/2020	Teaching Learning Centre, Ramanujan College, New Delhi	
11	Ms. S. S. Wagh	Chemistry	One Week Faculty Development Programme on Fundamental of Empirical Research	28/09/2020 to 06/10/2020	Guru Angad Dev Teaching Learning Centre, Ministry of HRD & Khalsa College, New Delhi.	
11	Ms. S. S. Wagh	Chemistry	Short Term Course on E-Content Developmet	03/05/2021 to 09/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
12	Dr. A. D. Madavi	Economics	Refresher Programme on Environmental Science Education	05/01/2021 to 18/01/2021	UGC - HRDC, Savitribai Phule Pune University, Pune	
13	Dr. B. B. Lakshete	Commerce	Faculty Development Programme on Advancing Towards Sustainable Teaching, Learning and Evaluation Methods	10/08/2020 to 14/08/2020	MHRD & Sydenham Faculty Development Centre, Mumbai	

13	Dr. B. B. Lakshete	Commerce	Short Term Course on Research Methodology	05/10/2020 to 10/10/2020	UGC - HRDC, Rani Durgawati University, Jabalpur	
13	Dr. B. B. Lakshete	Commerce	Short Term Course on Research Paper Writing	24/05/2021 to 30/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
14	Dr. P. P. Joshi	Zoology	Short Term Course on Research Paper Writing	07/12/2020 to 13/12/2020	UGC - HRDC, Gujarat University, Ahmedabad	
14	Dr. P. P. Joshi	Zoology	Short Term Course on Disaster Management	18/01/2021 to 23/01/2021	UGC - HRDC, Devi Ahilya University, Indore	
14	Dr. P. P. Joshi	Zoology	Short Term Course on E-Content Development	03/05/2021 to 09/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
14	Dr. P. P. Joshi	Zoology	Short Term Course on Soft Skill Development	07/06/2021 to 13/06/2021	UGC - HRDC, Gujarat University, Ahmedabad	
14	Dr. P. P. Joshi	Zoology	Short Term Course on ICT	14/06/2021 to 20/06/2021	UGC - HRDC, Gujarat University, Ahmedabad	
14	Dr. P. P. Joshi	Zoology	MOOC (ARPIT) - 2020 Skills for New Educational Architecture	01/12/2020 to 31/03/2021	Ministry of Human Resource Development	
15	Dr. S. D. Chavan	Physics	Ten Days Online Faculty Development Programme on Teaching, Learning and Assessment	15/03/2021 to 25/03/2021	Teaching Learning Centre, Central University of Rajasthan, Jaipur	
15	Dr. S. D. Chavan	Physics	126 Online Short Term Course on E-content Development	03/05/2021 to 09/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	
15	Dr. S. D. Chavan	Physics	10 Online Short Term Course on Research Paper Writing	24/05/2021 to 30/05/2021	UGC - HRDC, Gujarat University, Ahmedabad	

16	Dr. S. L. Patki	English	Five Day FDP on "Innovative Teaching Learning Methodologies"	06/07/2020 to 10/07/2020	Teaching Learning Centre, Coimbatore Institute of Technology, Coimbatore	
16	Dr. S. L. Patki	English	Five Day National Workshop on "Educational Philosophy and Psychology in Sanskrit Vangmay"	20/07/2020 to 24/07/2020	Teaching Learning Centre, Shri Lal Bahadur Shastri National Sanskrit University, New Delhi	
16	Dr. S. L. Patki	English	Seven Days Psychological Counselling Training Workshop for Teachers	01/08/2020 to 07/08/2020	HRDC & Department of Psychology, RTMN University, Nagpur	
16	Dr. S. L. Patki	English	Five Day National Workshop on "Cyber Security in Education"	17/08/2020 to 21/08/2020	Teaching Learning Centre, Shri Lal Bahadur Shastri National Sanskrit University, New Delhi	
16	Dr. S. L. Patki	English	One Week Faculty Development Programme on "National Education Policy and Discourse on Indian Languages"	05/09/2020 to 11/09/2020	Teaching Learning Centre, Dr. H. G. University, Sagar & Mata Sundri College, New Delhi	
16	Dr. S. L. Patki	English	Online FDP on "Capacity Building"	12/10/2020 to 16/10/2020	AICTE Training and Learning Academy	
16	Dr. S. L. Patki	English	One Week Online Faculty Development on "Implementation of National Education Policy 2020: Role of Faculty Members of HEIs"	04/11/2020 to 08/11/2020	Teaching Learning Centre, Central University of Rajasthan, Jaipur	

16	Dr. S. L. Patki	English	Ten Days National Workshop on "Quantitative and Qualitative Approaches in Research"	18/10/2020 to 28/10/2020	Teaching Learning Centre, Shri Lal Bahadur Shastri National Sanskrit University, New Delhi	
16	Dr. S. L. Patki	English	One Week Online Faculty Development on "Traditional Indian Wisdom on Teaching and Learning"	21/12/2020 to 26/12/2020	Teaching Learning Centre, Central University of Rajasthan, Jaipur	
16	Dr. S. L. Patki	English	Short Term Course on "Cyber Crimes and Cyber Security"	07/01/2021 to 13/01/2021	UGC - HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
16	Dr. S. L. Patki	English	Five Day National Workshop on "ICT based Teaching and Assessment"	18/01/2021 to 22/01/2021	Teaching Learning Centre, Shri Lal Bahadur Shastri National Sanskrit University, New Delhi	
17	Ms. J. R. Shankpale	Library	Refresher Course in Skill & Expertise in Digital Information Landscape	10/04/2021 to 25/04/2021	Teaching Learning Centre, Ramanujan College, New Delhi	
18	Dr. T. R. Hapgunde	English	Online STC on IPR and Ethics	28/07/2020 to 03/08/2020	UGC - HRDC, Guru Nanak Dev University, Amritsar	
18	Dr. T. R. Hapgunde	English	ARPIT - English: Teaching and Learning	2020-21	SWAYAM, ARPIT, Gujarat University, Ahmedabad	
19	Mr. A. K. Pathan	Chemistry	Two Weeks Online Refresher Course on "Drug Discovery and Formulation Development"	12/10/2020 to 27/10/2020	UGC - HRDC, J. N. T. University, Hyderabad	

20	Dr. S. S. Nagarkar	Botany	Ten Days Online Faculty Development Programme on Teaching, Learning and Assessment	23/11/2020 to 03/12/2020	Teaching Learning Centre, Central University of Rajasthan, Jaipur	
21	Dr. A. B. Gattani	Commerce	Short Term Course on E-Content Development	06/08/2020 to 12/08/2020	UGC - HRDC, Gujarat University, Ahmedabad	
21	Dr. A. B. Gattani	Commerce	Short Term Course on Quality in Higher Education	07/12/2020 to 13/12/2020	UGC - HRDC, Gujarat University, Ahmedabad	

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# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

## OC/RC/STC/FDP - 2019-2020

Sr. No.	Name of the Faculty	Name of the Department	OC/RC/STC/FDP	Date	Place	Supporting Documents
1	Dr. B.S. Salve	Zoology	Two weeks FDP on "Managing Online Classes and Co-Creating Moocs 2.0"	18/05/2020 to 03/06/2020	Teaching Learning Centre, Ramanujan College Delhi and Ministry of HRD, PMMMMNMTT	
2	Dr. S. P. Hatkar	Mathematics	29 <sup>th</sup> Online Short Term Course on "E- Content Development"	28/05/2020 to 03/06/2020	UGC-HRDC, Gujarat University, Ahmedabad	
3	Dr. R. R. Pimpalpalle	History	Short Term Course on "Gender Sensitization"	02/03/2020 to 07/03/2020	UGC- HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
3	Dr. R. R. Pimpalpalle	History	One Week Online Workshop on "MOOCs, e-content Development and OERs"	29-04-2020 to 04/05/2020	UGC- HRDC, Devi Ahilya Vishwavidyalaya, Indore	
3	Dr. R. R. Pimpalpalle	History	Faculty Development Program on "Effective Ways to Develop E-content for Teaching-Learning"	21/05/2020 to 30/05/2020	UGC-HRDC, Savitribai Phule Pune University, Pune and K. R. T. Arts, B. H. Commerce and A. M. Science College Nashik	

3	Dr. R. R. Pimpalpalle	History	Two Weeks Faculty Development Program on "Managing Online Classes and Co-creating MOOCs 2.0	18/05/2020 to 03/06/20	Teaching Learning Centre, Ramanujan College, University of Delhi and Ministry of HRD, PMMMMNMTT	
4	Dr. V. S. Pawar	Sociology	Refresher Course on "Pedagogical Innovations in Social Science Teaching"	31/10/2019 to 13/11/2019	UGC- HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
5	Dr. S. S. Wagh	Chemistry	Refresher Course on "Environmental Studies and Sustainable Development"	01/10/2019 to 13/10/2019	UGC-HRDC, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad	
6	Dr. A. D. Madavi	Economics	SWAYAM – ARPIT Refresher Course in Economics	16 Weeks	Sri Ram College of Commerce, University of Delhi	
6	Dr. A. D. Madavi	Economics	Faculty Development Programme on "Managing Online Classes and Co-creating MOOCs 2.0	18/05/2020 to 03/06/2020	Teaching Learning Centre, Ramanujan College, University of Delhi, New Delhi	
7	Dr. B. B. Lakshette	Commerce	Refresher Course in Commerce	07/11/2019 to 20/11/2019	UGC-HRDC, University of North Bengal, Darjeeling, West Bengal	
7	Dr. B. B. Lakshette	Commerce	Two Weeks Faculty Development Program on "Managing Online Classes and Co-Creating MOOCs	20/04/2020 to 06/05/2020	Teaching Learning Centre, Ramanujan College, University of Delhi and PMMMMNMIT	

