

6.2: Strategy Development and Deployment

6.2.1: The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc



Sahayog Seva Bhavi Sanstha's

INDIRA COLLEGE OF PHARMACY

Sahayog Educational Campus, Vishnupuri, Nanded-431606

(Approved by PCI, New Delhi, Recognized by Govt. of Maharashtra & Affiliated to SRTMU, Nanded.)



Ref. No.:

Date:

LIST OF COMMITTEES AND THEIR INCHARGES

Sr.no.	committee name	Name of the in-charge
1	Governing body committee	Dr. Prakash Katakam
2	Research and development cell	Mr. Mohammad Zameeruddin
3	Finance and purchase committee	Mr. Syed Ansar
4	Placement and career guidance cell	Mr. Suraj Shinde
5	Disciplinary committee	Dr. S. B. Jadhav
6	Women welfare committee	Ms. Sonali Bhagat
7	Library committee	Mr. Kondiba Sapure
8	Anti ragging committee	Ms. Nita Nimbekar
9	Sports and games committee	Mr. Raju kadam
10	NSS cell	Mr. Pravin muli
11	Industry institute interaction cell	Dr. Vadla V. C.
12	Examination timetable committee	Dr. S. B. Jadhav
13	IQAC Committee	Mr. Md. Zameeruddin
14	Maintenance committee	Dr. Thapetta Ajay
15	Social well are committee	Ms. Hajera Khan
16	Internal quality assurance cell	Dr. Thapetta kavya
17	Grievance Redressal cell	Mr. Karle P. P.
18	SC/ST committee	Dr. Pallavi Kamble
19	Internal complaint committee	Mr. Pravin Karle




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Name of the committee	Members	Responsibilities
College Academic Committee	Dr. Prakash Katakam (Principal) Dr. S. B. Jadhav, HOD (Pharmaceutics) Mr. Md. Zameeruddin, HOD (Pharm. Chemistry) Mr. Pravin Karle, HOD (Pharmacology)	i. Implementation of academic schedule as per SRTMUN ii. Monitoring the progress of student faculty and department, monitoring, syllabus coverage, ratification of attendance. iii. Focus on present and future best practice academic quality in the institute requires that the planned targets.
Placement & career guidance cell	Dr. Prakash Katakam, Chairperson Mr. Suraj Shinde, Convenor Cum Placement Officer Mr. Pravin Muli, Member	i. Continuous interaction with placement organization and conducting placement events. ii. Training classes have to be organized to all final year students. iii. Conducting mock sessions and group discussions. iv. Imparting techniques for interviews.




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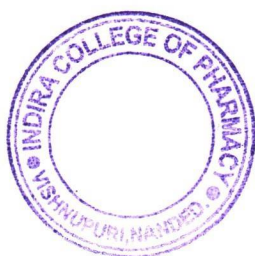
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Library committee	<p>Dr. Prakash Katakam, Principal</p> <p>Mr. Kondiba Sapure, Librarian</p> <p>Ms. Sonali Bhagat, Asst. Prof., Pharmaceutics</p> <p>Dr. Pallavi Kamble, Asso. Prof., Pharm. Chemistry</p> <p>Ms. Nita Nimbekar, Asst. Prof.</p> <p>Mr. Raju Kadam, Asst. Prof. Pharmacology</p>	<p>i. To procure text book in adequate number well in advance before the start of semester in consultation with head of the departments.</p> <p>ii. To add more titles every year in consultation with respective department hods and faculty.</p> <p>iii. To enrich the library by procuring leading national/international journals.</p> <p>iv. To provide book bank facility to students.</p>
Research and development committee	<p>Dr. Prakash katakam, principal</p> <p>Dr. Pallavi kamble, asso. Prof., pharm. Chemistry</p> <p>Mr. Md. Zameeruddin, hod (pharm. Chemistry, qa)</p> <p>Dr. S. B. Jadhav, hod (pharmaceutics)</p> <p>P. Ramesh, asst. Prof.</p>	<p>i. To monitor conference, journal publication details of the faculty members in the institution.</p> <p>ii. To bring about all round improvement in research activities.</p> <p>iii. R & d project proposals to ugc, dst, aicte.</p>



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Anti ragging committee	Dr. Prakash katakam, chairman Ms. Nita nimbekar, asst. Prof. Qa Ms. Premanusha barugu asst. Prof. Qa Ms. Swathi batta asst. Prof. Pharmaceutics Ms. Pooja devidas kharate, asst. Prof., pharmacology	i. To advice, guide, and instruct faculty and mentors for continuous monitoring of students in and outside class and to ensure no incident of ragging to happen and to maintain the campus as ragging. ii. To implement the provisions of anti ragging act 1997.
Internal quality assurance cell	Dr. Prakash katakam, principal Mr. Md. Zameeruddin, hod (pharm. Chemistry, qa) Dr. S. B. Jadhav, hod (pharmaceutics) Dr. Shrinivas banapuram, professor Dr. Kotaiah silkabattuini, professor	i. Its responsible for all quality matters. ii. To initiate, plan and supervise various activities that are necessary to increase the quality of education imparted in an institution. iii. To find solution to issues if any are discovered in the working of iqac.




