



# B.P.H.E. SOCIETY'S AHMEDNAGAR COLLEGE, AHMEDNAGAR

A Christian Minority Institution

Affiliated to Savitribai Phule Pune University, Id No. PU/AN/ASC/01/1947

**Dr. R.J. Barnabas**  
Principal

- 'B++' Grade Accreditation by NAAC, Bangalore
- 'Best College' Award by the University of Pune
- Most Promising Educational Institute in Maharashtra by Worldwide Achievers, New Delhi
- 'International Quality Award for Excellence in Higher Education' by Brands Impact.
- 'Best College in Maharashtra for Innovative Educational Programs' by APS Research and Media.
- 'The Most Promising Degree College in West India' by Prime Time Research Media Pvt. Ltd.
- A.I.S.H.E. Code : C-41242
- 'College with Potential for Excellence' Award by the UGC, New Delhi
- 'Educational Excellence Award' by the Brands Academy, New Delhi

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

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*P. Chedekar*  
Co-ordinator  
IQAC  
Ahmednagar College

Principal  
Ahmednagar College  
Ahmednagar (IQ)



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## 1. About Deployment of institutional strategic/ perspective plan:

The institutional perspective plan is cyclic in nature. This cycle includes planning, strategy making, informing, implementation, report writing, feedback and informing to the higher authority for making changes in planning, if needed. A redressal mechanism is prepared to look into allied aspects. IQAC of the college prepares the perspective plan of the college under the guidance of management and administrative authority. The IQAC plan is specific to the annual plans, quality initiatives in the college with the sole purpose of strengthening the varied sections of the college. Increase the participation in UGC sponsored. Government guided and institute initiated programs. This includes prevention and prohibition of different issues i.e. ragging, sexual harassment, addiction etc. The promotion of various academic programs on campus such as regular teaching-learning and evaluation, AVISHKAR poster presentation competition, seminar, conferences, exhibitions and field excursions etc. Strengthen of the campus infrastructure to make teaching-learning more effective i.e. classrooms, library, laboratory, ICT facilities, innovative teaching methods. The perspective plan also focuses on the developmental strategies recruitment, training, facilitation, policy implementation and the activities promoting to the values/ethics/morale/code of conduct on the campus. The institute try its level best to take feedback from all stakeholders from various sources and means. To report query/question/grievances the institute offers complain box, *googleform*, *QR* code, written information/grievance, information asked in RTI and inquiry made by any stakeholder. These queries/questions/grievances are considered as a feedback. This feedback is further taken as a input to improve the strategic/perspective plan.

**1. Institutional Perspective Plan:** Ahmednagar College Ahmednagar for the refer to the strategic plan of the develop of various area of institution. The institution outlines its goals, objective and the perspective plan for achieving them in both the short term and long term. The effective deployment of this plan is essential for ensuring that the institution is carrying in the right direction in alignment with its mission and vision.

**2. Administrative Setup:** The Organizational structure consists of chairman and other members. The Chairman of the Governing in body is **Dr Sanjeevan Arsud**.



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## **College Development Committee (CDC)**

Constituted as per Maharashtra University Acts, 2016 College Development Committee is an apex body and Acts as a link between the management and the College. The Principals, Teacher Representatives and Non – Teaching Staff Representatives are part of CDC.

## **Internal Quality Assurance Cell (IQAC)**

It comprises of the Principal, Co-ordinator, teachers, members of the management of B.P.H.E Society, and other stakeholders like student representative, Alumni, parent representative and representatives from industry, education, and corporate sectors.

## **Academic Administration**

The Principal is assisted by Vice Principals followed by the Heads of the departments and faculty members.

## **Internal Committees**

Functioning of the College is carried out effectively with the different internal committees dedicated to student development. The committees focus on academic, research, curricular, extracurricular, extension and outreach programs and activities conducted in the respective academic year.

## **Grievance Redressal Mechanism:**

The college has a Student Grievance Redressal Committee, Women's Redressal cell, Anti-Sexual Harassment Committee, Anti-Ragging Committee and Discipline Committee for proper redressal of the grievances of students and the faculty.

**Course Coordinators, Heads** of the departments and faculty members assist the Principal. The Head, In-charge, Office Superintendent, Senior and Junior Accountants, Clerks and other staff from the accounts section, students section, establishment section, the store section and the section of scholarship look after daily working of office.

**Academic & Administration:** At the department level, the organization includes Head of departments, faculty members, students and non-teaching staff. In library, there is a Librarian, Assistant Librarian, Library clerks and library attendants. A Library Advisory Committee helps in the



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quality up gradation of the committee. Physical Director and sports committee organize sports activities in the college.

