VI- Governance, Leadership and management

6.1 Institutional Vision and Leadership

6.1.1- The goverence of the Institution reflecting of effective leadership in tune with the

Vision and Mission of the Institution

Response:-

Deola Education Society is established in **1944 and Karmaveer Ramraoji Aher Arts, Science and commerce college in 1978.**

The Institute's aim is to make people aware about Higher education. The Motto of Deola Education Society is 'बहुजनहितायबहुजनसुखाय' which means Welfare and Happiness for the masses".

Vision and mission of the Institution are as follows:

Vision:

Commitment of value based higher education to Rural, Hilly, Tribal, Backward communities and girl students.

Mission:

- To make people aware about the higher education.
- To make provision of higher education for poor, backward and rural community especially girls.
- To create value-based and value oriented youth of the society.
- To develop the rural youth for employment.
- To promote nations socio-cultural identity and contribute to national integration through college education.
- To make people aware about secularism, equality, environment, scientific temper and social justice through higher education.
- To provide the students necessary skills to take place in society.
- To train the students with the skills required for responsible citizen.

Presently, Deola Education Society runs 10 secondary schools, 4 higher secondary schools and one senior college. The great teacher and philanthropist late Shri. Ramraoji Aher was the founder chairman of Karm. Ramraoji Aher Arts, science and Commerce College, Deola, Nashik.

The Institute's aim is to achieve higher education mainly for tribal and rural students of Deola Taluka. It is the only institute providing facility of higher education for economically and socially poor, backward, farmer's background students. The Institute achieved higher

rank under the visionary leadership of late Karm. Ramraoji Aher. In this institute total 282 staff working and 8,284 students are taking education in various units.

Karmaveer Ramraoji Aher Arts, Science and Commerce College, Deola is established in 24th July, 1978 and is affiliated to Savitribai Phule Pune University. It is situated in rural and tribal area of Nashik district. The college has over 6.19 acres area. The basic vision and mission of the college is to bring the rural and tribal youth into main stream of the higher education and to develop the youth to face the challenges of future and make them responsible citizen of India.

In the beginning of every academic year various academic and administrative committees are formed for various regular activities and programmes for smooth functioning of the institute. The Management and the Principal arranged regular meeting for fulfilling the vision and mission of the institute.

The Principal meets regularly with the faculty members to discuss and to make important decisions regarding co-curricular activities and other activities of the college. Management and Principal encourage faculties for Research work, to send Major / Minor research projects proposals to forward University Grant Commission and BCUD Savitribai Phule Pune University. Parent Teacher Association and faculty communicate through the meeting and suggestions are implemented by the college. Management and Principal have plan for natural growth in the number of the students and provide them good infrastructure, internet facilities, library resources and sports facilities. Rural and tribal students are getting benefit according their needs. Grievance of the students is taken into consideration by the grievance committee and Principal. Suggestion and complain box facility is available in the college campus which is helpful for complains, suggestions or improvement in any other matter related to the college.

6.1.2 The Institution Practices decentralization and participative Management.

Response:-

For strict adherence to principle, vision and mission of the institute which has decentralization of necessary work. The head of the Institute is the Principal by whom the guidance of the work allotment and other activities are carried out. In every academic year meeting of the Principal is held at regular intervals. The Principal forms various committees for smooth functioning of the institute. The Head of the departments are the main authority of departmental functioning. The HODs are responsible for their departmental progress and effective functioning.

The Principal appoints Vice Principal and In-charge of various committees to observe the activities and programmes. The management and principal provide working autonomy to the Vice-Principal, Head of the departments, In-charges of committees, coordinators and

office superintendent. Other units like NCC, NSS, Students Development Board, Sports are given operational autonomy under the guidance of the Principal. Hence there is a scope for the enrichment of departments in the college. Institute adopts, monitors, evaluates policies, plans for effective implementation and improvement.

Management promotes the faculties to organize and participate in conferences, seminars, workshops and faculty development programmes.

Cultural programmes are inaugurated and attended by Management members, Principal, Vice-Principal, HODs, Faculties, Class representative and students along with chief guest. There is a decentralization system for the Career Advancement Scheme (CAS) for eligible teachers. Proposals prepared by the teachers are forwarded to Savitribai Phule Pune University by the permission of IQAC and Principal.

Administrative work is done under the supervision of Office Superintendent like admission, scholarship circulars, examination work and results. A good communication is between teaching and non teaching staff which creates healthy environment in the college campus.

6.2 Strategy development and deployment

6.2.1 Perspective/Strategic Plan and deployment documents are available in the institute

Response:

Yes, The Institution has strategic plan for the implementation of administrative and teaching and learning activities of the college. The Institution tries to improve the quality and strength of students through higher education.

The Principal is the head of the institution with a perfect vision. He has given a special caring responsibility and smooth functioning of the Institute. Head of the departments arranges departmental meeting for annual plan of teaching, co-curricular activities and programmes which concern to the students. All the plans are made by the HODs and discussed with the Principal time to time. The Principal appreciates and motivates to the plans of the departments. The Institution has the perspective plans to constitutes different committees of teaching and non teaching staff. These committees play an important role in the smooth functioning of the institution.

The Principal regularly monitors academic progress, examination results, Prizes and Awards to the student’s through social services and extracurricular activities, competition and quiz.

Sports, NSS, SWO and other extracurricular activities

The Head of the institute arrange meetings with teaching and non teaching staff to make the future development plans of the institution. He makes plans in the area of academic development, healthy environment and extracurricular activities. Faculty members are encouraged by innovative teaching tools and resources.

The college website is reconstructed for the upcoming academic year. Online admission process, library automation and other work will be carried out through online. Examination department is fully online and college provides necessary facilities for the generation of exam form, hall tickets result declaration and University also provides question paper only through online method. The college websites will be unique resource and providing different facilities to the students, teachers and administrative staff. Teachers updating their own research work, conference papers, short term courses, orientation and refresher course certificates on the website.

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6.2.2 organizational structure of the Institution including governing body, Administrative setup, functions of various bodies , service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism.

