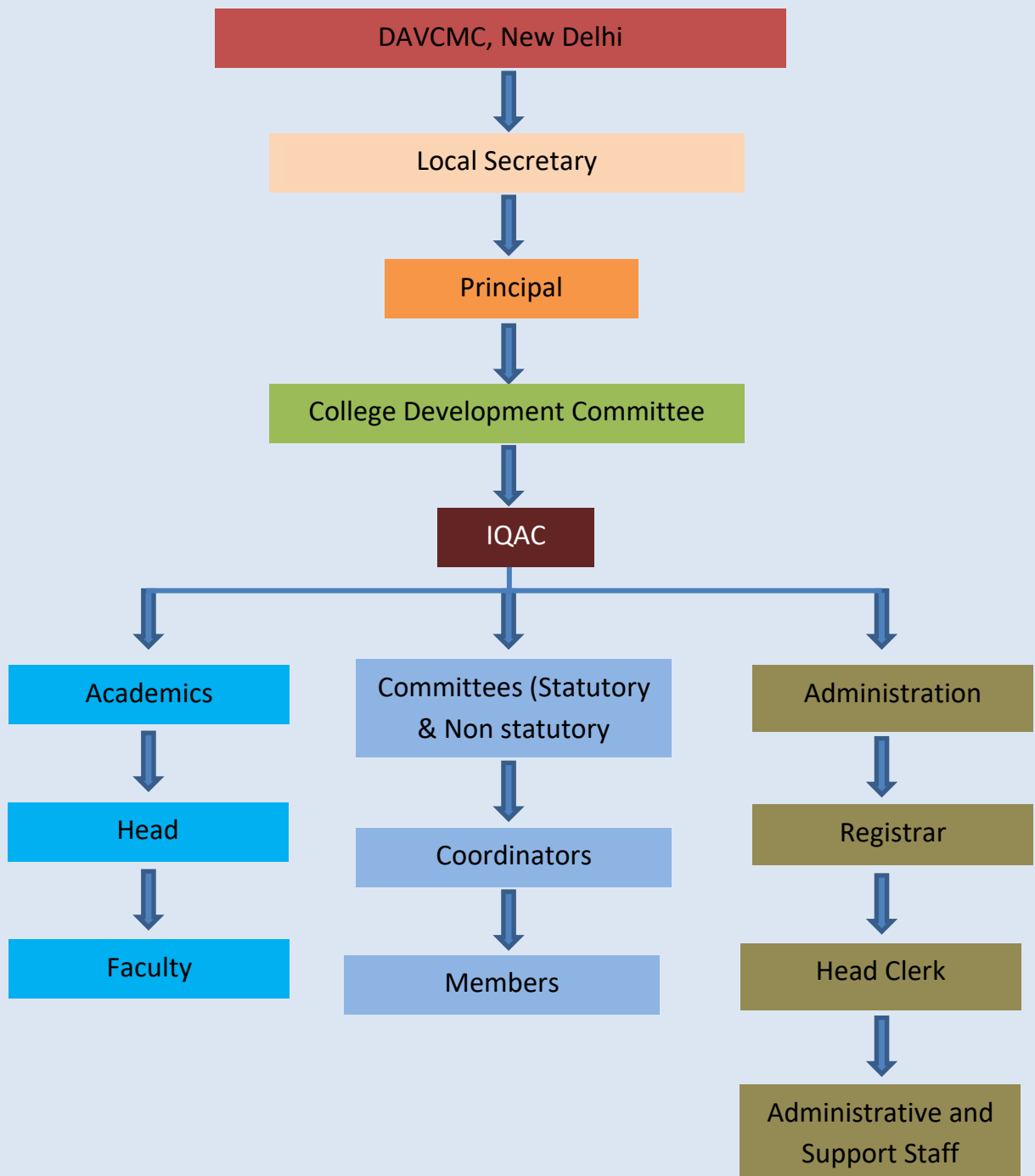




GOVERNANCE, LEADERSHIP AND MANAGEMENT

D.A.V. Velankar College of Commerce, Solapur

ORGANOGRAM OF THE INSTITUTION



D.A.V. College Trust & Management Society, New Delhi

1	Sh. Punam Suri	President
2	Shri Ajay Suri	General Secretary
3	Dr. N.K. Uberoi	Vice-President
4	Shri T.R. Gupta	Vice-President
5	Dr. R.K. Arya	Vice-President
6	Dr. A.K. Sharma	Vice-President
7	Shri Prabodh Mahajan	Vice-President
8	Shri Rajinder Nath	Vice-President
9	Shri Mohan Lal	Vice-President
10	Shri M.L. Sekhri	Vice-President
11	Justice N. K. Sud (Retd.)	Vice-President
12	Shri S.P. Lohia	Vice-President
13	Justice Amarjeet Singh Chaudhry (Retd.)	Vice-President
14	Dr. S.S. Khanna	Vice-President
15	Shri H. R. Gandhar	Vice-President
16	Prof. Ved Prakash	Vice-President
17	Justice Pritam Pal	Vice-President
18	Shri Mahesh Chopra	Secretary
19	Dr. S.R. Arora	Secretary
20	Shri J.K. Kapur	Secretary
21	Shri Ravinder Talwar	Secretary
22	Shri Ramesh Kumar Leekha	Secretary
23	Shri H.L. Bhatia	Secretary
24	Shri Bal Krishan Mittal	Secretary
25	Shri Satya Pal Arya	Secretary
26	Shri Arvind Ghai	Secretary
27	Shri Ajay Sehgal	Secretary
28	Shri Ajay Kumar Goswami	Secretary
29	Shri R.K. Sethi	Hony. Treasurer
30	Shri S.M. Gupta	Hony. Treasurer
31	Dr. M.C. Sharma	Hony. Treasurer
32	Shri D. V. Sethi	Hony. Treasurer
33	Brig. A. K. Adlakha	Hony. Treasurer
34	Shri Nanak Chand Garg	Hony. Treasurer



Kaudey
PRINCIPAL
D.A.V. VELANKAR COLLEGE OF
COMMERCE, SOLAPUR.

D.A.V. Velankar College of Commerce, Solapur

College Development Committee

Year 2018-2022

(According to Article 97 of The Maharashtra Public Universities Act 2016)

1	Shri Mahesh Chopra	Chairman
2	Shri S. S. Katkar	Nominee of the (Local) Management Secretary
3	Shri Shrikant More	Local Member – Nominated by Management
4	Shri S. A. Burbure	Local Member – Nominated by Management (Alumnus)
5	Prin. Dr. V. P. Ubale	Local Member – Nominated by Management
6	Prin. Dr. Mrs. S. B. Rathi	Local Member – Nominated by Management
