

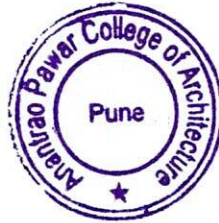
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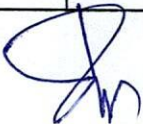
Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
1	Institute Policies	1
2	Administration Setup	9
3	Appointment and Service Rule	12
4	Recruitment Procedure	21
5	MOU's	31
6	Strategy Deployment	46




Principal
Anant Rao Pawar College of
Architecture, Parvati, Pune-9

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Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
1	Institute Policies	1



Green Campus Policy

OBJECTIVE

Green campus aims to

- Sweep away wasteful inefficiencies and using conventional sources of energy for daily power needs of the campus
- Encourage sustainable lifestyle
- Impose disposal methods
- Support eco-friendly recycling measures and awareness in all forms

INITIATIVES / SUGGESTIONS PROPOSED

Solar Power

- Installation of solar panels for electricity needs
- Encourage to use natural light than electric bulbs wherever possible


Rain Water Harvesting and waste water recycling

- Installation of network of PVC pipes and gutters to direct rain water from the roof to one or more filter chambers which can be created with PVC barrels/tanks and connect it to open well/borewell to recharge shallow aquifers.
- Rooftop rain water collection tanks with simple mesh to filter big particles, can be consumed in washrooms for flush tanks in toilets.
- Water from air conditioners can be used to water potted plants in the building.

RRR – Reduce , Reuse , Recycle

- Focus on reducing waste by going paperless. Use Moodle to conduct quizzes, submission of assignment, sharing e-books, feedback assessment, etc.
- Communication and circulars through college website and class WhatsApp groups managed by the faculty members.
- Ban single use plastic cups, straws, plates, etc in cafeteria and throughout the campus
- Promote reuse of working components in e-waste.
- Organise various competitions to encourage students to reuse waste materials to create artifacts.
- Installation of compost bins to recycle wet biodegradable garbage to produce compost.
- Water filters and bottle refill stations at multiple points to encourage students to use reusable water bottles.




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E-Waste recycling

- When upgrading labs with higher configuration systems, the old systems are reused in libraries and staffroom to serve basic needs like browsing and test editing.
- Use assembled PCs in the campus; hence working components of old computers is well-kept-up to be reused when necessary.
- Conduct E-waste collection drive and awareness programmes to educate students about the hazardous effects of its improper disposal.
- Installing E-Waste Recycling Bins
- Outsource recycling to registered E-Waste Management Agencies.

Segregation of solid waste

- Keep dry waste garbage bin in the classrooms as this can reduce littering in the classroom.
- Wet waste and dry waste are segregated in the college, as per the guidelines given by Corporation.
- Use colour coded garbage bins throughout the campus. This will avoid confusions and garbage disposal in wrong bins.
- Conduct plantation drives in collaborations.

Organic gardening, Kitchen gardening

- Compost made in campus can be used for organic gardening in the campus.
- Well maintained gardens throughout the campus.
- Small Kitchen garden



The **Management** of the College constitutes of the Congregation of the Chhatrapati Shahu Maharaj. It is the highest decision-making body which is in constant touch with the Principal on all matters pertaining to the smooth functioning of the institution.

This is followed by the **Governing Body** of the College which meets at least thrice a year to discuss issues relating to finance, infrastructure, faculty recruitment and the matters related to the overall development of college.

The **Principal** is assisted by the Teachers-in-Charge (TIC), the Staff Council (all teaching faculty) and the Non-Teaching Staff which comprises of the Administrative Officer, Section Officers (one for Accounts Office and one for the General Administration), Senior and Junior Office Assistants and manual staff.

The TIC oversees the smooth functioning of the department for which meetings are held on a regular basis to discuss issues and concerns relating to curricular and extra-curricular activities.

Staff Council meetings are held at least twice every semester for the effective planning and implementation of programmes like teaching, learning, academic administration, curricular and extracurricular activities.

The College also has **Internal Quality Assurance Cell (IQAC)** which works towards realisation of the goals of quality enhancement and sustenance. The IQAC plays an important role for monitoring the internal quality of the institution.

Student Council meetings are held regularly to address the student related issues and organizing extracurricular activities through various Cultural Societies.

College Committees: Various committees are constituted for the planning, preparation and execution of academic, administrative and extra-curricular purposes. Each committee consists of the Convenor and its members.

The **Anti Ragging Cell, Grievance Redressal Committee, Anti-Ragging Cell** and the **Internal Complaints Committee:** The objective of these committees is to ensure that no violation of rules takes place within the College and work towards addressing and settling grievances if any.

Anantrao Pawar College of Architecture (APCOA), Pune INDIA

Office No. 020-24219901 / 24213301, Website: www.apcoapune.org

POLICY ON SEXUAL HARASSMENT

Preamble:

The Internal Complaint Committee of Anantrao Pawar College of Architecture (APCOA), Pune is committed to provide a conducive environment, free from violence, harassment, and exploitation amongst the students, teaching & non-teaching staff on the college campus. This includes all forms of gender violence, sexual harassment against women. The Committee members are expected to render full assistance to the "aggrieved woman" in writing the complaint of Sexual Harassment, the members should also be aware of the responsibilities and duties under the UGC Regulations as well as under the Sexual Harassment of Women at Workplace Act, 2013. Formation of the Internal Complaint Committee: The Internal Complaint Committee of the APCOA is formed under Section 4 of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institution) Regulation, 2015 & under Section 4 of Sexual Harassment of Women at Workplace (Prohibition, Prevention & Redressal) Act, 2013.

Historical Background of the Sexual Harassment of Women at Workplace Act, 2013

The writ petition was filed before the Supreme Court expressing the lacuna in the legislative policy in the matters of Sexual Harassment of Women at Workplace as it violates Articles 14,15,19 & 21 of the Constitution of India. To fill the legislative gap, the Supreme Court laid down the following guidelines for the redressal of Sexual Harassment of Women at Workplace, the guidelines as also known as the "Vishaka Guidelines":

- i) Duty of the employer to prevent the sexual harassment of women at the workplace & to provide for the procedures for resolution and settlement.
- ii) The rules and regulations relating to conduct and discipline in any Government or Private enterprise should include rules and regulations relating to sexual harassment of women at the workplace.
- iii) Appropriate work conditions for women to ensure that there is no hostile environment for women at workplaces.
- iv) An appropriate Complaint Mechanism should be made for the victim to ensure time-bound redressal of the cases.
- v) The Head of the Complaint Committee should be a woman & more than half of the members should be women & to maintain impartiality, the Complaint Committee should involve a third party

In 2013, Parliament made legislation on Sexual Harassment named "Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 (POSH Act). The Act was enacted with the basic objective of preventing and protecting sexual harassment at the workplace & to ensure redressal mechanism.



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Architecture Parvati, Pune-9

Declaration of the Policy

APCOA shall value the dignity of women & guarantee full respect for the “Fundamental Rights” under Article 14,15,19 & 21 of the Constitution of India. To achieve Gender Equality amongst the employees & students, all forms of sexual harassment in the employment, education, or training environment are declared as unlawful under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 & UGC Regulations as well as under the Sexual Harassment of Women at Workplace Act, 2013.

Objectives of the Policy:

- To fulfill the requirements of the Sexual Harassment of Women at Workplace At, 2013 (POSH Act).
- To ensure that the in-house Grievance Redressal Mechanism as mentioned under the Act is implemented to the full letter and spirit.
- To provide an environment free of gender discrimination.
- To assist the “Aggrieved Woman” to make the complaint relating to Sexual Harassment of Women at Workplace.
- To create a secure physical and social environment that will deter acts of sexual harassment

Definitions:

Aggrieved Woman: Section 2(a) of the Act mentions as: “Aggrieved woman” means

- i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house.

Sexual Harassment: Section 2(n) of the Act mentions as: “Sexual Harassment” includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- i) physical contact and advances; or
- ii) a demand or request for sexual favors; or
- iii) making sexually colored remarks; or
- iv) showing pornography; or
- v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

Workplace: Section 2(o) of the Act mentions as:

- i) any department, organization, undertaking, establishment, enterprise, institution, office, branch, or unit which is established, owned, controlled, or wholly or substantially



- financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;
- ii) any private sector organization or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organization, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;
 - iii) hospitals or nursing homes;
 - iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports, or other activities relating thereto;
 - v) any place visited by the employee arising out of or during the course of employment including transportation by the employer for undertaking such journey;
 - vi) a dwelling place or a house;

Composition of the Committee:

- i) A Presiding Officer who shall be a woman employed at a senior level at the workplace from amongst the employees: Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace
- ii) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have the legal knowledge
- iii) At least one-half of the total Members so nominated shall be women.
- iv) If the case involves against the student at the college, then two members of the Committee shall be taken from the student community. Jurisdiction of the Committee: The Rules and Regulations outlined in this policy shall be applicable to all the complaints relating to Sexual Harassment at Workplace: When one member (faculty or the student) has sexually harassed the other member within the educational institution.

Powers of the Committee:

- i) The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.
- ii) The Committee shall have the power to issue interim directions to any person participating in the proceedings before it.
- iii) The Committee before initiating an inquiry under the Act may undergo "Conciliation" under Section 10 of the Act if both the parties agree to it.