Vision and Mission of the Institute is fulfilling by the hard work of the Management, Principal and faculties. With the help of Principal, HODs, faculties and other administrative staff planning and decision are done in the beginning of every academic year. Plans and policies are decided according the requirement of departments and staff. Principal leads for academic growth, quality education and research activities in the college. Aims, vision and goals are enlisted in the Institution which is considered by the Principal and Management for the final decision. Various committees are formed by the Principal which are helpful for perfect and smooth work of various activities in the college. The Principal, HODs, Vice-Principal and IQAC coordinator decides to hand over the responsibilities and communicate with them for fulfillment of various programmes and activities in the college. The Principal conserve good and healthy environment in the faculties which is helpful for overall development of the students. All the rules and regulation of University Grant Commission, Government of Maharashtra and Savitribai Phule Pune University have been followed strictly in the Institution.

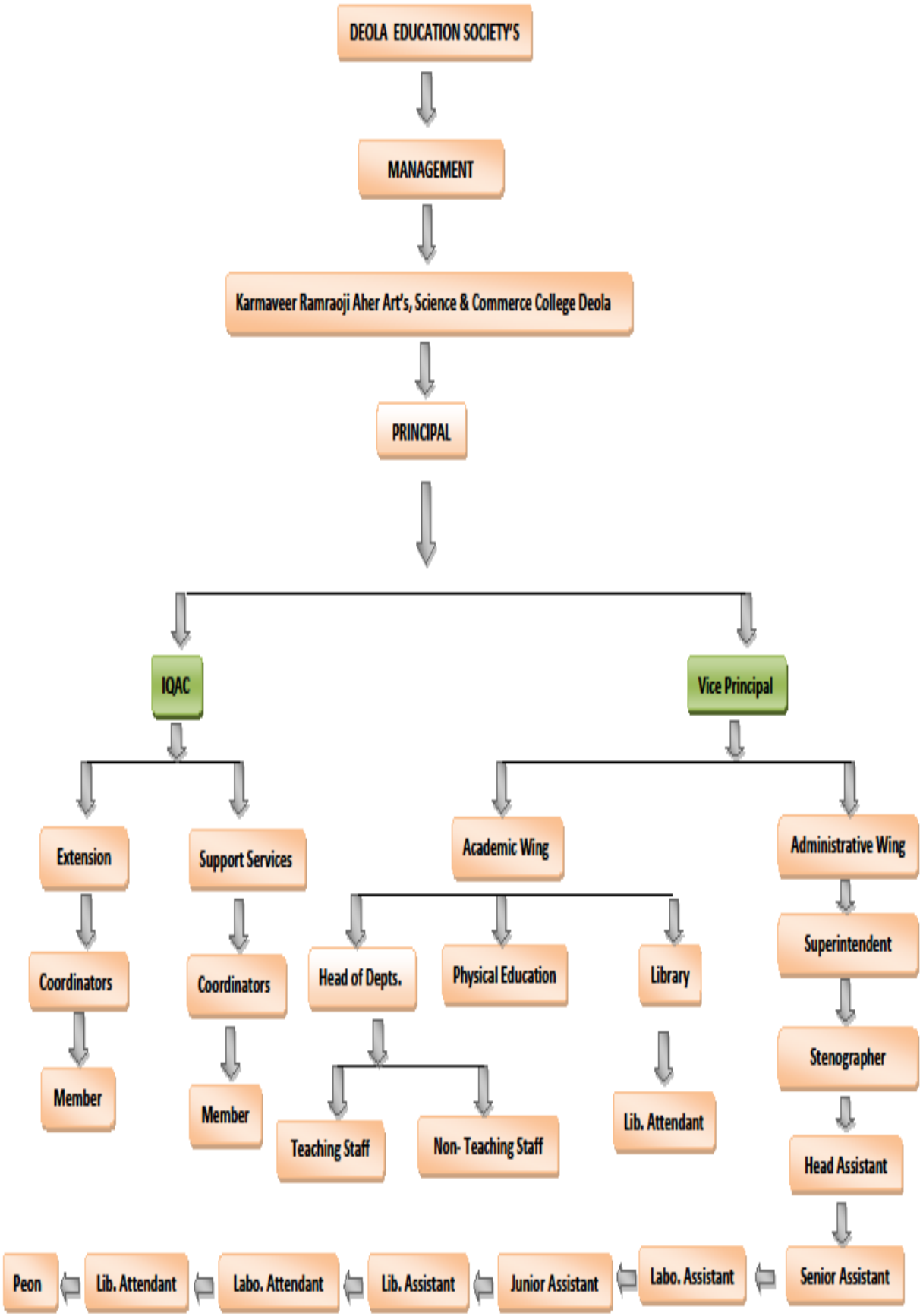
The Vice Principal and HODs arrange separate meeting with the faculty members for discussion and implementation of the plans and policies of Institution. Institution has formed a forum for male and female students for their grievances.

Ten days soft-skill development programme is undertaken every year for the final year students of Arts, Commerce and Science. This programme is helpful to develop the

skills of communications, goal setting, SWOT analysis, Time Management, interview technique and group discussion etc. for the rural students.

The Principal encourages enhancing the research activities for the faculties and use of infrastructures for the research work. The ICT facility available for the students and faculties in the college campus. The Principal coordinates and manages with the UGC office, Joint Director Office, Savitribai Phule Pune University and other bodies for necessary documents, procedures, pay bills, admission, scholarships and recruitment. In the college, competitive department, anti ragging cell, grievance committee, IQAC, NAAC office, Right to Information cell are working for the student welfare and enrichment of quality education.

The Staff Academy is working under the guidance of Principal and IQAC. It organizes lectures on different issues related to the society and it enhances the knowledge of the faculties. According to the requirement of the college different committees are formed for every academic year. These committees are like research and development, purchasing and infrastructure development, examination, library, NSS, NCC, SWO, cultural activities and staff academy.


