

'Social Transformation Through Dynamic Education'



**BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli – 415305**

Dr. Patangrao Kadam

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Prof. (Dr.) V Y Kadam

M. Sc., M Phil., Ph.D.

UC Principal

**CRITERION- VI
GOVERNANCE, LEADERSHIP AND MANAGEMENT (100)**

Key Indicator- 6.2: Strategy Development and Deployment

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, service rules, and procedures, etc.



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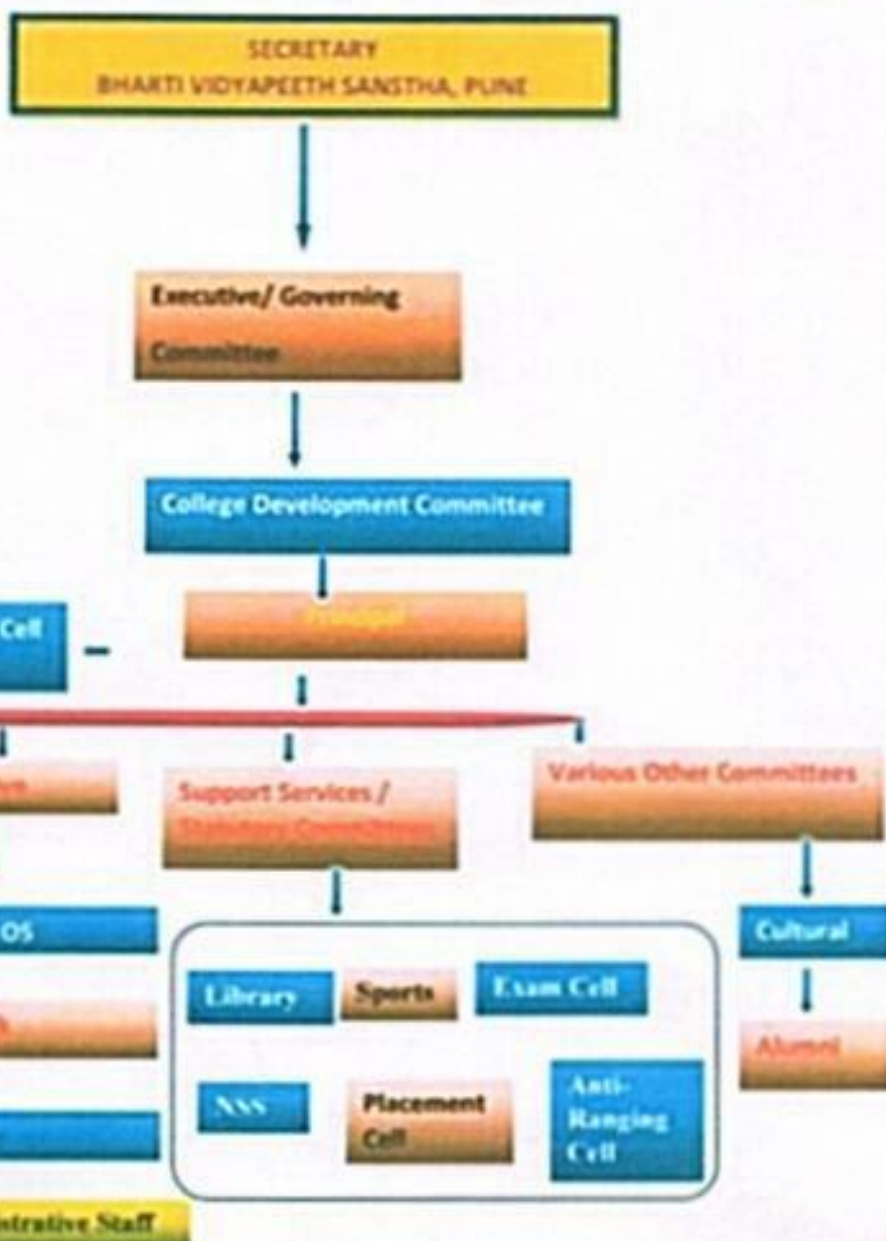
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**BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHIRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli - 415305**

ORGANIZATIONAL STRUCTURE OF THE INSTITUTE



'Social Transformation Through Dynamic Education'



**BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli – 415305**

**PERSPECTIVE PLANS
2018-2023**

**INTERNAL QUALITY ASSURANCE CELL
(MONTH 2018)**





BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli – 415305

Introduction:

To fulfill the vision and mission of the institute, the decentralization and participative management method is strictly followed by the institute. The college is governed by Bharati Vidyapeeth, Pune, established on 10th May, 1964 to shoulder the social responsibility and to provide quality education to the youth. The inter-relationship among the top management, principal and faculty of the college promotes the quality education and effective management of the college. The policies and plans regarding academics, curricular, extra-curricular, administrative and infrastructure facilities are designed and implemented by the management, the principal and faculty members in accordance with the guidelines of UGC, Government and affiliated University. It is affiliated to Shivaji University, Kolhapur. The collage caters to the needs to the financially deprived and educationally backward students as in the mission of the Bharati Vidyapeeth, Pune sanstha, offering graduation in Arts, Commerce and Science and post-graduation in Marathi, Botany.

While preparing the perspective plan, the institute will strive to achieve the status of the best college in the jurisdiction of Shivaji University, Kolhapur by Bharati Vidyapeeth, Pune in 2017.

Our aim to provide high quality teaching. The aim of institute will be to provide additional skill-based programmes to help learners for employability. The research component to some extent will be inculcated at undergraduate and post graduate level. The perspective plan is prepared after interaction with staff, management and parents, student's feedback.

The perspective plan has been discussed, reviewed and approved in the C.D.C. of the college. It is our sincere efforts to prepare the framework for our collective efforts directed towards the attainment of our goals.

The functions of IQAC are: -

- 1 To develop and apply quality benchmarks/parameters for various academic and administrative activities of the institution.
- 2 To facilitate learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process.
3. To arrange feedbacks from students, parents and other stakeholders on quality-related institutional processes.
- 4 a) To Disseminate information on various quality parameters of higher education.
b) To Organize inter and intra-institutional workshops, seminars on quality related themes and promotion of quality circles.
c) To document various programmes / activity leading to quality improvement.
d) To act as a nodal agency of the institution for coordinating quality related activities, including adoption dissemination of best practices,
e) To develop and maintenance of institutional data base through MIS for the purpose of maintaining/ enhancing institutional quality,
f) To nurture Quality Culture in the institution.
- 5 Preparation of Annual Quality Assurance Reports (AQARs) as per guidelines and parameters of NAAC, Bangalore.



Vision

'Social Transformation through Dynamic Education'

Mission

'To create awareness for higher education among the girls from the rural area, help them to be educated, self-reliant to uplift their standard of living and contribute actively to bring about the social transformation'.

Objectives:

- ❖ To provide the academic and infrastructural facilities to the girls from the rural area;
- ❖ To develop academic, sports and cultural excellence among the students;
- ❖ To motivate the students to develop personalities on the basis of their attitude;
- ❖ To inculcate the dignity for labor and create social awareness among the students;
- ❖ To bridge the rural and urban cultures and work for national integration.
- ❖ To encourage and help to fellow faculty to use advanced teaching aids and ICT tools in their TLP and research endeavor.
- ❖ To initiate MOUs, collaborations/ agreements with external agencies and local stakeholders for qualitative improvement of the college.
- ❖ To motivate fellow staff for introduction and institutionalization of the value-added/ skill development courses and development of student's employability.
- ❖ To provide good residential facilities for students.
- ❖ To provide good facilities of education in basic branches.
- ❖ To suggest management of the college to provide adequate infrastructural development, quality improvement of library resource center and support staff as per changing scenario of higher education.
- ❖ To create suitable ambience among the fellow faculty and students through dialogical manner for the student-centric activities and execution of the IQAC policies.

I. CURRICULAR ASPECTS

The college follows the prescribed curriculum of the Shivaji University, Kolhapur. Following aspects are required to be considered to set benchmark in the line with the expectations of the revised accreditation framework (RAF) of Bangalore.