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Women protection cell	Dr. Prakash katakam, principal Ms. Sonali bhagat, asst. Prof., pharmaceuticals Ms. Sarika alane, asst. Prof., pharmaceuticals Ms. Sruthi ganarath Ms. Shachi deshमुख Ms. Aarti raju muttewar	i. To help them to raise their voice against all sorts of discrimination and harassment. ii. To make them aware of their rights iii. To help them change their mindset and develop decision making abilities iv. To make them self dependent.
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Grievance redressal cell	Dr. Prakash katakam, principal Dr. Sapavath krishna Ms. Barugu premanusha Mr. P. Kushal singh Ms. S. Srividya Mr. Ambati ranjithkumar	i. To accept written grievances from student and staff related to the system. ii. To create and implement a mechanism to handle the reported grievances. iii. To forward the findings to the management if necessary for further action. iv. To represent the grievances to the concerned section which may include maintenance, transport, academic, amenities etc.
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Sc/st committee cell	<p>Dr. Prakash katakam, principal</p> <p>Dr. Pallavi kamble, asso. Prof., pharm. Chemistry</p> <p>Mr. Jadala rajesh</p> <p>Mr. Pravin muli</p> <p>Mr. Chiddarwar suyog</p>	<p>i. To collect reports and information of state govt. And ugc's orders on various aspects of education , employment of sc/st & obc students</p> <p>ii. To circulate state govt and ugcs decision about different scholarship programmes.</p> <p>iii. To communicate with students and motivate them for better future planning.</p>
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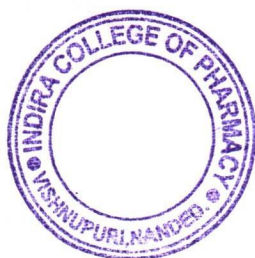
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Ref. No.:

Date:

Internal Complaint committee (icc)	Dr. Prakash katakam, principal Mr. Pravin muli Ms. Hajera khan Mr. Sunil solanke Ms. S. Srividya	i. To prevent sexual harassment at work place ii. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees. iii. To conduct periodical programmes on women empowerment. iv. To provide conducive environment and congenial atmosphere for women.
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6.2.1. Strategy Development and Deployment

Quality Policy

The quality policy of the college is engaged in imparting quality education and training to prepare responsible or effective nation building. The institute strongly believes that to reach the positions as stated in Vision and Mission statements, the human resources is the prime factor amongst the other resources. In the present scenario of liberalization and highly competitive world, to become a world class institute one has to bestow the end-use with the best possible service. The various performance indicators like pass percentage, input ranks, placement, achievements in co-curricular activities of students and the faculty will be critically analyzed each semester/year and reviewed.

Review


Successful implementation of the processes is mentioned at various levels by evaluating the student's performance by teachers, teacher's performance by HOD AND HOD's performance by the principal. The coordinator of IQAC in the various monitoring processes also helps in the review process.

Prospective plan of the Institution

The institution plans the expansion and up gradation of infrastructure, modernization of existing facilities, research and development and adoption of new courses. The principal and Heads of the departments, plan the academic activities, MoUs, Innovations in teaching and learning process etc, the institute is striving hard for

- NBA accreditation
- NACC accreditation
- More number of Molls with industries improving the Industry Institute relationship.




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Quality Improvement Strategies

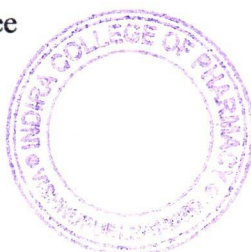
- Teaching & Learning
- Research & Development
- Community Engagements
- Human Resource Management
- Industry Interaction

Teaching & Learning

- Provision of State-of-the art learning resources in Central Library & Information Centre and depart libraries
- Ergonomically designed classrooms with networking facility provision of e-classroom
- Development of student support materia
- Organization of Remedial classes
- Delivery of Add-on-courses
- Conduct of pre-placement training classes and campus connect programmers
- Structured course files and lab manuals on all courses
- Academic audit
- Continuous improvement of resources

Research & Development

- Academic audit
- Continuous improvement of resources
- Research & Development
- Formulation of Research committee



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- Allocation of budget for in house R & D
- Incentives and rewards for publications/research
- Financial assistance to students for making working models.

Community Engagement

- NSS activities
- Blood Donation
- Free medical Camps
- Plantation
- Street lights
- Providing infrastructure

Human Resource Management & Transparent policy document

- Transparent and scientific way of selections
- Imparting related training
- Formulation and communication of policies of the college
- Support for academic advancement
- Systematic performance appraisal system and guidance to the people concerned
- Systematic promotion policies
- Democratic way of administration with participative management

Industry interaction

- MoU's
- Organization of industrial tours
- Deputing faculty and staff for industrial training
- Guest lectures by the experts from industry



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Bridge between the Top Management and Stake holders

The Principal initiates dialogue and discussion with various stakeholders through different committees, Cells/Clubs/Associations, Alumni and Parents and conveys the management about the feedback, views and sentiments of the stakeholders for effective decision-making. The Principal interacts with Students, Alumni, and Employers. Community, Academic peers, Industries and Parents.