DEOLA EDUCATION SOCIETY'S
MANAGEMENT
Karmaveer Ramraoji Aher Art's, Science & Commerce College Deola
PRINCIPAL
IQAC
Vice Principal
Extension
Support Services
Academic Wing
Administrative Wing
Coordinators
Coordinators
Head of Depts.
Physical Education
Library
Superintendent
Member
Member
Teaching Staff
Non- Teaching Staff
Lib. Attendant
Stenographer
Head Assistant
Peon
Lib. Attendant
Labo. Attendant
Lib. Assistant
Junior Assistant
Labo. Assistant
Senior Assistant

6.2.3 Implementation of e-governance in areas of operation

1. Planning and development:

Planning and Development Committee of the college works as follows:

1. The online proposals of various schemes are send to UGC, Director of Higher Education and Savitribai Phule Pune University.
2. For organizing Conference, seminars, Minor Research projects Proposals etc.
3. Schedule for audit of expenditure and statement under various schemes.
4. All the science and some other departments have internet facilities.
5. The entire college campus is under CCTV surveillance for discipline and safety.

2. Administration

3. Finance and Account

4. Student Admission and support

5. Examination

Any Three

Areas of Governance	**Name of the vendor with contact details**	**Year of implementation**
Finance and Accounts	Vriddhi Software Solutions Pvt. Ltd.8A Damaji Shamaji trade Centre, Opposite BEST depo, Station Road, Vidhya Vihar (W) Mumbai-400086, Ph-02554-252401	**June, 2012**
Examination	Savitribai Phule Pune University, Pune	**2012-2013 onwards**

6.2.4 Effectiveness of various bodies/cells / committees is evident through minutes of meetings and implementation of their resolutions.

Implementation of Karmaveer Bhaurao Patil Earn and Learn Scheme under Students Welfare Committee

Our college student welfare committee works under the Board of Student Welfare, Savitribai Phule Pune University. The programmes undertaken by the student welfare committee are Karmaveer Bhaurao Patil Earn and learn Scheme, Special Guidance, Personality development etc. The programmes are implemented as per the plan and guidance of Savitribai Phule Pune University, Pune. The Students Welfare body prepares the yearly plan for the success of the Scheme.

Karmaveer Bhaurao Patil Earn and Learn Scheme

Minutes of the Meeting for Academic Year 2014-15

The Board of students works for over all development of the students. The members of the Board are as follows:-

The members of the Board are as follows:-

1. Principal H. R. Aher
2. Mr. Gangadhar Nathu Shirsath
3. Dr.Vasant Daulat Aher
4. Prof. S.V Pawar –Students Welfare Officer
5. Dr. M.H Aher- Ladies representative
6. Ms. Smita Sawant-Students Representive
7. Mr. Dinesh Waghmare –Administrative representative

A meeting of Karmaveer Bhaurao Patil Earn and Learn Scheme was held on 12th August 2014 in the Department of Zoology. The members of the committee shortlisted the application forms and 106 students called for interview to be held on 14th August, 2014. Among them 84 students were selected for the scheme. The students were also asked to submit their mark sheet and Annual income certificate of the parents. It was decided that the selected students will be allotted to various departments, library and office as per the requirement. The student having knowledge of computer was assigned to office and library work and science faculty students were given work in laboratories. The students were to inform to open the bank account in Bank of Maharashtra, Deola. The work has been started on 16th August 2014 onwards.

Meeting held on 2nd March 2015- It was decided to prepare final audit report submit to Savitribai Phule Pune University, which was held in March. The committee members decided to prepare their Audited statements and all programme reports for the same.

Minutes of the Meeting for Academic Year 2015-16

The Board of students works for over all development of the students. The members of the Board are as follows:-

1. Principal H.R Aher
2. Mr. Gangadhar Nathu Sirsath
3. Dr. Vasant Daulat Aher-Social worker

4. Prof. Dr. V.K Wahule –Students Welfare Officer
5. Dr. M.H Aher- Ladies Representative
6. Ms. Manisha Aher Students Representive
7. Mr. Dinesh Waghmare – Administrative representative

A meeting of Karmaveer Bhaurao Patil Earn and Learn Scheme was held on 12th August 2015 in Department of Zoology. The members of the committee shortlisted the application forms and 132 students called for interview to be held on 14th August, 2014. Among them total 104 students were selected for the scheme. The students were also told to submit their mark sheet and Annual income certificate of the parents. It was decided that the selected students will be allotted to various departments, library and office as per the requirement. The student having knowledge of computer was assigned to office and library work and some students were given work in the laboratories. The students were to inform to open the bank account in Bank of Maharashtra, Deola. The work has been started on 16th August 2016 onwards.

Meeting held on 2nd March 2016- It was decided to prepare final audit report submit to Savitribai Phule Pune University, which was held in March. The committee members decided to prepare their Audited statement and all programmes report for the same.

Minutes of the Meeting for Academic Year 2016-17

The Board of students works for over all development of the students. The members of the Board are as follows:-

1. Principal H.R Aher
2. Mr. Gangadhar Nathu Sirsath
3. Dr. Vasant Daulat Aher-Social worker
4. Prof. Dr. V.K Wahule –Students Development Officer
5. Dr. M.H Aher- ladies representative
6. Ms. Kiran Prajapat- Students Representive

7 Mr. Dinesh Waghmare – Administrative representative

A meeting of Karmaveer Bhaurao Patil Earn and Learn Scheme was held on 10th August 2016 in the Department of Zoology. The members of the committee shortlisted the application forms and 126 students called for interview to be held on 14th August, 2016. Among them total 86 students were selected for the scheme. The students were also asked to submit their mark sheet and Annual income certificate of the parents. It was decided that the selected students will be allotted to various departments, library and office as per the requirement. The student having knowledge of computer was assigned to office and library

work and science faculty students were given work in laboratories. The students were to inform to open the bank account in Bank of Maharashtra, Deola. The work has been started on 16th August onwards.

A Meeting held on 2nd March 2017- It was decided to prepare final audit report submits to Savitribai Phule Pune University, which was to be held in March. The committee members decided to prepare their Audited statements and programme reports for the same.