7	Dr. B. B. Lakshette	Commerce	One Week Online Faculty Development Programme on Developing Future Generation Teachers	18/04/2020 to 23/04/2020	MHRD Sydneham FDP Centre, PMMMNMTT, Mumbai Wilson College Mumbai	
7	Dr. B. B. Lakshette	Commerce	One Week online FDP on Transition Management for Higher Education During Covid 19 Pandemic	02/05/2020 to 06/05/2020	MHRD Sydneham FDP Centre, PMMMNMTT, Mumbai Wilson College Mumbai	
8	Dr. P. P. Joshi	Zoology	Two weeks Faculty Development Program on "Managing Online Classes and Co-creating MOOCs"	20/04/2020 to 06/05/2020	Teaching Learning Centre, Ramanujan College, New Delhi and MHRD, PMMMNMTT	
8	Dr. P. P. Joshi	Zoology	One Week Faculty Development Program on "Development of Careers in Higher Education in India in the 21 <sup>st</sup> Century"	23/06/2020 to 27/06/2020	Guru Angad Deve Teaching Learning Centre, MHRD, PMMMNMTT and St. John's College Agra	
9	Dr. S. L. Patki	English	Short Term Course on "Gender Sensitization"	02/03/2020 to 07/03/2020	UGC- HRDC, Dr. Harisingh Gour Vishwavidyalaya, Sagar	
			SWAYAM - ARPIT Refresher Course in English Language Teaching	16 Weeks	MHRD & Gujarat University, Ahamadabad	

10	Dr. T. R. Hapgunde	English	Refresher Course in English	09/12/2019 to 21/12/2019	UGC - HRDC, Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur
10	Dr. T. R. Hapgunde	English	One Week Online Workshop on MOOCs, E-Content Development and OERs	11/05/2020 to 16/05/2020	UGC- HRDC, Devi Ahilya Vishwavidyalaya, Indore
10	Dr. T. R. Hapgunde	English	Two Weeks Faculty Development Program on "Managing Online Classes and Co-creating MOOCs 2.0	18/05/20 to 03/06/2020	Teaching Learning Centre, Ramanujan College, University of Delhi and MHRD, PMMMNMTT
11	Mr. A. K. Pathan	Chemistry	SWAYAM - ARPIT Refresher Course in Chemistry for Higher Education	16 Weeks	MHRD & Sri Guru Tegh Bahadur Khalsa College, University of Delhi
12	Dr. A. B. Gattani	Commerce	Orientation Programme	02/12/2019 to 21/12/2019	UGC- HRDC, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
13	Dr. D. D. Maske	Public Administration	Orientation Programme	18/02/2020 to 16/03/2020	UGC-HRDC Goa University, Panji

*Singh*  
Co-ordinator  
IQAC

Adarsh Education Society's  
Art's Commerce & Science College  
HINGOLI (M.S.) - 431 513



*Vonno*  
PRINCIPAL

Adarsh Education Society's  
Art, Commerce & Science College  
HINGOLI-431 513 (MS)

# ARTS, COMMERCE AND SCIENCE COLLEGE, HINGOLI

## OC/RC/STC/FDP - 2018-2019

Sr. No.	Name of the Faculty	Name of the Department	OC/RC/STC/FDP	Date	Place	Supporting Documents
1	Dr. R. R. Pimpalpal	History	Refresher Course in Global Studies	25/06/2018 to 14/07/2019	UGC-HRDC, Dr. B. A. M. University, Aurangabad	
2	Mr. S. S. Dodal	English	Short Term Course in Communication Skills & Personality Development	16/07/2018 to 21/07/2018	UGC-HRDC, University of Rajasthan, Jaipur	
2	Mr. S. S. Dodal	English	Short Term Course in Bharat and Bharatiyata	10/06/2019 to 15/06/2019	UGC - HRDC, Saurashtra University, Rajkot	
3	Dr. S. P. Hatkar	Mathematics	Short Term Course in Communication Skills & Personality Development	16/07/2018 to 21/07/2018	UGC-HRDC, University of Rajasthan, Jaipur	
3	Dr. S. P. Hatkar	Mathematics	Short Term Course in Bharat and Bharatiyata	10/06/2019 to 15/06/2019	UGC - HRDC, Saurashtra University, Rajkot	
4	Dr. A. S. Bhatt	Physical Education & Sports	Refresher Course in Physical Education	21/08/2018 to 10/09/2018	UGC-HRDC, Lakshmibai National Institute of Physical Education, Gwalior	
5	Ms. S. S. Wagh	Chemistry	Refresher Course in Chemistry	05/09/2018 to 25/09/2018	UGC-HRDC, University of Hyderabad, Hyderabad.	

6	Ms. J. R. Shankpale	Library	Refresher Course in Library and Information Science	19/09/2018 to 09/10/2018	UGC-HRDC, Karnatak University Dharwad	
7	Dr. B. B. Lakshette	Commerce	Refresher Course in Economic Policies	27/05/2019 to 08/06/2019	UGC- HRDC, Rani Durgawati University, Jabalpur.	
8	Dr. S. L. Patki	English	Refresher Course in Core Values of Educational Policies	03/06/2019 to 15/06/2019	UGC – HRDC, Saurashtra University, Rajkot	
9	Dr. A. V. Pawde	Chemistry	Refresher Course in Core Values of Educational Policies	03/06/2019 to 15/06/2019	UGC – HRDC, Saurashtra University, Rajkot	
10	Dr. S. S. Nagarkar	Botany	Refresher Course in Core Values of Educational Policies	03/06/2019 to 15/06/2019	UGC – HRDC, Saurashtra University, Rajkot	
11	Dr. P. P. Joshi	Zoology	Short Term Course in Bharat and Bharatiyata	10/06/2019 to 15/06/2019	UGC – HRDC, Saurashtra University, Rajkot	
12	Mr. G. P. Chavan	Political Science	Short Term Course in Bharat and Bharatiyata	10/06/2019 to 15/06/2019	UGC – HRDC, Saurashtra University, Rajkot	

*S.H.V.*  
Co-ordinator  
IQAC

Adarsh Education Society's  
Art's Commerce & Science College  
HINGOLI (M.S.) - 431 513



*K. M. M. M.*  
PRINCIPAL  
Adarsh Education Society's  
Art, Commerce & Science College  
HINGOLI-431 513 (MS)

*Adarsh Education Society's*  
**Arts, Commerce & Science College, Hingoli**

**ANTI- RAGGING POLICY DOCUMENT**

**ANTI-RAGGING COMMITTEE**

**INTRODUCTION**

As per the direction and guidelines of honourable supreme court, UGC, state government and the university act, the institute has established a functional Anti-Ragging Committee in the institute to curb and address the issue of anti-raging. It has a well-defined policy and mechanism along with procedures to ensure the policy of zero-tolerance in terms of heinous activity called 'Ragging'. As an important committee at the institutional level, it works for preventing, prohibiting and punishing activities of ragging menace within and outside the campus in accordance with UGC regulations, Supreme court directives and Provisions state Act. It is responsible for taking action against those found guilty of ragging and/or abetting ragging, actively or passively or being part of a conspiracy to promote ragging.

**DEFINITION OF ANTI-RAGGING**

Anti-Ragging is conceived any of the following behaviour, as notified by the UGC, at the campus that reflects emotional laceration arising out of unethical and unconstitutional misconduct in terms of basic code of code:

"Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or a junior student. 2. Indulging in a rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student. 3. Asking the students to do any act or perform something which such student will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or Psyche of a fresher or junior student"

**ANTI-RAGGING COMMITTEE MEMBERS**

Sr. No.	Name	Designation	Mobile No.
1	Dr. V. B. Aghav	Chairperson	9922228656

2	Dr. B. S. Salve	Co-ordinator	9422742735
3	Mr. G. P. Chavan	Member	9921557607
4	Ku. J. R. Shankpalle	Member	9096703410
5	Mr. R. R. Kamble	Member	9552135769
6	Ms. S. R. Wakode	Member	8275285825

#### ANTI-RAGGING MEASURES AT CAMPUS:

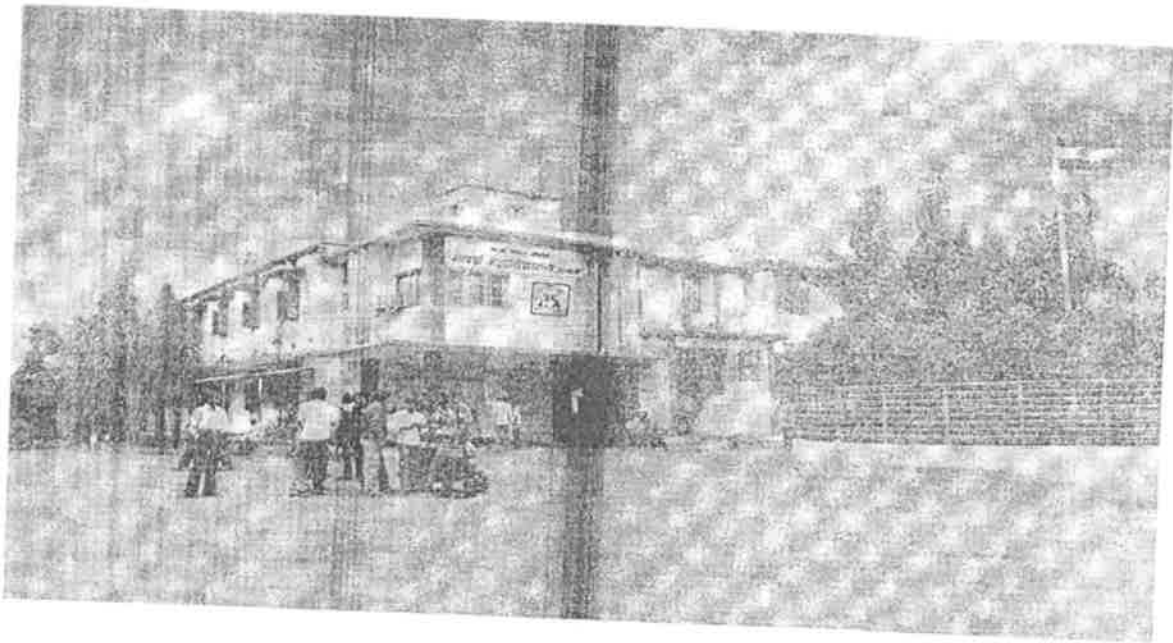
- Constitution of Anti-Ragging committee (ARC) in college as per guidelines.
- Informing to parents/guardians of all the students and explaining the adverse effect of ragging and anti-ragging measures that are initiated by the institution.
- Conducting induction programs and Counselling by the Anti-Ragging Committee during the first two weeks of the academic year. Wide publicity to prevent, prohibit and punish with respect to ragging. Taking affidavits and undertakings from students and parents in the prescribed proforma.
- Displaying anti-ragging guidelines on posters, walls, and Notice Boards
- If an act of ragging occurs on the campus, students are advised to report it to the functional anti-ragging committee meant for addressing the issue. Considering the gravity of the ragging act, the committee takes due action as early as possible. There is a provision of offline and online complaint for ragging. The name of the complainant is kept confidential and the guilty is penalised at the hands of the committee and authority.
- Continuous monitoring in various places like classrooms, canteen, hostels, reading room, library and whole campus by using CC TV cameras.

