

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

So far as the administrative work is concerned, principal is the head of the institute under whose leadership the college activities are run. He is the chairman of all subordinating committees formed by IQAC. He is the mediator between the Top Management and the teaching and non-teaching staff.

The College has an integrated framework for Quality assurance of the academic and administrative activities. Various committees are formed under IQAC to monitor the administrative functioning of the college. Various Quality Assurance and Enhancement Programmes are primarily initiated by the IQAC from academic and administrative angle. It also believes in interaction with the college administration, the staff and the management. The recommendations are forwarded to the Principal, from him to the College Development Committee (CDC) and top Management. The decisions are implemented by the Principal.

In respect to the changing requirement of curriculum, the college has adopted a strategy of accelerating process of recruitment in time. The college strictly follows all the norms specified by government and affiliating university regarding the recruitment/appointment of the permanent faculty members for the courses on grant-in-aid. Following is the procedure followed by the college for recruitments.

- The college calculates the workload for each subject on the basis of student's strength.
- Efforts are made by the college to fulfill all the norms and conditions for appointment i.e. getting sanction to post from Joint Director, setting roaster approved, obtaining no objection from Joint Director/Director, getting sanction to the draft of advertisements from the university etc.
- The post is advertised in State/ National newspapers.
- The eligible candidates who have applied for the post are called for interview.
- The Candidates are interviewed and selected by duly constituted university committee, consisting of Vice-Chancellor nominee, three subject experts nominated by the university, one government nominee, Principal, HOD, Management President or Secretary.
- For self financing UG courses core staff is appointed by the management as per University norms.
- All these selections are made purely on the basis of merit, and higher qualification. Few staff members are from out of Marathwada region. As a result, the college has 100% qualified faculty.
- In order to retain the faculty in the college, the management provided full freedom, democracy, encouragement, protection of all legitimate rights. The management has also made a policy to sanction lien to teachers for their upward mobility. This healthy

atmosphere in college attracted highly qualified candidates and provided stability to the existing faculties.

- The recruitments of the faculty are very much transparent. The College has recruited faculties on the basis of merit.
- The 95.65% faculties (22 out of 23) are doctorate.