**College Committees:** Various committees are constituted for execution of academic, administrative and extra-curricular activities. The institutional administrative setup, which includes the organizational structure, roles, and responsibilities of various administrative positions, should be designed to support the successful execution of the perspective plan.

**1. Functioning of Institutional Bodies:** BPHE Society's is the governing body and decision – making bodies with the institution such as the board of director, College

**2. Administration bodies:** The effectiveness and efficiency of these crucial in making decisions, setting, policies, and managing the institution's affairs.

**3. Visibility in Policies:** The Ahmednagar College Ahmednagar alignment of the institutional perspective plan should be reflected in the institution's policies. Policies should be consistent with the goals and objectives outlined in the perspective plan.

**4. Appointment and Service Rules, procedures:**

The College follows the rules and regulations laid down by SPPU, UGC, and Government of Maharashtra for recruitment of teaching and non-teaching staff. The procedure is informed to the stakeholders during the appointment and transparency is maintained in the entire procedure.

**5. Promotion policies:** All the promotions of teachers are as per the career advancement scheme (CAS) setup by UGC and Government of Maharashtra. The promotion of non-teaching staff is taken as per the Government of Maharashtra norms.

**Procedures:** Ahmednagar College institution has been and well – defined procedures for various operational aspects including finance, curriculum aspects, academic process, and decision – making, play a crucial role in ensuring that the institution runs smoothly and in accordance with its plan.

To Conclude Ahmednagar College Ahmednagar an institution to be effective and effective and efficient in achieving its goals, it needs to ensure that its strategic plan effectively implemented





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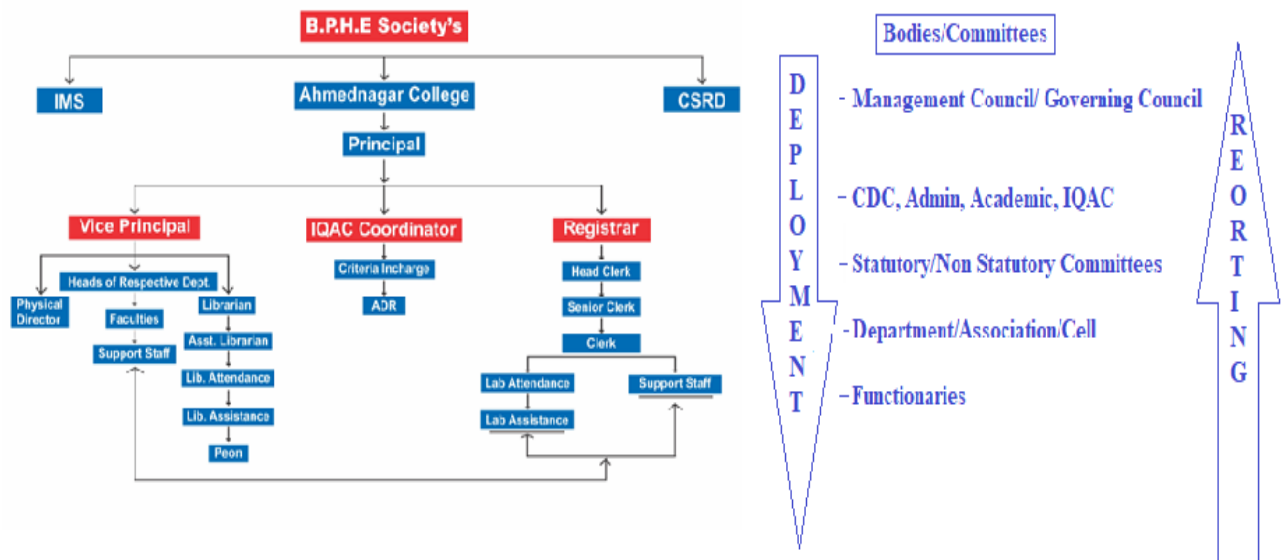
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and that all aspects of its functioning, from policies to administrative procedures, are aligned with this Plan.

## 2. Administrative Setup

The organizational structure consists of a chairman, Secretary, Treasurer and society members.