7	Dr. A. S. Halli	Head of the Department nominated by Principal/Head of the Institution
8	Smt. M. M. Renghe	Elected Member (Teaching-Ladies)
9	Shri A. H. Bobade	Elected Member (Teaching-Gents)
10	Dr. S. V. Shinde	Elected Member (Teaching-Gents)
11	Shri S. S. Gawali	Elected Member (Non-Teaching)
12	Dr. D. C. Nanaware	Co-ordinator IQAC Committee
13	Student Representative	President and Secretary of the College Students Council
14	Prin. Dr. K. A. Pandey	Member - Secretary



Kanday
Principal
PRINCIPAL
D.A.V. VELANKAR COLLEGE OF
COMMERCE, SOLAPUR.



D.A.V. College Trust & Management Society, New Delhi
Dayanand Institutions, Solapur

Dayanand Nagar, Raviwar Peth, Solapur-413002 (Maharashtra)
Tel. : (O) 0217-2323193 (R) 0217-2373870 (Fax) 0217-2728900
email :- dayasolapur@gmail.com Website : <http://www.davsolapur.org>

No. 2017/152

08/03/2017

Prof. Smt. Pandey Kirti Anil
B-4, Shivganga Nagar -1,
Jule Solapur,
Solapur 413 004

With reference to your application dated 22/12/2016, the Management is pleased to inform you that on the recommendations of the duly constituted selection committee of Solapur University, Solapur, you are hereby appointed as **Principal** of *D.A.V. Velankar College of Commerce, Solapur*, on ₹59100 + AGP ₹10000/- in the payband of ₹37400-67000, for the period of five years with effect from 8th March 2017 or the date you join duties.

Your appointment is purely on probation up to two years, subject to the approval of the Government, the University and D.A.V. College Managing Committee, New Delhi.

You will be eligible to get allowances as per rules.

Your services shall be governed by the provisions of University Grants Commission, New Delhi and Maharashtra Public University Act 2016 and the Statutes, Ordinances, Regulations and Rules made there under from time to time.

If your acceptance is not received within eight days, your appointment is liable to be cancelled.

In case you accept the appointment you shall have to sign the agreement in the enclosed form at the time of joining the duties.