- ✓ To introduce new PG programs like M.Sc. (Botany), M.A. (Marathi).
- ✓ To introduce the skill, value-added, short term and add-on courses.
- ✓ To encourage faculty and students to take up relevant online courses.
- ✓ To interact with stakeholders regarding with their feedback on the curriculum and incorporate these in curriculum.
- ✓ To utilize expertise of the stakeholders and experts from the universal group for quality improvement.
- ✓ To identify the plug points where the different courses could be integrated in the curriculum to insure broader understanding and application.
- ✓ To provide opportunities for capacity building to the faculty from the institution as well as other institutions by organizing FDP in innovative TLP strategies for effective curriculum delivery.



II. TEACHING LEARNING AND EVALUATION

There is a need to train students to be competent employable, not only at the local, but also the global level. At the same time, the impact of social media, and exposure to global values, also underlines the need to have a strong grounding in traditional Indian values. Keeping this in mind, for the coming years, we propose the following:

- ✓ To incorporate advances in ICT in curriculum transactions, as well as evaluation and assessment.
- ✓ To equip students for curriculum transaction to meet the challenges of inclusion and global competencies.
- ✓ To develop network with organizations to promote traditional Indian and universal values.
 - Develop partnerships with organizations and carry out collaborative programs.
 - Training workshops for students and teachers,
 - In-house certificate courses and participate in their discussion forums.
 - To develop a more interactive website for dissemination of information, as well as to get inputs from all stakeholders.
- ✓ To provide for digital resources for technology enhanced learning.
- ✓ To organize orientation program for the Common Entrance Tests for M. A, M.Com., M.Sc., M. Phil. and Ph.D. entrants.
- ✓ To use of LMS and MIS for teaching, learning, evaluation and administration.
- ✓ To initiate development of cluster colleges network for facilitating choice-based certificate courses.
- ✓ To initiate distributed classroom set up to share teaching expertise among different institutions.
- ✓ To cater the diverse needs of students. We proposed to update and make optimal use of language laboratory, gymnasium and providing counseling services to our learners.
- ✓ To provide scope to students to use different modes for reflective teaching and learning.
- ✓ To strengthen evaluation of teachers through self-appraisals, peer appraisal and student feedbacks.

III. RESEARCH CONSULTANCY AND EXTENSION

In order to further enhance the quality of research, innovation and extension, we plan to take the following measures:

- To set up the institution's 'Research Cell'.
- To promote dissemination of quality research through annual publication.
- To encourage faculty and students to conduct research and different reputed forums. publish through different reputed forums.
- To encourage faculty to take up research projects and to take up collaborative and participatory research and to conduct research-based community development programmes.
- To organize workshops and guest lectures to enhance the understanding of research.
- To establish the MOUs, collaboration and linkages with the reputed national and international organizations.
- To organize Faculty development and training programme for teaching and non-teaching staff and students.
- To create innovation ecosystem in the institution.



IV. INFRASTRUCTURE AND LEARNING RESOURCES

The institution proposes to augment the infrastructure and learning resources as per the requirements of the changing times and the revised syllabus.

- To provide necessary infrastructure required for accommodating expected student strength every year that includes classrooms, lecture halls, library reading area, staff room, computer lab facilities, washrooms, girls rooms, play grounds, etc. so as to meet the needs of increased number of students.
- To develop an auditorium with a capacity of 200+ seats.
- To update the different laboratories as per need.
- To establish a well-equipped gymnasium.
- To establish the indoor gymnasium.
- To digitize and automate the library with print and online resources as per the requirements.

V. STUDENT SUPPORT AND PROGRESSION

Strong student support leads to students thriving at the personal, academic as well as professional arenas. We propose the following:

- ✓ To strengthen mentoring, counseling facility for students.
- ✓ To strengthen the Placement Cell, Career Counseling Cell, and Competitive Examination Centre.
- ✓ To organize seminars, conference and workshops for students to inculcate research culture among them.
- ✓ To tap the potential of the alumni for mentoring.
- ✓ To organize soft skills courses for grooming students for future career.
- ✓ To strengthen the remedial programs.
- ✓ To strengthen the government and institutional scholarship facility for needy students.
- ✓ To provide the financial and non-financial support to the economically and meritorious students.
- ✓ To organize of industry academia, meet and placement drive for outgoing students.

VI. GOVERNANCE LEADERSHIP AND MANAGERMENTS

The vision and mission of the institution are translated into reality through efficient leadership and governance. Keeping this in mind in the coming years we propose:

- ✓ To strengthen the IQAC and CDC by empanelling eminent stakeholders.
- ✓ To Identify and set benchmarks as well as standards and to ensure dissemination of the same.
- ✓ To strengthen network between/amongst different institutions of the Universal management for smooth and efficient functioning.
- ✓ To maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst members.
- ✓ To encourage faculty for professional enhancement (research and publications etc.).
- ✓ To enhance stakeholder relationships by involving them in feedback for continuous improvement.
- ✓ To sustain the practice of continuous system of feedback and strengthen the appraisal mechanisms.
- ✓ To Provide the incentives for faculty and students for academic development.
- ✓ Organization of FDP, training programme for teaching and nonteaching staff.
- ✓ To Conduct of green audit of the institute regularly.
- ✓ To Participate in NIRF, ISO for quality sustenance.



VII. INSTITUTIONAL VALUES AND PRACTICES

We propose the following innovations for the coming years.

- ✓ To collaborate with reputed organizations to conduct certificate courses for professional and personal development as a value-added course to the students and community.
- ✓ To facilitate online learning for students on-campus and off-campus.
- ✓ To learn through exploring and research thereby making every activity research centered.
- ✓ To strive for continuous professional growth by making MOOCS an integral part of the curriculum for students and staff.
- ✓ To create online educational resources (OERs) by using expertise of the staff.
- ✓ Introduction of best practices by each department.
- ✓ To plan of waste management system and green practices.
- ✓ To use of renewable energy sources.

The plan for next five years is our effort to head towards the vision of our institution and continue raising the quality graph of the institution.



M. Jadhav
Mc. Principal
B.V.M.B.S.K. Kanya Mahavidyalaya,
Kadegaon, Dist. Sangli

BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA MAHAVIDYALAYA,
KADEGAON, DIST.- SANGLI
COMMITTEES FOR CURRICULAR & EXTRA-CURRICULAR ACTIVITIES 2023 - 2024

Sr.No.	Name of the Committee	Name	
	Chairman	Dr. V.Y.Kadam	
1	Staff Secretary	Dr.U.K.Mohite	
2	Internal Quality Assurance Cell	Prof. Dr.S.V.Pore	Convener
		Dr. U.K.Mohite	Member
		Dr. D.M. Padalkar	Member
		smt.S.B. Mohite	Member
		Mr.A.L.Shinde	Member
		Mr. M.K.Mali	Member
		Mr. J.V.Kuwar	Member
		Mr. J.S. Patil	Member
3	Academic Committee	Mr. A.B.Mali	Convener
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member
		Mr. A.L. More	Member
4	Admission Committee	Dr.U.K.Mohite	Convener
		All Head of Department	Member
5	Examination Committee	Mr.A.B.Mali	Convener
		Mr. M.K. Mali	Member
		Dr. C.E. Patil	Member
		Dr. M.B. Kumbhar	Member
		Dr. S. R. Londhe	Member
6	Grievance Reddressal Cell	Mr. S.D. Thigale	Convener
		Mr. A.B. Mali	Member
		Mr. H.R.Ingavale	Member
		Mrs. U.A. Patil	Member
7	Gymkhana & Students Council	Miss.S.B.Mohite	Convener
		Dr. M.M. Ghatge	Member
		Mr. S.S. Shinde	Member
		Mr. A. L. Shinde	Member
		Dr. S.R. Londhe	Member