Procedure to be followed by the Committee:

- i) The Committee shall meet as and when any complaint is received by it. Complaints may be received by any member of the committee.



- ii) The Committee may direct the complainant to prepare and submit a detailed statement of incidents if the written complaint lacks exactness and required particulars, within a period of five (5) days from such direction, the Committee members shall assist in writing the complaint.
- iii) The Committee shall direct the accused employee(s)/student(s) to prepare and submit a written response to the complaint/allegations within a period of five (5) days from such direction or such other time period as the Committee may decide.
- iv) Each party shall be provided with a copy of the written statement(s) submitted by the other.
- v) The Committee shall allow both parties to produce relevant documents and witnesses to support their case. The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
- vi) The Committee shall make all endeavors to complete its proceedings within a period of Ninety (90) days from the date of receipt of the complaint.
- vii) On the completion of an inquiry under this Act, the Internal Committee shall provide a report of its findings to the employer within a period of ten days (10) from the date of completion of the inquiry, and such report be made available to the concerned parties.
- viii) Where the Internal Committee arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the Employer to act for sexual harassment as a misconduct in accordance with the provisions of the Service Rules applicable to the respondent & he shall also be liable to pay to the victim, the compensation amount of as decided by the Committee, which shall be deducted from the salary or wages of the respondent.

Members of the Internal Complaint Committee

Sr. No.	Name & Designation	Position in the Committee
1	Prof. Almas Mirshikari	Chairperson
2	Dr. Archana Ladkat	In-charge
3	Prof. Shailaja Bhagwat	Member
4	Prof. Toufik Bagwan	Member
5	Mrs. Smita Bankar	Member



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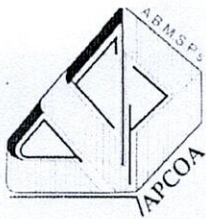
Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
2	Administration Setup	9

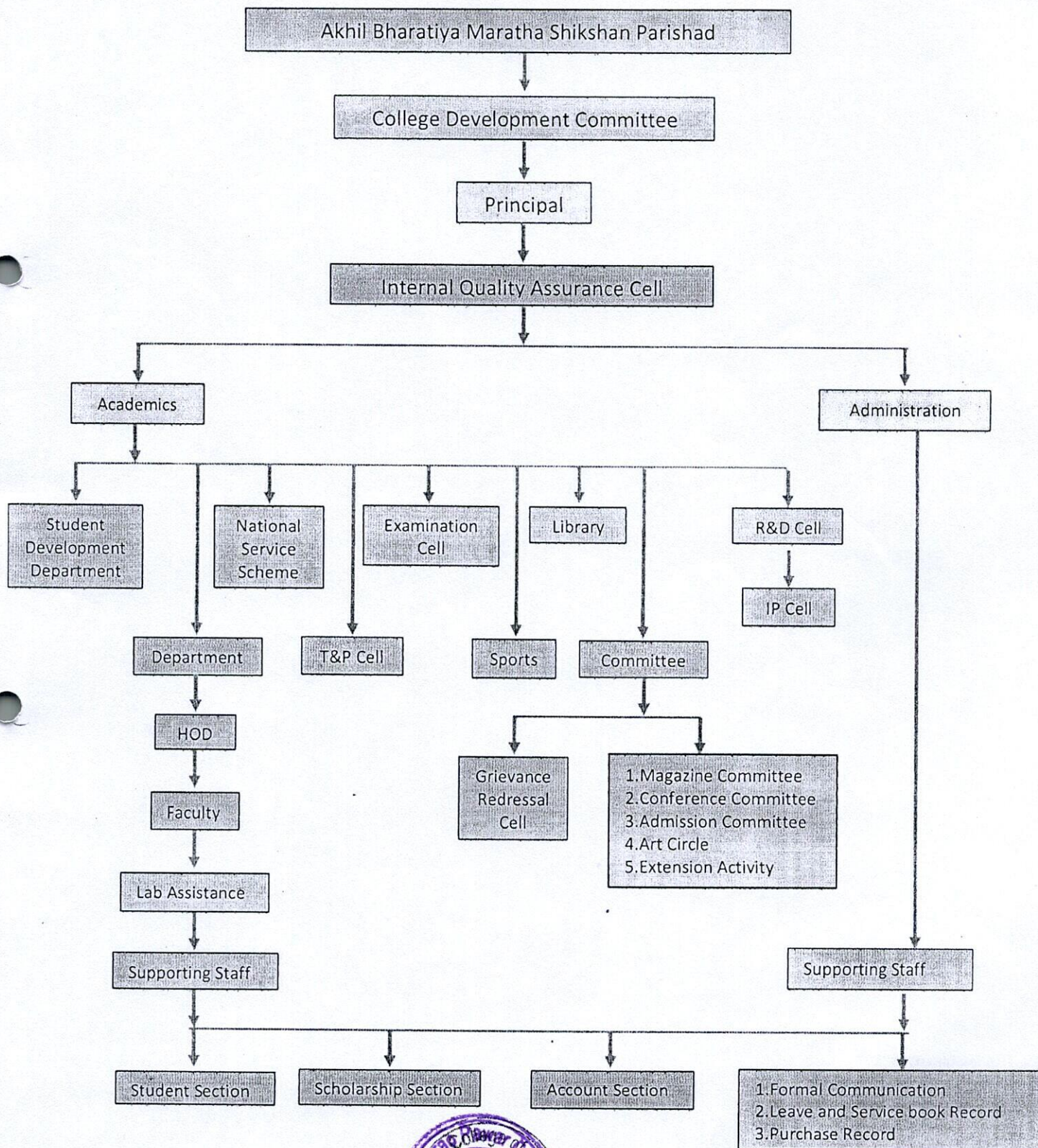




Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University

University Identification No. PU/PN/Arch / 462 /2014, Council of architecture code - MH 71, DTE code- AR6837

ORGANIZATION STRUCTURE OF INSTITUTE



AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD'S MANAGEMENT COUNCIL BODY



Hon. Shri. Sharadrao Pawar
President



Hon. Shri. Ajitdada Pawar
Vice-President



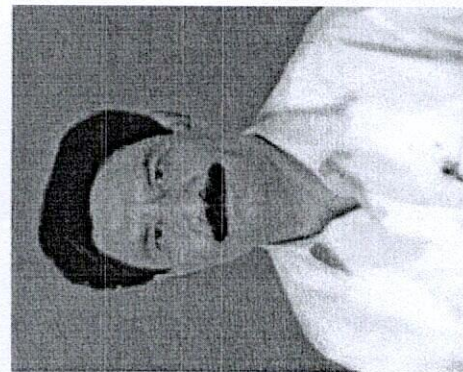
Hon. Shri. Shashikant Sutar
Vice-President



Hon. Mrs. Pramila Gaikwad
Secretary



Hon. Shri. Sandeep Kadam
Joint-Secretary



Hon. Shri. Bhagwanrao Salunkhe
Joint-Secretary



Late Vasantryao Thorat
Treasurer



Hon. Shri. Vijaysinh Jedhe
Treasurer



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Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
3	Appointment and Service Rule	12





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Registered under Societies Registration Act XXI of 1860
& Bombay Public Trust Act XXIX of 1950
Reg. No. F-75 (P)

Pune Office : Akhil Bharatiya Maratha Shikshan Parishad's Prashaskiya Bhawan,
Shahu College Campus, Parvati, Pune 411 009.
☎ : (020) 24215142, 24220382. Email : abmsparishad@gmail.com, Website : abmsppune.org
Mumbai Office : Rajarshi Shahu Maharaj Boy's Hostel, Bandra (East),
Mumbai - 400 051. ☎ (022) 26442062

Estd : 1907 Shivshak : 234

President

Hon. Sharadrao Govindrao Pawar

Vice President

Hon. Ajitdada Anantrao Pawar

Hon. Shashikant Shankarrao Sutar

General Secretary

Hon. Pramila Bhagwatrao Gaikwad

Joint Secretary

Hon. Sandeep Sudamrao Kadam

Hon. Bhagwanrao Baburao Salunkhe

Treasurer

Hon. Vijaysinh Yashwantrao Jedhe

Chairman, Governing Council

Hon. Sanjay Baburao Shete

Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi

Ref. No. : 745/2021-22

Date : 1/6/2021

APPOINTMENT ORDER

To,
Mr. Sunilkumar Bhosale
A, 601 La Salette, Off Magarpatta,
Kharadi Road, Near Mundhwa Railway Bridge,
Hadapsar, Pune - 411036

Subject: Appointment for the post of Professor Design Chair.

In terms of your application and subsequent interview, we are pleased to appoint you as a **Professor Design Chair** of Akhil Bharatiya Maratha Shikshan Parishad's Anantrao Pawar College of Architecture, Parvati, Pune w.e.f. 01.06.2021 on **following terms and conditions:-**

- 1] Your service will be governed by the Maharashtra University Act, 2016 statues code of conduct, ordinances and rules and regulation laid down by the Savitribai Phule Pune University and State Government, Society and College from time to time.
- 2] Your appointment is on Ad-hoc basis, for the Academic Year 2021-22, (prescribed by Savitribai Phule Pune University) from the date of joining for duties.
- 3] You will be paid Consolidated Salary Of Rs.52,500 /-[Rupees FiftyTwo Thousand Five Hundred Only] per month.
- 4] You will submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheet, experience certificate, degree certificate, relieving certificate, last pay certificate, cast certificate, cast validity certificate, change of name certificate (if any) etc. before of joining your duties.
- 5] You will not conduct or engage yourself in any private tuitions or private coaching classes. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuation of your service, without the permission of the Competent Authority.