Feedback from students

In the semester for each course students feedback is taken in a structured format consisting of major parameters pertaining to teaching-learning process.

This feedback is collected by a faculty member, who does not handle the particular class. To

ensure free and fair response.

The responses are subject to Data Processing and the results are analysed by the HoDs and the Principal, and the feedback is communicated to the faculty members concerned wherever necessary, for any remedial action and improvement.

Students feedback on value added programmes conducted (for example guest lectures, seminars, employability camp, etc.) is obtained at the end of the programming by distributing suitable questionnaire. Based on their response, necessary changes are suitably planned in organizing such events.



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Feedback from Alumni

The Placement & Training Cell co-ordination with the faculty members in charge from each department to the task of collecting feedback from alumni.

The departments have created group e-mail ids/ whatsapp groups in which one or two of the faculty members have joined as members. This arrangement facilitates regular interaction with the alumni and helps the department to understand their progress and obtain necessary feedback at the central level. The Placement and Training Officer co-ordinates the annual alumni meet and alumni association related activities, on completion of course, program outcomes attainment is collected from the graduates.


Employer's feedback

The In-charge, Training and Placement Cell is continuously in contact with the organizations in which students are placed. The feedback is opinioned through the telephonic conversation and personal discussion with the HR Personnel and other senior officials of the organization and also through collection of details by sending a structured questionnaire. Feedback is also obtained by the alumni from their employers and sent to the departments.

Community feedback

The NSS Unit of the college has been actively involved conducting awareness programmes in rendering services such as Environmental Protection, General Safety. Further, blood donation Health, First Aid and fundamentals to rural children camps, literacy campus and teaching computers.




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Committee meetings information, Resolutions passed with respect to development plans

The members of Governing body discussed the above issues and suggested to resolve the

Following issues

1. Governing Body Council members reviewed the deliberations made on various issues in the previous meeting and actions or improving the function of the college.
2. Orientation programme for first year students for every year admitted batch is planned in tentatively in after admissions.
3. Governing body Council members discussed progress of accreditation process.
4. Review of existing research related practices was done and suggestions were given for industry interaction activities, Internship and encouraging students to go for real time academic projects.
5. It was discussed about improvement of existing lab resources for all branches. In this regard it was proposed for modernization of labs with emerging technologies.




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How are the feedbacks used for significant changes in the curriculum?

The feedback from the students helps to understand the merits and weakness inlay in the teaching-learning process and to take remedial measures like arranging guest lectures, special classes and industrial visits.

The feedback from the alumni and employers helps to understand the current industry needs and practices which can be passed on to the students to make them readily employable. The Head of the institution interacts with management very frequently. The head of institution appraises the management as he receives the feedback from parents, alumni, industry. Teachers, students and the public with regards to the teaching quality.

Curriculum, extracurricular activities and infrastructural demands. In the meetings with Board of Governors the information gathered from different sources are discussed with the participating members. After thorough discussion and deliberations the existing facilities and activities of the institution are reviewed and decisions are taken for their implementation after going through the available resources and modalities. The decisions taken and activities of the institute communicated to stakeholders within college through Circulars and external stakeholders through college website and news letter published.

Management Council

Governing Body List



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S.NO.	NAME	DESIGNATION
1	Dr. Santukrao Hambarde	CHAIRMAN
2	Dr. Prakash Katakam	PRINCIPAL
3		UNIVERSITY NOMINE
4		MEMBER
5		MEMBER
6		MEMBER

Strategic Plan 2018-19 to 2021-2022

Approved by the Governing Body of the college Dated 25-03-2018

The management is happy to note that we have added additional courses approved in the PG Programmes. Keeping in view of demand for the pharmacy course and development plan of the institute after detailed discussion the Governing Body approved the following next ten years i.e. from 2018-2019 to 2021-2022.




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2018-2019	2021-2022
Alumni	Digital payments
One class room in each department	NSS
Women welfare cell	Student motivational/empowerment cell
Industry collaborative projects (R&D)	Class rooms with LCD
Grievance Redressal committee	IPA Cell
Anti ragging committee	Accreditation process
Student welfare committee	




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CODE OF CONDUCT AND SERVICE RULES

1. ABOUT THE COLLEGE

1.1. Indira College of Pharmacy was started in 2009 by SSS Educational campus, Vishnupuri to impart quality education to pharmacy students coming from rural areas and equip them with the necessary competencies to meet the growing global demands of the pharmaceutical industry, academia, research, and patient care areas.

The college is located at Vishnupuri, Nanded district, and situated on Nanded-Latur National High Way No. 361 and placed in 2.15 acres of lush green serene environment. The college is approved by the Pharmacy Council of India (PCI), New Delhi and is affiliated with Swami Ramanand Teerth Marathwada University, Nanded. The institution offers a bachelor's degree in Pharmacy (B. Pharm), Master's degree in Pharmacy (M. Pharm), Pharm. D (Doctor of Pharmacy) Programme (Six years course) and three-year Post Bacclaureate (P.B) courses. The Pharm D students gain their experiential education at Dr. Shankarrao Chavan Government Hospital, a 1500-bed multi-speciality tertiary care teaching hospital, located at Vishnupuri.