Received.
Kirti Anil Pandey

Principal
D.A.V. VELANKAR COLLEGE OF
COMMERCE, SOLAPUR

Manish Chopra
LOCAL SECRETARY



Dr. Satish K. Kapoor
Local Secretary



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D.A.V. College Trust & Management Society, New Delhi
Dayanand Institutions, Solapur

No. 2010/230

15/06/2010

Shri. Bobade Amol Haridas
Department of Commerce,
Shivaji University,
Kolhapur.

With reference to your application dated 07/05/2010, the undersigned is pleased to inform you that you are hereby appointed as Assistant Professor in **Commerce & Management of D.A.V. Velankar College of Commerce, Solapur**, on Rs. 15600/- in the Pay Band of Rs. 15600-39100+AGP 6000, with effect from 15th June 2010.

Your appointment will be subject to submission of Caste Validity Certificate within three (3) months from the date of joining. If you fail to submit Caste Validity Certificate within time limit or if your caste is not held valid, your services will automatically come to an end with immediate effect.

Your appointment is on probation for two years, subject to the approval of the University and Government.

You will be eligible to get allowances as per rules. However, salary will be paid to you only if your caste is held valid and after submission of your Caste Validity Certificate.

Your services shall be governed by the provisions of Maharashtra University Act, 1994 and the Statutes, Ordinances, Regulations and Rules made there under from time to time.

If your acceptance is not received within eight days, your appointment is liable to be cancelled.

In case you accept the appointment you shall have to sign the agreement in the enclosed form at the time of joining the duties.

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PRINCIPAL
D.A.V. VELANKAR COLLEGE OF COMMERCE
SOLAPUR.

All
PRINCIPAL
D.A.V. VELANKAR COLLEGE OF
COMMERCE, SOLAPUR.

Satish K. Kapoor
LOCAL SECRETARY



Dayanand Institutions, Dayanand Nagar, Raviwar Peth, Solapur-413001, Maharashtra)
Tel. : 0217-2323193 (O), 0217-2373870 (R), 0217-2728900 (Fax)
solapur@gmail.com # Website : <http://www.davsolapur.org>



D.A.V. VELANKAR COLLEGE OF COMMERCE,

SOLAPUR

Code of Ethics for Teachers, Governing body and Students

HANDBOOK

(Accepted from Government Resolution No. Misc. 2018/CR 56/18/UNI-1)

Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself /herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge.
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and Institution to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.



II. Teachers and Students

Teachers should:

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

Teachers and Authorities

Teachers should:

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interface with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- vi. Adhere to the terms of contract;
- vii. Give and expect due notice before a change of position takes place; and



- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

Teachers and Non-Teaching Staff

Teachers should:

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- ii. Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

Teachers and Guardians

Teachers should:

Try to see through teacher's bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

Teachers and Society

Teachers should:

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

Rector should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.





PUNYASHLOK AHILYADEVI HOLKAR SOLAPUR UNIVERSITY, SOLAPUR

Annual Self Appraisal Report (ASAR)

As per 7th Pay UGC Regulation 18th July, 2018 and

Govt. of Maharashtra Resolution 8th March, 2019

For College Associate Professor (AL 12 -13A)

Assessment Year: 2022-2023

A. General Information:

a) Name (Surname first)	:	DR. BOBADE AMOL HARIDAS
b) Designation	:	Assistant Professor, AGP Rs. 8000/-
c) College / University	:	D. A. V. Velankar College of Commerce, Solapur
d) Department	:	Commerce and Management
e) Date of Birth	:	01/05/1985
f) Date of Appointment	:	24/06/2010
g) Date of Last Promotion	:	24/06/2020
h) Assessment Period	:	24/06/2020 to 24/06/2024
i) Due Date of Next Promotion	:	24/06/2023
j) Total Teaching Experience	:	UG: 14 years PG: 10 Years
k) Permanent Address	:	Plot No D 34, Mahesh Thobde Nagar, Shelgi, Solapur
l) Mobile No.	:	7588795285
m) Email	:	<u>bobadeah@gmail.com</u>

B. Academic Qualifications:

Examinations	Name of the Board/University	Year of Passing	Percentage Of marks Obtained	Division /Class /Grade	Subject
S.S.C.	Pune	2000	51.86	II	All
H.S.C.	Shivaji University	2002	70.83	I with dist.	Commerce
B.COM	Shivaji University	2005	60.06	First class	Ad. Costing
M.COM	Shivaji University	2008	71.50	I with dist.	Adv. Accountancy
G.D.C&A	Co-op Board MH	2007	PASS	-	All
SET	Pune University	2009	Qualified	-	Commerce
NET	UGC	2009	Qualified	-	Commerce
M.Phil	Shivaji University,	2012	Awarded	Awarded	Commerce
Ph.D.	Solapur University	2018	Awarded	Awarded	Commerce