8	N.S.S. Committee	Mr. A.M. Yadav	Convener (P.O. I)
		Dr. Savita Mali	Member (P.O. II)
		Mr. D. S. Ghutukade	Member
		Mr. S.D. Thigale	Member
		Mr. H.S. Mane	Member
		Mr. H.R. Ingawale	
		Dr. M.M. Ghatge	Member
		Mr. A.B. Mali	Member
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member
9	Anti Ragging Committee	Mr. H.R. Ingavale	Convener
		Dr. D.M. Padalkar	Member
		Mrs. U.A. Patil	Member
		Mr. S.N. Gotpagar	Member
10	B.C. Cell	Mr. A.L. Shinde	Convener
		Dr. Smt. D.M. Padalkar	Member
		Dr. R.R. Jadhav	Member
		Mr. S.N. Gotpagar	Member
		Dr. S. R. Londhe	Member
		Mr. H.J. Thombre	Member
		smt. N.S. Kamble	Member
		Mr. J.S. Patil	Secretary
11	Anti-sexual Harassment Cell	Dr. Smt. D.M. Padalkar	Convener
		Smt. S. B. Mohite	Member
		Dr. Smt. M. M. Ghatge	Member
		Mrs. U.A. Patil	Member
		Dr. S. A. Mali	Member
12	Vivek Vahini	Dr. Smt. M.M. Ghatge	Convener
		Dr. Smt. D.M. Padalkar	Member
		Mr. A.M. Yadav	Member
		Dr. C.E. Patil	Member
		Mrs. U.A. Patil	Member
13	College Development Committee	Prof. Dr. V.Y. Kadam	Convener
		Prof. Dr. S.V. Pore	Member
		Smt. S.B. Mohite	Member
		Dr. D.M. Padalkar	Member
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member



14	Discipline Committee	Mr. D.S.Ghutukade	Convener
		Smt.S.B. Mohite	Member
		Mr. S. S. Shinde	Member
		Mr. M.K. Mali	Member
15	Time Table Committee	Dr. S.V.Pore	Convener
		Mr. A.B. Mali	Member
		Mr. H.S.Mane	Member
		Mr.A.L.Shinde	Member
16	Alumni Association	Smt. S.B. Mohite	Convener
		Mr. H.S. mane	Member
		Dr. S.V.Pore	Member
		Mrs. U.A. Patil	Member
		Mr. A.L. Shinde	Member
17	Parent Meet	Dr. C.E. Patil	Convener
		Mr. S.S.Shinde	Member
		Dr. M.B. Kumbhar	Member
		Mr. A. L. Shinde	Member
18	Students Welfare & Earn & Learn Committee	Dr. U.K. Mohite	Convener
		Mr. S.D. Thigale	Member
		Miss.S.B.Mohite	Member
		Dr. M.M. Ghatge	Member
		Mrs. U.A. Patil	Member
		Dr. S.R. Londhe	Member
19	Arts Circle	Smt. S.B.Mohite	Convener
		Dr.Smt. D.M.Padalkar	Member
		Dr. smt M.M.Ghatge	Member
		Mrs. U.A.Patil	Member
		Mr. M.K.Mali	Member
		Mr. A.L. Shinde	Member
		Dr. M.B. Kumbhar	Member
20	Science Association	Dr. V. V. Naik	Convener
		Dr. R.R.Jadhav	Member
		Mr. S.N.Gotpagar	Member
		Dr. S.R. Londhe	Member
		Mr. J.V. Kuwar	Member
21	Literacy Forum	Dr. M.B. Kumbhar	Convener
		Dr. S.A. Mali	Member
		Mr. D.S.Ghutukade	Member
		Mr. M.K.Mali	Member



22	Commerce Association	Mr.A.L. Shinde	Convener
		Mr. A.B. Mali	Member
		Mr. S.D. Thigale	Member
23	Staff Academy	Dr. U. K. Mohite	Convener, Staff Secretary
		Dr.S.V.Pore	Member
		Mr. H.S. Mane	Member
		Mr.A.L.Shinde	Member
24	Research Project and Avishkar Committee	Dr. R.R.Jadhav	Convener
		Dr. S.V.Pore	Member
		Dr.U.K.Mohite	Member
		Mr. S.D. Thigale	Member
		Mr.A.L.Shinde	Member
		Dr. S.R. Londhe	Member
		Ms. V.S. Jadhav	Member
25	Carrier Guidance Cell Counseling and Placement Cell	Dr.S.V.Pore	Convener
		smt. S.B.Mohite	Member
		Mr. M.K.Mali	Member
26	(Skill oriented courses) Nirantar Shikshan Committee	Dr.S.V.Pore	Convener
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		Mr. H.S. Mane	Member
		Mr. S.D. Thigale	Member
		Dr.U.K.Mohite	Member
		Dr.Smt. D.M.Padalkar	Member
		Dr. S.R. Londhe	Member
		Smt. S.B. Mohite	Member
		Dr.M.M.Ghatage	Member
		Mr.D.S.Ghutukade	Member
		Mr. J.V.Kuwar	Member
		Mr.A.L.Shinde	Member
		Mr. M.K. Mali	Member
Dr. S.A. Mali	Member		
27	Tour Committee	Mr. S.S.Shinde	Convener
		Mr. H.S. Mane	Member
		Mr.A.M.Yadav	Member
		Dr.smt. M.M.Ghatage	Member
		Mr. Gotpagar S.N.	Member
		Dr. S.R. Londhe	Member



28	Attendance Committee	Mr. A.B.Mali	Convener
		Dr. C.E. Patil	Member
		Mr. A.L. Shinde	Member
29	Audiovisual Committee	Mr. H.R.Ingawale	Convener
		Dr. C.E. Patil	Member
30	Black Board & Display Committee	Mr. S. N. Gotpagar	Convener
		Dr. S.A. Mali	Member
31	Ladies Association	Dr.Smt. D.M.Padalkar	Convener
		Smt. S.B.Mohite	Member
		Dr.smt. M.M.Ghatage	Member
		smt.U.A.Patil	Member
		Dr. S.A. Mali	Member
32	Lead College Committee	Dr. S.R. Londhe	Convener
		Smt. S.B.Mohite	Member
		Mr.A.L.Shinde	Member
33	Magazine Committee	Smt. S.B.Mohite	Convener
		Dr. R.R.Jadhav	Member
		Mr. M.K.Mali	Member
		Dr. S.A. Mali	Member
		Mr. A.L. More	Member
		Dr. M.B. Kumbhar	Member
34	Wall Poster Committee	Mr.S.S. Shinde	Convener
		Dr. S.A. Mali	Member
		Mr. M.K.Mali	Member
		Mr. A.L. Shinde	Member
		Mr. M.B. Kumbhar	Member
35	Library Committee	Mrs. U.A.Patil	Convener
		Dr. S. D. Thigale	Member
		Prof. Dr. M.M. Ghatge	Member
		Mr. A.L. More	Member
		Mr. J.V. Kuwar	Member
36	Botanical & College Garden Maintenance Committee	Dr. smt. M.M.Ghatage	Convener
		Dr. R.R.Jadhav	Member
		Mr. S.S. Shinde	Member
		Dr. V.V. Naik	Member
		Dr. S.R. Londhe	Member



37	Publicity Committee	Mr. S.D. Thigale	Convener
		Mr.A.M.Yadav	Member
		Mr. D.S. Ghutukade	Member
		Mrs. U.A.Patil	Member
		Mr. M.K.Mali	Member
		Dr. S.A. Mali	Member
38	Report Committee	Dr.U.K.Mohite	Convener
		Dr. M.B. Kumbhar	Member
		Mr. A.L. Shinde	Member
39	Website Updation	Mr. M.K. Mali	Convener
		Dr. S.V. Pore	Member
		Mr. J.V.Kuwar	Member
		Dr. S. R. Londhe	Member
40	Class Teacher	Dr. M.B. Kumbhar	
	B.A.Part I		
	B.A.Part II	Mr.H.S.Mane	
	B.A.Part III	Mr. M.K.Mali (English)	
		Dr. S.A. Mali (Marathi)	
		Mr. D.S.Ghutukade(Hindi)	
		Mr. A. M. Yadav (History)	
		Mr. S.D. Thigale (Eco.)	
	B.Com. I	Mrs.S.M.Mali	
	B.Com. II	Mr. A.B.Mali	
	B.Com. III	Mr. A. L. Shinde	
	B.Sc. Part- I	Mr. S.N.Gotpagar	
	B.Sc. Part- II	Dr. R.R.Jadhav	
	B.Sc. Part- III	Dr. U.K. Mohite (Physics)	
Dr. S. V. Pore (Chemistry)			
Dr. M. M. Ghatage (Botany)			
Mr.S.S. Shinde (Microbiology)			
41	Nature Club	Dr. S.R. Londhe	Convener
		Prof. M.M. Ghatge	Member
		Dr. S.V.Pore	Member
		Mr. H.R.Ingawale	Member
		Dr. R.R.Jadhav	Member
		Dr. V.V. Naik	Member