Detailed address and management members are furnished

Website Address:

E-mail:

Phone Number:




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Mrs. Surekha Deshmukh	Chairman Indira college of Pharmacy,Vishnupuri, Nanded
Dr. Santukrao Hambarde	Secretary Indira college of Pharmacy,Vishnupuri, Nanded
Dr. Prakash Katakam	Director (Administration) Indira college of Pharmacy,Vishnupuri, Nanded




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VISION AND MISSION OF THE COLLEGE

Vision

To be one of the best pharmacy colleges in India, a scholastic domain that advances quality of education, professional development and values.

Mission

M1: To provide student-centric quality education at all scholastic levels of pharmaceutical sciences, utilizing best practices and evidence-based instructional approaches, which empowers our students to propel their careers.

M2: To advance knowledge, educate and nurture the students to make them as future leaders in pharmacy profession that will best serve the nation and the world.

M03: To enhance the health care through innovative education, pioneering research and interdisciplinary practice development that accomplish quality of life locally, nationally and globally.

1.3. Quality of the Policy

"Dedicated to impart quality pharmacy education and training leading to "Degree in Pharmacy" and aims at being a global education and research institution through continual improvement and effectiveness of the quality system"



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1.4. Important contact numbers

S.NO	NAME	DESIGNATION	CONTACT NUMBER
1	Dr. Prakash Katakam	Principal	8686654459
2	Md. Zameeruddin	Academic Co-ordinator	8237450642
3	Mr. Swami V. B.	Administrative officer	9923409509
4	Dr. S. B. Jadhav	In-charge of examination branch	9421278483
5	Mr. Thakur Yogesh	In-charge of scholarship section	9960707951

1.5. Code of Conduct Committee

Code of Committee for academic year 2021-2022 is mentioned below as per secretary circular No. dated on 23rd June 2021.

S.NO	NAME	DESIGNATION
1	Dr. Prakash Katakam	Principal
2	Mr. Swami V. B.	Administrative Officer
3	Md. Zameeruddin	Member
4	Dr. S. B. Jadhav	Member
5	Dr. Pallavi Kamble	Member
6	Dr. Kotaiah Silkabattuini	Member
7	Dr. Thapetta Kavaya	Member
8	Ms. Barugu Premanusha	Member
9	Mr. Mahesh Pandit	Students
10	Ms. Gitanjali Pund	Students




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1.6. Courses offered at Indira College of Pharmacy, Nanded

UG COURSES	PG COURSES
B. Pharmacy	M. Pharmacy (Pharmaceutics)
Pharm D	M. Pharmacy (Quality Assurance)
	M. Pharmacy (Pharmaceutical Chemistry)




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CONDUCT RULES

These conduct rules apply to all employees, whether on probationary or on permanent service of Indira College of Pharmacy, Nanded. The Disciplinary Authority shall follow these rules to guide the employees. Leave rules are framed based on the directions given by the state government or SRTMUN. All faculties should obey the rules and regulations of the Institution. Any deviations of these rules by the faculty are seriously viewed and the college administration may initiate disciplinary proceedings for non-compliance of these rules.

2.1 Conduct Rules: Every employee shall be governed by the following code of conduct rules:

- a. No employee shall, at any time, indulge in maligning authorities or falsely implicating the superiors or Institution/College management or members of the staff.
- b. All teaching/ non-teaching staff should be present at the commencement of the Institution every day before 9:45AM
- c. Late attendance of half an hour for two days in the month shall entail forfeiture of a day's salary/wages.
- d. Any employee who was observed to be continues late for one week is liable for Disciplinary action.
- e. No employee should misuse the facilities the institution provided by the Institution
- f. No employees are permitted to accept gifts in cash or kind from visitors, parents of the students, contractors, businessmen or any other party connected with the academic activities of the institution.
- g. No employee shall tamper or cause to be tampered with the records or registers or notices of the institution. Over writing and signing over the cross (X) mark will also considered as tampering of Record.
- h. No employee shall disturb the harmony and peaceful atmosphere of the institution by demonstration, shouting, speak loudly in any fashion whatsoever, or indulge in an act which is prejudicial to the interest of teaching or peaceful working of the institution


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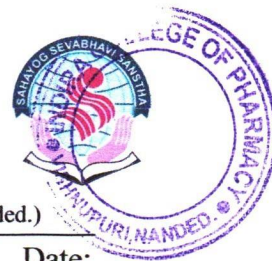


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- i. No employee shall indulge in quarrels, cross-talking abuses, fights, violence or any other disorderly or indecent behavior on the premises of the institution.
- j. No employee, while on the premises, shall never behavior detrimental to the security of the institution or persons.
- k. No employee shall indulge in or encourage, any form of malpractice connected with. examination or any other social activities, be negligent in or late in correcting class work or home work done by students, inflict corporal punishment on a student.
- l. No employee, while marked present in the Institute, shall absent and himself, except with prior permission of the principal/HOD from the class or duty.

