

KALAMB, DIST. YAVATMAL 445401

www.indiramahavidyalaya.com

AISHE ID: C-42925

Institution Track ID: MHCOGN15368

# Griterion 6 Governance, Leadership and Management



### **Faculty Empowerment Strategies**



#### **Metric No. 6.3.3**

Percentage of teaching and non-teaching staff participating in Faculty development Programmes(FDP), Management Development Programmes(MDPs), Professional development / administrative training programs during the last five years.

6.3.3 (1) Refresher course/Faculty Orientation or other programme as per UGC stipulated periods as participated by teachers' year-wise.

6.3.3 (1) Refresher course/Faculty Orientation or other programme as per UGC stipulated periods as participated by teachers year-wise.

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#### **Declaration**

The information, reports, true copies of the supporting documents, numerical data etc. furnished in this file is verified by IQAC and found correct. Hence This certificate is issued.

Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb



Policy for Refresher course/Faculty Orientation or other programme as per UGC stipulated periods as participated by Teaching and Non teaching Staff.

Governance Management of Indira Mahavidyalaya, Kalamb.Dist. Yavatmal and IQAC Cell Regularly guided and motivate Teaching and non-teaching Staff to focuse on regular updation of Professional Development in terms of respective faculty. IQAC regularly provide updates regarding UGC Sponsored FDP, Orientation Programme, Professional Development Programme etc on every academic sessions. College management and Principal Dr.P.B.Mandavkar always take meeting regarding participation in FDP, Orientation Programme. The faculties attending seminars, conferences, workshops, training Programme at different locations by different academic higher education institution will be given financial assistance towards registration and publication fees if any on the believe of submission of substantial documents. Beside faculties applying for funded research project will be given Full support inform of creating resource availability as well as motivation from the level of administration.

It was decided to allow duty leaves and monitory support to the teachers to participate in FDP, Orientation and other Professional Programme etc.

#### **▶** The Policy

- The IQAC,Principal & College Managament registration support for teachers and motivate them to participate in FDP,Orientation Programme .
- Registration fees of FDP, Orientation Programme and TA. will be provided to concern teachers based on quality and relevance.
- The duty leaves and the incentives to the teachers will be given to attend FDP, Orientation Programme
- All the staff members excluding temporary staff will be able to avail the said benefit.
- Duty leaves can be availed as per the requirement.
- Reimbursement will be made only on the production of valid receipt and certificate.
- A teacher needs to attach following documents,
  - ➤ a) Teacher should apply well in advance to the dates of FDP, Orientation Programme
  - **b**) Copy of the Attendence Certificate for FDP, Orientation Programme.
  - > c) Acceptance letter from the Convener/Organizing Secretary of the FDP, Orientation Programme

- → d) It is mandatory for the teachers to mention, that he/ she has been working in Indira Mahavidyalaya, Kalamb.Dist Yavatmal.
- ➤ e) The teacher will be eligible for financial assistance only if he/she takes prior permission before.
- > f) These guidelines are also applicable for teachers who want to participate in training programs which focus on core academic and administrative activities of the college.

> g) Decision of the chairman will be final.

Co-ordinator IQAG Indira Mahavidyalaya

### Full Name of Teachers and Name with Initials as per EP

Sr. No.	Full Name of Teachers	Name with Initials as per EP
1	Pavan Bhau Mandavkar	P.B. MANDAVKAR
2	Nathu Ramaji Thawale	N.R. THAWALE
3	Raju Tulshiramji Ade	R.T. ADE
4	Dilip Sonu Patil	D.S. PATIL
5	Rekha Manikrao Wath	R.M. WATH
6	Ganpat Pandurang Urkunde	G.P. Urkunde
7	Saroj Yadavrao Lakhdive	S.Y. LAKHDIVE
8	Nilkanth Vasantrao Narule	N.V. NARULE
9	Madhuri Panditrao Rakhunde	M.P. RAKHUNDE
10	Ajay V. Tagalpallewar	A.V. TAGALPALLEWAR
11	Prashant Santoshrao Jawade	P.S. JAWADE
12	Veera Pavan Mandavkar	V.P. MANDAVKAR
13	Pandurang Bhausaheb Ingle	P.B. INGALE
14	Snehal Ramrao Khandekar	S.R. KHANDEKAR
15	Dasharath Madhukar Chavhan	DR. D.M. CHAVHAN
16	Kailash Rambhau Nemade	DR. K.R. NEMADE
17	Kishor Punjaji Suradkar	DR. K.P. SURADKAR
18	Shital Shankarrao Raut	S.S. RAUT
19	Ved Ramesh Patki	V.R. PATKI

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### Full Name of Non-Teaching & Name with Initials