Research Degree (s)

Degrees	Title	Date of Award	University
M.Phil.	Awareness of Crop Insurance Among Farmers in Khatav taluka	09/02/2012	Shivaji University
Ph.D.	A study of Social Audit of Panchayati Raj System in Solapur District of Maharashtra State	20/10/2018	Solapur University

D. Experience:

Designation	Name of Employer	Date of Joining		Salary with Grade	Reason of leave
		Joining	Leaving		
Assistant Professor	D. A. V. Velankar College of Commerce, Solapur	24/06/2010	-	92500 + AGP 8000 AL-12	-

E. Orientation / Refresher / Research Methodology Course etc. Completed:

Name Of the Course	Place	Duration	Sponsoring Agency
Orientation Programme	UGC academic Staff College, University of Pune	13/02/2014 to 12/03/2014	UGC
Refresher Course	UGC academic Staff College, University of Pune	19/09/2016 To 09/10/2016	UGC
Refresher Course	Solapur University, Solapur	09/12/2018 to 29/12/2018	HRDC
Managing Online Classes and Cocreating MOOCS 2.0	Teaching Learning Centre Ramanujan College, Delhi	18/05/2020 to 03/06/2020	HRDC, PMMMNMTT
One Week research Methodology Workshop on BFSI	SYDENHAM Faculty Development Centre Mumbai	08/06/2020 to 12/06/2020	MHRD, PMMMNMTT
FDP on The Scenario of Commerce, Management and Economics Education After Covid-19	UGC HRDC Centre Savitribai Phule Pune University	29/06/2020 to 08/07/2020	MHRD, PMMMNMTT
FDP on Using Case Method in Asynchronous Learning Environment	UGC HRDC Centre Savitribai Phule Pune University	20/07/2020 to 25/07/2020	MHRD, PMMMNMTT
FDP on Developing Delivery and Evaluation of E content	UGC HRDC Centre Savitribai Phule Pune University	03/08/2020 to 07/08/2020	MHRD, PMMMNMTT
FDP on Advancing towards Sustainable Teaching Learning and Evaluation Methods	SYDENHAM Faculty Development Centre PMMMNMTT, Mumbai	10/08/2020 to 14/08/2020	MHRD, PMMMNMTT
Managing Online Classes and Cocreating MOOCS 27.0	Teaching Learning Centre Ramanujan College, Delhi	06/06/2023 to 20/06/2023	HRDC, PMMMNMTT

Appendix II

Table 1:

Assessment Criteria and Methodology for University/College TeachersName of the Teacher: **Dr. Bobade Amol Haridas**Subject: **Commerce and management**Name of the College: **D. A. V. Velankar College of Commerce, Solapur****NOTE:** Teacher should submit separate form for every year of assessment period.Year: **2022-23 (24/06/2022 to 23/06/2023)**

Table 1.1: Teaching: Assessment Criteria and Methodology for University/College Teachers			
Activity	Percentage Obtained	Grade Claimed	Grade Verified
Teaching- $\frac{A}{B} \times 100 = \text{----}\%$ $\frac{540}{540} \times 100 = 100\%$ Where A: Number of classes (Lectures) taught B: Total classes (Lectures) assigned (Classes taught includes sessions on tutorials, lab and other teaching related activities) % > 80% - Good % > 70% - Satisfactory % < 70% - Not Satisfactory	$\frac{540}{540} \times 100 = 100\%$	Good	Good

Grading Criteria: 80% & above - Good, Below 80% but 70% & above - Satisfactory

Less than 70% - Not satisfactory.

Note: Strike out whichever is not applicable.