2.2 Misconduct

The following acts of omission or commission shall be treated as misconduct on the part of an employee.

1. Late attendance or absence from the duty without intimation or without permission
2. Leaving the Institution during working hours without prior permission
3. Neglect or Laziness, inefficiency or careless towards the duty or allocated work.
4. Obtaining leave or attempting to obtain leave on false pretenses/ reasons.
5. Refusal to accept, receive or take delivery of notice or letter or any communication from the College Authorities.
6. Improper or discourteous behavior towards others, shouting, speaking loudly or making a nuisance/noise on the college premises etc.
7. Regular late attendance or absence regularly from duty without intimation or without
8. prior permission from the Principal /HOD/Section.
9. Unauthorized use of institutional facilities for personal gain.
10. Sleeping while on duty.
11. Engaging in private work or trade within the College premises or engaging in the same or a different profession.


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12. Failure to observe safety instructions or failure to make use of safety devices provided by the management or failure to take preventive measures.
13. Failure to report the loss of tools or materials entrusted to him in the performance of duties or. failure to account for the same.
14. Failure to report any ragging cases seen by the employee in or outside the college premises
15. Using indecent language or making the allegations against co-employees or others, speaking in an abusive manner to superiors or others.
16. Unauthorized use of the name, address, telephone or any other description of the institution
17. Theft, fraud or dishonesty in connection with the business or property of the institution or of other employees, or Visitors to the institution
18. Tampering with the records or attendance registers of the institution
19. Disclosing any information to an unauthorized person, without written permission of the College Authority,
20. Soliciting, demanding, collecting or canvassing of money for his/her services from students or parents.
21. Preaching, carrying on or canvassing for religious or political activity on the premises. in any manner whatsoever, of the College Authority. Without the prior permission

2.3. Imposition of Penalties:

2.3.1 Minor Punishments:

- i. Censure (excusing the employee and keeping a record of excused)
- ii. Warning an employee in written with acknowledgement.
- iii. Recovery of cost of damage from defaults employer.
- iv. With holding an annual increment or with holding promotion to the next higher grade

2.3.2 Major Punishments:-

- i. Reduction to a lower post or Lower grade or to a lower pay scale.
- ii. Compulsory retirement or compulsory resignation.


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- iii. Removal from service (which does not disqualify the employee from being considered for future employment in other institutions)
- iv. Dismissal from service (which debars the player from future employment in any capacity in other institutions).




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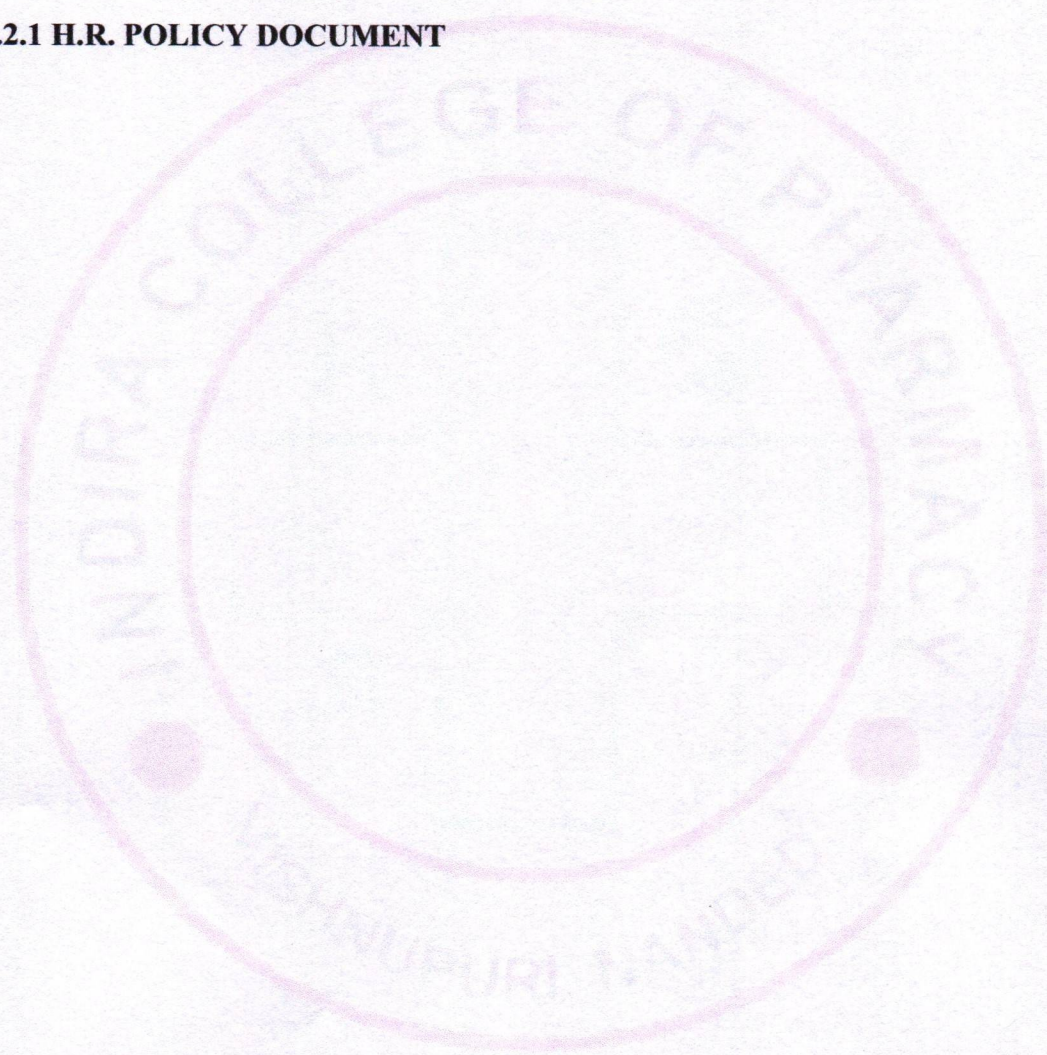