42	Academic & Administrative Audit Committee	Mr. J. V. Kuwar	Convener
		Dr. C. E. Patil	Member
		Mr. A. B. Mali	Member
		Mr. A. M. Yadav	Member
		Mr. S. N. Gotpagar	Member
		Mr. A. L. More	Member
		Dr. S. R. Londhe	Member
		Mr. J. V. Kuwar	Member
43	Beti Bachav Abhiyan Committee	Mr. A. L. Shinde	Member
		Dr. Padalkar D.M.	Convener
		Dr. Mrs. M.M. Ghatge	Member
		Smt. S.B. Mohite	Member
44	ABC ID	Mrs. U.A. Patil	Member
		Mr. A.L. Shinde	Convener
		Mr. S.N. Gotpagar	Member
		Mrs. U.A. Patil	Member
		Dr. S.A. Mali	Member
		Dr. V.V. Naik	Member
		Dr. M.B. Kumbhar	Member
45	Code of Conduct	Mrs. S.M. Mali	Member
		Dr. M.M. Ghatge	Convener
		Smt. S.B. Mohite	Member
46	NIRF Committee	Mrs. U.A. Patil	Member
		Mr. J.V. Kuwar	Convener
47	Purchase Committee	Mr. A.L. Shinde	Member
		Dr. V.Y. Kadam	Convener
		Dr. S.V. Pore	Member
		Smt. S.B. Mohite	Member
		Mr. A.B. Mali	Member
		Mrs. U.A. Patil	Member
		Mr. A.L. Shinde	Member
Mr. J.S. Patil	Member		




 (Dr. V. Y. Kadam)
Vc. Principal
 B.V.M.B.S.K. Kanya Mahavidyalaya,
 Kadegaon, Dist. Sangli

BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA MAHAVIDYALAYA,
KADEGAON, DIST.- SANGLI
COMMITTEES FOR CURRICULAR & EXTRA-CURRICULAR ACTIVITIES 2022 - 2023

Sr.No.	Name of the Committee	Name	
	Chairman	Dr. V.Y.Kadam	
1	Staff Secretary	Dr.U.K.Mohite	
2	Internal Quality Assurance Cell	Prof. Dr.S.V.Pore	Convener
		Dr. U.K.Mohite	Member
		Dr. D.M. Padalkar	Member
		smt.S.B. Mohite	Member
		Mr.A.L.Shinde	Member
		Mr. M.K.Mali	Member
		Mr. J.V.Kuwar	Member
		Mr. J.S. Patil	Member
3	Academic Committee	Mr. A.B.Mali	Convener
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member
		Mr. A.L. More	Member
4	Admission Committee	Dr.U.K.Mohite	Convener
		All Head of Department	Member
5	Examination Committee	Mr.A.B.Mali	Convener
		Mr. M.K. Mali	Member
		Dr. C.E. Patil	Member
		Dr. M.B. Kumbhar	Member
		Dr. S. R. Londhe	Member
6	Grievance Reddressal Cell	Mr. S.D. Thigale	Convener
		Mr. A.B. Mali	Member
		Mr. H.R. Ingavale	Member
7	Gymkhana & Students Council	Miss.S.B.Mohite	Convener
		Dr. M.M. Ghatge	Member
		Mr. S.S. Shinde	Member
		Mr. A. L. Shinde	Member
		Dr. S.R. Londhe	Member
8	N.S.S.Committee	Mr. A.M. Yadav	Convener (P.O. I)
		Dr. Savita Mali	Member (P.O. II)
		Mr. D. S. Ghutukade	Member
		Mr. S.D. Thigale	Member
		Mr. H.S. Mane	Member
		Mr. H.R. Ingawale	
		Dr. M.M. Ghatge	Member
		Mr.A.B.Mali	Member
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member
9	Anti Ragging Committee	Mr. H.R. Ingavale	Convener
		Dr. D.M. Padalkar	Member
		Mrs.U.A.Patil	Member
		Mr. S.N. Gotpagar	Member



10	B.C.Cell	Mr. A.L. Shinde	Convener
		Dr. Smt. D.M.Padalkar	Member
		Dr. R.R.Jadhav	Member
		Mr. S.N.Gotpagar	Member
		Dr. S. R. Londhe	Member
		Mr. H.J.Thombre	Member
		smt.N.S.Kamble	Member
		Mr. J.S. Patil	Secretary
11	Anti-sexual Harassment Cell	Dr.Smt. D.M.Padalkar	Convener
		Smt. S. B. Mohite	Member
		Dr. smt. M. M. Ghatge	Member
		Mrs.U.A.Patil	Member
		Dr. S. A. Mali	Member
12	Vivek Vahini	Dr. smt M.M.Ghatge	Convener
		Dr.Smt. D.M.Padalkar	Member
		Mr. A.M. Yadav	Member
		Dr. C.E. Patil	Member
		Mrs.U.A.Patil	Member
13	College Development Committee	Prof. Dr. V.Y. Kadam	Convener
		Prof. Dr. S.V. Pore	Member
		Smt S.B. Mohite	Member
		Dr. D.M. Padalkar	Member
		Mr. M.K. Mali	Member
		Mr. A.L. Shinde	Member
14	Discipline Committee	Mr. D.S.Ghatakade	Convener
		Smt S.B. Mohite	Member
		Mr. S. S. Shinde	Member
		Mr. M.K. Mali	Member
15	Time Table Committee	Dr. S.V.Pore	Convener
		Mr. H.S.Mane	Member
		Mr. A.L. Shinde	Member
16	Alumni Association	Smt. S.B. Mohite	Convener
		Dr. S.V.Pore	Member
17	Parent Meet		Member
		Dr. C.E. Patil	Convener
		Mr. S.S.Shinde	Member
		Dr. M.B. Kumbhar	Member
18	Students Welfare Committee	Mr. A. L. Shinde	Member
		Mr. S.D. Thigale	Convener
		Miss S.B.Mohite	Member
		Mr. A.M. Yadav	Member
		Mr. H.R. Ingavale	Member
19	Arts Circle	Mr. S.S.Shinde	Member
		Smt. S.B.Mohite	Convener
		Dr.Smt. D.M.Padalkar	Member
		Dr. smt M.M.Ghatge	Member
		Mrs. U.A.Patil	Member
		Mr. M.K.Mali	Member
		Dr. S. A. Mali	Member
Dr. M.B. Kumbhar	Member		



20	Science Association	Dr. V. V. Naik	Convener
		Dr. R.R.Jadhav	Member
		Mr. S.N.Gotpagar	Member
		Dr. S.R. Londhe	Member
21	Literacy Forum	Dr. M.B. Kumbhar	Convener
		Smt. U.A. Desai	Member
		Mr. D.S.Ghutukade	Member
		Mr. M.K.Mali	Member
22	Commerce Association	Mr.A.L. Shinde	Convener
		Mr. A.B. Mali	Member
		Mr. S.D. Thigale	Member
23	Staff Academy	Dr. U. K. Mohite	Convener, Staff Secretary
		Dr.S.V.Pore	Member
		Mr. H.S. Mane	Member
		Mr.A.L.Shinde	Member
24	Research Project and Avishkar Committee	Dr. R.R.Jadhav	Convener
		Dr. S.V.Pore	Member
		Dr.U.K.Mohite	Member
		Mr. S.D. Thigale	Member
		Mr.A.L.Shinde	Member
		Dr. S.R. Londhe	Member
		Mr. J.V. Kuwar	Member
		Ms. V.S. Jadhav	Member
25	Carrier Guidance Cell Counseling and Placement Cell	Dr.S.V.Pore	Convener
		smt. S.B.Mohite	Member
		Mr. M.K.Mali	Member
26	(Skill oriented courses) Nirantar Shikshan Committe	Dr.S.V.Pore	Convener
		Mr. A.M. Yadav	Member
		Mr. H.S. Mane	Member
		Mr. S.D. Thigale	Member
		Dr.U.K.Mohite	Member
		Dr.Smt. D.M.Padalkar	Member
		Dr. S.R. Londhe	Member
		Smt. S.B. Mohite	Member
		Dr.M.M.Ghatage	Member
		Mr.D.S.Ghutukade	Member
		Mr. J.V.Kuwar	Member
		Mr.A.L.Shinde	Member
		Mr. M.K. Mali	Member
Dr. S.A. Mali	Member		
27	Tour Committee	Mr. S.S.Shinde	Convener
		Mr. H.S. Mane	Member
		Mr.A.M.Yadav	Member
		Dr.smt. M.M.Ghatage	Member
		Mr. Gotpagar S.N.	Member
		Dr. S.R. Londhe	Member