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☎ : (020) 24215142, 24220362. Email : abmsparishad@gmail.com, Website : abmsppune.org

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Hon. Sharadrao Govindrao Pawar

Vice President
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Hon. Shashikant Shankarrao Sutar

General Secretary
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Joint Secretary
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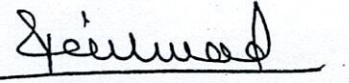
Treasurer
Hon. Vijaysinh Yashwantrao Jedhe

Chairman, Governing Council
Hon. Sanjay Baburao Shete

Chairman, Pune Divisional
Executive Committee
Hon. Abhimanyu Dodhaji Suryavanshi

- 6] You will have to give one month notice or one month basic pay in lieu of notice period during non academics or three months notice during academic period while resigning the job as the case may be from both sides / party.
- 7] If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Authority.
- 8] You will communicate your acceptance within seven days from the date of this order of appointment, failing which your appointment is liable to be cancelled. Acceptance form is enclosed.




Mrs. Pramila B. Gaikwad
(General Secretary)

C.C. to –
Principal
Anantrao Pawar College of Architecture
Parvati Pune

Acknowledgement:-
To,
The Principal
APCOA, Parvati, Pune

Respected sir,

I have read and understood all the contents of this letter and agreed to abide by the same. I will join / have joined the duties from

.....

Name : .. SUNILKUMAR BHOSALE

Sign

Place : .. PUNE

Date : .. 01/09/2022

Original Recd

AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD

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Hon. Bhagwanrao Baburao Salunkhe

Treasurer

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Chairman, Governing Council

Hon. Sanjay Baburao Shete

Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi

Ref. No. : 12(7) / 2020-21

Date : 19/06/2020

APPOINTMENT ORDER

To,
Mrs. Shilpa Anand Ingawale
F-1, Onkar Park, Phase - 03,
Near Rajmudra Society Dhankawadi,
Pune - 43

Subject: Appointment for the post of Associate Professor.

In terms of your application and subsequent interview, we are pleased to appoint you as a **Associate Professor** of Akhil Bharatiya Maratha Shikshan Parishad's Anantrao Pawar College of Architecture, Parvati, Pune w.e.f. 15.06.2020 on following terms and conditions:-

- 1] Your service will be governed by the Maharashtra University Act, 2016 statues code of conduct, ordinances and rules and regulation laid down by the Savitribai Phule Pune University and State Government, Society and College from time to time.
- 2] Your appointment is on Adhoc basis, for the Academic Year 2020-21, (prescribed by Savitribai Phule Pune University) from the date of joining for duties.
- 3] You will be paid Salary in the pay band of Rs. 37400 – 67000/-and AGP is 9000/- accordingly your gross salary per month will be Rs. 49,790/-
- 4] You will submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheet, experience certificate, degree certificate, relieving certificate, last pay certificate, cast certificate, cast validity certificate, change of name certificate (if any) etc. before of joining your duties.
- 5] You will not conduct or engage yourself in any private tuitions or private coaching classes. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuation of your service, without the permission of the Competent Authority.

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Vice President

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Hon. Shashikant Shankarrao Sutar

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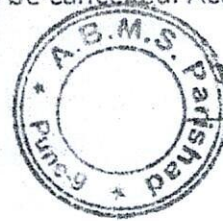
Hon. Sanjay Baburao Shete

Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi

- 6] You will have to give one month notice or one month basic pay in lieu of notice period during non academics or three months notice during academic period while resigning the job as the case may be from both sides / party.
- 7] If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Authority.
- 8] You will communicate your acceptance within seven days from the date of this order of appointment, failing which your appointment is liable to be cancelled. Acceptance form is enclosed.



Pramila B. Gaikwad
Mrs. Pramila B. Gaikwad
(General Secretary)

C.C. to –

Principal

Anantrao Pawar College of Architecture

Parvati Pune

Acknowledgement:-

To,

The Principal

APCOA, Parvati, Pune

Respected sir,

I have read and understood all the contents of this letter and agreed to abide by the same. I will join / have joined the duties from

.....

Name : *Prof. Shilpa A. Ingawale*

Sign : *Shilpa A. Ingawale*

Place : *Pune*

Date : *19.6.2020*



Estd : 1907 Shivshak : 234

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Reg. No. F-75 (P)

Pune Office : Akhil Bharatiya Maratha Shikshan Parishad's Prashaskiya Bhawan,
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Vice President

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Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi



Ref. No. : 748/2021-22

Date : 1/6/2021

APPOINTMENT ORDER

To,
Ms. Dandekar Vaishali
Parvati Charan Society,
2nd Floor, Laxminagar
Pune.

Subject: Appointment for the post of Assistant Professor.

In terms of your application and subsequent interview, we are pleased to appoint you as a **Assistant Professor** of Akhil Bharatiya Marath Shikshan Parishad's Anantrao Pawar College of Architecture, Parvati, Pune w.e.f. 01.06.2021 on **following terms and conditions:-**

- 1] Your service will be governed by the Maharashtra University Act 2016 statues code of conduct, ordinances and rules and regulation laid down by the Savitribai Phule Pune University and State Government, Society and College from time to time.
- 2] Your appointment is on Ad-hoc basis, for the Academic Year 2021-22, (prescribed by Savitribai Phule Pune University) from the date of joining for duties.
- 3] You will be paid Consolidated Salary Of Rs.37,926 /-[Rupees Thirty seven Thousand Nine Hundred Twenty Six Only] per month.
- 4] You will submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheet experience certificate, degree certificate, relieving certificate, last pay certificate, cast certificate, cast validity certificate, change of name certificate (if any) etc. before of joining your duties.
- 5] You will not conduct or engage yourself in any private tuitions or private coaching classes. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuation of your service, without the permission of the Competent Authority.



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& Bombay Public Trust Act XXIX of 1950

Reg. No. F-75 (P)

Pune Office : Akhil Bharatiya Maratha Shikshan Parishad's Prashaskiya Bhawan,
Shahu College Campus, Parvati, Pune 411 009.

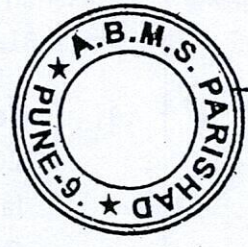
☎ : (020) 24215142, 24220382. Email : abmsparishad@gmail.com, Website : abmsppune.org

Mumbai Office : Rajarshi Shahu Maharaj Boy's Hostel, Bandra (East),
Mumbai - 400 051. ☎ (022) 26442062

Estd : 1907 Shivshak : 234

- President
Hon. Sharadrao Govindrao Pawar
- Vice President
Hon. Ajitdada Anantrao Pawar
Hon. Shashikant Shankarrao Sutar
- General Secretary
Hon. Pramila Bhagwatrao Gaikwad
- Joint Secretary
Hon. Sandeep Sudamrao Kadam
Hon. Bhagwanrao Baburao Salunkhe
- Treasurer
Hon. Vijaysinh Yashwantrao Jedhe
- Chairman, Governing Council
Hon. Sanjay Baburao Shete
- Chairman, Pune Divisional
Executive Committee
Hon. Abhimanyu Dodhaji Suryavanshi

- 6] You will have to give one month notice or one month basic pay in lieu of notice period during non academics or three months notice during academic period while resigning the job as the case may be from both sides / party.
- 7] If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Authority.
- 8] You will communicate your acceptance within seven days from the date of this order of appointment, failing which your appointment is liable to be cancelled. Acceptance form is enclosed.



[Signature]
Mrs. Pramila B. Gaikwad
(General Secretary)

C.C. to –
Principal
Anantrao Pawar College of Architecture
Parvati Pune

Acknowledgement:-
To,
The Principal
APCOA, Parvati, Pune

Respected sir,

I have read and understood all the contents of this letter and agreed to abide by the same. I will join / have joined the duties from

Name : An. Vaishali Dandekar Sign [Signature]
Place : Pune Date : 1/08/22

Received.

Registered under Societies Registration Act XXI of 1860
& Bombay Public Trust Act XXIX of 1950

Reg. No. F-75 (P)

Pune Office : Akhil Bharatiya Maratha Shikshan Parishad's Prashaskiya Bhawan,
Shahu College Campus, Parvati, Pune 411 003.

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Estd : 1907 Shivshak : 234

President

Hon. Sharadrao Govindrao Pawar

Vice President

Hon. Ajitdada Anantrao Pawar

Hon. Shashikant Shankarrao Sutar

General Secretary

Hon. Pramila Bhagwattrao Gaikwad

Joint Secretary

Hon. Sandeep Sudamrao Kadam

Hon. Bhagwanrao Baburao Salunkhe

Treasurer

Hon. Vijaysinh Yashwantrao Jedhe

Chairman, Governing Council

Hon. Sanjay Baburao Shete

Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi

Ref. No. : 754/2021-22

Date : / /2021

APPOINTMENT ORDER

To,

Ms. Vijay Randhave

Jambhulwadi , Lipane vastie kaka pawar Falima near

Shivam Heights falt No - 301 ,

Pune.

Subject: Appointment for the post of Peon.