Sr. No.	Full Name of Teachers	Name with Initials
1	Archana Vittalrao Bhoyar	A.V. BHOYAR
2	Rahul Siddharth Borkar	R.S. BORKAR
3	Rama Bhanu Chavhan	R.B. CHAVHAN
4	Sachin Vittalrao Dhobe	S.V. DHOBE
5	Jitendra Kisan Kamble	J.K. KAMBLE
6	Vishal Uttamrao Kodane	V.U. KODANE
7	Naresh Gosavi Kokande	N.G. KOKANDE
8	Kashinath Ramaji Nikode	K.R. NIKODE
9	Vishal Ramdasji Takale	V.R. TAKALE
10	Ranjan Maruti Wankar	R.M. WANKAR
11	Vishnu Vithusa Shendurjane	V.V. SHENDURJANE

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No. of Teaching staff participated in Refresher, Orientation, FDP, PDP during last five years

	2022-23	2021-22	2020-21	2019-20	2018-19	TOTAL
Teaching	09	13	12	10	10	54
Total No.of Full time Teachers	25	18	19	20	20	102

No. of Non-teaching staff participated in professional development / administrative training programs during last five years

	2022-23	2021-22	2020-21	2019-20	2018-19	TOTAL
Non-Teaching	11	06	00	09	07	33
Total no of Non-teaching	11	11	11	11	11	55

Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

	2022-23	2021-22	2020-21	2019-20	2018-19	TOTAL
Teaching and Non-Teaching	20	19	12	19	17	87

Percentage of teaching and non-teaching staff participating in above Programmes = 55.41

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### **Teaching staff**

### List of Teachers Participated in Refresher course/Faculty Orientation or other programme as per UGC

**Session 2022-23** 

			1 2022-23	
Sr. No	Name of Teacher	Designation	Title of the Programme	Date
1	Snehal R. Khandekar	Assistant Professor	UGC Sponsored Refresher Course-Chemistry	10-10- 2022 To 22-10-2022
2	Shital S. Raut	Assistant Professor	UGC Sponsored Refresher Course Physical Education, Sports Science & Yoga	17-08-2022 To 30-08-2022
3	Dr. Dasharath Madhukar Chavhan	Assistant Professor	Short Term Course Research & Publication Ethics HRDC Mizoram University Aizawl	13-09-2022 To 19-09-2022
4	Dr.Pavan Mandavkar	Principal	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023
5	P.S. Jawade	Associate Professor	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023
6	Saroj Y. Lakhadive	Associate Professor	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023
7	Rekha Manikrao Wath	Associate Professor	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023
8	Nilkantha V. Narule	Assistant Professor	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023
9	Dr. Veera Mandavkar	Assistant Professor	Online FDP on NAAC Mulyankan, Indore (M.P) Collaboration with Faculty of Commerce Parul University Gujrat	09-03-2023 To 15-03-2023

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### List of Teachers Participated in Refresher course/Faculty Orientation or other programme as per UGC Session 2021-22

Sr.No	Name of Teacher	Designation	Title of the Program	Date
1	Dr. Kailash Rambhau Nemade	Assistant Professor	Online Refresher Course in Physics Pondicherry Central University,Puducherry	04-08-2021 To 17-08-2021
2	Veera Pavan Mandavkar	Assistant Professor	UGC-HRDC Sponsored Refresher Course in Marathi	16-10-2021 To 29-10-2021
3	Dr. Kishor Punjaji Suradkar	Assistant Professor	UGC Sponsored Refresher Course in Life Science Panjab University Patiala	05-02-2022 To 18-02-2022
4	Dr. Pandurang Bhausaheb Ingle	Assistant Professor	Refresher Course in Psychology, HRDC Punjabi University Patiala	10-3-2022 To 23-3-2022
5	Dr. Dasharath Madhukar Chavhan	Assistant Professor	Short Term Course Data Science and Analytic	01-12-2021 To 07-12-2021
6	Madhuri Panditrao Rakhunde	Associate Professor	One week FDP ON "Research Methodology" DMC Mahila Mahavidyalaya, Rajnandgone	07-07-2021 To 13-07-2021
7	Prashant S. Jawade	Associate Professor	One week FDP ON "Research Methodology"  DMC Mahila  Mahavidyalaya,  Rajnandgone	07-07-2021 To 13-07-2021
8	Saroj Yadaorao Lakhadive	Associate Professor	One week FDP ON "Research Methodology"  DMC Mahila Mahavidyalaya, Rajnandgone	07-07-2021 To 13-07-2021
9	N.V. Narule	Assistant Professor	One week FDP ON "Research Methodology"  DMC Mahila Mahavidyalaya, Rajnandgone	07-07-2021 To 13-07-2021
10	S.R. Khandekar	Assistant Professor	One week FDP ON "Research Methodology" DMC Mahila Mahavidyalaya, Rajnandgone	07-07-2021 To 13-07-2021