### Deployment of the institution Plan



Grievance Redressal Mechanism is provided at every level as per guidelines of

(A) UGC

(i) ARC

(ii) Research Committee

B) Maharashtra State Govt

(i) Appellant Authority

(ii) RTI Officer

B) SPPU

(i) Nodal/CEO/Registrar

(ii) Section Incharge

C) BPHE Society

(i) Office Bearer

(ii) BPHE Employee

*P. Babar Kar.*  
Co-ordinator  
IQAC  
Ahmednagar College

Principal  
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### 3. College Development Committee (CDC)

The Principal, Teaching and Non-Teaching Staff Representatives Constitute the College Development Committee, which is constituted as per the Maharashtra University Acts, 2016. The CDC is an apex body that acts as a link between management and the college.

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### **COLLEGE DEVELOPMENT COMMITTEE OF THE COLLEGE 2022 - 2027**

<b>Dr. Sanjeevan Arsud</b>	-	<b>Chairman of B.P.H.E. Society</b>
<b>Mr. Vishal Barnabas</b>	-	<b>Secretary of B.P.H.E. Society</b>
<b>Dr. R J Barnabas</b>	-	<b>Principal of the College</b>
<b>Mr. Nilesh Vaikar</b>	-	<b>Member from Industry</b>
<b>Dr. Rajendra Dhamne</b>	-	<b>Member from Social Service</b>
<b>Dr. N F Parge</b>	-	<b>Member from Education</b>
<b>Dr. I J Aranba</b>	-	<b>Member from Research</b>
<b>Dr. P C Bedarkar</b>	-	<b>Member of IQAC</b>
<b>Dr. S K Shelar</b>	-	<b>Teaching member elected</b>
<b>Dr. M H Jadhav</b>	-	<b>Teaching member elected</b>
<b>Dr. P J Chhabda</b>	-	<b>Teaching member elected</b>
<b>Mr. P E Chakranarayan</b>	-	<b>Non Teaching Staff elected</b>
<b>Dr. S N Razzak</b>	-	<b>Nominated by the Principal</b>
<b>Ms. Firdos Sayyed</b>	-	<b>President of student council</b>
<b>Ms. Taniya Multani</b>	-	<b>Secretary of student council</b>

13.10.2022

**Principal**  
Principal  
Ahmednagar College  
Ahmednagar





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## 4. Internal Quality Assurance Cell (IQAC)

The Principal, coordinator, teachers, one member of the management of B.P.H.E. Society, and other stakeholders like student representatives, alumni, parent representatives, and representatives from industry, education, and corporate sectors constitute the IQACS.

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### IQAC Composition (2022-23)

Dr Rajneesh Barnabas	Principal
Dr Noel Parge	Vice Principal
Dr Pritamkumar Bedarkar	IQAC Coordinator
Dr Suresh Pathare	Management Representative
Dr John Uzgare	Local Community Representative
Mr. Dnyanesh Kulkarni	Alumni Representative
Dr Jemon	External Expert
Mr Waikar	Industry Representative
Dr Pawanjeet Chhabda	Member
Dr Santosh Deshmukh	Member
Mr Vilas Nabde	Member
Dr Shabnam Gurung	Member
Dr Ivan Arahana	Member
Mr.Kalyan Chavan	Member
Mr Yogesh Yewale	Member
Mr Prashant Katke	Member
Mr Deepak Alhat	Registrar
Mr James Kasbe	Accountant
Ms. Datta Gadekar	Student Representative
Mr. Apurva Lahade	Student Representative

Principal  
Ahmednagar College  
Ahmednagar (IQ)

Post Box No. 21, Station Road, Ahmednagar-414001. (M.S.) India Ph. (0241) 2359571, 2354164, Fax : (0241) 2322415  
E-mail : ahmednagarcollege1947@gmail.com, Website : www.aca.edu.in

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## 5. Academic Administration

The Principal is assisted by vice principals, followed by the Heads of departments and faculty members.



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Sr.No.	Website	Link
1	Academic Administration	<a href="https://www.aca.edu.in/Administration/Principal.aspx">https://www.aca.edu.in/Administration/Principal.aspx</a>

**Internal Committees** The functioning of the college is carried out effectively with the different internal committees dedicated to student development through academic, research, curricular, extracurricular, extension, and outreach programs and activities conducted in the academic year.

Sr. No	Internal Committee Website	On	Link
			<a href="https://www.aca.edu.in/Departments/Committies.aspx?Year=2022-2023">https://www.aca.edu.in/Departments/Committies.aspx?Year=2022-2023</a>

## 6. Recruitment Process:

The college recruitment process is conducted as per the guidelines and statutes of Savitribai Phule Pune University and the Government of Maharashtra.