In terms of your application and subsequent interview, we are pleased to appoint you as a **Peon** of Akhil Bharatiya Maratha Shikshan Parishad's Anantrao Pawar College of Architecture, Parvati, Pune w.e.f. 01.06.2021 on **following terms and conditions:-**

- 1] Your service will be governed by the Maharashtra University Act, 2016 statues code of conduct, ordinances and rules and regulation laid down by the Savitribai Phule Pune University and State Government, Society and College from time to time.
- 2] Your appointment is on temporary basis, for the Academic Year 2021-22, (prescribed by Savitribai Phule Pune University) from the date of joining for duties.
- 3] You will be paid Consolidated Salary Of Rs. 10,000/- [Rupees Ten Thousand Only] per month.
- 4] You will submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheet, experience certificate, degree certificate, relieving certificate, last pay certificate, cast certificate, cast validity certificate, change of name certificate (if any) etc. before of joining your duties.
- 5] You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuation of your service, without the permission of the Competent Authority.



Vijay Randhave

ओशीजनल प्रत मिजाली.

AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD

Registered under Societies Registration Act XXI of 1860
& Bombay Public Trust Act XXIX of 1950
Reg. No. F-75 (P)

Pune Office : Akhil Bharatiya Maratha Shikshan Parishad's Prashaskiya Bhawan,
Shahu College Campus, Parvati, Pune 411 009.

☎ : (020) 24215142, 24220382. Email : abmsparishad@gmail.com, Website : abmsppune.org

Mumbai Office : Rajarshi Shahu Maharaj Boy's Hostel, Bandra (East),
Mumbai-400 051. ☎ (022) 26442062

Estd : 1907 Shivshak : 234

President

Hon. Sharadrao Govindrao Pawar

Vice President

Hon. Ajitdada Anantrao Pawar

Hon. Shashikant Shankarrao Sutar

General Secretary

Hon. Pramila Bhagwatrao Gaikwad

Joint Secretary

Hon. Sandeep Sudamrao Kadam

Hon. Bhagwanrao Baburao Salunkhe

Treasurer

Hon. Vijaysinh Yashwantrao Jedhe

Chairman, Governing Council

Hon. Sanjay Baburao Shete

Chairman, Pune Divisional

Executive Committee

Hon. Abhimanyu Dodhaji Suryavanshi

- 6]. You will have to give one month notice or one month basic pay in lieu of notice period during non academics or three months notice during academic period while resigning the job as the case may be from both sides / party.
- 7] If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Authority.
- 8] You will communicate your acceptance within seven days from the date of this order of appointment, failing which your appointment is liable to be cancelled. Acceptance form is enclosed.
- 9] You should accept the Management Policy of Akhil Bharatiya Maratha Shikshin Parishad, Pune, while joining the duties.



Pramila B. Gaikwad

Mrs. Pramila B. Gaikwad
(General Secretary)

Copy to –

The Principal

Anantrao Pawar College of Architecture

Parvati Pune-09

Acceptance and Acknowledgement:

Respected Madam,

I have read and understood all the contents of this letter and agreed to abide by the same. I will join / have joined the duties from

I have gone through the Management Policy of Akhil Bharatiya Maratha Shikshin Parishad, Pune and I am accepting all the terms and conditions regarding my service in the Institute.

Name :

Sign

Place :

Date :

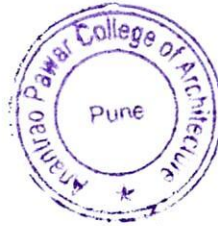
NAAC

Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
4	Recruitment Procedure	21



APPENDIX-B
STAFF REQUIREMENT

(Strength of full time-faculty based on sanctioned intake)

A. FULL TIME TEACHING STAFF:

Year	I			II			III			IV			V			Total				
	H	P	A Pr	H	P	A Pr	H	P	A Pr	H	P	A Pr	H	P	A Pr		AP			
40	1	0	1	1	0	1	4	1	0	2	6	1	0	3	8	1	1	3	10	15
80	1	0	1	1	0	3	8	1	1	4	12	1	2	5	15	1	2	6	20	29
120	1	0	2	1	1	4	11	1	2	6	17	1	3	8	22	1	4	10	28	43

H- Head of Institution; **P-** Professor; **A Pr-** Associate Professor; **AP-** Assistant Professor

Notes:

- 1) Only candidates registered with Council of Architecture (COA) under the provisions of the Architects Act, 1972 shall be eligible for the core faculty posts subject to minimum qualifications and experience as prescribed in Appendix B.
- 2) In addition to above, approximately 25% of the teaching load should be allotted to the Visiting faculty drawn from profession.
- 3) Full time faculty may be recruited in the allied areas from the field of Engineering / Fine Arts / Humanities, etc. provided that there is a minimum of 12 core full time faculty along with Head for an intake of 40. The faculty from allied areas shall not exceed more than 3 for an intake of 40, 6 for an intake of 80 and 9 for an intake of 120. Further, they should be appointed only at the posts of Associate Professor and Assistant Professor in the cadre ratio of 1:2. The minimum qualifications and experience required for appointment of these faculty shall be as per AICTE/UGC Norms, as the case may be.
- 4) To maintain teacher/student ratio of 1:10, the institution shall have requisite number of visiting faculty teaching equivalents in addition to Full time teaching staff.



- 5) One Professor Design Chair for every intake of 40 can be appointed and shall be counted against Professor Cadre.
- 6) Professor Design Chair and other faculty members appointed on tenure basis cannot be considered as Head of the Institution / Principal / Dean/ Head of Department.
- 7) Upto 50% of the faculty members other than Professors (excluding Professor Design Chair) can be on tenure basis. The minimum duration of tenure should be 3 years.

B. NON TEACHING STAFF

S No	Position	Intake												Remarks
		Intake			40			80			120			
	Year of operation	I	II	III	I	II	III	I	II	III	I	II	III	
1	Librarian	1	1	1	1	1	1	1	1	1	1	1	1	Qualifications As per UGC
2.	Assistant Librarian	-	-	-	-	-	-	-	-	-	-	-	1	Desirable- Qualifications As per UGC
3	Lab / Workshop Technician	-	1	2	-	1	2	1	2	1	2	2	2	Min one for computer centre
4	Administrative personnel	1	2	2	2	3	4	3	3	4	3	3	4	
	Accounts personnel	1	1	2	1	1	2	2	2	2	2	3	4	
5	Class IV employees	As required												



**C. MINIMUM QUALIFICATIONS, EXPERIENCE AND STRUCTURE FOR TEACHING
POSTS IN DEGREE LEVEL ARCHITECTURAL INSTITUTIONS**

Sl.No.	Designation	Pay-Scale	Qualifications & Experience
1.	Assistant Professor	Pay-Scale as prescribed by Central/respective State Government from time to time.	Bachelor's Degree in Architecture with minimum 60% marks and Three years of relevant professional experience. OR Bachelor's Degree in Architecture and Master's Degree in Architecture with minimum 60% marks at either level and one year of relevant professional experience.
2.	Associate Professor	Pay-Scale as prescribed by Central/respective State Government from time to time.	Bachelor's Degree in Architecture and Master's Degree in Architecture with minimum 60% marks at either level and Eight years experience in teaching/ research/ professional work out of which a full-time teaching experience of minimum Three years Or Thirteen years of professional experience.
3.	Professor	Pay-Scale as prescribed by Central/respective State Government from time to time.	Bachelor's Degree in Architecture and Master's Degree in Architecture with minimum 60% marks at either level and Fourteen years experience in teaching/ research/ professional work out of which a full-time teaching experience of minimum Five years Or Nineteen years of professional experience. Desirable : Ph.D. in Architecture.
4.	Principal/ Director	Pay-Scale as prescribed by Central/respective State Government from time to time.	Bachelor's Degree in Architecture and Master's Degree in Architecture with minimum 60% marks at either level and Seventeen years experience in teaching/ research/ professional work out of which a full-time teaching



			<p>experience of minimum Eight years Or Twenty years of professional experience.</p> <p>Desirable : Ph.D. in Architecture. Experience in Administration at a responsible position.</p>
5.	Professor (Design Chair)	Pay-Scale as prescribed by Central/respective State Government from time to time.	<p>Bachelor's Degree in Architecture and Twenty Five years professional experience of commendable, acknowledged and published professional work.</p> <p>(Each institution may have one such appointment per intake of 40, strictly on tenure basis.)</p>

Note :

1. It is advisable that approx. 25% of the teaching load should be allotted to the visiting faculty so that the students are brought in closer contact with the persons actively engaged in practice.
2. Each institution may have a staff structure (faculty) consisting of the following:
Principal/ Director and Professors, Associate Professor and Asstt. Professors in the ratio of **1:2:6**. Refer Table A under Appendix-B.
3. The Institutions may recruit faculty in the field of Engineering/Qty. Surveying/Art/Humanities depending on the actual requirements against the total sanctioned strength. Refer Table A under Appendix-B.
4. The equivalent qualification shall mean any such qualification as recognised by the Council of Architecture for registration as an Architect under section 25 of the Architects Act, 1972.
5. The Institution may appoint Professor (Design chair).

1.0 Explanations:

- 1.1 Experience shall mean professional experience and/or Teaching and/or Research in the field of Architecture, counted from the date of registration with Council for core faculty or valid equivalent certification from concerned authorities. Professional experience shall be



substantiated by Experience certificates from employers, Work orders, Completion certificates & Sample Drawings of the projects undertaken as the case may be.