Table 1.2: Involvement in the University/College students related activities/research activities:				
Sr. No.	Activity	Grade Claimed	Grade Verified	Page No.
A	Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Coordinator, Warden, etc. <ul style="list-style-type: none"> ▪ Chairman, Board of Studies Commerce, P.A.H. Solapur University, Solapur ▪ Member BOS Entrepreneurship, P.A.H. Solapur University, Solapur ▪ Member, academic Council, P.A.H. Solapur University, Solapur ▪ Member, Faculty of Commerce and Management, P.A.H. Solapur University, Solapur ▪ Area Coordinator, NSS, P.A.H. Solapur University, Solapur ▪ Member, NSS Advisory Committee, P.A.H. Solapur 	Good	Good	

	<p>University, Solapur</p> <ul style="list-style-type: none"> ▪ Member – Syllabus sub-committee, P.A.H. Solapur University, Solapur ▪ Head, Department of Commerce ▪ Member of IQAC Committee of the College 			
B	<p>Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <ul style="list-style-type: none"> ▪ Paper Setter, Business Finance, M.Com. II, Sem III, P.A.H. Solapur University, Solapur (16/12/2022) ▪ Paper Setter, Certificate Course of Share Market, Skill Development Centre, P.A.H. Solapur University, Solapur 15/11/2022 ▪ Junior Supervisor, for University Examination B. Com., P.A.H. Solapur University, Solapur (march/April 2023) ▪ Onscreen Evaluation and Moderation Cooperative development, B. Com III, Sem V and VI, P.A.H. Solapur University, Solapur ▪ Onscreen Evaluation and Moderation Principles of Marketing, B. Com I, Sem I and II P.A.H. Solapur University, Solapur ▪ Onscreen Evaluation and Moderation Insurance, B. Com I, Sem I and II, P.A.H. Solapur University, Solapur ▪ Onscreen Evaluation and Moderation Insurance, B. Com II, Sem III and IV, P.A.H. Solapur University, Solapur ▪ Onscreen Evaluation and Moderation Business Finance, M. Com II, Sem III and IV, P.A.H. Solapur University, Solapur ▪ Internal Senior Supervisor for University Examination B. Com., P.A.H. Solapur University, Solapur (January 2023) ▪ Internal Senior Supervisor for Skill Development Centre University Examination of P.A.H. Solapur University, Solapur (26/05/2023 to 31/05/2023) 	Good	Good	
C	<p>Student related co-curricular, extension and field-based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <ul style="list-style-type: none"> ▪ Programme Officer, National Service Scheme ▪ Coordinator, Wallpaper committee ▪ Coordinator, Commerce Association ▪ Member of Admission Committee ▪ Member of B C Cell Committee ▪ Member of Feedback Committee ▪ Member of Committee for Result Analysis ▪ Member of NAAC documentation Committee ▪ Member of IPR Cell ▪ Member of IQAC committee ▪ Member of Gymkhana Committee 	Good	Good	

	<ul style="list-style-type: none"> ▪ Member, Anti-Ragging Committee ▪ Member Result Analysis Committee 			
D	Organizing seminars / conferences/ workshops, other college/university activities Worked as Organizing Secretary on University Level One Day Interdisciplinary Seminar on Academic Research Writing. (07/05/2023)	Good	Good	
E	Evidence of being actively involved in guiding Ph.D. students.	--	--	
F	Conducting minor or major research projects sponsored by national or international agencies. Number of Projects: Major: ----- Minor: -----	--	--	
G	At least one single or joint publication in peer reviewed or UGC list of Journals. <ul style="list-style-type: none"> ▪ Awareness About PM SWA- Nidhi Scheme Among Street Vendors in Solapur City, Sanshodhak, UGC Care listed Research Journal, December-2022, Special Issue 12, ISSN-2394-5990. ▪ Direct Tax and Its Awareness with Special reference to Income Tax Collection to Central Government of India, Education and Development, A Multidisciplinary International Peer Reviewed Journal, Vol. XII, Number 23 January-December 2023, ISSN: 2320-3684 	Good	Good	

Grading Criteria: Good - Involved in at least 3 activities

Satisfactory - 1-2 activities

Not-satisfactory - Not involved / undertaken any of the activities

Note: i) Number of activities can be within or across the broad categories of activities


ii) Strike out whichever is not applicable.

Overall Grading:

Sr. No.	Grade	Criteria
1	Good	Good in teaching (Table 1.1) and satisfactory or good in activity at Table 1.2.
2	Satisfactory	Satisfactory in teaching (Table 1.1) and good or satisfactory in activity at Table 1.2.
3	Not Satisfactory	If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Table 1.1 and Table 1.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Overall Grading				
Sr. No.	Grade Claimed	Overall Grade Claimed	Grade Verified	Overall Grade Verified
Table – 1.1	Good	Good	Good	Good
Table–1.2	Good	Good	Good	Good


Signature of the Faculty

Head of the Dept.




I/c Principal
I/C PRINCIPAL
D.A.V. VELANKAR COLLEGE
OF COMMERCE, SOLAPUR.