28	Attendance Committee		Convener
		Mr. A.B.Mali	Member
		Dr. C.E. Patil	Member
29	Audiovisual Committee	Mr. H.R.Ingawale	Convener
		Dr. C.E. Patil	Member
30	Black Board & Display Committee	Mr. S. N. Gotpagar	Convener
		Dr.	Member
		Dr. S.A. Mali	Member
31	Ladies Association	Dr.Smt. D.M.Padalkar	Convener
		Mrs. U.A. Desai	Member
		Smt. S.B.Mohite	Member
		Dr.smt. M.M.Ghatage	Member
		smt.U.A.Patil	Member
32	Lead College Committee	Dr. S.R. Londhe	Convener
		Smt. S.B.Mohite	Member
		Mr.A.L.Shinde	Member
33	Magazine Committee	Dr. R.R.Jadhav	Convener
		Smt. S.B.Mohite	Member
		Mr. D.S.Ghutukade	Member
		Mr. M.K.Mali	Member
		Dr. S.A. Mali	Member
		Mr. A.L. More	Member
34	Wall Poster Committee	Dr. S.A. Mali	Convener
		Mr. M.K.Mali	Member
		Mr. A.L. Shinde	Member
		Mr. M.B. Kumbhar	Member
35	Library Committee	Mrs. U.A.Patil	Convener
		Dr. S. D. Thigale	Member
		Prof. Dr. M.M. Ghatge	Member
		Mr. A.L. More	Member
		Mr. J.V. Kuwar	Member
36	Botanical & College Garden Maintenance Committee	Dr. smt. M.M.Ghatage	Convener
		Dr. R.R.Jadhav	Member
		Mr. S.S. Shinde	Member
		Dr. V.V. Naik	Member
37	Publicity Committee	Mr.A.M.Yadav	Convener
		Mr. S.D. Thigale	Member
		Mrs. U.A.Patil	Member
		Mr. M.K.Mali	Member
		Dr. S.A. Mali	Member
38	Report Committee	Mr. A.B.Mali	Convener
		Dr. M.B. Kumbhar	Member



39	Website Updation	Mr. M.K. Mali	Convener
		Dr. S.V. Pore	Member
		Mr. J.V. Kuwar	Member
		Dr. S. R. Londhe	Member
40	Class Teacher B.A.Part I	Dr. M.B. Kumbhar	
	B.A.Part II	Mr.H.S.Mane	
	B.A.Part III	Mr. M.K.Mali (English)	
		Dr. S.A. Mali (Marathi)	
		Mr. D.S.Ghutakade(Hindi)	
		Mr. A. M. Yadav (History)	
		Mr. S.D. Thigale (Eco.)	
	B.Com. I	Mrs.S.M.Mali	
	B.Com. II	Mr. A.B.Mali	
	B.Com. III	Mr. A. L. Shinde	
	B.Sc. Part-I	Mr. S.N.Gotpagar	
	B.Sc. Part-II	Dr. R.R.Jadhav	
	B.Sc. Part-III	Dr. U.K. Mohite (Physics)	
Dr. S. V. Pore (Chemistry)			
Dr. M. M. Ghatge (Botany)			
Mr.S.S. Shinde (Microbiology)			
41	Nature Club	Prof. M.M. Ghatge	Convener
		Dr. S.V.Pore	Member
		Mr. H.R.Ingawale	Member
		Dr. R.R.Jadhav	Member
		Dr. V.V. Naik	Member
		Dr. S.R. Londhe	Member
42	Student Welfare & Earn & Learn	Dr.U.K.Mohite	Convener
		Dr. S.R. Londhe	Member
		Smt. S.B.Mohite	Member
		Mr. S.D. Thigale	Member
		Smt.U.A. Patil	Member
		Mr.J.S. Patil	Member
43	Academic & Administrative Audit Committee	Dr. Mrs. M.M. Ghatge	Convener
		Dr.C.E.Patil	Member
		Mr.A.B.Mali	Member
		Mr. A.M. Yadav	Member
		Mr. S.N. Gotpagar	Member
		Mr. A.L. More	Member
		Dr. S.R. Londhe	Member
		Mr. J.V. Kuwar	Member
		Mr. A.L. Shinde	Member
44	Beti Bachav Abhiyan Committee	Dr. Padalkar D.M.	Convener
		Mrs. U.A. Patil	Member
		Dr. Mrs. M.M. Ghatge	Member
45	ABC ID	Mr. A.L. Shinde	Convener
		Mr. S.N. Gotpagar	Member
		Mrs. U.A. Patil	Member
		Dr. S.A. Mali	Member
		Dr. V.V. Naik	Member
		Dr. M.B. Kumbhar	Member
	Mrs. S.M. Mali	Member	
46	Code of Conduct	Dr. M.M. Ghatge	Convener
		Smt. S.B. Mohite	Member



		Mrs. U.A Patil	Member
47	NIRF Committee	Mr. J.V. Kuwar	Convener
		Mr. A.L. Shinde	Member
		Dr. V.Y. Kadam	Convener
		Dr. S.V. Pore	Member
48	Purchase Committee	Smt. S.B. Mohite	Member
		Mr. A.B. Mali	Member
		Mrs. U.A Patil	Member
		Mr. A.L. Shinde	Member
		Mr. J.S. Patil	Member



(Handwritten Signature)
(Dr. V. Y. Kadam)

I/c. Principal
B.V.M.B.S.K. Kanya Mahavidyalaya,
Kadegaon, Dist. Sangli



**BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA**

KADEGAON, Dist. Sangli - 415305

Dr. Patangrao Kadam

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Prof. (Dr.) V Y Kadam

M. Sc., M.Phil., Ph.D.

IC Principal

List of Administrative Staff and HOD

Academic Year 2022-23

Sr. No.	Name of Employee	Designation	Department
1	Prof. Dr. V.Y. Kadam	IC Principal	Zoology
2	Mr. S. D. Thigale	HOD	Economics
3	Dr. U.K. Mohite	HOD	Physics
4	Miss. S. B. Mohite	Director	Physical Education
5	Prof. Dr. S.V. Pore	IQAC Coordinator HOD	Chemistry
6	Mr. D.S. Ghutukade	HOD	Hindi
7	Miss. Prof. Dr. M.M. Ghatage	HOD	Botany
8	Mr. A. M. Yadav	HOD	History
9	Mr. S.S. Shinde	HOD	Microbiology
10	Mr. M.K. Mali	HOD	English
11	Dr. Mrs. S.A. Mali	HOD	Marathi
12	Mr. A. L. Shinde	HOD	Commerce
13	Mrs. U.A. Patil	Librarian	Library
14	Mr. J. S. Patil	Office Superintendent	Administration Account
15	Mr. D. K. Patankar	Senior Clerk	Office
16	Mr. H.G. Potdar	Library Clerk	Office & Library



Maha
Vc. Principal
B.V.M.B.S.K. Kanya Mahavidyalaya,
Kadegaon, Dist. Sangli



SHIVAJI UNIVERSITY, KOLHAPUR
ORDER


The Government of Maharashtra, Higher and Technical Education Department has issued a Resolution No. Misc- 2018/ C.R.56 / 18 /UNI-1, dated 08th March, 2019. The said resolution relates to the Notification issued by the University Grants Commission dated 18th July, 2018 in respect of minimum educational qualifications for appointment, pay scales and other benefits to the teaching and other equivalent posts in Universities and Colleges and measures for the maintenance of standards in Higher Education.