- 1.2 Full time faculty means a registered architect, who has put up full time service as a faculty member with the institutions approved by COA, either on regular (Permanent) or tenure basis (full time).
- 1.3 Section-D attached to this Appendix provides an indicative list of programs considered equivalent to M. Arch. Degree for the purpose of employment in the Institutions imparting Architectural education. This list will be notified by Council of Architecture from time to time.
- 1.4 Undergraduate qualifications acquired through self-study / non-formal mode though acceptable for purpose of Registration shall not be considered as equivalent Qualification for recruitment as faculty. However, such candidates with Post Graduate qualification in Architecture through formal mode are acceptable for Teaching. Post graduate qualification acquired through self-study/ non formal mode shall not be considered as acceptable qualifications.
- 1.5 Ph.D. shall be Doctorate conferred by recognized Indian Universities on any topic related to various subjects related to Architecture. Ph.D. awarded by universities outside India shall be considered equivalent only after such certification from Association of Indian Universities and/or any other competent authority of the Central/State Government.
- 1.6 Published Professional Work shall mean publication of Professional Work by candidate in any journal(s) or reputed magazine(s) related to design/architecture.

2.0 Other Notes:

- 2.1 Only candidates registered with Council of Architecture (COA) under the provisions of the Architects Act, 1972 shall be eligible for the above posts.
- 2.2 All the qualifications appearing in the schedule of qualifications under section 14 or notified under 15 of the Architects' Act 1972 shall be considered at par with Bachelor's Degree in Architecture for the purpose of recruitment as faculty member.
- 2.3 (i) Each Institution shall have minimum staff of 20 faculty members for an intake of 40, including the Principal / Head of Department. The staff structure prescribed by the Council for an intake of 40 shall be 15 full time faculty with minimum 12 core faculty including the Principal/Head, 3 faculty from allied areas and 5 visiting faculty teaching equivalents. The cadre ratio for full time faculty shall be Principal (Professor Cadre) – 1, Professors- 2, Associate Professors- 4 and Assistant Professors – 8.



- (ii) Each institution may have one position of full time Professor (Design Chair) for every intake of 40 and may be counted against the Professor Cadre provided one Full-time Professor is already appointed.
- (iii) For intake more than 40, proportionate increase in the above posts shall be made as outlined in Appendix B
- (iv) The full time faculty in allied areas shall be governed by norms prescribed by the AICTE/ UGC respectively for employment and up gradation
- (v) Of these full time faculty members, minimum 50% must be on permanent posts/ regular appointments and rest may be on tenure/ contract basis (full time). However, Principal / Head of Institution shall be a regular (permanent) Employee.
- (vi) 12 hours/ periods of contact within the working week is considered as one teaching equivalent for visiting faculty.

2.4 If a grade point system is adopted the CGPA will be converted into equivalent marks as given in the table E-6 of the notification no. 1-65/NEC/98-99, March 15, 2000 (Degree level – Government institutions) and May 3, 2000 (Degree level – Self-financing institutions)

Grade point	Percentage of Marks
6.25	55
6.75	60
7.25	65
7.75	70
8.25	75

- 2.5 All full time, regular faculty members must be paid the remuneration/ salary prescribed by University Grants Commission or such other Government body, in force at the time of appointment and duly revised from time to time.
- 2.6 To recognize the services rendered by senior faculty members who do not fit into above requirements, and are already in full-time employment at the same Institution for 15 years, the requirement of qualifications may be relaxed only once in the career for promotion to higher post, except for the post of Principal / Head of Department



- 2.7 All faculty members must be encouraged to actively pursue practice / research without neglecting their duties towards Institution / students and with due permission from the institution.
- 2.8 Service conditions of affiliating university and respective government for faculty members shall be applicable to all full time permanent faculty members.
- 2.9 The Retirement Age including Superannuation for Teaching posts of Assistant Professor, Associate Professors and Professors, including Professor (Design Chair) shall be 65 years or as stipulated by the Central/ State Government from time to time. Re-employment after superannuation shall be permissible against sanctioned vacancies and the faculty may continue to serve until the age of 70 but shall not hold an administrative position.
- 2.10 An Architecture degree program graduate who does not possess M. Arch. (or equivalent) or any experience, shall become eligible for the post of Assistant Professor, after undergoing a Training Program of minimum period of 3 to 6 months conducted by Research & Training Centre of the Council and upon qualifying Faculty Eligibility Test to be conducted by the Council.



D. LIST OF POST GRADUATE PROGRAMS TO BE CONSIDERED EQUIVALENT TO M.ARCH. FOR THE PURPOSE OF RECRUITMENT/EMPLOYMENT AS FACULTY MEMBERS IN ARCHITECTURAL INSTITUTIONS

The Post Graduate degree or diploma programs in the following areas of specialization having duration of Two year/Four Semester (Full-Time) or Three years/Six Semester (Part-Time), granted by Indian Universities/competent Authorities recognized by Central/State government shall be considered equivalent to M. Arch. for the purpose of employment in the Institutions imparting Architectural education:

1. Architectural/ Heritage/ Building Conservation
2. Urban Design
3. Interior Design
4. Landscape Architecture
5. Product Design
6. Visual Communication
7. Sustainable Design
8. Housing
9. Urban Planning
10. Urban and Regional/ Rural Planning
11. City/ town and country Planning
12. Urban Development
13. Transportation Planning
14. Environmental Planning
15. Infrastructural / International / Construction / Project Management
16. Building Technology/Construction Management
17. Structural Design
18. Appropriate Technology
19. HVAC Design/ Building energy performance
20. Building Services
21. Building Automation
22. Computer Aided Design
23. Digital Architecture
24. Urban Infrastructure
25. Construction Engineering



26. Architecture Technology
27. Habitat studies/ Habitat management/Real Estate Management
28. Culture Studies

- Note:**
1. All architects possessing Post Graduate Degree/ Diploma awarded by Authorities outside India shall be required to produce certificate of equivalence to that of M. Arch. degree awarded by Indian Universities from Association of Indian Universities and/or any other competent authority of the Central/State Government, in order to be considered for employment as faculty members.
 2. In case specializations of any Post Graduate degree or diploma programs are not listed above, the same shall be considered on case-to-case basis by the Council for ascertaining their equivalence.
 3. During certain period in the past, the post graduate courses offered in India were of one and half years (Three semesters) Full-Time duration. Such courses shall be considered equivalent to two years (Four semesters) course.



NAAC

Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
5	MOU's	31



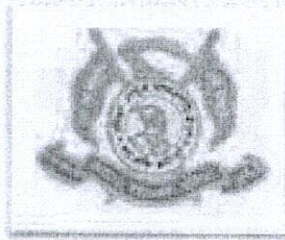
Memorandum of Understanding

Between

Akhil Bhartiya Maratha Shikshan Parishad's

Anantrao Pawar College of Architecture,

Shahu College Campus,
Parvati, Pune-411009.



AND

UltraTech Cement Limited

Elbee house, 4th floor,
Plot 7/352, Siddharth path,
off Dhole Patil road, Pune-411001





AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD'S ANANTRAO PAWAR COLLEGE OF ARCHITECTURE

S. No. 103, Shahu College Campus, Parvati, Pune - 411 009.

Tel.: 020-24219901, 24213301

Web.: <http://www.apccapune.org> Email: abmspcca@rediffmail.com



Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University
Savitribai Phule Pune University Identification No. PU/PN/Arch/462/2014, DTE CODE - 6837

Ref no.: APCOA/942/2018

Date: 27/03/2018

PREAMBLE:

The Akhil Bhartiya Maratha Shikshan Parishad's, Anantrao Pawar College of Architecture, Parvati Pune is affiliated to Savitribai Phule University, Pune and approved by AICTE. It conducts Bachelor of Architecture and short skill development courses related to Architectural planning and building construction.

The agreement is signed between,

Whereas, Akhil Bhartiya Maratha Shikshan Parishad's, Anantrao Pawar College of Architecture, Shahu college campus, Parvati Pune- 411009, (Maharashtra) (Henceforth referred as Party - 1)

AND

Whereas, UltraTech Cement Ltd, Elbee house, 4th floor,

Pune-411001 (Maharashtra) (Henceforth referred as Party - 2)

Whereas, Both parties no. 1 and party no. 2 are interested to develop the knowledge of construction technology in all respect at student's study level, which are helpful personally to students and future quality improvement.

Whereas, Both parties have decided to agree to establish industry-academic collaboration in the areas of mutual interest and in accordance with terms and condition set forth in this memorandum of understanding (MOU)

OBJECTIVES OF MOU :

1. To promote Industry Institution interaction.
2. To promote industry driven research and innovation.
3. To provide access to industrial environment for the students and faculty.
4. To promote any other appropriate mode of interaction agreed upon between industry and Institution.
5. To develop the knowledge of construction technology in all respect at student level, which are helpful personally to students and future quality improvement of nation by lectures, demonstrations, practical, audio-visuals site visits etc. complete.

1/3



AGREEMENTS OF MOU :

Both Party 1 and Party-2 shall encourage interaction between the engineers, research fellows, faculty members and students through following arrangements...