Minutes of the Meeting for Academic Year 2017-18

The Board of students works for over all development of the students. The members of the Board are as follows:-

1. Principal H.R Aher
2. Mr. Gangadhar Nathu Sirsath
3. Dr. Vasant Daulat Aher-Social worker
4. Prof. Dr. V.K Wahule –Students Welfare Officer
5. Dr. M.H Aher- Ladies representative
6. Ms. AshwiniAher -Students Representive
7. Mr. Dinesh Waghmare – Administrative representative

A meeting of Karmaveer Bhaurao Patil Earn and Learn Scheme was held on 12th August 2017 in Department of Zoology. The members of the committee shortlisted the application forms and 112 students would be called for interview to be held on 14th August, 2017. Among them 98 students were selected for the scheme. The students were also told to submit their mark sheet and income certificate of the parents. It was decided that the selected students will be allotted to various departments, library and office as per the requirement. The student having knowledge of computer was assigned to office and library work and science faculty students were given work in laboratories. The students were to inform to open the bank account in Bank of Maharashtra, Deola. The work will be started on 16th August onwards.

Meeting held on 2nd March 2018- It was decided to prepare for final audit report submit to Savitribai Phule Pune University, which is to be held in March. The committee members decided to prepare their Audited statements; and all programmes reports for the same.

ACEDEMIC YEAR	NO OF STUDENTS PARTICIPATED
2018-19	54
2017-18	98
2016-17	86
2015-16	104

2014-15	84

6.3 Faculty empowerment strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff.

1. The Institution has two credit co-operative societies i.e. Deola Education Credit Co-operative society and College Staff credit Cooperative society for all the staff which provides loans up to five lakhs and two lakhs respectively.

2. Principal and Management motivate the teachers to do research like Ph.D, M.Phil and send proposals of Major and Minor Projects to UGC and BCUD, Savitribai Phule Pune University by availing different facilities like internet, library, infrastructure, laboratory etc.

3. They promote the teacher to attend, participate and organize seminars, workshops, conferences and training programmes.

4. Gym Facility is available for the staff and students.

5. Felicitation of retired employee is done by the Management and Principal for their contribution towards the Institution.

6. Maternity leave, Medical leave, Earn leave, Casual leave, Duty leave etc facilities are available to all the staff as per the government and University norms.

7. Teaching and non-teaching staff have permission to participate in various training programmes like Orientation programme, Refresher Courses, Short term courses and faculty Development Programme which is essential for the CAS promotion as per UGC guidelines.

8. Group insurance scheme facility is available to both teaching and non-teaching staff.

9. Non teaching staff is provided with admissible allowances like uniform allowances and washing allowance every year as per the norms of Maharashtra Government.

10. The Principal encourages the teaching faculty to participate in different examination work.

11. DCPS Scheme is implemented for those employees who join after 1st Nov. 2005 according to Maharashtra Government rules and regulation.

6.3.2 Average percentage of the teachers provided with financial support to attend conferences/workshops/seminars towards membership fees of professional bodies during the last five years.

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops/seminars towards membership fees of professional bodies during the last five years.

Year	2018-19	2017-18	2016-17	2015-16	20 14-15
Number	07	02	06	02	0
Total no of Teachers	26	28	25	26	25
Percentage	**26.92**	**7.14**	**24**	**7.69**	**0**

Average Percentage=13.15

6.3.3 Average number of Professional development/administrative training programmes organized by the Institution for teaching and non-teaching staff during the last five years.

Year	2018-19	2017-18	2016-17	2015-16	20 14-15
Staff Academy	04	06	01	03	03

Average Percentage=3.4

6.3.4 Average percentage of Teachers attending Professional development programmes viz Orientation programme, Refresher Courses, Short term courses and faculty Development Programme during the last five years.

6.3.4.1 Average percentage of Teachers attending Professional development programmes viz Orientation programme, Refresher Courses, Short term courses and faculty Development Programme during the last five years.

	2018-19	2017-18	2016-17	2015-16	20 14-15
Orientation Programme	01	0	0	0	0
Refresher Course	02	02	0	0	02
Short Term Course	01	0	0	0	0
FDP	02	0	0	0	02
No. of Teachers	26	28	25	26	25
Percentage	**23.07**	**7.14**	**0**	**0**	**16**

Average Percentage=9.24

6.3.5 Institution has performance Appraisal System for teaching and non teaching staff.

1. Performance based Appraisal system for faculty.

Academic performance of the college is brought out by qualitatively by the performance based Appraisal system (PBAS). PBAS is followed by the college as per the regulation of UGC. Faculties at the end of every academic year fill and submit the API forms with the documents to the IQAC. The IQAC evaluated API forms as per the norms of the UGC.

Some of the major important features are NET, SET, Ph.D, M.Phil Qualification, Research projects, publication of research paper, paper presentation and participation in state, National and International seminar, conferences, workshops etc. Completed Appraisal forms along with the documents are forwarded to IQAC through the Principal.

The higher education department Government of Maharashtra had introduced the self appraisal system to the faculty members which evaluates their performance at the end of the every academic year. The self appraisal forms consists of different information such as work load participation in seminars, conferences , article publications and other activities perform by the faculty during the academic year. These forms is scrutinized by the IQAC and submitted to the Principal. On the basis the principal prepare confidential report for evaluate the faculty. The outcome of the review of the performance appraisal reports is that the faculty members and others nonteaching staff may get promotion. The adverse remarks are communicated to the appropriate stake holders to improve their working on the basis of appraisal report; areas are identifying which need to be improved.

2. Confidential Report

At the end of every academic year confidential report of every faculty is filled by the Principal and Management which is kept for future need of the institution.

3. Departmental Result Analysis:

Departmental assessment is carried out on the basis of subject result. Semester and Annual subject wise result evaluation of each faculty's performance is determined on the basis of the subject result.

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6.4.1 Institution conducts internal and external financial audits regularly

Enumerate the various internal and external financial audits carried out during the last six years with the mechanism for audit objective within a maximum of 500 words

File Description

- Paste link for additional information
- Upload any additional information

Answer:-

The management has appointed Patil Daware Pawar & Associates Chartered Accountants as an internal auditor. The financial statement of the college has mention books of account including vouchers, statement etc. The last audit was done in the financial year 2018-19. It was completed in May 2019 and its report submitted to the college Management.

