



RAJIV GANDHI COLLEGE OF ENGINEERING

Recognised by Govt. of Maharashtra, Approved by AICTE & to Savitribai Phule Pune University/MSBTE, Mumbai.
Vitthalnagar, Kokate Vasti, Karjule Harya, (Takali Dhokeshwar) Nagar Kalyan Highway, Tal. Parner, Dist. Ahmednagar, Pin-414304.
Phone : 8975578687, 8975178687, 7447275353 Visit us at : www.rgcoe.org / email : rajivgandhi.iol@gmail.com

6.2 Strategy Development Programme

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.

Response:

Institutional Perspective Plan:

The implementation of the institutional perspective plan has been successful. The institution has a well-organized administrative and academic framework, overseen by a supporting management team. The prospective plan is strategically executed from the creation of the institution. The infrastructure has been gradually extended, academic growth has been achieved, extension services have been implemented, resources have been acquired, and methods have been standardized and taught to align with the institute's Vision. The college has a very efficient Performance Appraisal System for both teaching and non-teaching personnel. The system encompasses the increase of faculty qualifications and competency, as well as improvements in the teaching-learning environment, resulting in a more enriched learning experience for the students. RGCOE has prioritized providing significant help in facilitating job opportunities for its students. To do this, the Institute has a robust and effective placement cell.


The effectiveness of the faculty performance assessment system is evaluated after the academic year. The institute promotes faculty engagement in various professional development programs such as Faculty Development Programs (FDPs), Short Term Training Programs (STTPs), workshops, seminars, conferences, and NPTEL courses. It also supports the use of an outcome-based teaching approach to continuously enhance the performance assessment activities. The faculty is given opportunities and assistance to undertake social, extended, and extracurricular activities to improve their performance assessment marks.

Various committees with well-defined functions give academic and administrative leadership:

[1] Local Management Committee: The Local Management Committee is accountable for establishing the institution's policies, guiding its growth, and ensuring regular and effective governance. Additionally, establish a strategic strategy to consistently accomplish the objectives of the Institution.



1


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[2] College Development Committee: The College Development Committee oversees the general operations, monitors the procedures and progress, and provides recommendations for the comprehensive advancement of the institution.

Service Rules and Procedures:

The Employee Service regulations and processes are governed by the SPPU Pune University First Statutes, the college's Constitution, and the laws of the State Government, which are periodically revised. The recruiting regulations for the teaching personnel are determined by the University Grants Commission (UGC) and the eligibility criteria are set by the All India Council for Technical Education (AICTE). The promoting rules for staff are determined by the associated University, Savitribai Phule Pune University. The institution maintains an employee service book.

Grievance Redressal Mechanisms:

There are many mechanisms in place to address grievances, such as the Anti-Ragging Cell and a Grievance Redressal Cell with conspicuously located complaint boxes. The Examination Committee also resolves the complaints about the Internal and External exams. In addition, each department head collects student comments and promptly takes relevant measures based on the feedback received. The college regularly conducts practical-oriented courses, emphasizes skill-based learning, and effectively utilizes e-learning platforms to enhance outcomes.

Evidence

Institute efficient and effective use:

Administration: To provide a trouble-free environment for overall administration of the institution, various organizational processes should be integrated with ICT based technology friendly accessible.


Biometric attendance system: Centralized monitoring system for all staff is available in the institute

Student admission support: The well organized and stored in centralized database for further use and should be made to other when required.

Examination: Internal assessment evaluation Course file, time table are available.

Finance and accounts: Suitable financial tool is used to handle institution transactions and to maintain accounting information. Appropriate security measures are taken for confidentiality of transactions.




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Electronic mode of communication:

Email/Phone calls is a common communication method for sharing information with all stakeholders. To transmit documents and other information, the institution must extend email facility to all departments and staff thereby encouraging reduced paper.

Website: Website is one of the technological tools through which the institution shares its academic profiles with the rest of the world. The website acts as a mirror of the college activities reflecting the information about admission criteria, courses, faculty information, placement, notice

Library: Library is an integral part of learning process to promote

University Examination: Institution to be equipped with adequate infrastructure to carry out university examination related work.

Alumni Network: In order to strengthen the alumni network, started providing facilities like registration, information of college activities, milestones achieved by alumini and their feedback.