  
CO-ORDINATOR



  
PRINCIPAL  
प्रभारी प्राचार्य  
आदर्श शिक्षण संस्थेचे,  
कला, दाण्डिप्य व विज्ञान महाविद्यालय,  
हिंगोली.

*Adarsh Education Society's*  
**ARTS, COMMERCE AND SCIENCE COLLEGE,  
HINGOLI, MAHARASHTRA**



**RESEARCH & DEVELOPMENT CELL**  
**POLICY DOCUMENT**

## **INTRODUCTION:**

Research is an important aspect to enhance quality education by the Higher Education Institutions (HEIs). Societal challenges of our country can only be addressed by having a strong and vibrant higher education ecosystem with an emphasis on research, innovation, and technology development. The establishment of Research and Development Cell (RDC) in institute will enable attainment of targets and to play a pivotal role in catalysing multidisciplinary/ transdisciplinary and translational research culture mandated in NEP 2020. The Research and Development policy creates the research and innovation ecosystem within which faculties, research scholars, undergraduate and post graduate students and research partners to undertake research activities. To achieve our mission, the college provides and supports intellectually inspiring, academically challenging and always supportive atmosphere to personal growth by engaging in innovation and leading-edge research within and across disciplines.

## **VISION:**

To put in place a robust mechanism for developing and strengthening the research ecosystem within institute

## **MISSION:**

1. The focus of college is on integrated and multidimensional development of students' personality.
2. Propagation / inculcation of values enshrined in the constitution of India.
3. Excellence in education with social relevance, dissemination of knowledge keeping pace with time.

## **AIMS & OBJECTIVES:**

- To create an organizational structure with role-based functions and to formulate Research Policy for the HEI and to identify thrust areas of research.

- To establish a special purpose vehicle to promote researchers and innovators, identify potential collaborators from industry, research organizations, academic institutions & other stakeholders for cooperation and synergistic partnerships.
- To act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals.
- To have better coordination among other cells/centres dealing with College-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).
- To develop an Institutional Research Information System for sharing the status of ongoing/ completed research projects/Programmes, expertise & resources, etc., making effective use of Information & Communication Technology (ICT) for preparing the database of in-house experts to provide industrial consultancy and services.
- To serve as nodal centre for conceptualization of research topics/themes by organizing workshops and training programs and ensuring the integrity and ethical practices in research activities.

### **DEFINITION OF RESEARCH:**

Research is the careful consideration of study regarding a particular concern or research problem using scientific methods. According to the American sociologist Earl Robert Babbie, "research is a systematic inquiry to describe, explain, predict, and control the observed phenomenon. It involves inductive and deductive methods."

### **RESEARCH AND DEVELOPMENT CELL MEMBERS:**

<b>Sr. No</b>	<b>Name</b>	<b>Designation</b>	<b>Mobile No.</b>
1	Dr. Vilas B. Aghav	Chairperson	9922228656
2	Dr. Sachin L. Patki	IQAC Co-ordinator	7588547674
3	Dr. Sachin P. Hatkar	Co-ordinator	8805499012

4	Dr. Pandurang G. Gangasagre	Member	9822575427
5	Dr. Baswaraj B. Lakshete	Member	9011204532
6	Dr. Prashantkumar Joshi	Member	9595648535

## **THE ROLES AND RESPONSIBILITIES OF THE RESEARCH & DEVELOPMENT CELL**

- To prepare annual research activity plan for all the departments.
- To formulate college research policy and identifying thrust areas of research.
- To make recommendations to the Management and Principal on matters related to research promotion and infrastructure
- To initiate and promote MoU with industries and R&D organizations for consultancy, collaborative research, sponsored projects, industry and Institute interactions etc.
- To arrange brainstorming sessions through talks by eminent personalities from industry, R& D organizations and institutions of repute for the better understanding of research methodology and practices currently followed.
- To support faculties for delivering talks at different events and conducting workshops, training programs, seminars, conferences, symposia and faculty development programs.
- To keep everyone informed about announcements by various funding agencies like DST, DAE, DRDO, ISRO, CSIR, AICTE, UGC and University etc.
- To motivate students for presenting papers in National and International conferences and projects in competitions and exhibitions like AVISHKAR at university level. Interdepartmental / collaborative work to be encouraged.
- To monitor progress of the research and development activity.
- To have better coordination among other cells/centres dealing with College-Industry Inter Linkage, MoU and Placement cell.

- To serve as nodal centre for ideation and conceptualization of research topics/themes by organizing workshops and training programs and ensuring the integrity and ethical practices in research activities.
- To establish liaison with near and far industry and identify the technological challenges being faced by them. Strengthen industry institute interaction through MOUs for long term relationships with national and international research organisations for widening the scope of research options and funding opportunities for faculty and students.

### **RECOMMENDATIONS AND IMPACT**

- Publications in UGC listed and Peer reviewed Journals.
- Research Proposals for different funding agencies.
- Participation and Organizing Conferences, Seminars and Workshop.
- Participation in Collaborative Research work.
- Encouragement for Higher Education.
- Signing MOU with Institutions, Industries and Research Organization.


### **CODE OF ETHICS IN RESEARCH**

- Researchers are required to demonstrate intellectual and moral honesty in proposing, conducting, and reporting research.
- Any student, faculty member, researcher, staff should be responsible in the conduct of research, thesis, dissertation, promotion of academic integrity and prevention of misconduct including plagiarism in academic writing
- All members undertaking research should adhere to the University Grants Commission (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions) Regulations, 2018
- Ph. D students need to fill up a self-declaration form that the contents of the thesis / dissertation are not plagiarized, wherever required necessary citations have been given. In case, they have any doubts

regarding citations, they must discuss with their research guides in detail.

- All researchers should be careful in making no misrepresentation in the dissemination of research information and findings and not fabricating data or information in their presentations/publications/ reports.
- The researcher, faculty staff or student undertaking research should designate authorship of consulted research sources clearly, accurately and justly and assign authorship of research publications accurately and justly.
- The members must take responsibility for their actions and their commitments to research.
- The researchers should not resort to self-plagiarism or unexplained duplication of publication i.e., they should not publish same article in two different places. The same is applicable for abstracts.
- Students or faculty members while going for data collection to other institutes must carry a Letter under College letter head signed by the concerned head (guide/project director/director research) and their ID Cards. They need to maintain a record of the institutes visited; persons interviewed/met for research data collection etc.

  
**Co-ordinator**  
**IQAC CO-ORDINATOR**  
Adarsh Education Society's  
Art's Commerce & Science College,  
HINGOLI (M.S.) - 431 513

  
**PRINCIPAL**  
**PRINCIPAL**  
Adarsh Education Society's  
Arts Commerce & Science College  
HINGOLI Dist Hingoli (M.S.)

Adarsh Education Society's

Arts, Commerce & Science College, Hingoli-431513

## STUDENTS GRIEVANCE REDRESSAL COMMITTEE

### Introduction:

Any student of an educational institute has a minimum right to have conducive educational ambience when he / she is on-campus in every aspect for optimum achievements from the educational process. His / her formal / informal interactions with fellow students, teachers, official staff, the principal and any occasional outsiders should be encouraging in nature.

But in reality, aberrations are bound to be there. Role of an educational institute is to keep level of aberrations under control. Intentional or unintentional misconducts do occur resulting in grievances. Timely, effective, efficient and unbiased redressal of the raised grievances is very much necessary. The system must be sensitive enough and proactive to identify unreported grievances. So, there is every need of a formal grievance redressal mechanism.

Therefore, our institute has set up a Students Grievance Redressal mechanism.