The said resolution mentions the State Government has decided to implement and to revise pay scales and terms and conditions of services of teachers and other equivalent posts in Universities and Colleges.

However, as no Statutes are made in this behalf, as per the decision of the University Authority and the powers vested to me under section 12 (8) of the Maharashtra Public Universities Act, 2016, I Professor Dr. Devanand Baburao Shinde, Vice-Chancellor of the Shivaji University, Kolhapur for the time being regulate matter by issuing directions mentioned below:

1. Government of Maharashtra, Higher and Technical Education Department resolution bearing No. Misc- 2018/ C.R.56 / 18 /UNI-1, dated 08th March, 2019 is enclosed herewith as a part of this Order and shall be applicable to the teachers in the University, affiliated colleges and recognized institutions with effect from 1st January, 2016.
2. This Order shall remain in force till the Statutes in this regard come into force as per the provisions under section 71 (20) of the Maharashtra Public Universities Act, 2016.
3. It is clarified that the existing Statutes so far they are not inconsistent with the enclosed Government Resolution, shall remain in force.

Ref. No.: SU/EST/PG/DRPL/402
Date: 2 APR 2019
Place: Kolhapur


Prof. (Dr.) Devanand Baburao Shinde
Vice-Chancellor,
Shivaji University, Kolhapur

Cont..2

To,

1. The Deans of Faculty, Shivaji University, Kolhapur,
2. The Heads of the Post-graduate Departments of Shivaji University, Kolhapur,
3. The Directors of Schools of Shivaji University, Kolhapur,
4. The Principals of all Government and Non – Government Colleges affiliated to Shivaji University, Kolhapur.
5. The Heads of the all Recognized Institutions under Shivaji University, Kolhapur,
6. The Secretary to the Honorable Governor, Raj Bhavan, Malbar Hill, Mumbai,
7. The Secretary to the Government of Maharashtra, Higher and Technical Education Department, Mantralaya, Mumbai,
8. The Director of Education, (Higher Education), Maharashtra State, Pune – 1,
9. The Director of Education, (Technical Education), Maharashtra State, Pune – 1,
10. The Joint Director, Higher Education, Kolhapur Region, Kolhapur,
11. The Secretary to the Government of India, Ministry of Human Resource Development (Department of Education), New Delhi,
12. The Secretary, University Grants Commission, New Delhi.
13. All the Statutory Officers, Shivaji University, Kolhapur.

APR 2019

Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th 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 12th August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28th January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
7. The Maharashtra Public University Act, 2016

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7th 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 7th 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 2nd November, 2017 and regulation issued-by UGC dated 18th 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 31st 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 1st 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.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited professors only.

Eligibility:

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC-listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

V. College Principal

A. Eligibility:

- i. Ph.D. degree;
- ii. Professor/ Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education;
- iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals; and
- iv. A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure:

A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Rules.

College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

VI. College Principal

There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

- a) The term of appointment of the Principal, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal, the Management shall initiate the process of external peer review at least six months before.
- b) The external peer review committee prescribed in clause (c) above, shall consist of the following members, namely:-
 - i. Nominee of the Vice-Chancellor, Chairperson;
 - ii. 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 or A+ accredited Colleges/Director or Head of the University Department.
- c) The report of the external peer review committee shall be the main basis for re-appointment of the Principal.
- d) If the external peer review committee recommends for re-appointment of the existing Principal, the Management shall re-appoint such existing Principal for one more term.

VII. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

VIII. The "Screening-cum-Evaluation Committee" for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

B. For College teachers:

- i. The Principal of the college shall be the Chairperson of the committee;
- ii. Head /Teacher-In charge of the department concerned from the college;
- iii. Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts; and
- iv. Joint Director Higher Education or his /her nominee not below the rank of Associate Professor.

C. For University Assistant Librarian:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

D. For College Librarian:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The Librarian, University Library;
- iii. Two expert who are working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

- 6.4. For all Selection Committees specified in these Rules, Head of Department / Teacher-In-charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

7.0. Selection Procedure:

- I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.
- In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.
- II. The universities shall adopt these Rules for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges /Conducted colleges/ affiliated colleges (Government/Government- aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5.
- III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology

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

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

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.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (noncreamy layer)/PWD) to less than 60% = 20	
3.	MPhil	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer Reviewed or UGC listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	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) MPhil + 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 college.		
C) Academic Score	-	84
Research Publications-		06
Teaching Experience -		10
<hr/>		
TOTAL	- "	100
<hr/>		

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended 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"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader service such as literature retrieval service to researchers and analysis report • Assistance towards updating institutional website 	<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 library activity or on specific books or genres 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>

**Accompaniment to Government Resolution,
Higher and Technical Education Department No.Resolution No.Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix III

TABLE - A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage 1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage 2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage 3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage 4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE - B

(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))

S.No.		Assistant Professor (Stage 1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage 2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage 3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage 4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

भारता विद्यापीठचे मातोश्री कर्मावंधी श्रीपद्मक कदम



कृष्णा महाविद्यालयाची महाविद्यालय विकास समितीची सभा
मंगळवार दि 25/11/2022 रोजी महाविद्यालय विकास समितीच्या
अध्यक्षा मा. विद्यापीठाचे पंतप्रधान कदम यांच्या अध्यक्षतेखाली
दु. 9 वाजता महाविद्यालयीन आभारदान करण्यात आला होता.
त्यास खालील सभासद उपस्थित होते

क्र.	सभासदाचे नाव	व्यवसाय	सही
१	मा. विद्यापीठाचे पंतप्रधान कदम	नेअरमन	
२	मा. डॉ. जी. विद्यापीठ पंतप्रधान कदम	कार्मनाथ	
३	मा. डॉ. डॉ. काकासाहेब दादू जाधव	कार्मनाथ प्रतिष्ठेची	
४	मा. डॉ. जी. हनुमन्तदास मोहनदास कदम	संशोधन	
५	मा. जी. शारदा फाल्गुनी कदम	व्यवसाय	
६	मा. कु. कविता कुलकर्णी	विभाग पदनामने	
७	मा. डॉ. सौ. सविता वंदनीन मोहिते	समाजसेविका	
८	मा. डॉ. जी. भरत विठ्ठल पाथिक	विद्यार्थ्याप्रमुख	
९	मा. डॉ. जी. विकास शांभुदास पाथिक	विद्यार्थ्याप्रमुख	
१०	मा. डॉ. कु. दभावती जगदेव पाथिक	विद्यार्थ्याप्रमुख	
११	मा. कु. वी. विलास मोहिते	विद्यार्थ्याप्रमुख	
१२	मा. डॉ. जी. संजय विठ्ठल पाथिक	समाजसेवक	

सुचक: मा. डॉ. के. डी. जाधव
 अभ्योक्त मा. डॉ. जे. एच. पाटील



ठराव समितीचे भंडार

- मि. क्र. ६ एक सी. डी. संगणक व फोटोग्राफ व्हिडीओ वॉल्यूम तयार करणे
 मि. क्र. ६ महाविद्यालयाचे लेख प्रकाशन नावणी जवळ २०१२ मध्ये
 होईल. त्या प्रकाशनाचे एक-सी. डी. संगणक व फोटोग्राफी
 आवश्यकता आहे. जो आवश्यक आहे त्याची गाथा तयार
 करून सोबत पाठवून घ्यावी त्याची व सोबत शिर्षक
 करणे आहे ठरले.

सुचक: मा. डॉ. वी. वी. कुड
 अभ्योक्त मा. डॉ. जे. एच. पाटील

ठराव समितीचे भंडार

- मि. क्र. ७ इमारतीच्या रंगकामाबाबत विचारविनिमय करणे
 मि. क्र. ७ महाविद्यालयाच्या इमारतीस जेव्हा चार वॉल्यूम
 रंग ठिकठोक आहे. भोवताळात शिती व इतर छिन्नां
 जेथे स्वभाव आहे आहे. लाविलेले रंग कामे केल्यास
 वेळोवेळी ही सभा घेण्याची वेळ आहे.