1. Party -2 shall share their knowledge and experience by way of joint conferences and seminars / workshops.
2. Party-2 is agree to provide all documents like brochures, leaflets, CD, DVD, and their devices (computer etc.) including lecturers, skilled staff, helping staff, for above activity.
3. Party - 1 is agreed to provide audio-visual projector and screen facility and appropriate seminar hall, inclusive of required electrical devices and supply system etc.
4. Party - 2 is agreed to provide material and tool tackles, which are necessary for demo, and practical.
5. Party-2 is agreed to conduct above mentioned programs in campus of Anantrao Pawar College of Architecture, Shahu college campus, Parvati, Pune-411009.
6. Party-1 is agreed to provide open space, covered space, electricity, water and washroom facilities, as per requirements and institutional working days and time.
7. Party-2 may seek assistance / guidance of Party-1 faculty members in technical or if any trouble shoot issues.

FINANCIAL ARRANGEMENTS:

1. The collaborative program between Party-1 and Party-2 shall be co-ordinated by a coordination committee appointed by Directors of both institutes (Parties).
2. Financial arrangements for each specific collaboration will be decided on case to case basis and brought on record in each case after due approval from heads of both institutions(parties).

INTELLECTUAL PROPERTY RIGHTS:

Rights regarding publications, patents, royalty, ownerships of software / design/ product developed etc. under scope of MOU shall be decided by two parties by mutual consent.

CONFIDENTIALITY:

The Both Parties agree to hold in confidence all information / data which is obtained from either side or created during the performance of MOU and will not disclose the same to any third party without written consent of other side.

COORDINATORS:

Both sides will designate persons who will have responsibility for coordination and implementation of this agreement.



DURATION OF MOU:


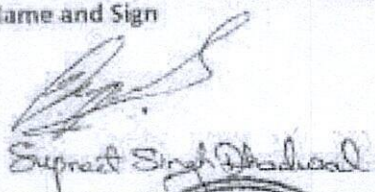
This MOU will take effect from the date it is signed by the representatives of the Parties. This MOU is binding on both parties for duration of One Academic year 2018-19. Either party may terminate the MOU by giving 1 month's written advance notice to other party, once terminated neither Party-1 or Party-2 will be responsible for any losses, financial or otherwise, which the other party may suffer. This MOU is signed subjective approval of representatives of both the Parties academic/administrative bodies.

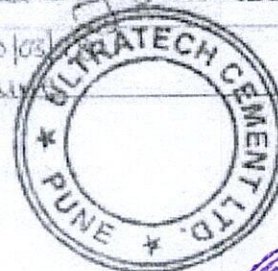
SCHEDULE FOR TRAINING AS STATED BELOW

No.	Month	Activities of learning sessions.	Method
1	March 2018	-Documentary of cement manufacturing in form of brochures, audio-visual literature.	Lecture plus audio-visuals.
2	June 2018	-Strength of cement and variety of cement grades and types. (OPC, coloured etc. application as per grades.)	Demonstration and lecture.
3	July 2018	- Different mixes of mortar with properties and concrete with cement and their strength. - Stacking Handling, procurement of cement and quality precautionary measures.	Demo and practical. Lecture and audio visual.
4	August 2018	-Training of teaching staff / Architects for quality and safety for construction projects.	Lecture, demo, practical, and audio visual.
5	September 2018	- Water cement ratio, tasting of cement and concrete. - Tips to design, testing earthquake resistant buildings.	Lecture and demo. Lecture and audio visual.
6	November 2018	-Waterproofing and admixtures information with applications - Causes of defects and their measures.	Lecture and audio visual. Lecture and audio visual.
7	December 2018	- RMC plant visit	Site visit and demo

THE PLACE OF SIGNING MOU :

Akhil Bhartiya Maratha Shikshan Parishad's
Anantrao Pawar college of Architecture, Parvati, Pune-411009.

On behalf of Party-1 (APCOA)	On behalf of Party-2 (ULTRATECH CEMENT)
Name and Sign  Dr. Rajendra B. Koli Date: 20/03/18 Place: Pune	Name and Sign  Supreet Singh Dhadwal Date: 20/03/18 Place: Pune



**MEMORANDUM OF UNDERSTANDING
(MoU)**

BETWEEN

**ANANTRAO PAWAR COLLEGE OF
ARCHITECTURE, PARVATI, PUNE- 09**

&

**INSTITUTE OF INDIAN INTERIOR
DESIGNERS**

FOR

**SKILL DEVELOPMENT, OUTCOME BASED
TRAININGS, PLACEMENT, R&D SERVICES AND
RELATED SERVICES**





AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD'S
ANANTRAO PAWAR COLLEGE OF ARCHITECTURE, PARVATI, PUNE

S. No.103, Shahu College Road, Parvati, Pune - 411009

Tel.: 020-24218901/8959 Tele Fax : 020-24213929

Web.: <http://www.apcoapune.com>

Email : abmsspcoa@rediffmail.com

Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to University of Pune
University of Pune Identification No.: PU/PN/Arch/445/2014 DTE CODE : 6837

MEMORANDUM OF UNDERSTANDING

The Memorandum of understanding (hereinafter called as 'MOU') is entered into on 03-07-2018

1. **Principal, Anantrao Pawar College of Architecture, Parvati, Pune -09.** Represented herein by **Dr. Rajendra B. Koli** (hereinafter referred as '**First Party**'), the institution which expression, unless excluded by or repugnant to the subject or context shall include its successors – in-office, administrators and assigns).

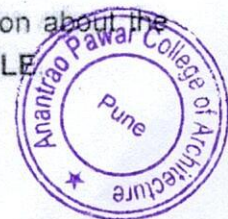
AND

2. **President, Institute of Indian Interior Designers**, represented herein by its Zonal / Divisional Head, **Mr. Pratap Jadhav**, (hereinafter referred to as "**Second Party**"), company which expression, unless excluded by or repugnant to the subject or context shall include its successors – in-office, administrators and assigns).

(First Party and Second Party are hereinafter jointly referred to as 'Parties' and individually as 'Party') as

WHEREAS:

- A) First Party is a Higher Educational Institution named:
Principal, Anantrao Pawar College of Architecture, Parvati, Pune-09
- B) First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources, and provide each of them with enhanced opportunities.
- C) The Parties intent to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research.
- D) Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests.
- E) **Institute of Indian Interior Designers**, the Second Party is engaged in Business, Manufacturing, Skill Development, Education and R&D Services in the fields of – **Interior Designing** and related fields
- F) **Institute of Indian Interior Designers**, the Second Party is promoted by **Mr. Pratap Jadhav**; 302, Prathamesh Apartments, 1194/6, off Ghole Road, Pune-411005.
- G) Give related information, its branches, and dimensional information about the industry concerned with whom the MoU is sworn. -NOT APPLICABLE



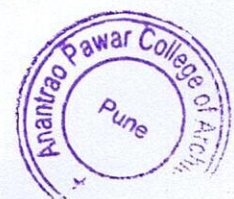
NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

**CLAUSE 1
CO-OPERATION**

- 1.1 Both Parties are united by common interests and objectives, and they shall establish channels of communication and co-operation that will promote and advance their respective operations within the **Institution** and its related wings. The Parties shall keep each other informed of potential opportunities and shall share all information that may be relevant to secure additional opportunities for one another.
- 1.2 First Party and Second Party co-operation will facilitate effective utilization of the intellectual capabilities of the faculty of First Party providing significant inputs to them in developing suitable teaching / training systems, keeping in mind the needs of the industry, the Second Party.
- 1.3 The general terms of co-operation shall be governed by this MOU. The Parties shall cooperate with each other and shall, as promptly as is reasonably practical, enter into all relevant agreements, deeds and documents (the 'Definitive Documents') as may be required to give effect to the actions contemplated in terms of this MOU. The term of Definitive Documents shall be mutually decided between the Parties. Along with the Definitive Documents, this MOU shall represent the entire understanding as to the subject matter hereof and shall supersede any prior understanding between the Parties on the subject matter hereof.

**CLAUSE 2
SCOPE OF THE MoU**

- 2.1 The budding graduates from the institutions could play a key role in technological up-gradation, innovation and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
- 2.2 **Curriculum Design:** Second Party will give valuable inputs to the First Party in teaching / training methodology and suitably customize the curriculum so that the students fit into the industrial scenario meaningfully.
- 2.3 **Industrial Training & Visits:** Industry and Institution interaction will give an insight in to the latest developments / requirements of the industries; the Second Party to permit the Faculty and Students of the First Party to visit its group companies and also involve in Industrial Training Programs for the First Party. The industrial training and exposure provided to students and faculty through this association will build confidence and prepare the students to have a smooth transition from academic to working career. The Second Party will provide its Labs / Workshops / Industrial Sites for the hands-on training of the learners enrolled with the First Party.



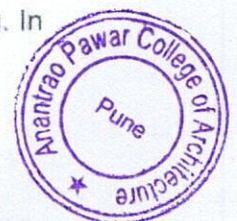
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- 2.5 **Skill Development Programs:** Second Party to train the students of First Party on the emerging technologies in order to bridge the skill gap and make them industry ready.
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- 2.7 **Faculty Development Programs:** Second Party to train the Faculties of First Party for imparting training as per the industrial requirement considering the National Occupational Standards in concerned sector, if available.
- 2.8 **Placement of Trained Students:** Second Party will actively engage to help the delivery of the training and placement of students of the First Party into internships/jobs; and will facilitate placements for at least 50% of the students. The Second Party will itself absorb at least 25 percentage of the trained students.
- 2.9 Both Parties to obtain all internal approvals, consents, permissions, and licenses of whatsoever nature required for offering the programmes on the terms specified herein
- 2.10 There is no financial commitment on the part of the **Anantrao Pawar College of Architecture, Parvati, Pune-09**. The First Party to take up any programme mentioned in the MoU. If there is any financial consideration, it will be dealt separately.