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6.2.1 H.R. POLICY DOCUMENT




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3. APPOINTMENTS & SERVICE MATTERS

3.1 Classification of Employee:- Employees can be classified as

3.1.1. Permanent Employee: Means one he has been appointed in a substantive capacity on a permanent post and tested as permanent after the successful completion of the probationary period of two years without absent.

3.1.2. A Probationary Employee: Means one who is on probation period of two years for all Academic Staff

3.1.3. Contract Employee: Means an employee who has been employed for a particular job under the terms of contract of employment/appointment which automatically ceases alter the expiry of period or completion of job.

3.1.4. Casual Employees: Means one who has been engaged on an occasional nature of job/post, on day-to-day basis.

3.1.5 Intermittent Service: All faculty & staff working in day time with an interval of Minimum 30 minute's duration are called Academic or Intermittent Service and they will avail weekly rest on Sunday, Example: -All Teaching & Non-Teaching Staff


3.1.6. Continues Service: A Staff member who will WORK continually in shifts Intermittent Service and they will avail weekly test on Sunday Example -All Teaching & Non-Teaching Staff

3.1.6. Continues Service: A Staff member who will work continually in shifts without interval is called as Continuous service staff and they will avail rest on different days in a week. They will available in inition duty in shit for 24 hours in day. Example:- Hostel Wardens & House keeping Supervisor etc.

3.2 Appointments:-

3.2.1. Source of Manpower: For recruitment purpose, the following methods for recruitment may be followed

- i. Inviting Applications through Open advertisement in leading Newspaper
- ii. Selected through Walk-in-Interview by open advertisement.
- iii. Referrals in case of emergency.


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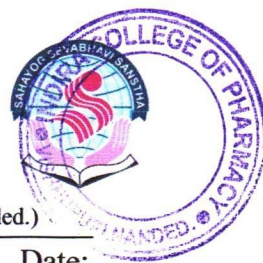


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3.2.2 Appointing Authority- is the Management. The Secretary who have the powers for appointment for a particular category of employment.

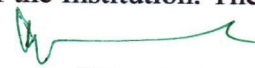
- i. All appointments to any categories of post shall be made by appointing Authority on. The recommendation of the selection committee constituted by competent authority
- ii. Qualification and experience for the appointment of teaching staff, AICTE norms wherever applicable shall be followed.

3.2.3 Selections & Joining:- Every applicant for employment as teaching faculty is required to fill up and sign the prescribed/Bio-data information form and undergo:

- i. A test interview of proficiency in the job he seeks for the manner considered if necessary for the purpose.
- ii. The applicant should present a demo on the technical or on the subject of the concerned field before Selection Committee.
- iii. Every person appointed must sign on the duplicate copy of the appointment order to indicate his/her acceptance of the Service Rules of the College
- iv. Appointments shall be subject to prior submission of original certificates of governing his/her employment.
- v. The services of any employee on probation may be terminated without assigning any reason whatsoever
- vi. An employee may resign for his services in the college even after his confirmation by giving one month notice in advance or by paying an amount equal to one month salary in lieu of notice period provided there are no dues outstanding against the employee.
- vii. HOD's/Section In-charges will circulated the Service & Conduct Rules to satisfy after appointment and it is the employee's responsibility to read the Service Rules to familiarize him/herself with all policies and procedures of the Institution.

3.3 Increments, Promotions and Resignations:-

3.3.1 Performance, Self Appraisal, and Review Process: Performance Self Appraisals shall be done for all the teaching staff members of the Institution. The self


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appraisal will be concurred by the immediate Head of the Department, Head of the Institution and will be considered at the next level evaluation.

3.3.2 Grant of Increment:- Increment of any numbers of staff, Teaching or non teaching will depend upon the performance of his working ability satisfaction he/she gives to the management in discharge of his duties which include teaching feedback, regular in attendance. Self appraisal and his contribution to growth of the dept. or organisation etc.