**Name:** Students Grievance Redressal Committee.

**Abbreviated Name:** SGR Committee

**Composition:** To achieve better redressal of grievances, an elaborate committee is constituted.

- |  |                                     |
|--|-------------------------------------|
| 1. Chairman:   | Principal of the College            |
| 2. Coordinator:  | Senior Teacher                      |
| 3. Members:  |                                     |
| • Registrar of the College                               | 1                                   |
| • IQAC coordinator                                       | 1                                   |
| • NSS / NCC / Sports /<br>Cultural Activities In-charge: | 1                                   |
| • Gents Teachers:  | 2                                   |
| • Ladies Teachers:                                       | 2                                   |
| • Students:  | 4 (Two of them are 'if applicable') |
| 4. Invitee Members:                                      | As per need                         |

\*From amongst the five teacher members:

- |                    |   |
|--------------------|---|
| • Arts stream:     | 2 |
| • Science stream:  | 2 |
| • Commerce stream: | 1 |

#From among the four student members:

- |  |   |
|--|---|
| • GS of Students Council of the College:                 | 1 |
| • LR of Students Council of the College (if applicable): | 1 |
| • CR of class to which the grievance raiser belongs:     | 1 |
| • CR of class of the suspect (if applicable):            | 1 |

## Functions:

To redress grievances raised by students

## Mode of functioning:

1. Number of meetings: At least four in an academic year
2. Quorum of the meeting: At least 50% of the total members
3. Grievances to be considered:  
Grievances in written and with name, class, roll number and signature of the student only will be considered for redressal. Students should convey their grievances
  - to the principal or
  - to the committee or
  - through the complaint box
4. Grievances not to be handled: Grievances against chairman, the principal are out of jurisdiction of this committee.
5. Methodology of redressal: The committee will
  - i. in the beginning, study the grievance.
  - ii. call the student who has raised the grievance and listen to him / her carefully in unbiased state.
  - iii. call the person(s) with whom the student has the grievance and listen to him / her carefully and in unbiased manner.
  - iv. If the grievance is not about any person but about the system, the system will think on self-rectification, if necessary.
  - v. The grievance redressal by "Consensus and Counselling" will be preferred in not-so-serious grievances.
  - vi. In rare cases of grievances, the committee will think of going for other legal off-Campus options.
  - vii. If necessary, parents both the parties (grievance raiser and suspect of the grievance) shall be called.
  - viii. The grievances communicated to the principal or to the committee will be redressed within a week from the date of communication.
  - ix. The grievances communicated through the complaint box will be redressed within a week of their collection from the box.
  - x. Grievances will normally be collected by the committee from the complaint box after every fortnight.
  - xi. If a grievance is raised against any of the members of this committee, he /she shall not be member of the committee till the grievance is redressed.
6. Final Authority: In a state of ambiguity, decision of the chairman is final.
7. Miscellaneous:
  - Every year in the starting phase of the academic year, the committee shall implement a campaign to make students aware of existence and functioning of the SGR committee.
  - The role of "Students Council" in minimizing workload of the committee is very crucial.

## Committee for Academic year 20022-23:

1. Chairman: I/C Principal Dr. Vilas B. Aghav
2. Coordinator: Dr. Pradeep D. Achole (Senior, Science: HOD of Electronics)
3. Members:
  - i. Shri Vijay. S. Kawane (Registrar)
  - ii. Dr. Sachin L. Patki (IQAC Coordinator)
  - iii. Dr. Anand S. Bhatt (Assistant Director, Sports)
  - iv. Dr. Vidya N. Khandare-Govande (Ladies, Arts: HOD of Sociology)
  - v. Miss Shaila S. Wagh (Ladies, Science: HOD of Chemistry)
  - vi. Dr. Annaji D. Madavi (Gents, Arts: HOD, Economics)
  - vii. Dr. Ashish B. Gattani (Gents, Commerce Stream)
  - viii. GS of Students Council: Vacant
  - ix. LR of Students Council: (if applicable)
  - x. CR of the class of the grievance raiser: After grievance is raised
  - xi. CR of the class of the suspect: (if applicable)
  - xii. Invitee members: (As per need)

*Behde*

Co.ordinator

(Dr. P D. Achole)

*Kommo*  
Principal

I/C PRINCIPAL  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli

*Adarsh Education Society's*

**ARTS, COMMERCE & SCIENCE COLLEGE,  
HINGOLI-431513**

**Women Empowerment and Sexual Harassment Prevention  
Committee – Policy Document**

**Introduction:**

Sexual harassment is a common form of violence that can cause enduring psychological harm. Both women and men are targets of such behavior, but evidence has shown that sexual harassment is primarily aimed at women.

Role of an educational institute is to keep level of abnormality under control. Intentional or unintentional misconducts do occur resulting in grievances. Timely, effective, efficient and unbiased redressal of the raised grievances is very much necessary. The system must be sensitive enough and proactive to identify unreported grievances. So, there is every need of a formal grievance redressal mechanism. This is a significant knowledge gap, as experiencing sexual harassment can derail a woman's or female students' educational attainment. The goal of this guidance note is to identify specific evidence-based recommendations that tertiary education institutions can use to prevent, report and respond to sexual assault and sexual harassment.

This is not intended to replace policies and/or institutional approaches to dealing with unacceptable behaviors, but rather to provide further advice on how to address these issues based on good practices from around the world. To the extent possible, institutions should refer to existing legislation, policies, codes of conduct and mechanisms already in place to prevent, report and respond to sexual assault and sexual harassment.

**About Law**

In writ petition (CRL) nos 666-670 of 1992 to prevent sexual harassment of women at work place. Hon. the guidelines in the decision given by supreme court were presented by the central government. In the said decision, there was a provision that these guidelines will remain binding on the government as law until such time as there is no law on these subjects. These guidelines were popularly known as the guidelines in the visakha judgement.

Accordingly, every government /semi government officers/corporations/institution etc. A women's grievance redressal or women empowerment and sexual harassment prevention committee was constituted at the place and the complaint of sexual harassment

were being investigated through the said committee. However now in order to prevent sexual harassment at workplace the central government (prevention prohibition and redressal Act-2013 and rules dated 9.12.2013). Women grievance redressal committee were proposed to be reformed government.

As per provision of the protection of women from sexual harassment (prevention, prohibition and redressal) Act -2013 and the rules dated 9.12.2013, every female having 10 or more officers /employees in its establishment shall have an internal grievance committee as follows should be constituted.

**Name: Women Empowerment and sexual harassment committee**

**Abbreviated Name:** women empowerment committee

**Composition:** To achieve better redressal of grievances, a committee is constituted.

- |                     |                          |
|---------------------|--------------------------|
| 1. Chairman:        | Principal of the College |
| 2. Coordinator:     | Senior Teacher           |
| 3. Members:         |                          |
| 4. Invitee Members: | As per need              |

**Objectives:**

- Emphasis on organization of different kinds of programmes regarding personality development of women or female students.
- Mentoring for employment opportunities for women to stand on their own feet.
- To enable people to accept the right things without following the customs, traditions and superstitions of the society. Creating a scientific approach.
- To make girl students physically and mentally competent.
- To empower against sexual harassment in public places, workplace.
- To create awareness about the Prevention of Sexual Violence Act.

**Functions:**

- To consent the female students as well as redress grievances raised.
- Although there are national and international efforts to eliminate sexual harassment, there is no single definition of what constitutes prohibited behavior. The University of

Michigan defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when either.

- Define sexual assault and sexual harassment in alignment with the relevant jurisdictional legislation;
- Include a list of prohibited actions, examples, and possible scenarios to give staff and students a complete picture;
- Explain consent as defined by the relevant jurisdictional legislation.
- Outline the scope of the policy, for example, whether it applies to groups affiliated to the institution;
- Articulate that female student or women who experience sexual assault can report their experience to the committee
- Present the institution's formal reporting process and misconduct procedures:
- Explain steps of how to seek help and/or report if sexual harassment or assault has occurred;
- Communicate that an institution's formal investigations process is not a substitute for a criminal process;
- Include information on potential sanctions that might be imposed on a student should the institution determine that misconduct has occurred;
- State that staff and students have a responsibility to prevent harassment and will be supported if they witness harassment and decide to intervene;
- Affiliated with the institution, such as student groups. A Guidance Note for Preventing, Reporting and Responding to Sexual Assault and Sexual Harassment in Tertiary Therefore, our institute has set up a women empowerment and sexual harassment prevention committee.

**Mode of functioning:**

1. Meetings at least 2-3 in an academic year.
2. Required Quorum of the meeting is at least 50% of the total members.
3. Disservice to be considered:

Grievances in written and with name, class, roll number and signature of the student only will be considered for redressal. Female Students should convey their grievances

- to the principal            or
- to the committee        or

4. Methodology of the committee will

- i. in the beginning, study the unfairness if any
- ii. call the female student who has raised the grievance and listen to her carefully in unbiased state.
- iii. call the person(s) with whom the female student has the grievance and listen to him carefully and in unbiased manner.
- iv. In rare cases of grievances, the committee will think of going for other legal off-Campus options.
- v. If necessary, parents both the parties (grievance raiser and suspect of the grievance) shall be called.
- vi. The grievances communicated to the principal or to the committee will be redressed within a week from the date of communication.
- vii. If a grievance is raised against any of the members of this committee, he /she shall not be member of the committee till the grievance is redressed.

5. Final Authority: In a state of ambiguity, decision of the chairman is final.

6. Miscellaneous:

- Every year in the starting phase of the academic year, the committee shall implement a campaign to make students aware of existence and functioning of the women empowerment and sexual harassment prevention committee.

**Committee for Academic year 20021-22:**

1. Chairman: I/C Principal Dr. Vilas B. Aghav
2. Coordinator: Shankpale J.R.(Co-ordinator)
3. Members:

- Vidya N. Khandare-Govande
- Shaila Wagh
- Sarita Kabra
- Jyoti Maske
- Vandana Tawde
- Sapana Pupalwad
- Seema Wadatkar
- Versha Sawtkar
- Invitee members:(As per need)

