**6.1.1:** **The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.**

Vision

Empowerment of Women through quality education

Mission

* All round development of girls / women Persinality
* Excellance in Arts, Social Science Education with social and national relevance
* In calculation of values enshrined in the constitition of India
* Promotion  of democratic and social values
* Dissemination of knowledge keeping peace with time

The Institute working as per Vision and Mission

 DECENTRALIZATION OF GOVERNANCE:\_

The institution is a  Singal-faculty college, with the college development committee (CDC) is the apex body. It delegates its authority to the principal, who appoints theIQAC Co-ordinatoe , department heads, chairpersons of various committees.. The principal decentralizes his powers and responsibilities appropriately to provide effective governance. They are provided with administrative and financial autonomy, protecting the interests of the institution, its management, and its stakeholders. In the absence of the Principal, the  Senior faculty  is in charge of administrative and academic matters. The heads of various departments and Chairpersons of various committees monitor the activities conducted by the respective departments and committees and interact with the principal accordingly. The students have been given the opportunity to represent themselves on various academic and administrative bodies.

PARTICIPATIVE MANAGEMENT

 The college follows participatory management in its day-to-day governance. T Events and programmes at the college are organized with the involvement, cooperation, and participation of all stakeholders. The apex committee and subcommittees are formed, and autonomy is given to them to take the decisions. At the beginning of the year, the principal informs the IQAC, academic comittee and committees to plan different activities and submit them for approval. The internal academic monitoring committee decides the programme, activities and instructs the subcommittees to implement the programme throughout the year. The subcommittees have financial and decision-making liberty to carry out the planned programmes. The stakeholders have provided adequate representation in the organisation of programmes. The role of alumni is very important in the development of a college; therefore, an alumni association is formed. An alumnus attends the meetings of the Alumni Association. They review of various activities organised in the college and also contribute financially to its development. The representative of alumni is also a member of the College Development Committee and attends the meetings. In addition to it, there is also a separate parent association in college. The parents of the students attend the parent meeting, where they reviews of the activities organized in college. The student representative is a member of the College Development Committee and She attends actively raises various student-related issues during the meetings.

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

As per our perspective plan we obtain feedback from students, teachers, parents, alumni and employees certificate courses are run by all departments In the teaching learning process, the faculty uses student centric methods. For the overall development of the students the continuous Internal Evaluation system is implemented mentor mentee system is implemented.

          To enhance the academic excellence academic and administrative audit done through affiliated university. For environment sustainability various environment conservation, protection activities has been organized.

**Administrative Set up:**

          The principal bars ultimate responsibility for smooth functioning. She guides faculty in preparing academic teaching plans, academic calendars and co-curricular, extracurricular, sports and cultural activities at the beginning of the academic year and implements all activities effectively. The principal forms various committees of faculty members, students and non teaching staff to decentralize power and maintain good relationships with stakeholder for the development of college. The principal encourages faculty members to participate in workshops, seminars, webinars and to organize workshops, seminars. CDC is composed as per the Maharashtra University Act. 2016, which passes the annual budgets and financial statements, discuss the academic progress of the college, and gives suggestions and recommendations them to management. IQAC monitors activities and suggest quality measures for holistic development.

**Appointment and Service Rules for Teaching and Non-Teaching Staff:**

          The service rules and regulations of affiliated university, state government and the UGC apply. The parent institute shoulders the entire responsibility of the recruitment procedure our management has tremendous trust and reputation in society. Job security, transparence and parental care are distinctive aspects of the management that affract and retain faculty with the desired qualifications knowledge and skill. The promotion policy for teaching and non teaching is transparent and in accordance with rules and regulations, the performance of facilities is evaluated annually, Academic performance for promotion of faculty under the career advancement scheme. Administrative staff of the college is promoted on the basis of seniority and reservation norms established by the government of Maharashtra.

**6.3.1:** **The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

PERFORMANCE APPRAISAL SYSTEM FOR TEACHING AND NON TEACHING STAFF The Performance Appraisal System is implemented for both teaching and non-teaching staff. For the appraisal of teaching staff, we collect the Annual Self Appraisal Report (ASAR) from faculty. The process is designed to assess the individual professional skills, progress, and participation in academic, research, curricula, and co-curricular activities, which contribute to the overall development of the institute. The appraisal system for performance reviews is conducted by the appraisal committee; with the chairperson of IQAC is head of the committee. The committee reviews documents and academic achievements and the principal adds remarks to the document and forwarding them to the management. The management adds their final remarks to the teacher's appraisal form and recommends him/her for Career Advancement Scheme. WELFARE MEASURES To enhance the welfare of both teaching and non-teaching staff, the institute effectively implements the following welfare measures: Felicitation of the teachers by the staff welfare committee on the occasion of Teacher’s Day. Felicitation of Women Teachers on the Occasion of International Women’s Day. Felicitation of the faculty at the time of faculty retirement.