सुचक: मा. डॉ. के. डी. जाधव
 अभ्योक्त: मा. डॉ. विनयकुमार

ठराव समितीचे भंडार

- मि. क्र. ८ ICT equipped classroom तयार करणेबाबत विचारविनिमय
 करणे.
 मि. क्र. ८ ICT equipped classroom तयार करणेबाबत विचारविनिमय
 करणे. त्या तयार करणे बाबत आहे. सध्या क्लास रुम
 तयार करणेसाठी ज्या महाविद्यालयाची सभा घ्यावी
 तयार केलेली कोणताही गोष्टी देऊन आपणास करा.
 पदवीपत्रे क्लास रुम तयार करणे बाबत गाथा व कार्या
 तयार करणे बाबत पाठवून घ्यावी. त्या तयार घ्यावी
 वेळोवेळी क्लास रुम तयार करावे.

सुचक: मा. डॉ. विनयकुमार



- 1 BSc I (computer science) विभागाभ्युद्दिष्ट विषय
सुलभतरे लेखन-रूपी करणे
- 2 BSc I (computer science) विभागाभ्युद्दिष्ट विषय यदु
करणेसाठी प्रजाती. विद्युत्प्रसारण आभ्यास प्रस्ताव सादर
करता. न. लसा. प्रस्तावाची एक प्रत संशोधक पाठवून द्यावी
ही प्रस्ताव सादर करणेची मुदत अक्टोबर 31 पर्यंत राहिली
येत आहे.

सुचक:- मा. जी. के. जी. गांधी
संशोधक, मा. जी. वी. वी. पार्लो
ज्येष्ठ सहायिका, गेष्ट

- 30 वेपकांची उपभोक्तेव्या विक्रीवेळीस रजिस्टर मंजूरी देणेबाबत
विचार करणे.
- 30 महाविद्यालयातील रजिस्ट्रीत वेपकांची विक्रीवेळीस रजा उपभोक्तेव्या
आहेत.

क्र	वेपकांचे नाव	रजा काळखोली		संप्रेषण दिनांक	दिनांक
		पासून	पर्यंत		
1	सौ. सु. ए. देसाई	23/11/2022	28/11/2022	वेपकीय	2
2	सौ. एम. एम. धारगे	23/11/2022	26/11/2022	वेपकीय	6
3	सौ. ए. ए. ए. शिंदे	9/11/2022	9/11/2022	वेपकीय	6
4	सौ. ए. डी. शिंदे	6/11/2022	9/11/2022	वेपकीय	6
5	कु. ए. डी. मोहिते	9/11/2022	26/11/2022	वेपकीय	4
6	सौ. सु. ए. देसाई	6/11/2022	20/11/2022	वेपकीय	73
7	सौ. ए. ए. शिंदे	8/11/2022	11/11/2022	वेपकीय	03
8	सौ. सु. ए. पार्लो	9/11/2022	20/11/2022	आहेत	08
9	सौ. ए. ए. ए. शिंदे	9/11/2022	9/11/2022	आहेत	06
10	सौ. पी. ए. धारगे	23/11/2022	3/11/2022	आहेत	09
11	सौ. ए. डी. मोहिते	20/11/2022	26/11/2022	आहेत	05
12	सौ. ए. ए. ए. शिंदे	9/11/2022	9/11/2022	वेपकीय	04
13	सौ. ए. ए. ए. शिंदे	3/11/2022	9/11/2022	वर्जित	92
14	सौ. डी. के. पार्लो	23/11/2022	23/11/2022	आहेत	01
15	सौ. ए. ए. ए. शिंदे

वरील सेवांनी आगोवलेल्या रजा या त्यांना
शासकीय निगमाप्रमाणे देण आहे. त्यामुळे ही रजा
सेवांनी आगोवलेल्या रजांना माफता देण आहे.

व्युत्पन्न मा.सी.जे.एच. पारितोषिक
आणुगोष्ट मा.सी.जे.एच. सादर

उरात सविक्रमते मेघर

क- २१) मा.अक्षहाच्या परवानगीने ऐजकेसी येवताय विपत्रात
न्याय करणे

क- २२) ऐजकेसी कोणताही विषय नसल्याने मा.अक्षहाच्या
परवानगीने रजा तहकूल करवताय आहे.



(Signature)
Vc. Principal
B.V.M.B.S.X. Kanya Mahavidyalaya,
Kadegaon, Dist. Gangli



**BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA MAHAVIDYALAYA**

Dr. Patangrao Kadam

M.A., LL.B., Ph.D.

Founder, Bharati Vidyapeeth

Chancellor, Bharati Vidyapeeth (Deemed to be University) Pune UDISE - 27351100408

KADEGAON, DIST. SANGLI - 415304.

NIRF RANKING 2017 : 99th

INDEX NO. 22.03.008

Prof. (Dr.) V.Y.Kadam

M.Sc., M.Phil., Ph.D.

VC Principal

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• Website : <http://mbakkm.bharatividyaapeeth.edu>

Ref. : BV/MBS/KKM/K


/202

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Date : 20 / 01 / 2023

Revised IQAC Composition 2022-23

- | | | |
|---------------------------|---|--------------------------------|
| 1. Dr. V.Y. Kadam | - | VC Principal |
| 2. Dr. H.M. Kadam | - | Management Representative |
| 3. Dr.Mrs. Savita Mohite | - | Nominee from Local Society |
| 4. Dr. S.V. Pore | - | Coordinator |
| 5. Mr. M.K. Mali | - | Co - coordinator |
| 6. Mr. J.V. Kuwar | - | Asst. coordinator |
| 7. Smt. S.B. Mohite | - | Director of Physical Education |
| 8. Dr.V.S. Salunkhe | - | Member of Science faculty |
| 9. Mr. A. L. Shirde | - | Member of Commerce faculty |
| 10. Dr.Smt. D.M. Padalkar | - | Member of Arts faculty |
| 11. Mr. J.S. Patil | - | Administrative officer |
| 12. Dr. Mrs. S A Mali | - | Alumni Representative |
| 13. Miss. Aishwarya Mulik | - | Student Representative |


Prof (Dr.) Sanjay Pore
Coordinator, NAAC




Prof. (Dr.) V.Y. Kadam
VC Principal
B.V.M.B.S.K. Kanya Mahavidyalaya
Kadegaon Dist. Sangli

'Social Transformation Through Dynamic Education'



**BIHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli – 415305**

PERSPECTIVE PLANS

2018-2023

INTERNAL QUALITY ASSURANCE CELL

(MONTH 2018)





BHARATI VIDYAPEETH'S
MATOSHRI BAYABAI SHRIPATRAO KADAM KANYA
MAHAVIDYALAYA
KADEGAON, Dist. Sangli – 415305

Introduction:

To fulfill the vision and mission of the institute, the decentralization and participative management method is strictly followed by the institute. The college is governed by Bharati Vidyapeeth, Pune, established on 10th May, 1964 to shoulder the social responsibility and to provide quality education to the youth. The inter-relationship among the top management, principal and faculty of the college promotes the quality education and effective management of the college. The policies and plans regarding academics, curricular, extra-curricular, administrative and infrastructure facilities are designed and implemented by the management, the principal and faculty members in accordance with the guidelines of UGC, Government and affiliated University. It is affiliated to Shivaji University, Kolhapur. The collage caters to the needs to the financially deprived and educationally backward students as in the mission of the Bharati Vidyapeeth, Pune sanstha, offering graduation in Arts, Commerce and Science and post-graduation in Marathi, Botany.

While preparing the perspective plan, the institute will strive to achieve the status of the best college in the jurisdiction of Shivaji University, Kolhapur by Bharati Vidyapeeth, Pune in 2017.

Our aim to provide high quality teaching. The aim of institute will be to provide additional skill-based programmes to help learners for employability. The research component to some extent will be inculcated at undergraduate and post graduate level. The perspective plan is prepared after interaction with staff, management and parents, student's feedback.

The perspective plan has been discussed, reviewed and approved in the C.D.C. of the college. It is our sincere efforts to prepare the framework for our collective efforts directed towards the attainment of our goals.