11	Shital S. Raut	Assistant Professor	UGC-Sponsored 45th	16-07-2019 To 05-08-2019
			Orientation Programme	
			Sant Gadge Baba Amravati	
			University, Amravati.	
12	V.R. Patki	Assistant Professor	One week FDP on	10-09-2021 To 16-09-2021
			"Innovative Teaching and	
			Learning Pedagogy"	
13	Dr. Pavan Mandavkar	Principal	One week FDP on	10-09-2021 To 16-09-2021
			"Innovative Teaching and	
			Learning Pedagogy"	

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## List of Teachers Participated in Refresher course/Faculty Orientation or other programme as per UGC Session 2020-21

Sr.No	Name of Teacher	Designation	Title of the Program	Date
1	D. W.ID. I.D.(I.	A : 4 D C		16 11 2020 T 20 11 2020
1	Dr. Ved Ramesh Patki	Assistant Professor	Refresher Course on Life Sciences	16-11-2020 To 28-11-2020
2	Snehal R. Khandekar	Assistant Professor	Refresher Course in Chemistry	23-11-2020 To 05-12-2020
3	Dr. Kailash Rambhau Nemade	Assistant Professor	Two - week Faculty development programme on "Managing Online Classes & Co- creating MOOCS 2.0"	18-5-2020 To 3-06-2020
4	Dr. Dasharath Madhukar Chavhan	Assistant Professor	One Week Online Faculty Development Program on Use of ICT in Teaching Learning (Regional Language)	01-06-2020 To 06-06-2020
5	Dr. Pandurang Bhausaheb Ingle	Assistant Professor	Two Week FDP On Research Methodology, Ramanujan College Delhi	01-10-2020 To 15-10-2020
6	Prashant Santoshrao Jawade	Associate Professor	One-week National Level Online Faculty Development Program on "G suite and Allied Tools in Education and E- Content Development"	29-06-2020 To 04-07-2020
7	R.T. Ade	Associate Professor	Five Day Faculty Development Program on E-Content Development, Harsh College, Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020
8	D.S. Patil	Associate Professor	Five Day Faculty Development Program on E-Content Development, Harsh College, Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020
9	Rekha Manikrao Wath	Associate Professor	Five Day Faculty Development Program on E-Content Development, Harsh College, Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020
10	Madhuri P. Rakhunde	Associate Professor	Five Day Faculty Development Program on E-Content Development, Harsh College, Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020

11	Saroj Lakhadive	Associate Professor	Five Day Faculty Development Program on E-Content Development, Harsh College, Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020
12	N.V. Narule	Assistant Professor	Five Day Faculty Development Program on E-Content Development, Harsh College,Ambala Cantt (Haryana)	07-08-2020 To 11-08-2020

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### List of Teachers Participated in Refresher course/Faculty Orientation or other programme as per UGC Session 2019-20

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Sr.No	Name of Teacher	Designation	Title of the Program	Date
1	Prashant. S. Jawade	Associate Professor	Short term course on Personality Development and Management	17-06-2019 To 22-06-2019
2	Dasharath Madhukar Chavhan	Assistant Professor	Short term course in Chemistry	01-02-2020 To 16-02-2020
3	Shital S. Raut	Assistant Professor	UGC-Sponsored 45th Orientation Programme Sant Gadge Baba Amravati University, Amravati.	16-07-2019 To 05-08-2019
4	Dilip Sonu Patil	Associate Professor	One week FDP on "E- Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
5	Ms. Snehal Khandekar	Assistant Professor	One week FDP on "E-Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
6	Lakhadiwe S.Y.	Associate Professor	One week FDP on "E- Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
7	Nilkanth Vasantrao Narule	Assistant Professor	One week FDP on "E-Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
8	Dr. Veera Mandavkar	Assistant Professor	One week FDP on "E- Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
9	Rekha Manikrao Wath	Associate Professor	One week FDP on "E- Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020
10	R.T. Ade	Associate Professor	One week FDP on "E-Content Development" Organized by Raman Institute of Technology	15-02-2020 To 21-02-2020