3.3.3 Promotion

- i. The faculty up gradation shall be considered strictly as per AICTE norms
- ii. Up gradation of other staff will not necessarily depend solely on seniority

The following factors will also be taken into account:


- a. Past performance record
- b. Potential for higher responsibilities
- c. Punctuality and good conduct in the institution premises
- d. Requirement of those particular categories of staff member.

3.3.4 Demotion A demotion is defined as a re-assignment from one position to another position at a lower pay grade or lower salary range. A demotion can also be defined as a re assignment of duties to a lower level of pay or responsibility even if there is no change in the employee's job or title or position. Demotions may occur if work is eliminated or abolishes or re- organized disciplinary action or if a staff member is unable to perform the work satisfactorily

3.3.5 Resignations, Retirements and Terminations:-

A) Resignations:-

- a) An employee, desirous of leaving the institution, shall give one month advance notice or pay back one-month salary in lieu of notice period to the institution before leaving
- b) Notwithstanding what is stated above, the management reserves its right to refuse or to accept the resignation of an employee when disciplinary proceedings are pending against him for any such reason


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B) Retirement:- All employees (except Principal) would superannuate normally on attaining the age of 70 (seventy) years. However, in exceptional cases, the service can be extended and hired of decided by the appointing authority and or as per norms of the AICTE

3.5.6 Termination of Service

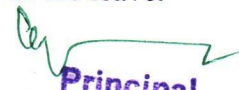
- i. The Management reserves the right to terminate the service of an employee by giving one month notice in writing without assigning any reason whatsoever or by paying one month pay to the employee for the equivalent period in lieu thereof as agreed upon.
- ii. The Management shall have the right to dismiss an employee summarily without any compensation whatsoever if the employee is found guilty of breach of organization.

4. LEAVE RULES

4.1. Introduction: Leave Rules shall mean Casual Leave, Special CL, Medical Leave, Maternity Leave, Paternity Leave, Earned Leave, Leave on Loss of Pay. These Leave rules came in force with effect from the date of circulation of these rules. These Rules shall apply only & to all the permanent & probationary employees of the Indira College of Pharmacy, Nanded, but not to contract or casual employee.

4.2 Leave Procedure:-

- i. Leave shall be granted in advance accordance with the format prescribed for that leave.
- ii. Leave cannot be claimed by any employee as a matter of right
- iii. For purpose of Leave, Leave year shall be reckoned for calendar year i.e. from January 01 to December 31 of every year.
- iv. Leave application shall be submitted in the prescribed form to the Head of the Department who will forward to the principal and all HODs will submit the leave applications to the Principal/Dean/ Director for sanction in advance every day in the morning.
- v. The leave Application shall be submitted well in advance and ought to be sanctioned by the appropriate authority before availing of the leave.


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- vi. A record of all sanctioned leave shall be maintained in the Establishment section of Admin office.
- vii. An employee who is placed under suspension during the enquiry shall not be granted leave.
- viii. Employee on probation period of two years will be granted casual leave a day (One day) for completion of one month's work
- ix. No leave will be sanctioned on telephone except in case of CL's in emergency circumstances/sudden illness etc. All leaves shall however be regularized in writing immediately.


5. DUTIES & JOB RESPONSIBILITIES

5.1 Holidays & Festivals

- i. The working days of the Institutions shall be from Monday to Saturday, The Institution shall observe a minimum of 90 working days per semester whilst means at least 180 working days during an academic year. However, special classes/additional working days may be arranged, and when, need arises
- ii. Festival holidays of the Institutions shall be as per holiday's schedule of SRTMU calendar

5.2.1 Duties and Responsibilities of Administrative Officer

1. He has to coordinate all the activities of the college in consultation with Principal/Director
2. All the non-teaching staff are under Administrative Officer control
3. He should allot the duties to all the Administrative staff in consultation with the Principal/Director and monitor their day to day work
4. He has to monitor and update list of employees and their personal files (both teaching and non-teaching)
5. Should recommend the leaves and vacation for administrative and ministerial staff
6. Monitoring the leave records of the staff
7. He should connect with the parents, students, department staff and their administrative problems


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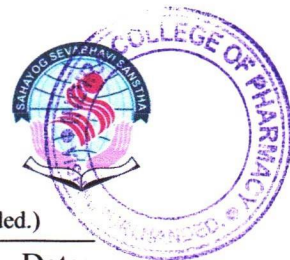


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8. He should take care of the assets of the Institute, He should see that the assets are properly safe guarded
9. He shall dispose of routine correspondence not involving policy matters
10. Monitoring the issue of stationary and maintenance of concerned records.
11. He shall be the custodian of the original certificates of all staff members
12. He shall plan and procure the requirements for the college and departments in consultation with department heads and Principal/Director