The college receives financial support as salary grants and development grant for grant in-aid course by Government of Maharashtra and grants under special schemes by UGC and BCUD, Savitribai Phule Pune University, Pune. The materials sanctioned in the budgets and purchased strictly inviting three quotations. The orders are given to the one having minimum rate, best quality and services. The transparency is maintained thoroughly all these processes. All the accounts are maintained by the accountant as per the norms of the financial authority. Daily collection and cash in hand at the end of the day is signed by the Principal. The received funds are distributed as per the need and demands, such as the renovation of departments, infrastructural needs and other administrative needs of the college.

External audit are done by the Joint Director of Higher Education, Pune Region, Pune and also External Audit by the Account Officer, Higher Education Department, Pune Region, Pune.

All necessary audits are as per the requirements of the Savitribai Phule Pune University, UGC and Government of Maharashtra. The university and UGC authorities carry out and audit and funds forwarded to the college by them under the National Service Scheme, Education funds and Examination funds.

The Department of Higher education carries out an external audit of the teaching by the auditors and administrative staff salary forwarded by the government.

The Internal and external financial audits are carried out during the last five year with the mechanism for setting audit objective.

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropers during the last five year (not covered in Criterion III)

2014-15	2015-16	2016-17	2017-18	2018-19	**Total Rs.**
0.18000	0.15000	0.29000	0.29000	0.44300	**1,35,300/-**

Karmveer Ramraoji Aher

Arts, Science and Commerce College Deola ,Tal, Deola, Dist. Nashik

Year wise details of college sports scholarship besides government schemes

Donor: Deola Education Society, Deola					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2014-15	1	Deore Manish	M.A. I	Ball Badminton	3000/-
	2	Gangurde Mayur	M.A. I	Ball Badminton	3000/-
	3	Sonawane Vicky	M.A. II	Ball Badminton	3000/-
	4	Aher Amol	F.Y.B.A.	Ball Badminton	3000/-
	5	Suryawanshi Swapnil	S.Y.B.A	Ball Badminton	3000/-
	6	Pawar Nikita	F.Y.B.A.	Ball Badminton	3000/-
				Total	**18000**/-

Donor: Deola Education Society, Deola					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2015-16	1	Shirsath Sarika	F.Y.B.Com	Gymnastics	3000/-
	2	Deore Manish	M.A.	Ball Badminton	3000/-
	3	Aher Amol	S.Y.B.A	Ball Badminton	3000
	4	Pawar Nikita	S.Y.B.A	Ball Badminton	3000
	5	Pawar Shital	F.Y.B.A	Ball Badminton	3000
				Total	**15,000**

Donor: Deola Education Society, Deola					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2016-17	1	Sabale Sonali	F.Y.B.A	Ball Badminton	3000
	2	Dhondage Manisha	F.Y.B.A	Ball Badminton	3000
	3	Nikam Bhagyashri	F.Y.B.COM	Ball Badminton	3000
	4	Aher Yadnemesh	S.Y.B.A	Ball Badminton	3000
	5	Pagar Tushar	S.Y.B.COM	Ball Badminton	3000
	6	Pagar Manohar	F.Y.B.A	Ball Badminton	3000
				Total	**18,000**

Donor: Deola Education Society, Deola					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2017-18	1	Aher Amol	M.A. I	Ball Badminton	3000
	2	Pagar Tushar	T.Y.B.Com	Ball Badminton	3000
	3	Bhamare Kiran	S.Y.B.A	Ball Badminton	3000
	4	Kedare Mayuri	F.Y.B.A	Ball Badminton	3000
	5	Khurdal Madhuri	F.Y.B.Com	Ball Badminton	3000
	6	Pardeshi Jyotsana	F.Y.B.A	Ball Badminton	3000
				Total	**18000**

Donor: Late Ms. Gayatri Annasaheb Pawar Memorial Sport Scholarship for woman wrestler					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2016-17	1	Aher Ashwini	F.Y.B.SC	Wrestling	11000
				Total	**11000**

Donor: Late Ms. Gayatri Annasaheb Pawar Memorial Sport Scholarship for woman wrestler					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2017-18	1	Deore Prerna	S.Y.B.Sc	Wrestling	11000
				Total	**11000**

Donor: Deola Education Society, Deola					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2018-19	1.	Rajashri Bhamare	F.Y.B.A	Boll badminton	3000/-
	2.	Pournima Sawant	F.Y.B.A	Boll badminton	3000/
	3.	Mayuri Kedare	S.Y.B.A	Boll badminton	3000/
	4.	Tejashri Ahire	F.Y.B.A	Boll badminton	3000/
	5.	Pallavi Hembade	S.Y.B.A	Boll badminton	3000/
	6.	Amol Aher	M.A II	Boll badminton	3000/
	7.	Tushar Pagar	M.A. I	Boll badminton	3000/
	8.	Manoj Sonawane	T.Y.B.A	Boll badminton	3000/
				Total	**24000/-**

Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2018-19	1.	Ashwini Aher	T.Y.B.Sc	Wrestling	11000/-

Donor: Hazi Rafique Mirza First Rankers Scholarship for S.Y. B.A./ B.Com/B.Sc.					
Year	**Sr. No**	**Name of Beneficiary**	**Class**	**Event**	**Scholarship Amount(Rs)**
2018-19	1.	Ms. Prajkta D. Gadge	S.Y. B.A.	First Rank	3100/-
	2.	Ms. Minal U. Aher	S.Y. B.Sc.	First Rank	3100/-
	3.	Ms. Dipali J Borse	S.Y. B.Com.	First Rank	3100/-
				Total	**9,300/-**

6.4.3 Institutional strategies for mobilization of funds and the optimal utilization of resources

Describe the resource mobilization policy and procedures of the Institution within a maximum of 500 words

File Description

- Paste link for additional information (deolacollege.com/index.php)
- Upload any additional information

Response:

The college work within the framework of rules and regulations formulated and lay down by University Grant Commission, Government of Maharashtra and Deola Education Society.