CLAUSE 3 INTELLECTUAL PROPERTY

- 3.1 Nothing contained in this MOU shall, by express grant, implication, Estoppel or otherwise, create in either Party any right, title, interest, or license in or to the intellectual property (including but not limited to know-how, inventions, patents, copy rights and designs) of the other Party.

CLAUSE 4 VALIDITY

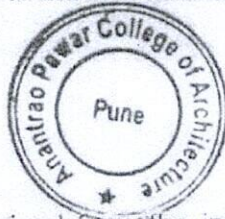
- 4.1 This Agreement will be valid until it is expressly terminated by either Party on mutually agreed terms, during which period **Institute of Indian Interior Designers**, the Second Party, as the case may be, will take effective steps for implementation of this MOU. Any act on the part of **Institute of Indian Interior Designers**, the Second Party after termination of this Agreement by way of communication, correspondence etc., shall not be construed as an extension of this MOU
- 4.2 Both Parties may terminate this MOU upon 30 calendar days' notice in writing. In the event of Termination, both parties have to discharge their obligations

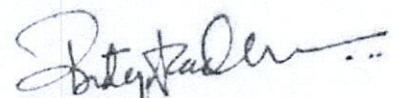


CLAUSE 5
RELATIONSHIP BETWEEN THE PARTIES

5.1 It is expressly agreed that **First Party** and **Second Party** are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership. Neither Party is authorized to use the other Party's name in any way, to make any representations or create any obligation or liability, expressed or implied, on behalf of the other Party, without the prior written consent of the other Party. Neither Party shall have, nor represent itself as having, any authority under the terms of this MOU to make agreements of any kind in the name of or binding upon the other Party, to pledge the other Party's credit, or to extend credit on behalf of the other Party.


First Party

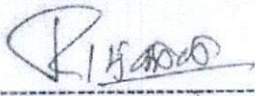


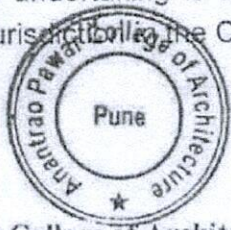

Second Party

Any divergence or difference derived from the interpretation or application of the MoU shall be resolved by arbitration between the parties as per the Arbitration Act, 1996. The place of the arbitration shall be at District Head Quarters of the First Party. This undertaking is to be construed in accordance with Indian Law with exclusive jurisdiction of the Courts of Pune.

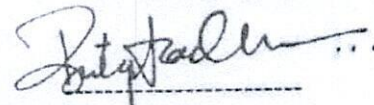
AGREED:

Principal,
Anantrao Pawar College of Architecture.


Authorized Signatory

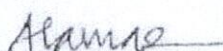


Institute of Indian
Interior Designers

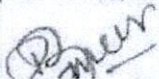

Authorized Signatory

Anantrao Pawar College of Architecture		Institute of Indian Interior Designers
Shahu College Campus, Parvati, Pune-09.		302, Prathamesh Apartments, 1194/6, off Ghole Road, Pune-411005
9422044389	020-24219901	02025520477
abmspcoa@rediffmail.com		E-mails
www.apcoapune.com		www.iiid.net.in

Witness 1:

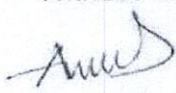

ALAMAS MIRSHIKARI

Witness 3:





Witness 2:


ANUPAMA SONPITALE

Witness 4:

V. . . L . . .

**MEMORANDUM OF UNDERSTANDING
(MoU)**

BETWEEN

**ANANTRAO PAWAR COLLEGE OF
ARCHITECTURE, PARVATI, PUNE- 09**

&

Rama Industries

FOR

**SKILL DEVELOPMENT, OUTCOME BASED
TRAININGS, PLACEMENT, R&D SERVICES AND
RELATED SERVICES**





AKHIL BHARATIYA MARATHA SHIKSHAN PARISHAD'S
ANANTRAO PAWAR COLLEGE OF ARCHITECTURE, PARVATI, PUNE

G. No.103, Shahu College Road, Parvati, Pune - 411009

Tel.: 020-24218901/8959 Tele Fax : 020-24213929

Web : <http://www.apcoapune.com>

Email : abmspcoa@rediffmail.com

Approved by Council of Architecture, New Delhi & Govt. of Maharashtra. Affiliated to University of Pune
University of Pune Identification No.: PU/PN/Arch/445/2014 DTE CODE : 6837

MEMORANDUM OF UNDERSTANDING

The Memorandum of understanding (hereinafter called as 'MOU') is entered into on 03-07-2018

1. Principal, Anantrao Pawar College of Architecture, Parvati, Pune -09.
Represented herein by Dr. Rajendra B. Koli (hereinafter referred as 'First Party', the institution which expression, unless excluded by or repugnant to the subject or context shall include its successors – in-office, administrators and assigns).

AND

2. Proprietor, Rama Industries, represented herein by its Zonal / Divisional Head, Mr. Mukund R. Kothari, (hereinafter referred to as "Second Party", company which expression, unless excluded by or repugnant to the subject or context shall include its successors – in-office, administrators and assigns).

(First Party and Second Party are hereinafter jointly referred to as 'Parties' and individually as 'Party') as

WHEREAS:

- A) First Party is a Higher Educational Institution named:
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- B) First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources, and provide each of them with enhanced opportunities.
- C) The Parties intent to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research.
- D) Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests.
- E) **Rama Industries,** the Second Party is engaged in Business, Manufacturing, Skill Development, Education and R&D Services in the fields of – **Furniture Manufacturing & Interior Designing** and related fields
- F) **Rama Industries,** the Second Party is promoted by Mr. Mukund R. Kothari, P.No. D-84, MIDC Cidco, Nanded-431603.
- G) Give related information, its branches, and dimensional information about the industry concerned with whom the MoU is sworn.
Total No. of Branches: 5 Nos. At Latur, Nanded, & Aurangabad approximately admeasuring 2500 Sq. Ft. Each.
Manufacturing Unit of all interior furniture in particle board & Sofa



NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

**CLAUSE 1
CO-OPERATION**

- 1.1 Both Parties are united by common interests and objectives, and they shall establish channels of communication and co-operation that will promote and advance their respective operations within the **Institution** and its related wings. The Parties shall keep each other informed of potential opportunities and shall share all information that may be relevant to secure additional opportunities for one another.
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- 3.1 Nothing contained in this MOU shall, by express grant, implication, Estoppel or otherwise, create in either Party any right, title, interest, or license in or to the intellectual property (including but not limited to know-how, inventions, patents, copy rights and designs) of the other Party.

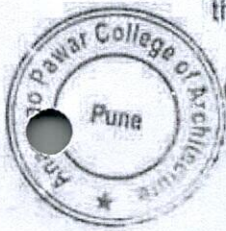
**CLAUSE 4
VALIDITY**

- 4.1 This Agreement will be valid until it is expressly terminated by either Party on mutually agreed terms, during which period **Rama Industries**, the Second Party, as the case may be, will take effective steps for implementation of this MOU. Any act on the part of **Rama Industries**, the Second Party after termination of this Agreement by way of communication, correspondence etc., shall not be construed as an extension of this MOU
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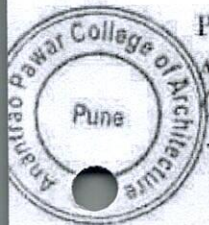


[Signature]
First Party

[Signature]
Second Party

Any divergence or difference derived from the interpretation or application of the MoU shall be resolved by arbitration between the parties as per the Arbitration Act, 1996. The place of the arbitration shall be at District Head Quarters of the First Party. This undertaking is to be construed in accordance with Indian Law with exclusive jurisdiction in the Courts of Pune.