The functions of IQAC are: -

- 1 To develop and apply quality benchmarks/parameters for various academic and administrative activities of the institution.
- 2 To facilitate learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process.
3. To arrange feedbacks from students, parents and other stakeholders on quality-related institutional processes.
- 4 a) To Disseminate information on various quality parameters of higher education.
b) To Organize inter and intra-institutional workshops, seminars on quality related themes and promotion of quality circles.
c) To document various programmes / activity leading to quality improvement.
d) To act as a nodal agency of the institution for coordinating quality related activities, including adoption dissemination of best practices,
e) To develop and maintenance of institutional data base through MIS for the purpose of maintaining/ enhancing institutional quality,
f) To nurture Quality Culture in the institution.
- 5 Preparation of Annual Quality Assurance Reports (AQARs) as per guidelines and parameters of NAAC, Bangalore.



Vision

'Social Transformation through Dynamic Education'

Mission

'To create awareness for higher education among the girls from the rural area, help them to be educated, self-reliant to uplift their standard of living and contribute actively to bring about the social transformation'.

Objectives:

- ❖ To provide the academic and infrastructural facilities to the girls from the rural area;
- ❖ To develop academic, sports and cultural excellence among the students;
- ❖ To motivate the students to develop personalities on the basis of their attitude;
- ❖ To inculcate the dignity for labor and create social awareness among the students;
- ❖ To bridge the rural and urban cultures and work for national integration.
- ❖ To encourage and help to fellow faculty to use advanced teaching aids and ICT tools in their TLP and research endeavor.
- ❖ To initiate MOUs, collaborations/ agreements with external agencies and local stakeholders for qualitative improvement of the college.
- ❖ To motivate fellow staff for introduction and institutionalization of the value-added/ skill development courses and development of student's employability.
- ❖ To provide good residential facilities for students.
- ❖ To provide good facilities of education in basic branches.
- ❖ To suggest management of the college to provide adequate infrastructural development, quality improvement of library resource center and support staff as per changing scenario of higher education.
- ❖ To create suitable ambience among the fellow faculty and students through dialogical manner for the student-centric activities and execution of the IQAC policies.

I. CURRICULAR ASPECTS

The college follows the prescribed curriculum of the Shivaji University, Kolhapur. Following aspects are required to be considered to set benchmark in the line with the expectations of the revised accreditation framework (RAF) of Bangalore.

- ✓ To introduce new PG programs like M.Sc. (Botany), M.A. (Marathi).
- ✓ To introduce the skill, value-added, short term and add-on courses.
- ✓ To encourage faculty and students to take up relevant online courses.
- ✓ To interact with stakeholders regarding with their feedback on the curriculum and incorporate these in curriculum.
- ✓ To utilize expertise of the stakeholders and experts from the universal group for quality improvement.
- ✓ To identify the plug points where the different courses could be integrated in the curriculum to insure broader understanding and application.
- ✓ To provide opportunities for capacity building to the faculty from the institution as well as other institutions by organizing FDP in innovative TLP strategies for effective curriculum delivery.



II. TEACHING LEARNING AND EVALUATION

There is a need to train students to be competent employable, not only at the local, but also the global level. At the same time, the impact of social media, and exposure to global values, also underlines the need to have a strong grounding in traditional Indian values. Keeping this in mind, for the coming years, we propose the following:

- ✓ To incorporate advances in ICT in curriculum transactions, as well as evaluation and assessment.
- ✓ To equip students for curriculum transaction to meet the challenges of inclusion and global competencies.
- ✓ To develop network with organizations to promote traditional Indian and universal values.
 - Develop partnerships with organizations and carry out collaborative programs.
 - Training workshops for students and teachers,
 - In-house certificate courses and participate in their discussion forums.
 - To develop a more interactive website for dissemination of information, as well as to get inputs from all stakeholders.
- ✓ To provide for digital resources for technology enhanced learning.
- ✓ To organize orientation program for the Common Entrance Tests for M. A, M.Com., M.Sc., M. Phil. and Ph.D. entrants.
- ✓ To use of LMS and MIS for teaching, learning, evaluation and administration.
- ✓ To initiate development of cluster colleges network for facilitating choice-based certificate courses.
- ✓ To initiate distributed classroom set up to share teaching expertise among different institutions.
- ✓ To cater the diverse needs of students. We proposed to update and make optimal use of language laboratory, gymnasium and providing counseling services to our learners.
- ✓ To provide scope to students to use different modes for reflective teaching and learning.
- ✓ To strengthen evaluation of teachers through self-appraisals, peer appraisal and student feedbacks.

III. RESEARCH CONSULTANCY AND EXTENSION

In order to further enhance the quality of research, innovation and extension, we plan to take the following measures:

- To set up the institution's 'Research Cell'.
- To promote dissemination of quality research through annual publication.
- To encourage faculty and students to conduct research and different reputed forums. publish through different reputed forums.
- To encourage faculty to take up research projects and to take up collaborative and participatory research and to conduct research-based community development programmes.
- To organize workshops and guest lectures to enhance the understanding of research.
- To establish the MOUs, collaboration and linkages with the reputed national and international organizations.
- To organize Faculty development and training programme for teaching and non-teaching staff and students.
- To create innovation ecosystem in the institution.



IV. INFRASTRUCTURE AND LEARNING RESOURCES

The institution proposes to augment the infrastructure and learning resources as per the requirements of the changing times and the revised syllabus.

- To provide necessary infrastructure required for accommodating expected student strength every year that includes classrooms, lecture halls, library reading area, staff room, computer lab facilities, washrooms, girls rooms, play grounds, etc. so as to meet the needs of increased number of students.
- To develop an auditorium with a capacity of 200+ seats.
- To update the different laboratories as per need.
- To establish a well-equipped gymnasium.
- To establish the indoor gymnasium.
- To digitize and automate the library with print and online resources as per the requirements.

V. STUDENT SUPPORT AND PROGRESSION

Strong student support leads to students thriving at the personal, academic as well as professional arenas. We propose the following:

- ✓ To strengthen mentoring, counseling facility for students.
- ✓ To strengthen the Placement Cell, Career Counseling Cell, and Competitive Examination Centre.
- ✓ To organize seminars, conference and workshops for students to inculcate research culture among them.
- ✓ To tap the potential of the alumni for mentoring.
- ✓ To organize soft skills courses for grooming students for future career.
- ✓ To strengthen the remedial programs.
- ✓ To strengthen the government and institutional scholarship facility for needy students.
- ✓ To provide the financial and non-financial support to the economically and meritorious students.
- ✓ To organize of industry academia, meet and placement drive for outgoing students.

VI. GOVERNANCE LEADERSHIP AND MANAGERMENTS

The vision and mission of the institution are translated into reality through efficient leadership and governance. Keeping this in mind in the coming years we propose:

- ✓ To strengthen the IQAC and CDC by empanelling eminent stakeholders.
- ✓ To Identify and set benchmarks as well as standards and to ensure dissemination of the same.
- ✓ To strengthen network between/amongst different institutions of the Universal management for smooth and efficient functioning.
- ✓ To maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst members.
- ✓ To encourage faculty for professional enhancement (research and publications etc.).
- ✓ To enhance stakeholder relationships by involving them in feedback for continuous improvement.
- ✓ To sustain the practice of continuous system of feedback and strengthen the appraisal mechanisms.
- ✓ To Provide the incentives for faculty and students for academic development.
- ✓ Organization of FDP, training programme for teaching and nonteaching staff.
- ✓ To Conduct of green audit of the institute regularly.
- ✓ To Participate in NIRF, ISO for quality sustenance.



VII. INSTITUTIONAL VALUES AND PRACTICES

We propose the following innovations for the coming years.

- ✓ To collaborate with reputed organizations to conduct certificate courses for professional and personal development as a value-added course to the students and community.
- ✓ To facilitate online learning for students on-campus and off-campus.
- ✓ To learn through exploring and research thereby making every activity research centered.
- ✓ To strive for continuous professional growth by making MOOCS an integral part of the curriculum for students and staff.
- ✓ To create online educational resources (OERs) by using expertise of the staff.
- ✓ Introduction of best practices by each department.
- ✓ To plan of waste management system and green practices.
- ✓ To use of renewable energy sources.

The plan for next five years is our effort to head towards the vision of our institution and continue raising the quality graph of the institution.



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