The main funding sources are from University grant commission, government of Maharashtra, Students tuition fees Savitribai Phule Pune University schemes under quality improvement program and funds from management during the last five years. The college has well framed infrastructural and financial development policies. Some grants are received from Savitribai Phule Pune University, Students Development Boards for implementing Karmaveer Bhaurao Patil Earn & Learn Scheme, NSS, and various schemes. Salary grants are received from government of Maharashtra. Grants received form Savitribai Phule Pune University under the Quality Improvement Programme for carrying out various academic programmes like conferences, seminars, workshops etc. B.C and EBC scholarship grants are received form Maharashtra Government. Alumni Association is motivated for contributing financially to encourage the students by giving them scholarship.

The annual budget prepared by purchase and finance committee of college is sanction by College Development Committee. After getting the approval the budget copy is handed over to the account section for utilization of funds. The funds are utilized towards following expenses Purchase of equipments, library books, subscriptions, furniture, infrastructural development, repair and maintenance, printing and stationary, sports expenses, gathering expenses, students insurance, electricity bill, telephone bill, internet expenses etc.

The institute receives an advance for Examination by the Savitribai Phule Pune University. It is using for the remunerations of examiners and all the concerned involved in conducting the examination.

The financial protocols are followed by all the authorities at every level. The accounts are internally audited by Patil Daware Pawar & Associates Chartered Accountants which is checked and approved by the institutes and the Board of control.

The college receives grant in aid from the Maharashtra Government, BCUD Savitribai Phule Pune University. The annual Budget reflexes the establishment expenditure including salary and non salary competent grants.

6.5 Internal Quality assurance system

6.5.1 Internal Quality Assurance cell has contributed significantly for instutionalizing the quality assurance strategies and processes.

Response: The College has undergone two cycles of accreditation. The IQAC has implemented many changes in suggestions by the peer team report. The outcomes of teaching, learning process and methodology are review through meeting with the Head of Department, Heads of the committees and administrative staff by the IQAC as per norms.

The study tours were conducted by different departments every year. F.Y., S.Y. and T.Y. B.Sc. Students were taken to Krishi Vidnyan Kendre, Nashik to observe vermicompost, Apiculture, Pest Managements and Poultry industries in Deola region. T.Y.B.Sc students were visited to natural water bodies like rivers and seas for collection of Bivalves, fishes, crabs and other aquatic animals. Also visited to the Govt. Hospitals to study practically ECG, BP test and blood test. The students also visited wineries for biotechnological process.

Staff Academy is a lecture series started from 1994 to exchange the knowledge between the faculties. The aim of the program is to fill the perfect knowledge and all round development of the teachers. Here the Prabodhini plays a vital role to bridge the gap of knowledge between them. In each term there is an arrangement of lecture series for faculties, mainly the lectures of experts are on latest trends.

The following practice is taken under the IQAC:

1. **Title-Study tour**
2. **Objectives:**
    - Collection of plant materials and preserve as herbarium.
    - To known biodiversity.
    - To observe birds diversity.
    - To know actual natural ecosystem.
    - To create interest in the students about nature.

- To have a practical knowledge in the concern subject to the students.
- To acquire basic knowledge to the students.
- To develop skill among students for better opportunity.

3. **The context: With the** Classroom teaching for the students the college arranges study tours, visits to different places to encourage the students for better development in the concern subject.
4. **The Practice:** our college arranges different study tours, visits to encourage the students. So that they get practical knowledge for their better development. The study tours are arranged at historical palaces, bird's sanctuary, food processing units, biodiversity places, forests, sea shores, vermicompost plants, sericulture, apiculture, wine industry etc.
5. **Limitations:**

   As our college comes under Tribal area there is limitation for the practical knowledge to the students. So study tours are arranged to get the field knowledge to the students.
6. **Evidence of Successes**:

   The activity of Study tour, visits etc. have motivated the students for their better development.

1) TITLE – "A Teachers' Awakening Programme"

2) Objectives –

a) To update the knowledge of the faculties as per the need of time

b) To exchange innovative ideas within the faculties.

c) To enhance the knowledge beyond the subject by each faculty.

3) The context - The teacher is a role model of students. Every teacher must enhance his professional practice as his learning strategies; improve the perspectives and expertise of self and his colleagues. The team of hard worker, sincere and character fulfills teachers' upgrades the knowledge of people who work altogether at the work place. The team work achieves the Common goal of an institution. For the educational sustainability, the institution has started the programme "Prabhodhini."

4) The practice -.This is a lecture series started from 1994 to exchange the knowledge between the faculties. The aim of the program is to fill the perfect knowledge and all round development of the teachers. Ultimately the benefit goes to the development of students,

The students are always having potentials to compute the knowledge, what the faculty has to do, is encourage them. So the teachers must be more updated.

Here the Prabodhini plays a vital role to bridge the gap of knowledge between them. In each term there is an arrangement of lecture series for faculties, mainly the lectures of experts are on latest trends.

5) Limitations - 1) some faculties are not interested to go beyond the subject knowledge.

6) Evidences of success – Faculties has improved, updated their knowledge.
Effective lecturers can communicate the intrinsic interest of a subject through their enthusiasm.
Lectures can present large amount of information.

There is visual communication between listener and speaker

Staff Academy programme last five years:

Year	2018-19	2017-18	2016-17	2015-16	20 14-15
Staff Academy	04	05	01	03	03

Teachers Staff Academy: 2014-2019

Sr. No	Date	Name of the Resource Person	Topic	No of Participants
1	4.09.2014	Dr. Subhas Nikam Principal,	Tourism for Manashanti (Peace of Mind)	62
2	4.10.2014	Dr. A. B. Pawar	Studies from the scientific perspective of the novel society	60
3	19.01.2015	Dr. Jaywant R. Bhadane	Use of ICT in teaching and learning process.	61
4	6.07.2015	Dr. S. N. Bhamare	Digital India	28
5	6.10.2015	Prof. N.B. Chandratre	Opo Deva Namo	51
6	15.10.2015	Vachan Prerna Din	My Favorite Book	74
7	14.09.2016	Dr. Rajendra Malose	What Teachers create?	62
8	22.08.2017	Dr. Tushar Chandwadkar	Body language	63
9	02.10.2017	Dr. V. K. Wahule	Dengue-Causes, Symptoms & Remedies.	60
10	5.12.2017	Prof. N.P Chandratre	Tuze Sajeev Mano Ki Nirjiv	55
11	19.12.2017	Prof. D.P Paramwal	Social and psychological view	49
12	20.01.2018	Prof. B.J Bachhav	Importance of Zero in Math's	46
13	9.08.2018	Prof. V.D Kakvipure	Saint Rohidas- Life and Work	52
14	4.09.2018	Dr. S.B Bansode	Atom to Universe	48
15	10.12.2018	Prof. S.B. Dani	TRP rates of Television	51
16	17.01.2019	Prof. P.B. Deore	Vocational Education- Need of Today	43

6.5.2 The Institution review its teaching learning process, structures and methodologist of operations and learning outcomes at periodic intervals through IQAC setup as per norms.