AGREED:



Principal,
Anant Rao Pawar College of Architecture.
[Signature]
Authorized Signatory

Rama Industries
[Signature]
Authorized Signatory

Anant Rao Pawar College of Architecture	Rama Industries
Shahu College Campus, Parvati, Pune-09.	P.No. D-84, MIDC Cidco, Nanded-431603
9422044389 020-24219901	9404661111
abmspcoa@rediffmail.com	Mukundkothari9@gmail.com
www.apcoapune.com	

Witness 1:

[Signature]
ALAMAS MIRSHIKARI

Witness 3:

[Signature]
Anant Rao Pawar

Witness 2:

[Signature]
ANKIPAMA SONPITALE

Witness 4:

[Signature]



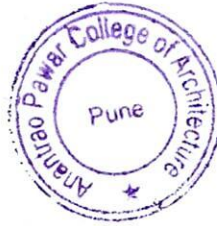
NAAC

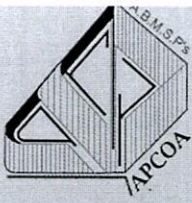
Criterion 6 Governance, Leadership and Management

Contents

6.2.1: Strategy Development and Deployment

Sr. No.	Document details	Page No.
6	Strategy Deployment	46





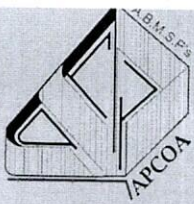
Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University
University Identification No. PU/PN/Arch / 462 /2014, Council of architecture code - MH 71, DTE code- AR6837

**THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS
EFFECTIVELY DEPLOYED ON FOLLOWING DOMAINS**

1. Efficient Teaching Learning procedure
2. Effective Leadership and Participative management
3. Constant Internal Quality Assurance System
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Escalating Placements
8. Proper Discipline
9. Women/Student/Faculty Grievance
10. Financial Planning & Management
11. Institute – Industry Interaction and MOU's
12. Encouragement of Budding Entrepreneurs
13. Constant Growth in Research and Development
14. Boosting Internal Revenue Generation
15. Alumni Interaction and Outreach activities
16. Mounting Physical Infrastructure

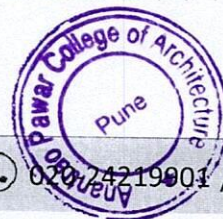


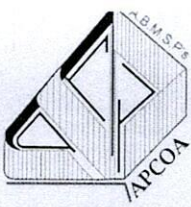
Principal
Anant Rao Pawar College of
Architecture, Parvati Pune-9



Strategic Planning

<p>Efficient Teaching Learning procedure</p>	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Preparation of teaching plan as per OBE • Preparation of Lesson Plan based on CO & PO mapping • Conduct training based on current demand analysis • Constant assessment to measure outcomes • Use of more practical methods of teaching • Use of e- learning resources • Promote research culture & facilities • Provide mentoring and individual support • Follow a transparent feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Evaluation parameters and benchmarking
<p>Effective Leadership and Participative management</p>	<ul style="list-style-type: none"> • Following reporting structure of faculties • Decentralization of the academic, administration and student related authorities & responsibilities • All the Heads of the Departments conduct faculty meetings every fortnight • Portfolio assignments • The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Management for approval & reference.
<p>Constant Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • Establishment of IQAC done • Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. • All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. • Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. • Internal Audit - Regular internal audits are conducted at planned intervals to check the effectiveness of the implementation, maintenance and improvement of the QMS. • Monitoring and measurement of processes and products • Continuous measurement and monitoring of the processes are done to identify appropriate corrective action to ensure conformity of





AKNII Bnaratiya Ivaratna SNIKsnan Parisnad s
ANANTRAO PAWAR COLLEGE OF ARCHITECTURE

S. No : 103, Shahu College Campus, Parvati, Pune – 411009.

Office No.: 020-24219901 | 24213301

Web. : www.apcoapune.org

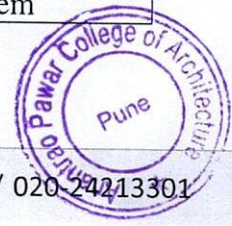
Email : abmspcoa@rediffmail.com



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University Identification No. PU/PN/Arch / 462 /2014, Council of architecture code - MH 71, DTE code- AR6837

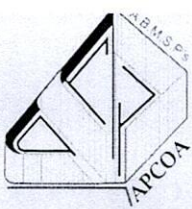
	<p>service.</p> <ul style="list-style-type: none"> • Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement. • External Audit. • Framing of Quality Policy • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Release of Annual report preparation & submission
<p>Ensuring Effective Governance</p>	<ul style="list-style-type: none"> • To review the smooth running of the administrative activities of the college, discussing approval of new programs. • To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies. • To approve the up gradation & maintenance of the Infrastructure of the Institute. • To review the budget allocated for different purposes and their expenditure etc. • Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc. • To review the Placement activities, Collaborations with Industry and R&D programs. • Reviewing the Performance appraisal of faculty backed with the discussion: & suggestions given by Faculty for improvements in the college. • To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular. • To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic Planning • Monitoring and Implementing the Quality Management Systems • Establishing E-Governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and effective performance appraisal system



@ abmspcoa@rediffmail.com

www.apcoapune.org

020-24219901 / 020-24213301



AKNII Bnaratiya Ivaratna SNIKSnan Parisnnao s
ANANTRAO PAWAR COLLEGE OF ARCHITECTURE

S. No : 103, Shahu College Campus, Parvati, Pune – 411009.

Office No.: 020-24219901 | 24213301

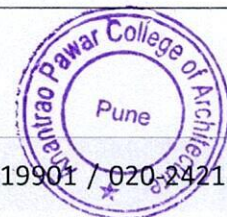
Web. : www.apcoapune.org

Email : abmspcoa@rediffmail.com



Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University
 University Identification No. PU/PN/Arch / 462 /2014, Council of architecture code - MH 71, DTE code- AR6837

<p>Student's Overall Development through Participation</p>	<ul style="list-style-type: none"> • The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner. • Budget framing and allotment for student development programs and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
<p>Employees Advancement & Welfare</p>	<ul style="list-style-type: none"> • Recruitment Policy development & implementation • Employees performance evaluation system • Regular Training for quality improvement • Healthy and supportive working environment & infrastructure. • Proper established Code of conduct, service rules & leave rules to be followed by all. • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations
<p>Escalating Placements</p>	<ul style="list-style-type: none"> • The Central T & P Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement. • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.
<p>Proper Discipline</p>	<ul style="list-style-type: none"> • Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the Students only with I-cards and proper uniforms.
<p>Women/Student / Faculty Grievance</p>	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none"> • To make women, students, faculties & staff members aware about the rights. • To help them in knowing the importance of good health and nutrition and facilities available for them.



@ abmspcoa@rediffmail.com

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020-24219901 / 020-24213301



Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University

University Identification No. PU/PN/Arch / 462 /2014, Council of architecture code - MH 71, DTE code- AR6837

	<ul style="list-style-type: none"> To help them in developing decision making abilities and be self-dependent. To help them in raising voice against all kinds of discrimination in a proper manner. To help them in changing their mind setup. To assist them in overall development of their personality. To help them (community women) in knowing about reproductive health care and child care. The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.
Financial Planning & Management	<ul style="list-style-type: none"> Framing of financial budget according to multiple areas. Department wise Budgeting Forecasting of Revenue & Expenditure Effective purchasing through this committee Contingency Fund allocation every year Budget formulation & approval through Budget Committee Periodic Audit
Institute – Industry Interaction Cell	<ul style="list-style-type: none"> Industrial Research & Consultancy. Research guidance from industry. Short-Term Training Programmes. Collaborative Educational Programmes. Industry-Institute Human Resources Exchange. Faculty and student exchange for knowledge sharing. Training programmes / Short term assignments to the faculty members in industries. Participation of industrial experts in curriculum design. Student internships and industrial visits. Formation of industry institute interaction cell Support for internships, visits, trainings, guest lectures Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. Providing career guidance
Encouragement of Budding Entrepreneurs	<ul style="list-style-type: none"> Establishment of Entrepreneurship & Development Cell Industrialists visit for seminar, lecture, workshop for entrepreneurship development Promoting, sponsoring and facilitating entrepreneurship development Providing training & guidance for entrepreneurship development.





ANANTRAO PAWAR COLLEGE OF ARCHITECTURE

S. No : 103, Shahu College Campus, Parvati, Pune – 411009.

Office No.: 020-24219901 | 24213301

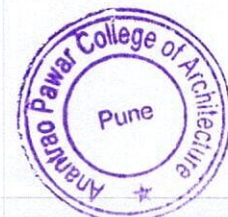
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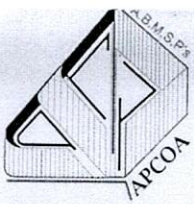
<p>Constant Growth in Research and Innovation</p>	<ul style="list-style-type: none"> • Dedicated R &D facilitation center. • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
<p>Boosting Internal Revenue Generation</p>	<ul style="list-style-type: none"> • Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes. • Infrastructure creation for revenue generation • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue generation plans • Advertising & marketing
<p>Alumni Interaction and Outreached Activities</p>	<ul style="list-style-type: none"> • Configuration of Alumni association to increase their participation • Invitation for guest lecturers/internship/placement/training/entrepreneurship • Exploring Contributions • Sponsorships/scholarships/fund generation • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni for appreciation and felicitation
<p>Mounting Physical Infrastructure</p>	<ul style="list-style-type: none"> • Infrastructure building development & modification • Functional facilities for e-learning • Safety & Security management • Water facility • Hygiene, zero plastic & green campus • Recycling of water • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure up gradation • System up gradation • Medical facility • Development of sports (indoor/outdoor) facilities • Plantations



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Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

Particulars/Functions	Deployment Authorities
Governance & Administration	Management & Administration Office
Infrastructure (Academics)	Principal, Coordinators
Teaching- Learning	Principal, Coordinators, Faculty and Staff
Infrastructure (physical)	Management, Principal
Training & Placements	Principal, TPO & Coordinators
Research & Development	Principal, Coordinators
Students Development	Principal, Coordinators
Quality Assurance	IQAC Team
Students Admissions	Principal, Coordinators, Admission team, Students Section
Statutory Compliance	Principal, Coordinators

Deployment

The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails and other forms of communication.

The Principal's handbook serves as guideline at the institutional level to undertake these activities. The organizational procedure manual guides all the activities through well-defined policies and procedures for each of the activities.

