



“येथे बहुतांचे हित”

Welfare Policy For Teaching & Non-Teaching Staff

Marathwada Mitramandal's College of Commerce

202/A, Deccan Gymkhana, Pune 411004

Welfare Committee

Sr. No.	Name of Member	Designation
1	Dr. Devidas Golhar	Chairman
2	Prof. S M Edke	Secretary
3	Dr. M.R.Gaikwad	Member
4	Dr. Anpat S M	Member
5	Dr. S S Kolhatkar	Member
6	Prof. Amol Chaudhari	Member
7	Mrs. Harshala Wadkar	Member
8	Mrs. Shilpa Lad	Member

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Introduction

The college promotes and practices the motto, 'Welfare of Masses' and adhering to this motto, college takes efforts and initiatives to develop welfare schemes for the betterment of our stakeholders especially students, parents, teachers and the society at large. The purpose is to invoke awareness amongst students and teachers with regard to social accountability and social responsibility through various activities, schemes and measures. The college with its vision, "To impart quality education for professional excellence and sustainable development through continuous improvement, teamwork and efforts so as to promote welfare to all our stakeholders" is moving with steady growth and development.

The Welfare Policy attempts to provide welfare measures for its staff members in education, career development / progression, medical, finance etc. to promote and practice equality amongst all.

Welfare measures for staff

1. Education

- Provision of educational assistance to children of economically weaker section from staff
- Provision of scholarship to the meritorious children of staff
- Provision of summer sports camps for children of staff

2. Avenues for career development/progression

- Provision of incentives up to Rs 3000/- for research publication in peer reviewed and H/Indexed journals.
- Encouragement to aided faculty for FDP/UGC Research Fellowships.
- Provision of financial support to attend/organize national/international workshops / conferences.
- Provision of leave to attend Academic programmes/ Summer School Programmes/ workshops/ Seminars/ Conferences in national and International Universities.
- Provision of paid leave not exceeding two month for completion of Ph.D. for self-financing faculty and staff.
- Paid vacation during summer to aided faculty.

- Computerized Digital Lab, laboratories, and separate research rooms for research.
- Provision of leave to engage in extension and community work.
- Autonomy to teaching staff in academic matters.
- Provision of on job technical training to non-teaching staff to familiarize with Management Software System.
- Academic support and financial reward on persuasion of degree / diploma/ certificate programmes.

3. Medical

- Provision of group insurance for faculty and staff
- Provision of medical emergency assistance for hospitalization
- Provision of free annual medical check up
- Provision of maternity leave for women employees.
- Provision of corona kawach medical policy

4. Financial assistance

- Provision of interest free Loans to faculty and staff to meet emergency situations.
- Provision of college credit society loans up to Rs 500000/-

5. Financial Incentives

- UGC norms in the promotion of Self-financing faculty.
- Annual staff picnics, occasional tours and common celebration of festivals.

6. Other Benefits

- Awareness programmes for Non-Teaching Staff.
- Free Wi-Fi and email addresses using the institutional domain name.
- Annual retreat / orientation/ Cultural programme/ staff appreciation / festivals/ motivational programmes for teaching and non- teaching every year.
- Provision of free gymnasium
- Provision of canteen facility at subsidized rates

7. Promotion

- The three levels of designation for teaching staff – Assistant Professor, Associate Professor, and Professor.
- Promotion from one level to another based on API based as per UGC norms.
- Performance appraisal for career progression of the faculty.
- The non-teaching staff posts are categorized into various levels.
- The selection of non-teaching staff to a particular grade is decided on the basis of his educational qualification and work experience.

Prepared & Signed by:

Verified & Signed by:

Prof. Amol Chaudhari
NAAC Criteria VI Incharge

Dr. Swapna Kolhatkar
IQAC Coordinator

Prof. S.M. Edke
Secretary-Staff Welfare



Seal of College:

Approved & Signed by:

Dr. Devidas Golhar
Principal