Karmaveer Ramraoji Aher Arts, Science & Commerce College, Deola, Nashik are having the best academic practices for the development of the students. The Principal, Vice-Principal, HODs and IQAC held a meeting for every semester to monitor the academic plan and performance of the faculty throughout the semester.

The IQAC decided to encourage the use of e-learning among the teachers and students. Therefore separate e-learning facilities are installed in the Science Departments. IQAC prepare guideline for teaching and learning process at the beginning of every semester that is followed by every faculty. According to the IQAC every faculty prepares plan of teaching in every academic year. All the faculties prepares teaching plan in the teaching dairy. As per the plan regular lectures, practicals, test, tutorials, projects, field visits/study tours and other activities are performed. Students' internal assessment is made on the basis of class test, basements, and performance in co-curricular and extracurricular activities.

During the entire semester observation from subject teacher, advanced and slow learners are identified. Under the student Development board remedial coaching course is arrange for slow learners for their improvements.

Analysis of Teaching and Learning processes.

Every semester IQAC reviews the teaching learning process with help of faculty and students discussion. The IQAC make analysis in teaching and learning process with the meeting of Principal, HODs and IQAC coordinator. The feedback of students, Parents teacher Association and suggestion box are taken into consideration for further implementation and improvement. The Principal prepare reports from these suggestion obtain and informs the faculties for improvements in teaching and learning process.

Student centric learning environment creation through the use of ICT, references books, text books, internet and updated latest knowledge with infrastructural facilitates. The IQAC prepares and monitors the time-time of all the departments of the college. The IQAC maintain the quality of teaching learning process by suggesting the faculties to use of ppt, online lecturers to attract the students.

Teacher's feedback taken from the students, parents, alumni and stake holders with the respect to teaching and learning processes. The IQAC enhance the teaching learning process through the implementation of ICT methods in the college, the college developed four classrooms with LCD projectors, four laboratories and seminar hall also well equipped

with LCD projector facility. Internet facility is available in all the departments for faculties and students for downloading the images, books, ppt and other study materials.

The principal discuss with the students about the teaching learning process and suggestions are made with the particular faculties. The improvement in the teaching learning process is notice by following methods of operations.

At the end of every semester, the IQAC collects teacher's dairy, syllabus completion report, C.R forms, suggestion box CAS forms and feedback forms of students through which review effectively.

IQAC has developed feedback system for the analysis for the faculties and departments. The IQAC review the teaching learning process

1. Students feedback forms collections and analysis of the feedback forms by the IQAC. Those students having 80% of attendance are allowed to fill the feedback forms on the faculties. The analysis of feedback form carried by the Principal and IQAC. If any suggestions are in the forms the faculties are informed for the same.

2. After declaration of the result, every semester faculties submitted their subject result to the IQAC. On the basis of result, faculties teaching learning review done by the IQAC and submitted to the principal. IQAC analysis and prepare inclusive report of all the departments, faculties on the basis of feedback forms and result.

Teachers Diary-

At the beginning of every academic year faculties have given the academic diary. Effective planning of teaching, workload, syllabus, time table, daily teaching plan, Refresher course, Orientation course, Faculty development programme etc. Paper presented in conferences, published, conferences /workshop attended and other responsibilities are written in the Teachers diary. Over all complete summary of topics covered by faculty in each class per course every semester in details. Daily teacher's diary of the faculty member are duly signed by the Head of the departments and finally by the Principal which mentors teaching learning performance of the faculty.

The Choice Base Credit System has been introduced by Savitribai Phule Pune University, Pune for first year UG class of the academic year 2019-20. Post graduate classes have already CBCS from 2013 academic year.

Complain cum Suggestion Box: The suggestion box is fitted apposite to the Principal's desk.. The students have any complaints regarding teaching and other facilities in written form drops in the complain box. After every week of Monday the complaint box is opens by the committee. If any suggestion/ complain is discussed with the Principal and decision taken by Principal is final and resolution of the problem and implementation to all the staff.

To make the more friendly and transparent environment between the students it strives to achieve the highest standards in its provision of services but recognizes that concerns or complaints may arise from time to time. The problems of the students are solved up to their satisfaction through the committee.

This solution is to make the procedure outlines for addressing concerns promptly, fairly and constructively in order to achieve the highest level of quality. The College seeks to minimize student complaints by ensuring that students have opportunities to participate in the decision making process. In the event the student is dissatisfied with a service, the College Committee seeks to Resolve the matter at the earliest possible opportunity; Investigate fairly and thoroughly and Ensure the process is balanced.

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year.

6.5.3.1 Average number of quality initiatives by IQAC for promoting quality year wise for the last six years.

Year	**2018-19**	**2017-18**	**2016-17**	**2015-16**	**20 14-15**
Numbers	**09**	03	07	02	05

Year	**Name of Quality initiatives by IQAC**	**Date From – To**	**Participants**
2014-2015	Karmveer Keshari Wrestling Tournament	20-12-2014	7
	Role Of Bio fertilizers in modern Agriculture	16-01-2015 to 17-01-2015	111
	Shivkalin Village Administration System (1707 to 1818)	06-02-2015 to 07-02-2015	34
	Recent trends in Geography	09-02-2015 to 10-02-2015	79
	Goal Setting and Time Management	13-03-2015	124
2015-2016	Poultry Diseases & Management	30-12-2015	206
	Tukobanchya Abhangachi shalimimansa grantha charcha	20-01-2016	34
2016-2017	Research Methodology in social Sciences.	15-12-2016 to 16-12-2016	125