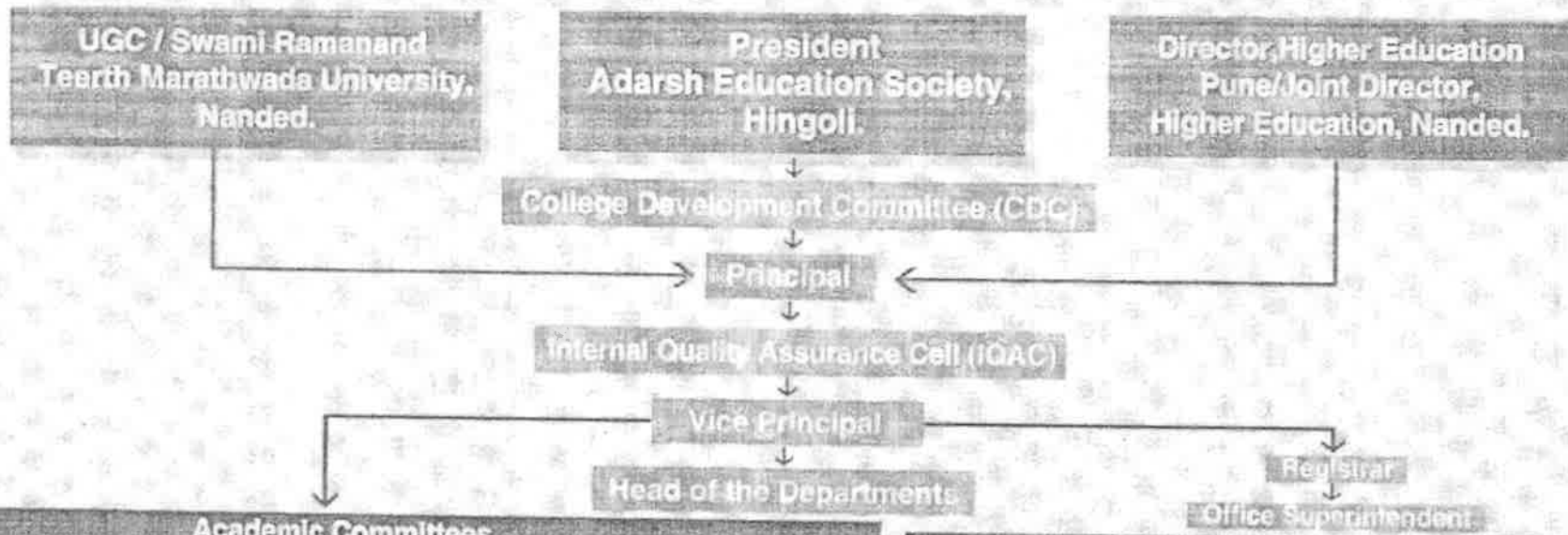
*Shankpale*  
Co-ordinator

आदर्श एज्युकेशन सोसायटीचे  
अध्यक्ष, वाणिज्य व विज्ञान महाविद्यालय,  
हिंगोली - 439 493

*Vilas B. Aghav*  
Principal

I/C PRINCIPAL  
ADARSH EDUCATION SOCIETY'S  
Art's Commerce & Science College  
HINGOLI Dist. Hingoli

# Adarsh Education Society • Arts Commerce and Science College, Hingoli



## Academic Committees

- Admission Committee
- Time Table Committee
- Examination Committee
- Literature and Cultural Committee
- NSS Committee
- Library Committee
- Research Committee
- Sports & Gymnasium Committee
- Discipline Committee
- Grievance Redressal Committee
- Student Feedback Committee
- Anti Ragging Committee
- Science & Avishkar Committee
- Competitive Examination and Career Guidance Cell
- NCC Committee
- Campus Cleanliness Committee
- Student Council Committee
- Prize Distribution Committee
- Adarsh Annual Magazine Committee
- Birth Anniversary Committee
- Women Empowerment and Sexual Harassment Committee
- Green Audit Committee
- Gender Audit Committee
- Medical Assistance Committee
- Student Mentoring Committee
- Alumni Committee

## Administrative Committee

- Tender Committee
- Boys Hostel Management Committee
- Girls Hostel Management Committee
- Website Committee
- Poor Boys Hostel Committee
- UGC Committee
- Accounting Committee
- Audit Committee
- Purchase Committee
- Budget Committee
- Construction and Maintenance
- Open University Committee
- Canteen Committee
- Photography and Publicity Committee
- Convocation Committee
- Distance Education (S.R.T.M.U.Nanded)



॥ सा विद्या या विमुक्तये ॥

## स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

"शानतीर्थ" परिसर, विशुपूर, नांदेड - ४३१६०६ (महाराष्ट्र)  
**SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED**  
"Dnyanteerth", Vishnupuri, Nanded - 431606 Maharashtra State (INDIA)  
Established on 17th September 1991 - Recognized by the UGC U/S 20 and 12(B), NAAC file accredited with 'X' Grade

25

1994-2019

SILVER JUBILEE YEAR

Phone : (02462) 229242

ACADEMIC (APPROVAL) SECTION

Website : srtmun.ac.in

Fax : (02462) 229574

E-mail : approvalsrtmun@gmail.com

### ORDER


Whereas, the University Grants Commission, vide its letter dated 2<sup>nd</sup> Nov 2017 has prescribed the University Grants Commission (Minimum Qualification for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of standards in Higher Education) Regulations, 2018.

And, whereas the Government of Maharashtra, vide its Resolution No.Misc-2018/C.R.56/18/UNI-1 dated 08<sup>th</sup> March 2019 has made applicable for the above said U.G.C. Regulations, 2018.

And, whereas it will take some time to prepare the Statute in this regard and place the same before the statutory authorities as laid down in Section 72 of Maharashtra Public Universities Act, 2016.

Therefore, I, Dr. Udhav V. Bhosle, Vice-Chancellor of Swami Ramanand Teerth Marathwada University, Nanded in exercise of the powers conferred upon me under Section 12(8) of the Maharashtra Public Universities Act, 2016, hereby direct that the provisions of the above said U.G.C. Regulations, 2018 as made applicable by the Government Resolution dated 08<sup>th</sup> March 2019, be made applicable for the appointment of teachers and other academic staff in university and colleges.

This order shall remain in force till the Statute in this regard come into force.

  
(Dr. Udhav V. Bhosle)  
Vice-Chancellor

Ref No. Acad/UGC Regu./2018-19/3345

Dated : 26-03-2019

**Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.**

**GOVERNMENT OF MAHARASHTRA**

**Higher & Technical Education Department**

**Government Resolution No. Misc-2018/C.R.56/18/UNI-1**

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

**Read:-**

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12<sup>th</sup> August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2<sup>nd</sup> November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8<sup>th</sup> November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28<sup>th</sup> January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31<sup>st</sup> January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18<sup>th</sup> July, 2018.
7. The Maharashtra Public University Act, 2016

**Preamble:-**

University Grants Commission vide its letter dated 31<sup>st</sup> January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2<sup>nd</sup> November 2017 regarding revision of 7<sup>th</sup> Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2<sup>nd</sup> November, 2017 and regulation issued by UGC dated 18<sup>th</sup> July, 2018 and amendments thereof from time to time in this behalf.

**Resolution:**

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short "UGC Regulations, 2018") was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

**1.0. Coverage**

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31<sup>st</sup> December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

**2.0. Date of Implementation**

The date of implementation of the revised pay shall be 1<sup>st</sup> January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

**3.0. Designation**

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant

Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

**4.0. Recruitment and Qualifications**

**4.1.** The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.

**4.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.

**4.3. I.** The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

*Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

*Provided* further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.

candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

*The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

- II. The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.
- 4.4. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 4.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 4.6. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 4.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

**4.12. Qualifications**

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

**5.0. Direct Recruitment**

**5.1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**

**I. Assistant Professor in Colleges and Universities**

**Eligibility (A or B):**

**A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

*Provided* the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai

Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

**II. Associate Professor in Universities**

**Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

**III. Professor in Universities**

**Eligibility (A or B)**

**A.**

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

**OR**

**B.**

An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

**Table 2**

**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S. N.	Academic/Research Activity	Faculty of Sciences /Engineering /Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce / Management & other related disciplines
1.	<b>Research Papers in Peer-Reviewed or UGC listed Journals</b>	08 per paper	10 per paper
2.	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by:</b>		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	<b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
	Book	08	08
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course
	<b>(c) MOOCs</b>		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	<b>(d) E-Content</b>		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	<b>(a) Research guidance</b>		
	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	<b>(b) Research Projects Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c) Research Projects Ongoing :</b>		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	<b>(d) Consultancy</b>	03	03
5.	<b>(a) Patents</b>		
	International	10	10
	National	07	07
	<b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07
	National	05	05

6.	<b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

**The Research score for research papers would be augmented as follows:**

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 10 Points
  - iii) Paper with impact factor between 1 and 2 - 15 Points
  - iv) Paper with impact factor between 2 and 5 - 20 Points
  - v) Paper with impact factor between 5 and 10 - 25 Points
  - vi) Paper with impact factor >10 - 30 Points
- a) Two authors: 70% of total value of publication for each author.
  - b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**Table: 3 A**

**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score			
		1.	<b>Graduation</b>	80% & Above = 15	60% to less than 80% = 13
2.	<b>Post Graduation</b>	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	30			
5.	<b>NET with JRF</b>	07			
	<b>NET</b>	05			
	<b>SET</b>	03			
6.	<b>Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)</b>	10			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

**#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.**

**Note:**

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks  
(ii) JRF/NET/SET : Maximum - 07 Marks  
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10

<b>TOTAL</b>	-	<b>100</b>
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**Table: 3 B**

**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

S.N.	Academic Record	Score			
		1.	<b>Graduation</b>	80% & Above = 21	60% to less than 80% = 19
2.	<b>Post Graduation</b>	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	25			
5.	<b>NET with JRF</b>	10			
	<b>NET</b>	08			
	<b>SET</b>	05			
6.	<b>Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)</b>	06			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

**#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.**

**Note:**

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SET	:	Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview shall be decided by the college.		
C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
<hr/>		
<b>TOTAL</b>	<b>-</b>	<b>100</b>
<hr/>		

**Table 4**

**Assessment Criteria and Methodology for Librarians**

<b>Sr. No.</b>	<b>Activity</b>	<b>Grading Criteria</b>
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website.</li> </ul>	<p>90% and above – Good</p> <p>Below 90% but 80% and above – Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>

Appointments, service  
Rules. 6.2.1.

**UNIFORM STATUTES**

**GOVERNING TERMS AND CONDITIONS OF  
SERVICE OF TEACHERS WORKING IN THE  
AFFILIATED COLLEGES, RECOGNIZED  
INSTITUTIONS, AUTONOMOUS COLLEGES,  
COMMUNITY COLLEGES, EMPOWERED  
AUTONOMOUS COLLEGES, EMPOWERED  
AUTONOMOUS CLUSTER INSTITUTIONS,  
EMPOWERED AUTONOMOUS SKILL  
DEVELOPMENT COLLEGES IN MAHARASHTRA**

**[FRAMED UNDER SECTION 72 (10)  
READ WITH SECTION 71 (20) AND  
SECTION 105 (10) OF THE MAHARASHTRA  
PUBLIC UNIVERSITIES ACT, 2016]**

- (iii) The condition for minimum number of students per class shall not be applicable to the exceptional subjects like Arabian studies, Pali, Ardhmagadhi, Sanskrit, Women Studies, Urdu.