### List of Teachers Participated in Refresher course/Faculty Orientation or other programme as per UGC Session 2018-19

Sr.No	Name of Teacher	Designation	Title of the Program	Date
1	Dr. K.R. Nemade	Assistant Professor	Refresher Course in Chemical Physical Science at HRDC, Ajmer	13-09-2018 To 03-10-2018
2	Mr. Pandurang Bhausaheb Ingle	Assistant Professor	UGC - HRDC Panjabi University Patiala Refresher Course in Psychology.	03-10-2018 To 23-10-2018
3	Dasharath Chavhan	Assistant Professor	Online Refresher course in Chemistry for higher education faculty (SWAYAM)	23-03-2019 To 30-03-2019
4	Veera P. Mandavkar	Assistant Professor	UGC Sponsored Refresher Course in Marathi	25-07-2018 To 14-08-2018
5	D.S. Patil	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018
6	Raju T. Ade	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018
7	M.P. Rakhunde	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018
8	G.P. Urkunde	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018
9	R.M. Wath	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018
10	N.R. Thavale	Associate Professor	One week Online FDP on "Entrepreneurship, Motivation Leadership"	24-12-2018 To 30-12-2018

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### Non Teaching staff

### List of Non-Teaching Participated in Professional Development Programmes / Administrative Training Programmes for Session 2022-23

Sr.No	Name of Non-Teaching	Designation	Title	Date
	Staff			
1	Archana V. Bhoyar	Library Clerk	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
2	Rahul Siddharth Borkar	Lab Attendant	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
3	Rama Bhanu Chavhan	Clerk	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
4	Sachin Dhobe	Lab Attendant	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
5	Jitendra K. Kamble	Clerk	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
6	Vishal Uttamrao Kodane	Lab Attendant	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023
7	Naresh Gosavi Kokande	Lab Attendant	Five days Administrative Training Programme for Non- teaching staff Time management for Financial and Administrative Work	02-01-2023 To 06-01-2023

0	W = -1, 1 = -41, D = = !!	C11-	Five days Administrative	02 01 2022 T- 06 01 2022
8	Kashinath Ramaji	Clerk	•	02-01-2023 To 06-01-2023
	Nikode		Training Programme for Non-	
			teaching staff <b>Time</b>	
			management for Financial	
			and Administrative Work	
9	Vishal Ramdasji Takale	Lab Attendant	Five days Administrative	02-01-2023 To 06-01-2023
			Training Programme for Non-	
			teaching staff Time	
			management for Financial	
			and Administrative Work	
10	Ranjan Maruti Wankar	Clerk	Five days Administrative	02-01-2023 To 06-01-2023
			Training Programme for Non-	
			teaching staff Time	
			management for Financial	
			and Administrative Work	
11	Jaywant Pendam	Clerk	Five days Administrative	02-01-2023 To 06-01-2023
			Training Programme for Non-	
			teaching staff Time	
			management for Financial	
			and Administrative Work	

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### List of Non-Teaching Participated in Five Days Professional Development Programmes / Administrative Training Programmes for

#### **Session 2021-22**

Sr.No	Name of Non- Teaching Staff	Designation	Title	Date
1	Rahul Borkar	Lab Attendant	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022
2	Rama B. Chavhan	Clerk	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022
3	Sachin Vittalrao Dhobe	Lab Attendant	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022
4	Vishal Uttamrao Kodane	Lab Attendant	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022
5	Naresh Kokande	Lab Attendant	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022
6	Vishal Ramdasji Takale	Lab Attendant	Five Days Professional Development Programme on "Soft Skill Development for Administrative Staff"	07-04-2022 To 11-04-2022

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### List of Non-Teaching Participated in Five days training Programmes for Session 2019-20

Sr.No	Name of Non-Teaching Staff	Designation	Title	Date
1	Rama Bhanu Chavhan	Library Attendant	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
2	Vishal Uttamrao Kodane	Lab Assistant	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
3	Kashinath R Nikode	Clerk	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
4	Shendurjane V. Vithusa	Clerk	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
5	Vishal Ramdasji Takale	Lab Attendant	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
6	Archaana Bhoyar	Library Clerk	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
7	V.D.Rathod	Clerk	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
8	Ranjan Wankar	Clerk	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020
9	Rahul Borkar	Lab Attendant	Five days training programme on "Roll of non-teaching staff in NAAC Accreditation Process"	21-03-2020 To 25-03-2020

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### List of Non-Teaching Participated in Five days Administrative Training Programme for Session 2018-19

Sr.No	Name of Non-Teaching Staff	Designation	Title	Date
1	V.V.Shendurjane	Clerk	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
2	V.R. Takale	Lab Attendant	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
3	A.B. Bhoyar	Library Clerk	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
4	R.B. Chavahan	Library Attendant	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
5	K.R. Nikode	Clerk	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
6	V.U. Kodane	Lab Assistant	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018
7	V.D. Rathod	Clerk	Five Days Administrative Training Programme on Performance of Non Teaching Staff Techniques and Trics	21-09-2018 to 25-09-2018

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