	Skill Development Programme for Agriculture And Agri. Allied Business	17-12-2016	74
	Karmveer Keshari Wrestling Tournament	24-12-2016	7
	Disaster Management	17-02-2017 to 18-02-2018	246
	Mahila Ayog Janiv Jagruti Workshop	27-02-2017	253
	Street play on financial literacy Report	14-2-222	08
	Functional Languages	24-03-2017 to 25-03-2017	30
2017-2018	Karmveer Keshari Wrestling Tournament	23-12-2017	15
	Innovative & effective Intra-Disciplinary Research in Humanities	20-01-2018 to 21-01-2018	115
	International Women's Day	8-03-2018	63
2018-2019	Yog Prashikshan Shibir	7-08-2018 to 9-08-2018	73
	Marathi Science Council (Shanivari Vidnyan Vari)	Every Saturday	20
	The role of teachers in the development of students quality	16-12-2018	135
	Karmveer Keshari Wrestling Tournament	28-12-2018	10
	Office Management & Administration	18-01-2019 to 19-01-2019	66
	IQAC workshop	16-01-2019	26
	Nirogi Aayushachi Gurukilli	25-01-2019	75
	Science Quiz Competition	14-02-2019	60
	Disaster Management	18-02-2019 to 19-02-2019	166

6.5.4 Quality Assurance Initiatives of the Institution includes –Any two of above

1. **Title- Disaster Management**
2. **Objectives:**
   1. To get ideas before the disaster event happened to students.
   2. What to do actually in disaster condition, such prior knowledge getting to the students.
   3. For dealing with all caring aspects of emergencies
   4. To reduce damages and deaths at the time of disaster.
   5. To avoid morbidity, mortality and economic and physical damages at the time of disaster.
   6. To use warning systems at the time of disasters.
   7. To achieve rapid and effective recovery at the time of disaster.

3. **The context:**

   Along with the Classroom teaching for the students the college arranges different activities. Among them is the disaster management which helps the students at the time of disaster management in their place.

4. **The Practice:** Our College arranges disaster management practical programme to understand the knowledge of disaster management at the time of disaster to the students. So that they got practical knowledge for great loss of lives and property of the nation.

5. **Limitations:**

   As our college comes under Tribal area there is limitation for the practical knowledge to the students. Expert persons from the different areas are called for demonstration and guidance on the disaster management to the students.

6. **Evidence of Successes**:

   The activity of disaster management has motivated the students for their better knowledge at the time of disaster in their area.

Title- Yog Prashikshan Shibir

1. Objectives:

1. Yoga helps to improve health and happiness in the students for good health.
2. It helps in mental and emotional stability of mind.
3. It helps in maintaining the higher level of consciousness.
4. It increases the activities of person.
5. It helps to improve attention in studies, better stamina and co-ordination in sports.
6. It maintained balance feeling for the social activity.

2. **The context:**

   Our college arranges Yoga Shibir to the students and staff for better development of mind and physical fitness.

3. **The Practice:**

   Yoga helps for the development of health and happiness for the person. So for the development of the students and staff our college arranges yoga workshop in the premises.

4. **Limitations:**

   As our college comes under Tribal area there is limitation for the practical knowledge of Yoga to the students. So Yoga workshop are arranged to get the practical knowledge to the students for better physical and mental development.

5. **Evidence of Successes**:

   The workshop of Yoga has motivated the students for their better physical and mental development.

6.5.5 Incremental improvement made for the proceeding five years

Post Accreditation Quality initiatives

6.5.5 Incremental improvements made during the preceding five years (in case of first cycle) post accreditation quality initiatives (second and subsequent cycles)

Response:

Post Accreditation period of previous cycle, institute has been instrumental in implementation of quality improvements across the periphery of different systems. Referring to recommendation directed during the previous accreditation cycle, following vital improvements has been done.

1. Premises across the campus have been upgraded with sophisticated instruments of ICT such as projectors installed in seminar hall and in the departments such as Botany, Zoology, Chemistry & Physics. Each department within the institute has been equipped with internet facility for computers used by students and faculty members.2.

   2. 'VRIDDHI' software is fully implemented for office work for easy access, for students and staff to keep of administration records, Leaving Certificate (LC), Transfer Certificate (TC), Bonafide Certificate, general registers, scholarship records etc. Computerization of library data is also in progress for using 'VRIDDHI' software to put forward for convenience of students implementation of software for 'Online admission' process is considered for upcoming year 2019-20.

   3. 'Competitive Examination Center' has been established post second accreditation cycle. Under this program qualified Civil Service examinations such as UPSC, MPSC, IPS, IAS etc. were invited. Speeches given by these expert faculties included preparation methodology, types of opportunities, examination pattern etc. to give thorough guidance to motivate students. Special workshop on competitive examination was arranged for *'Tribal'* students guided by Prin. Devidas Giri who has writer of several competitive guidance books. Furthermore, 'Career Guidance cell' has been transformed for effective guidance to the students. Career guidance to

desirable student's external Expert faculties is invited for students immensely to qualify examinations such as SET, NET with JRF etc.

4. To enhance entrepreneurship skills within students, institute has conducted vital programs using different platforms such as 'Soft skill program' which includes bag making, poultry production, bakery product manufacturing and establishment of Self Help Group (SHG), Girls personality development Programme etc. Under 'Nirbhay Kanya Abhiyan' self-employment camps was arranged for girl students. Workshop for 'employment and entrepreneurship' was also arranged for the benefit of students. 5.

5. Our institute encourages faculties to do research. Post accreditation period of previous cycle, four (04) faculties have been awarded Ph. D degree. Some Lecturers have participated and presented various research papers at international / national / state level seminars and conferences. 6.

6. Management of the Institute is keen interested in motivational initiatives for development. Every year, on the occasion of *'Karmveer Smruti Din',* several competitions are held such as *Wrestling, Kabaddi, Kho-Kho* etc. Alumnus are invited and felicitated. Several qualitative initiates taken by the Institution have helped significantly to minimize drop-out ratio of the students. The IQAC takes positive efforts and steps by which it enables to increase the strength of the students in the institute.