#### 156. Recruitment

- (1) Ordinarily, in the month of October/November, the Principal /Director, as the case may be, shall take a review of the existing workload in each of the subjects and probable increase in the workload in the next academic year either due to the rise in students' strength or natural growth of the course. In case of grant in aid posts, the Principal/Director shall submit the proposal to the Joint Director for seeking sanction to the posts and No Objection Certificate for recruitment. After obtaining such sanction and No Objection Certificate, the proposal shall be sent to the University with a draft of an advertisement:  
Provided that, the roster register shall be verified and certified by the concerned competent authority:  
Provided further that, in case of the professional College/ Institution, the requirement of the teachers shall be as per the norms of the respective Central Regulatory Councils and approved by the University.
- (2) In respect of the vacancy of post caused by various reasons such as resignation, retirement, lien, promotion, leave more than three months, etc., the Principal/Director shall initiate the process of recruitment as given herein, as and when such vacancy is created.
- (3) After receipt of such proposal(s) from the Principal/Director, the University shall scrutinize the same as per the existing norms of the workload and reservation rules and grant approval to the draft of the advertisement within fifteen days.
- (4) The teaching posts in the College/Institution shall be classified in the following categories, namely:-
- (a) Full-time post :a post for which workload is more than 75% of the workload as prescribed by the University Grants Commission per post;
- (b) Part-time post :a post for which workload is more than 50% but less than 75% of the workload as prescribed by the University Grants Commission per post:  
Provided that, in the case where remaining workload for the particular subject for the last post is more than 50% of the workload as prescribed by the University Grants Commission per post, it shall be a full time post.
- (c) Clock Hour Basis post: a post for which workload is less than 50% of the workload as prescribed by the University Grants Commission per post.
- (5) The appointments for the teaching posts shall be classified in the following categories, namely:-
- (a) substantive/permanent appointment;

- (b) temporary appointment for the period not exceeding eleven months;
  - (c) temporary appointment for the period not exceeding six months;
  - (d) contractual appointment for the specific period as prescribed in the contract.
- (6) If, for any reason, the recruitment to substantive/permanent post is not possible, in the academic interest of students, the temporary appointments post shall be made for a period not exceeding eleven months by following the selection procedure for the temporary appointments as prescribed herein. While making such appointments, it shall be strictly observed that the candidates duly qualified are appointed and in case such duly qualified candidate is not available, then only the other candidates can be considered for appointment. Such appointment shall be for a period not exceeding eleven months at a time, but in any case such appointment shall be only up to the last date of that academic year. The University shall accord approval to such appointment for temporary period:

Provided that in case of the post for the reserved category, it shall be strictly observed that the qualified candidate of the same category is appointed and, if qualified candidate is not available, then other candidate of the same category is appointed and provided further that, even if other candidate from the same category is not available, the candidate belonging to other category may be appointed. Such appointment shall be for a period not exceeding eleven months at a time, but in any case such appointment shall be only up to the last date of that academic year. The University shall accord approval to such appointment for temporary period:

#### **157. Advertisement of Vacancies**

- (1) Every post of teacher to be filled in by selection, shall be duly and widely advertised, according to the draft approved by the University as prescribed in Clause 2 above. The advertisement shall contain the essential and desirable qualification, as prescribed, the scale of pay and number of posts to be reserved for the members of backward classes, differently abled and women candidates and reasonable time, which shall not be less than twenty one days, within which the applicant may, in response to the advertisement, submit his application. The advertisement shall invariably mention that the suitable and qualified candidates with higher merit in the proportion of 1:15 shall only be called for interview for the post of Assistant Professor:

Provided that, for the temporary appointment exceeding six months but not exceeding eleven months, the advertisement in the local news paper for 'walk-in-interviews' shall be published by the management and the same shall not require prior approval of the University and State Government. It is necessary to declare the date, time and venue of interview in such advertisement which shall not be within five days from the date of publication.

- (2) An applicant who is holding substantive/permanent post shall submit the application through the proper channel. While forwarding such application, the employer shall have to clarify whether the lien would be granted to such applicant, if selected. However, in case of an applicant for the post of Principal, he shall be eligible to retain lien in his parent College/Institution/University as per the prevailing UGC norms, for the tenure of his appointment as a Principal, if he so desires.

#### **158. Scrutiny Committees for Direct Recruitment**

##### **(1) Scrutiny Committee for the Post of Teacher:**

- (a) There shall be a Scrutiny Committee to scrutinize the applications received for the post(s) of teacher(s) to be appointed in the College/Institution. The Scrutiny Committee shall consist of the following members, namely:-
- (i) the Chairperson of the Management or his nominee, Chairperson;
  - (ii) the Principal/Director, as the case may be, Member Secretary;
  - (iii) the Head of the Department of the subject concerned:

Provided that, if the regular Principal/Director is not appointed in the College/Institution, the In-Charge Principal/Director shall be the member of the Scrutiny Committee:

Provided further that, if there is no Head of the Department in the subject concerned, the senior most teacher in the subject in the College/Institution nominated by the Chairperson of the Management shall be a member of the Scrutiny Committee and if there is no teacher in the subject concerned in the College/Institution, the Head of the Department /senior teacher of the other Department in the College/Institution shall be nominated by the Chairperson of the Management;

- (iv) an academican from the reserved category to be nominated by the Chairperson of the Management, if none of the members above is from the reserved category.

Provided that, if any of the members above is himself a candidate, Chairperson of the Management shall nominate a senior teacher from the Department or from any other Department.

- (b) For the posts wherever criterion for minimum Academic Performance Indicator (API) score is applicable, the Scrutiny Committee shall check the consolidated and/or cumulative API Score as per the prevailing University Grants Commission norms as adopted by the State Government from time to time. The API score validated and certified by the concerned parent University to the jurisdiction of which the applicant belongs, shall be accepted as valid and certified API. However, if the candidate does not submit such validated and certified API score, his candidature may be

considered by the Scrutiny Committee for the purpose of short listing.

- (c) For the posts of Associate Professor / Professor (Direct Recruitment), the candidate who satisfies the minimum eligibility norms as per the University Grants Commission but who does not have teaching experience, the scrutiny committee shall scrutinize the credentials of the such candidate on the basis of his contributions in research in terms of quality of publications, patents to his credit, research guidance, experience of undertaking research projects, etc.
- (d) The Member Secretary shall prepare the detailed summary report of the Scrutiny Committee in the prescribed proforma. For the post of Assistant Professor, the Scrutiny Committee shall short list and shall recommend the names of the candidates to be called for interview on merit basis in the proportion of 1:15.

The merit of the candidates for the post of Assistant Professor shall be decided on the Academic Record and the Research Performance as prescribed in Part A of Annexure-A.

The merit of the candidates for the post of Associate Professor/Professor shall be decided on the Academic Background and Research Performance based on API score and Quality of publications as prescribed respectively in Part A and B of Annexure-B.

**(2) Scrutiny Committee for the Post of Principal/Director:**

- (a) There shall be a Scrutiny Committee to scrutinize the applications received for the post of Principal/Director to be appointed in the College/Institution. The Scrutiny Committee shall consist of the following members namely:-
- (i) the Chairperson of the Management or his nominee, Chairperson;
  - (ii) the Secretary of the Management or his nominee, Member Secretary;
  - (iii) senior Head of the Department of the College /Institution nominated by the Chairperson of the Management.
- (b) The Scrutiny Committee shall check the API Score as per the prevailing University Grants Commission norms as adopted by the State Government from time to time. The API score validated and certified by the University, the jurisdiction of which the applicant belongs to, shall be accepted as valid and certified API. However, if the candidate fails to submit such validated and certified API score, his candidature may be considered by the Scrutiny Committee for the purpose of short listing.
- (c) The Member Secretary shall prepare a detailed summary report of the Scrutiny Committee in the prescribed proforma and recommend the names of the eligible candidates to be called for the interview.
- (d) The merit of the candidates for the post of Principal/Director shall be decided on the parameters as prescribed in Annexure E.

**159. Selection Committees for Direct Recruitment of Teachers of College/Institution**

**(A) Selection Committee for the Post of Assistant Professor:**

- (1) There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall consist of the following members, namely:-
  - (a) the Chairperson of the Management of the College/Institution or his nominee from among the members of the Management, Chairperson;
  - (b) the Principal/Director, as the case may be; Member Secretary
  - (c) the Head of the Department in the concerned subject in the College/Institution. If there is no Head of the Department in the subject concerned, the senior most teacher in the subject in the College/Institution;
  - (d) two nominees of the Pro-Vice-Chancellor of the University, not below the rank of Associate Professor, from the panel approved by the Vice Chancellor, of whom one shall be a subject expert. In case of the College/Institution notified/declared as minority educational institution, two nominees of the Chairperson of the Management of the College/Institution, out of a panel of five names, not below the rank of Associate Professor, preferably from minority communities, recommended by the Pro-Vice-Chancellor of the University from the list of experts suggested by the relevant statutory body of the College/Institution;
  - (e) two subject-experts not connected with the College/Institution to be nominated by the Chairperson of the Management of the College/Institution, out of a panel of five names, not below the rank of Associate Professor recommended by the Pro-Vice-Chancellor from the list of subject experts approved by the Academic Council. In case of the College/Institution notified/declared as minority educational institution, two subject experts not connected with the College/Institution to be nominated by the Chairperson of Management of the College/Institution, out of the panel of five names, not below the rank of Associate Professor, preferably from minority communities, recommended by the Pro-Vice-Chancellor from the list of the subject experts approved by the relevant statutory body of the College/Institution;
  - (f) an academician representing the reserved category not below the rank of Associate Professor, to be nominated, by the Pro-Vice-Chancellor from the panel approved by the Vice Chancellor;
  - (g) the Joint Director, Higher Education of the concerned region or his nominee not below the rank of Associate Professor, if the post is on grant-in-aid basis.

- (2) The quorum for the meeting shall be five members, of whom at least two shall be from out of the three subject experts.