Practical oriented courses: Curriculum is enriched with expose students to real –life problems such as PBL internship and projects. Moreover number of value added programs organized for students and their participation has seen a steady rise.

T&P activities: Overall improvement in quality is rise in placement of students over the period of time.

SC/ST Cell:

RGCOE has constituted SC/ST cell to handle the following responsibilities.

- Grievances redress for the grievances of SC/ST students and employees and render them necessary help in solving their academic as well as administrative problems.
- Monitors and evaluates the reservation policies and other programs intended for SC/ST by the Government of India for their effective implementation at RGCOE karjule Harya.
- Suggest the follow-up measures to the administration of the institute for achieving objectives and targets laid down by MHRD for the empowerment of SC/ST
- Dissemination of the awareness of higher education to the SC/ST students





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Matoshri Shaikshanik Pratishthan's
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STUDENT GRIEVANCE REDRESSAL CELL

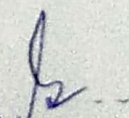
Sr.	Name of Member	DESIGNATION	Position
1	Dr. Pandurang Ashruba Tidke	Principal	Chairperson
2	Dr. Krupal Prabhakar Pawar	Assistant Prof.	Member
3	Mrs. Vasudha Vishwasrao Patil	HOD & Assistant Prof.	Member

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ANTI RAGGING SQUAD COMMITTEE

Sr.	Name of Member	Position in Committee
1	Dr. Krupal P. Pawar	Chairperson
2	Mr. Auti Pravin D.	Member
3	Mr. Nilesh Pawar	Member
4	Mr. Anil Wakekar	Member
5	Mr. Gath Sandip P.	Member
6	Mrs. Supriya Gore	Member
7	Mrs. Patil Vasudha V.	Member
8	Mr. Aher Vijay B.	Member




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ANTI-RAGGING COMMITTEE

Sr.	Name of Member	DESIGNATION	Position in Committee
1	Mr. Kiran Laxman Aher	MSP, Secretary	Chairperson
2	Dr. Pandurang Ashruba Tidke	Principal	Member
3	Dr. Krupal Prabhakar Pawar	IQAC Coordinator	Member
4	Mrs. Vasudha V. Patil	Assistant Professor	Member
5	Mr. Pravin D. Auti	Assistant Professor	Member
6	Mr. Vilas Baburao Bhandare	Assistant Professor	Member

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WOMEN ANTI-SEXUAL HARASSMENT CELL

Sr.	Name of Member	DESIGNATION	Position
1	Mr. Kiran Laxman Aher	MSP, Secretary	Chairperson
2	Dr. Pandurang Ashruba Tidke	In-charge	Secretary
3	Dr. Krupal Prabhakar Pawar	IQAC Coordinator	Member
4	Mr. Vilas Baburao Bhandare	Student	Member
5	Mrs. Patil Vasudha Vishwasrao	Assistant Prof.	Member
6	Mrs. Nawale Tejashree Laxman	Student	Member




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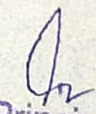
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COLLEGE DEVELOPMENT COMMITTEE

Sr.	NAME	DESIGNATION	DEPARTMENT
1.	Mrs. Aher Mirabai Laxman	Chairperson of the Management	Chairperson
2.	Dr. Pandurang Ashruba Trike	Principal	Member
3.	Mr. Zaware Omkar Jaysing	President of Collage Students Council	Member
4.	Mr. Sandip Prabhakar Gath	HOD	Member
5.	Mr. Karande Akshay Tukaram	Secretary of Collage Students Council	Member
6.	Mr. Aher Kiran Laxman	Secretary of the Management	Secretary
7.	Miss. Unde Suvarna Popat	Assistant Prof.	Member
8.	Mr. Audi Pravin Dattatray	Assistant Prof.	Member
9.	Mr. Aher Vijay Boraj	Assistant Prof.	Member
10.	Mr. Nivdunge Suresh Baban	Local Members	Member
11.	Mr. Unde Anil Balasaheb	Local Members	Member
12.	Mr. Zaware Bhausahab Baban	Local Members	Member
13.	Mrs. Zaware Sunita Jaysing	Local Members	Member
14.	Dr. Krupal Prabhakar Pawar	IQAC Coordinator	Member
15.	Mr. Bhaik Subhash Kundlik	Non-Teaching Member	Member




Principal
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