Followed by rules and Regulation

Sr. No	Name of websites	Link
	Savitribai Phule Pune University	<a href="https://bcud.unipune.ac.in/BOD/Departments/Approval Online.html">https://bcud.unipune.ac.in/BOD/Departments/Approval Online.html</a>
	Deptt.of Higher Education, Govt. of Pune	<a href="http://www.jdhepune.info/circular.html#">http://www.jdhepune.info/circular.html#</a>

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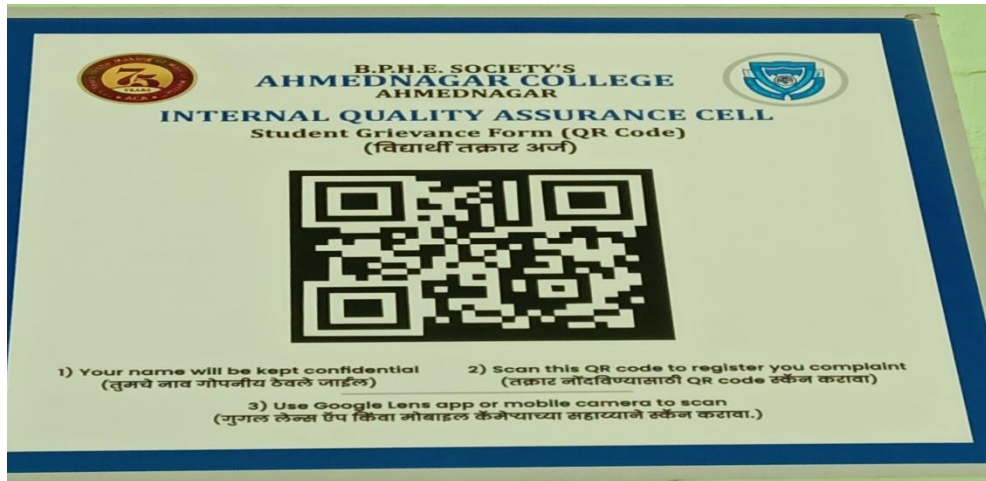
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## Grievance Redressal Mechanism:

The college has a Grievance Redressal Committee, a Women's Redressal Cell, an Anti-Sexual Harassment Committee, an Anti-Ragging Committee, and a Discipline Committee for proper redressal of the grievances of students and faculty.

## Students Grievances - QR Code



*P. Chaudhary*  
Co-ordinator  
IQAC  
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## 7. Strategic Perspective Planning – and Implementation 2018-19 to 2022 -23

Sr. No	Aca Year	Cri.1) Curriculum Aspects	Cri.2) Teaching Learning & Evolution	Cri.3) Research Consultancy & Extension Activities	Cri.4) Infrastructure	Cri.5) Students Supports & Progression	Cri.6) Governance and Leadership	Cri.7) Best Practices
1)	2018-19 5.	Add On Course - 12A	Nil	MOU – 05 Startup –NIL	Financial External Audit	Carrier Guidance Counseling -24	Management CDC IQAC Statutory Committee	Green Audit Inniciatate d Activates
2)	2019-20	Add On Course - 07	Nil	MOU – 07 Startup –NIL	Financial External Audit	Carrier Guidance Counseling -24	Management CDC IQAC Statutory Committee	Green Audit Inniciatate d Acitivites
3)	2020-21	Add On Course – 01 ( Due to Covid-19)	Google Platform Regular	MOU – 01 Startup –NIL	Financial External Audit	Nil	Management CDC IQAC Statutory Committee	Green Audit Inniciatate d Acitivites
4)	2021-22	Add On Course – Nil ( Due to Covid-19)	Google Platform Regular	MOU – 02 Startup –& Incubation recognitions	Financial External Audit & Library Automatio n	Nil	Management CDC IQAC Statutory Committee	Green Audit Inniciatate d Acitivites
5)	2022-23	Add On Course - 06	Google Platform Regular	MOU – 10 Startup & Incubation Recognition	External Audit & Library Automatio n	Carrier Guidance Counseling -	Scrutinized The functioning of Management ,CDC,IQAC,Statuting Feedback, Implementat ion ,Analysis	Green Audit Competed Inniciatate d Acitivites



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## 6. Implementation:

Sr.No	Name of Policy's	Link of Documents
1	E- Governance Policy	<a href="#">Click here</a>
2	Green Audit Policy	<a href="#">Click here</a>
3	Teacher Financial Supports to Seminar/workshop Policy	<a href="#">click here</a>
4	E – Waste Policy	<a href="#">click here</a>
5	Examination Policy	<a href="#">Click here</a>
7	Scholarship Policy	College Following Maharashtra Govt. Policy 1) <a href="https://mahadbt.maharashtra.gov.in/login/login">https://mahadbt.maharashtra.gov.in/login/login</a> 2) <a href="https://scholarships.gov.in/aboutUs">https://scholarships.gov.in/aboutUs</a>
8	MOU Policy	<a href="#">_Click here</a>

## 7. Deployment and Reporting:

(a) **Administrative setup:** The role and responsibilities are well informed to the every position of the institute via guidelines provided by the University Grants Commission, Maharashtra Public Private Universities Act, Circulars issued by the state government, Circulars from Savitribai Phule Pune University, Pune. Moreover, the additional information on the role, responsibilities and clarity in work is informed to the positions through policy document, formal meetings and informal instructions.

(b) **Appointment, service rules and procedures:** The outcome of the role and responsibilities are assessed in annual appraisal. The teaching Staff is assessed every year and on the basis of the same appraisal teacher concerned is given an opportunity to apply for the promotion. However, non-teaching staff is at the fixed interval.

(c) **Visibility of the effectiveness of the policies:** The outcomes of the activities are reported to the appropriate authority in different ways. The ways includes (a) activity report (notice, report, photographs/geotag, feedback), (b) brief in department/association/committee meeting (c)





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reporting in the annual magazine of Ahmednagar College, *Pratibimba* (d) reporting in the Chronicle (e) Published news in newspaper (f) reporting on social media platform etc.

As an outcome of the disseminated report the institute receives the feedback to make an improvement in various activities.

## Outcome:

### (a) Administrative setup:

(i) In spite of the rules and regulations related information is available on the government portal. The institute has form some in-house Whatsapp groups i.e. ACA., AQAC Official, ACA-IQAC, ACA-HOD; institutional email id and the same information is disseminated through these platform with a minimum time and efforts. Also staff members proactively respond to the information, notices and call for the information.

(ii) The institution is conferred with 04 Awards for the significant contribution of the institution in higher education.

### (b) Appointment, service rules and procedures:

(i) The institute is in the process of taking permission of regular recruitment from the state government. However, the institute received the permission to appoint 29 Teachers on CHB basis against sanctioned positions.

(ii) One Teacher recruited against the leave vacancy by the sanction of UGC.

The gap between available workload and teachers recruited is been filled by Management Sanctioned posts 60+.

(iii) In spite of point i and ii few local level recruitments were made by the permission of Principal to attend the extra workload.

(iv) 53 Teachers were promoted under the Career Advancement Scheme. (2018-19 To 2022-23)

*P. Chedekar*  
Co-ordinator  
IQAC  
Ahmednagar College

Principal  
Ahmednagar College  
Ahmednagar (IQ)



# B.P.H.E. SOCIETY'S AHMEDNAGAR COLLEGE, AHMEDNAGAR

A Christian Minority Institution

Affiliated to Savitribai Phule Pune University, Id No. PU/AN/ASC/01/1947

**Dr. R.J. Barnabas**  
Principal

- 'B++' Grade Accreditation by NAAC, Bangalore
- 'Best College' Award by the University of Pune
- Most Promising Educational Institute in Maharashtra by Worldwide Achievers, New Delhi
- 'International Quality Award for Excellence in Higher Education' by Brands Impact.
- 'Best College in Maharashtra for Innovative Educational Programs' by APS Research and Media.
- 'The Most Promising Degree College in West India' by Prime Time Research Media Pvt. Ltd.
- A.I.S.H.E. Code : C-41242
- 'College with Potential for Excellence' Award by the UGC, New Delhi
- 'Educational Excellence Award' by the Brands Academy, New Delhi

## (c) Visibility of the effectiveness of the policies:

- As an outcome of accepting e-governance policy the institute adopted biometric attendance. During Covid-19 and their after retinal/thumb attendance setup is established.
- The institute has gone through Green Audit and Energy audit. As per the audit recommendations 14, green campus committee suggested the action plan.
- The institute offered the financial support to the 104 Teachers to attend the seminar/conference, 104 workshop and 07 for the research project.
- The institute run the e-waste management process and 397kg (Three Years) e-waste disposed.
- The examination section taking the students grievances through QR Code to process it faster.
- The institute signed 10 number of MoU with different government, non-government bodies. All MoU are functional.
- The institute has gone through Gender Audit. This audit helped organizations has identified and understand gender pattern within their composition, structure, processes, organizational culture and managements of human resource and in the designed delivering policies and services.

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