**(B) Selection Committee for the Post of Associate Professor:**

- (1) There shall be a selection committee for recommending names of suitable candidates for appointment for the substantive/permanent post of Associate Professor in the College/ Institution. The selection committee shall consist of the following members, namely:-
- (a) the Chairperson of the Management of the College/Institution or his nominee from among the members of the Management, Chairperson;
  - (b) the Principal/Director, as the case may be, Member Secretary;
  - (c) the Head of the Department in the concerned subject in the College/Institution, not below the rank of Associate Professor. If there is no Head of the Department in the subject concerned, the senior most teacher in the subject not below the rank of Associate Professor in the College/Institution;
  - (d) two University representatives nominated by the Pro-Vice-Chancellor, in consultation with the Vice-Chancellor, one of whom shall be the Dean/Professor/Principal/Director, and the other shall be a subject expert from the respective lists approved by the Academic Council. In case of the College/Institution notified / declared as the minority educational institution, two nominees of the Chairperson of the Management of the College/Institution, out of a panel of five names, not below the rank of Professor/Principal/Director, preferably from minority communities, recommended by the Pro-Vice-Chancellor of the University from the list of experts suggested by the relevant statutory body of the College/Institution, of whom one shall be a subject expert;
  - (e) two subject-experts not connected with the College/Institution to be nominated by the Chairperson of the Management of the College/Institution, out of a panel of five names, not below the rank of Professor/Principal/Director recommended by the Pro-Vice-Chancellor from the list of subject experts approved by the Academic Council. In case of the College/Institution notified/declared as the minority educational institution, two subject experts not connected with the College/Institution to be nominated by the Chairperson of the Management of the College/Institution out of the panel of five names, not below the rank of Professor/Principal/Director, preferably from minority communities, recommended by the Pro-Vice-Chancellor from the list of the subject experts approved by the relevant statutory body of the College/Institution;
  - (f) an academician representing the reserved category not below the rank of Professor/Principal, to be nominated, by the Pro-Vice-Chancellor from the panel approved by the Vice-Chancellor;

- (g) the Director, Higher Education or his nominee not below the rank of Professor/Principal, if the post is on grant-in-aid basis.
- (2) The quorum for the meeting shall be five members, of whom at least two shall be from out of the three subject-experts.

**(C) Selection Committee for the Post of Professor:**

- (1) The Selection Committee for the post of Professor in the College Institution shall have the same composition as that for the post of Associate Professor in the College/Institution, Provided that, in case, the Head of the Department in the subject concerned is an Associate Professor, the Chairman of the Management shall nominate Professor of the concerned subject from University/other College;
- (2) The quorum for the meeting shall be five members, of whom at least two shall be from out of the three subject experts.

**(D) Selection Committee for the Post of Principal/Director:**

- (1) There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of Principal/Director. The selection committee shall consist of the following members, namely:-
- (a) the Chairperson of the Management of the College/Institution or his nominee from among the members of the Management, Chairperson;
- (b) two members of the Management of the College/Institution, to be nominated by the Chairperson of the Management of whom one shall be an expert in academic administration and one of such nominated members shall be designated as a Member Secretary by the Chairperson of the Management;
- (c) one nominee of the Pro-Vice-Chancellor, who is an expert in higher education, not below the rank of Principal/Director/Professor from the panel approved by Vice-Chancellor. In case of the College/Institution notified/declared as the minority educational institution, one nominee of the Chairperson of the Management of the College/Institution, from out of a panel of three names, not below the rank of Principal/Director/Professor, preferably from minority communities, recommended by the Pro-Vice-Chancellor of the University from the list suggested by the relevant statutory body of the College/Institution;
- (d) three experts consisting of the Principal/Director of College/Institution, a Professor and an accomplished educationist not below the rank of a Professor, to be nominated by the Management of the College/Institution, out of a panel of six experts, recommended by the Pro-Vice-Chancellor in consultation with the Vice-Chancellor, from the respective lists approved by the Academic Council. In case of the College/Institution, notified/declared as the minority educational institution, three experts consisting of the Principal/Director of College/Institution, a Professor and an accomplished educationist not

below the rank of a Professor nominated by the Chairperson of the Management of the College/Institution from out of a panel of six names, not below the rank of Principal/Professor, preferably from minority communities, recommended by the Pro-Vice-Chancellor of the University from the list of such experts approved by the relevant statutory body of the College/Institution;

- (e) an academician not below the rank of Professor/Principal/Director, representing reserved category, to be nominated by the Pro-Vice-Chancellor from the panel approved by the Vice-Chancellor;
  - (f) the Director, Higher Education or his nominee not below the rank of Professor, in case of post on grant-in-aid basis.
- (2) The quorum for the meeting shall be five members, of whom at least two shall be from out of the three experts.
- (3) The term of appointment of the Principal/Director, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal/Director, the Management shall initiate the process of external peer review at least six months before. The external peer review committee shall consist of the following members, namely:-
- (a) Nominee of the Vice-Chancellor, Chairperson;
  - (b) Nominee of the Chairperson of the Management of the College/Institution;

The nominees shall be from the Principals of the Colleges with Excellence/Colleges with Potential for Excellence/Autonomous Colleges/NAAC A+ Accredited colleges/Director or Head of the University Department. The report of the above peer review committee shall be the main basis for re-appointment of the Principal/Director.

- (4) If the external peer review committee recommends for re-appointment of the existing Principal/Director, the Management shall re-appoint such existing Principal/Director for one more term.

**(E) Selection Committee for the Temporary post of Teacher in the College/Institution:**

- (1) Where vacancy of a teacher not exceeding six months is to be filled in temporarily, the Appointing Authority on the recommendation of the Principal/Director of the College/ Institution shall fill in such vacancy.
- (2) There shall be a selection committee for recommending names of suitable candidates for the temporary appointment of a teacher for a period more than six months but not exceeding twelve months. The selection committee shall consist of the following members, namely:-
  - (a) the Chairperson of the Management or his nominee, Chairperson;
  - (b) the Principal /Director of the College/Institution concerned, Member Secretary.

- (c) the Head of the Department in concerned subject in the College/Institution not below the rank of Associate Professor. If there is no Head of the Department in the subject concerned, the senior most teacher in the subject not below the rank of Associate Professor in the College/Institution. If there is no such teacher in the College/Institution, such nomination shall be from other neighbouring College/Institution.
- (d) one expert in the subject concerned nominated by the Chairperson of the Management out of a panel approved by the Academic Council.
- (e) an academician not below the rank of Associate Professor, representing the reserved category to be nominated by Chairperson of the Management.

**(F) Selection Committee for Part-time Teacher and Teacher Appointed on Clock-hour Basis and Contractual Basis in the College/Institution:**

The Selection committee for the part-time teacher and the teacher appointed on contractual basis for the period exceeding one year shall be the same as that for the post of Assistant Professor. The selection committee for the appointment of teacher on contractual basis for a period less than one year and for the teacher on Clock hour basis shall be the same as that for the temporary teacher.

**S.160 Selection Procedure for Assistant Professor/Associate Professor/Professor/Principal/Director in the College/Institution:**

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidates in different relevant dimensions and his performance on a scoring system proforma based on the API as provided in the relevant Regulations of the University Grants Commission. To ensure the selection procedure of a teacher to be highly objective, and persons with merit are given adequate recognition and to minimize subjective discrimination, the procedure and norms to be followed shall be as under:

- (1) The Office, on the information available from the documents submitted by the candidates, shall prepare a consolidated sheet showing academic record and other details of the candidates called for the interview.
- (2) The selection committee shall interview the candidates and adjudge the merit of each candidate as under:
  - (a) For the post of Assistant Professor, the merit of the candidate shall be tested on the basis of his domain knowledge, research work, co-curricular , extra-curricular, extension activities, teaching methodology, ICT, communication skills and general knowledge. For this purpose, the candidate shall undertake mock teaching/presentation.
  - (b) For the post of Associate Professor/Professor, the merit of the candidate shall be tested on the basis of his domain knowledge, research work,

research project, latest development in the subject, academic vision, competency in the development in thrust areas, collaborative research projects, innovative programs and consultancy projects. For this purpose, the candidate shall have to give presentation.

- (3) The interview process shall be audio-video recorded. Such recording shall be treated as valid evidence and shall be preserved in a sealed packet by the Management for the period of ninety days.
- (4) Evaluation of the performance of the candidates shall be based on the average scores given by the selection committee members as prescribed in the respective Annexures as the case may be.
- (5) Candidates having average score of at least 50 percent shall only be considered as eligible for selection in the order of merit.
- (6) Each member of the selection committee shall give score based on his own judgment of the interviewed candidates. It shall be mandatory on the part of members present for the meeting of the selection committee, to allot due scores to the candidates. After the interviews are over, the Chairperson shall prepare a consolidated statement by taking the average of the scores given by each of the members of the Selection Committee for each of the candidates.
- (7) The selection committee shall, then, take the total of the scores obtained for various applicable parameters as given in the respective Annexure and shall prepare the merit list of the interviewed candidates. Thereafter, the selection committee shall prepare the list of selected candidates in the order of merit by taking into consideration the number of post(s) including those for reserved category, women candidates, etc.
- (8) All the selection procedures of the selection committee shall be completed on the day of the meeting of the selection committee, wherein, minutes are recorded along with the scoring proforma and recommendation made on the basis of merit with the list of selected candidates duly signed by the members of the selection committee present for the meeting.
- (9) The reports of the selection committee duly filled in and individual reports duly filled in of the members of selection committee, along with the necessary credentials/documents of recommended candidates shall, then be sent to the University within three working days.
- (10) If the Management disagrees with the report of selection committee, it shall record its reasons in writing therefore and present a petition before the Vice-Chancellor along with the copy of audio-video recording. The Vice-Chancellor, after scrutinizing the reports, proceedings of the selection committee and audio-video recording, shall take the decision, which shall be final and binding.
- (11) The Pro-Vice-Chancellor shall approve the report of selection committee and the University shall give approval-in-principle to the eligible and

selected candidates and communication in this regard shall be sent to the Management within ten days. Thereafter, within seven days, the Management shall appoint, from amongst the persons so recommended by selection committee as approved-in-principle by the University, the number of persons required to fill in the post strictly as per the order of merit.