Felicitation of the teaching and nonteaching staff on the occasion of special faculty achievements. Medical leaves granted to teaching and non-teaching staff during health issues.  Health Check-Up Camp for Teaching and Non-Teaching Staff.  Provision of duty leave to attend Orientation, Refresher Courses, Faculty Development Programmes, Seminars, Conferences, Workshops, Training Programmes etc. Provision of travel allowance and dearness allowance to teaching and non teaching staff for academic work Special provisions for female teachers including casual leave, maternity leave, leave for rearing young children, condonation of breaks in service, and priority for attending orientation or refresher courses.  Provision of RO drinking water facilities to staff. AVENUES FOR CAREER DEVELOPMENT OF TEACHING AND NON TEACHING STAFF – For the career development of the faculty, the Career Advancement Scheme has been effectively implemented. The training programmes have been organised for teaching and non teaching staff. To attend the Faculty Development Programmes, duty leave is given. The provision of financial assistance to faculty is also available for attending seminars, Conferences, Workshops and towards the membership fees of professional bodies. The principal encourages faculty to attend faculty development programs.

**6.4.1:** **Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**

The institute effectively mobilizes and optimally Utilizes resources and fund from various sources including government and NGO and conducts regular financial and it mobilizes them for academic, co-curricular and extracurricular activities optimally as per norms. IQAC and UGC committees always search for new resources for mobiling funds and they have developed systematic procedures for optimal utilization.

**Mobilization of Resources:**

          The college is aided by the government of Maharashtra and included under section 2 f 12 B of the UGC act of 1956, qualifying it for grants from the UGC. It receives salary and non-salary grants from the government of Maharashtra, financial assistance from the parent Institute for college development. Additionally funds are obtained through collaboration with Dr.Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar for the National Service Scheme.

**Optimal Utilization of Resources:**

          The college has well defined policies for optimal Utilization of its resources. Received funds are used through cash, cheque, RTGS or NEFT modes. The college prefers to do maximum transactions through account payee cheques. As per priority and the advice of the college development committee, fondly are utilized for infrastructural development, purchase ICT device and maintenance, student development and necessary equipment procurement. Every single rupee received is carefully spent and the concerned committee. The college has a strategy, policy framework and mechanism to ensure optimal utilization of gum is and the financial development of the college.

**Internal Financial Audit:**

          The college implements an internal audit system for financial transaction at the end of the financial year at the head office of management.

**External Financial Audit:**

          The external financial audit of the college is conducted by external auditor, Sarang Rajhans & Co. , Pune appointed for the external financial audit by parent institute. This audit takes place at the head office of te management auditor provides on audit report to the college with raised queries to be resolved within a stipulated period.

**6.5.1:** **Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

IQAC continuously strives to enhance the academic and administrative status of the institute, by promoting a quality culture in all college actives. IQAC monitors the implementation of the vision and mission of the college. The IQAC prepares a  perspective plan of development and strategically various quality assurance strategies, such as the digitization of academic and administrative facilities, gender equality and strengthing extension activities promoting research excellence, have been institutional by IQAC.

**Process of Institutionalization Quality Assurance Strategies:**

          During initial meeting IQAC reviews the status of teachers work and performance communicate feedback of students assessment, positive motivation from the CDC for further development and achievements, research work, Ph.D etc. Currently the college has 11 Ph.D Teachers with 01 more progress, additionally the college organized national level, state level self finance workshop, seminars, webinars.

          An academic and administrative audit conducted by Dr.Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar has played a crucial role creating a quality culture within the college. It has led to highly useful improvements in maintain records, innovation in teaching, learning and evaluation, understanding the future dimension of higher education and enhancing skills in presentation documentation and administration college introduced skill based value added courses to enhance quality and employability.

          IQAC actively functions to contribute to quality assurance strategies and processes. The college has entrusts IQAC with planning, monitoring and executing various activities for quality assurance. IQAC encourages heads of departments and faculty to organize seminars, workshops and webinars encourages faculty to publish research papers in national and international UGC referred , UGC Care listed and peer reviewed journals. As a result faculty members have published 165 research papers in UGC listed and peer reviewed journals.

**Review Teaching Learning Process by IQAC:**

          To accelerate the teaching learning process, the IQAC has implemented an internal evaluation system in the college all the teachers are assigned to conduct on unit tests, group discussion seminar in each semester for each subject they teach.

          The IQAC recommends that all academic departments evaluate the attainment of program outcomes, program specific outcomes academic committee take a review of the attainment f programme outcomes, programme specific outcomes and course outcomes.

          The IQAC informs the feedback committee to take analyse the feedback from stakeholders about teaching and learning. The IQAC take review of the analysis of the feedback committee on teaching and learning and give suggestions to faculty for enhancing the teaching learning process.