5.2.2 DUTIES OF ACCOUNTS AND AUDIT SECTIONS:

1. Preparation of Budes Estimates and Reserved Estimates.
2. Maintenance of contingent registers
3. Maintenance Cash books
4. Payment of Salaries
5. Re-conciliation of expenditure and receipts every month with banks
6. Fee Collection watch register
7. Safe Custody of Security Bonds, Title Deeds, Lease Deeds, E.M.Ds, D.Ds, Cheques etc.,
8. Collection of all fees from the students and Remittance into related accounts.
9. Remittance of fee payable to University Affiliation, Registration and Fee remittable towards other Services
10. Shall return the deposits to the students at time leaving the institution

5.2.3 Duties of HOD's

- To ensure smooth functioning of his department
- Conduct of class work and adjustment of staff in case leaves.
- To arrange required equipment and other instruction materials in the Laboratories
- To assign the Lab In-charges in the department
- Arranging guest lecturers / Seminars/ adjunct faculty.
- To see the completion of syllabus as per the university Academic, calendar.
- Maintenance of staff & student's attendance records in the Department


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- To Guide teaching faculty and nonteaching staff in the department.
- Conducting internal and external lab exams.
- To analyze the results of students and take improvement measures.

5.2.4 Teaching Faculty/ Lab in charges

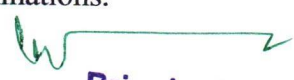
- To conduct lectures and Lab Experiments as per the time tables.
- Maintain the class attendance Registers
- Maintenance of lab equipment and stock registers
- Prepare and issue lab manuals for experiments practical's to the Students
- To guide the students in organizing seminars:
- To guide students in mini main project work
- Student counseling and contacting the Parents as class In charge.
- To ensure the completion of syllabus in time.
- To attend any other duty assigned by the HOD/ Principal time to time

5.2.5 Non teaching/Supporting Staff

- To assist the Faculty and HOD of the concerned department.
- Guiding the students in the laboratory in conducting the practical's/experiments.
- To handle and maintain the stock registers in the labs.
- To assist the Lab in charges
- To maintain the Lab equipment in good condition.
- To issue & maintain the Lab manual in the labs.

5.2.6 In charge Examination Cell

- Constant pursue with examination portal of SRTMU
- Smooth conduct of internal/external examinations & submission of sealed answer scripts to University
- To drive the Examination schedules of External labs & mid terms.
- Analyzing of Results of Semester exams.
- Collecting Exam stationery in time.
- Maintaining academic schedules connected with Examinations.


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5.2.7 Library In charge

- Procurement and stocking of all text books & reference books.
- Documentation and Monitoring of library and Information centre.
- Issue and receiving of books to from the students.
- To maintain the Journals and Periodicals.
- Display of all important notifications and Opportunities in Notice Board

5.2.8 Duties of Staff members

To conduct on campus interviews in college premises/off campus Interviews.

To develop continuous rapport with industries/ Companies for Interaction of the students

Provide short term training courses to the students.

To pursue the higher education opportunities to students


To arrange a seminars/Counseling on educational opportunities

To motivate guide the students to improve their soft skills to attend Interviews

Collecting and maintaining student data base and organize Alumni

5.2.9 Duties of Class In charges or Class Teachers:

1. To guide the students about rules of attendance (general), Industrial Visits, sports, etc.
2. The attendance of the students who have less than 75% must be sent to the parents by post.
3. Internal marks of all the students should be sent to the parents.
4. Answer student queries and grievances
5. Meeting the parents of students, especially defaulters
6. To inform the HOD about making alternate arrangement for lectures, and practical when a faculty is absent.
7. To coordinate with the Attendance Committee of the department to update attendance
8. To collect information regarding slow learners from the subject teachers and arrange remedial classes, counseling sessions in consultation with the HOD.
9. Identify good students and motivate them to excel.


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10. Update data regarding students' achievements in academics, sports, extracurricular activities etc.

5.2.10. Academic and R&D activities of the Department

1. To arrange guest lectures, preferably in specialization related to the department with a view to widen the horizons of knowledge. Prepare a list of eminent academicians, who could be invited to deliver guest lectures
2. To organize conferences/ seminars/Workshops/FDPs periodically
3. To monitor students' development and problems through Feedback and counseling.
4. To motivate and encourage the faculty to take up


5.2.11. R&D and Academic Projects

1. Publication of Newsletters
2. Organizing & coordinating consultancy service
3. Testing/repair services of instruments and equipment
4. Industry Institution interaction
5. Dissemination of knowledge through guest lecturers
6. Preparation of project proposals for funding
7. To provide the required information to the Principal/Director from time to time head in his/her absence
8. To nominate the senior most faculty as in-charge
9. Any other duty as assigned by the Principal/Director

6. EVALUATION OF FACULTY FEED-BACK

6.1 Performance/Teaching:- Feed-back on Faculty teaching is assessed in the following responsibilities of the three stages and the faculty with the poor feedback will be given opportunity for able in improvement of teaching ability before terminating the services. Knowledge.

6.2 Monthly Feedback from the Students: Subject-wise students 'feed-back on the guest lectures, teaching of Faculty members will be assessed in any week of the month during the/workshops/instructions period directly in the class review meetings in


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presence of HOD & Class and problem. Representatives of Each class. Improvement areas required, if any, will be notified to the faculty to take faculty concerned.



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