- (12) The appointment order shall be given to the selected candidate(s) in the format prescribed by the University. Such appointment order shall be sent by the Registered Post. A reasonable time not less than fifteen days shall be given to the candidate to join his duties. The appointment order of the Assistant Professor shall include a condition of satisfactory completion of induction training of at least one week duration within six months from the date of joining. Such trainings shall be organized either by the Board of Deans of the University or by the training institutes recognized by the State Government for this purpose.

**S.161 Conditions and Procedure for Grant of Approval to The Appointments of the Teachers in Colleges and Recognized Institutions and Suspension and Withdrawal thereof**

**(1) Conditions for Grant of Approval to the Appointments of Teachers**

- (i) No approval shall be granted to the appointment of a person as a teacher in any affiliated college or recognized institution, if -
- (a) he does not fulfill the required qualifications for the post, as prescribed by the University Grants Commission and adopted by the State Government, from time to time;
  - (b) his appointment is not made in accordance with the reservation policy of the State Government;
  - (c) his appointment is not made after following the due procedure and as per the recommendation of the Selection Committee as prescribed in the Statutes.
- (ii) Once the appointment of any person as a teacher in the affiliated college or recognized institution is approved by the University, no fresh approval shall be necessary for his appointment in the same cadre in any other affiliated college or recognized institution of that University. However, this shall not be applicable to the teacher who has been dismissed on account of disciplinary action.
- (iii) The approval to the appointment of teachers shall be accorded subject-wise.

**(2) Procedure for Grant of Approval to the appointments of Teachers**

- (i) An affiliated college or recognized institution shall submit proposals to the University, for approval to the appointment of the teachers, within fifteen days from the date the teacher concerned joins the post. The

affiliated college or recognized institution shall attach the following documents certified by the Principal or the Secretary of the management, while submitting the proposals, namely:-

- (a) advertisement issued for appointment of the teacher;
  - (b) report of the selection committee;
  - (c) appointment order issued to the teacher;
  - (d) joining report of the teacher;
  - (e) undertaking submitted by the teacher accepting all terms and conditions of his appointment order;
  - (f) documents submitted by the teacher relating to required educational qualifications and experience;
  - (g) caste certificate, caste verification certificate and non-creamy layer certificate, if applicable, in case of candidates belonging to the reserved category;
  - (h) certificate related to change in name, if applicable;
  - (i) any other document as may be required by the University.
- (ii) The concerned Section of the University shall scrutinize the proposal for approval to the appointments of teachers and prepare a report of the scrutiny, and shall also obtain the remarks of the Reservation Section of the University from the reservation point of view, within three days from the date of receipt of the proposal.
- (iii) The concerned Section shall submit the proposal along with the scrutiny report and the remarks of the Reservation Section, to the Dean of the Faculty concerned for his remarks. The Dean of the Faculty concerned shall give specific remarks whether the approval should be accorded or not, within three days from the date of receipt of the proposal by him.
- (iv) After obtaining the remarks of the Dean of the Faculty concerned, the concerned Section of the University shall submit the proposal to the Pro-Vice Chancellor of the University for his approval.
- (v) The Pro-Vice Chancellor shall after taking into consideration all relevant documents and remarks of the Dean of the Faculty concerned, shall decide whether approval should be granted or rejected. The decision of the Pro-Vice-Chancellor of the University shall be communicated to the affiliated college or recognized institution concerned, with copies thereof to the management and to the teacher concerned. The whole process of grant of approval to the appointments of teachers shall be completed by the University within fifteen days from the date of receipt of the proposals by the concerned Section of the University.
- (3) Procedure for Withdrawal of Approval to the Appointment of the Teacher**
- (i) The approval to the appointment of the teacher is liable to be withdrawn, if it is found that the teacher concerned does not fulfill the qualifications and experience required for the post to which he is appointed.

- (ii) The Pro-Vice Chancellor shall, on receiving a complaint or may, *suo motu* issue a notice to the management of the affiliated college or recognized institution and to the teacher concerned to show cause as to why the approval accorded to the appointment of the teacher should not be withdrawn.
- (iii) The Pro-Vice Chancellor of the University shall mention the grounds on which he proposes to take the action of withdrawal of approval and the period being a period which shall not be less than fifteen days within which the management of the affiliated college and recognized institution and the teacher concerned, should file their written statements in reply to the notice.
- (iv) On receipt of such written statements or on expiry of the period specified in the notice issued under Clause (2), the Pro-Vice Chancellor of the University shall offer an opportunity of hearing to the management of affiliated college or the recognized institution, as the case may be, and the teacher concerned and shall also record the statements made by them during the course of hearing.
- (v) After taking into consideration the written statements, if any, to the show cause notice and the statements of the management of affiliated college or recognized institution and the teacher concerned, made and recorded during the course of hearing, the Pro-Vice Chancellor of the University shall decide whether approval granted to the appointment of the teacher should be withdrawn.
- (vi) The Dean of the faculty concerned shall communicate the decision of the Pro-Vice-Chancellor to the management of the affiliated college or recognized institution, as the case may be, and to the teacher concerned, with a copy to the Joint Director of Higher Education of the region.
- (vii) The entire process of withdrawal of approval to the appointment of the teacher shall be completed within a period of forty five days from the date the process is initiated.

**(4) Procedure for Suspension of Approval to the Appointment of Teachers**

- (i) The approval to the appointment of teacher is liable to be suspended for a specified period, if the teacher concerned fails to render necessary assistance and service in respect of examinations of the University.
- (ii) The procedure prescribed in Sub-clauses (ii) to (vii) of Clause (3) of this Statute, shall apply, *mutatis mutandis*, for suspension of approval to the appointment of the teacher.

**(5) Appeal**

An appeal by a person aggrieved by the decision of the Pro-Vice Chancellor may be preferred within thirty days from the date of communication of such decision, to the Vice-Chancellor of the University.

**For the post of Assistant Professor (Direct Recruitment)**

**A: Academic Record and Research Performance – Maximum Score (50)**

The Academic Record and Research Performance of the candidates shall be evaluated on the basis of following parameters, namely:-

**A-1 :Academic Record(40):** In addition to consideration of the academic performance at UG and PG level, due independent weightage shall be given to,-

- special achievements like rank, Gold Medal, Distinction etc.
- extra /additional qualifications like M.Phil., Ph.D., JRF, Certificate, Diploma, Advanced Diploma, Degree, Specialization etc.
- prizes, Awards, Merit Scholarships, Recognitions etc.
- teaching experience.

**A-2: Research Performance (10)**

- Publications
- Research Projects undertaken (Other than the projects which are integral part of curriculum)
- Paper presentation in Regional/State/National/International conferences
- Participation in Seminar/Workshops/Symposia/Conferences etc.
- Prizes in student research convention

**B: Domain Knowledge and Teaching Skills : Maximum Score (30)**

During interview, domain knowledge and teaching skills of the candidate shall be evaluated on the basis of following parameters, namely:-

- Domain Knowledge
- Teaching techniques and skills
- Presentation skills

**C : Interview Performance : Maximum Score( 20)**

Interview performance of the candidate shall be evaluated on the basis of following parameters, namely:-

- Communication skills
- Voice Modulation
- ICT Skills
- Participation in co-curricular, extra-curricular activities, Extension work, etc.
- General knowledge

**For the post of Associate Professor/Professor (Direct Recruitment)**

**A: Academic background – (20)**

- In-service academic achievements
- Dissemination of Subject Knowledge to the stakeholders
- Academic recognition during the previous stage
- Role in designing new courses/recognitions in the Department/College
- Participation in various committees and statutory bodies.

**B: Research Performance based on cumulative API Score and Quality of Publications: (40)**

- Satisfaction of minimum eligibility condition as prescribed by the University Grants Commission : 20
- In addition, weightages to the API scores shall be given as under:
  - up to 10% additional API score over the minimum required API score : 1 to 5
  - More than 10% but up to 25 % over minimum required API score : 6 to 10
  - More than 25% but up to 50 % over minimum required API score : 11 to 15
  - More than 50% over minimum required API score : 16 to 20

**C: Domain Knowledge and Teaching Skills : Maximum Score ( 20)**

During interview, domain knowledge and teaching skills of the candidate shall be evaluated on the basis of following parameters, namely:-

- Updating of subject contents
- Teaching performance
- Innovative teaching/learning methodologies
- Mentoring, guiding and counseling
- Examination duties
- Students Feedback

**D : Interview Performance : Maximum Score 20**

Interview performance of the candidate shall be evaluated on the basis of following parameters, namely:-

- Communication skills
- Voice Modulation
- ICT Skills
- Participation in co-curricular, extra-curricular activities, Extension work, etc.

- General knowledge

**Note :** In case of candidate who is satisfying the minimum eligibility norms as prescribed by the University Grants Commission but who does not have teaching experience, the selection committee shall evaluate the credentials of such candidate on the basis of his contributions in research in terms of quality of publications, impact factor, citations, h-index, patents to his credit, research guidance to M.Phil./Ph.D. students, number of research projects ongoing/completed, research collaborations, innovations, consultancy, transfer of technology, association with academic/research/industrial bodies, etc.

**For the Post of Principal/Director**

- (A) Aptitude for teaching, research and administration (20)
- (B) Ability to communicate clearly and effectively (10)
- (C) Ability to plan institutional programs, analyze and discuss curriculum development and delivery, research support and college development/administration (20)
- (D) Ability to deliver lecture programs (10)
- (E) Merits and credentials on the basis of API Score (40)
  - Satisfaction of minimum eligibility condition as prescribed by the University Grants Commission : 20
  - In addition, weightages to the API scores shall be given as under:
    - up to 10% additional API score over the minimum required API score : 1 to 5
    - More than 10% but up to 25 % over the minimum required API score : 6 to 10
    - More than 25% but up to 50 % over the minimum required API score : 11 to 15
    - More than 50% over the minimum required API score : 16 to 20.

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