

# ARTS AND COMMERCE COLLEGE

**Warvat BakalDist- Buldana**

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## **Criterion 6- Governance, Leadership and Management**

### **6.3 Faculty Empowerment Strategies**

#### **6.3.1. The institution has effective welfare measures for teaching and non- teaching staff**

Metric No.	Sr. No.	Content / File Description	Document/Link
<b>6.3.1</b>		<b>The institution has effective welfare measures for teaching and non-teaching staff</b>	
	<b>A</b>	<b>Welfare schemes</b>	

## CERTIFICATE

This is to certify that the documents attached as supporting documents for  
Criterion 6- Governance, Leadership and Management are verified from the college  
record and found to be correct to the best of my knowledge.



  
**Principal**  
Arts & Commerce College,  
Warvat Bakal Dist. Buldana

# Supporting Document A

## Welfare schemes

### WELFARE SCHEMES FOR:

Teaching	Non-Teaching	Students
<ul style="list-style-type: none"> <li>➤ College administration looks after GPF scheme for the employees appointed on or before 31<sup>st</sup> October 2005 and DCPS scheme for those employees appointed after 31<sup>st</sup> October 2005.</li> <li>➤ College administration actively pursues for approval, promotions, placements and pensions</li> <li>➤ Admission to the wards of teaching and nonteaching staff in society constituted schools and colleges</li> <li>➤ Staff quarter facility</li> <li>➤ Career Advancement benefits for those with higher qualifications like M.Phil., Ph.D. as per the UGC norms.</li> <li>➤ Medical reimbursement scheme as per the Government of Maharashtra norms.</li> <li>➤ Medical leave, Maternity Leave, Duty Leave, On Duty Leave facilities as per the parent university rules.</li> <li>➤ Loan Facility by Mahasiddha Urban Credit Society (Sister Institute)</li> </ul>	<ul style="list-style-type: none"> <li>➤ College administration looks after GPF scheme for the employees appointed on or before 31<sup>st</sup> October 2005 and DCPS scheme for those employees appointed after 31<sup>st</sup> October 2005.</li> <li>➤ College administration actively pursues for approval, promotions, placements and pensions</li> <li>➤ Admission to the wards of teaching and non-teaching staff in society constituted schools and colleges</li> <li>➤ Staff quarter facility</li> <li>➤ College motivates nonteaching staff for pursuing computer courses.</li> <li>➤ Medical reimbursement scheme as per the Government of Maharashtra norms.</li> <li>➤ Medical leave, Maternity Leave, Duty Leave, On Duty Leave facilities as per the parent university rules.</li> <li>➤ Loan Facility by Mahasiddha Urban Credit Society (Sister Institute)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Book bank scheme</li> <li>➤ Payment of Admission fees in installments</li> <li>➤ GOI Post Matric Scholarship</li> <li>➤ Bus Concession Pass facility of State Transport Service as per SGBAU guidelines.</li> <li>➤ Mentor Mentee Scheme</li> </ul>

## **ARTS & COMMERCE COLLEGE, WARVAT BAKAL DIST- BULDANA**

### **INSTITUTIONAL DISTINCTIVENESS**

By remaining true to our mission, the college has set an objective before itself of providing quality education to most disadvantaged and down-trodden section of the society. Towards this college has made all possible efforts and succeeded in achieving its goal during last 25 years. Annual income of majority of families belongs to Below Poverty Line. The institute has made it a point to provide all essential facilities to such students so that financial constraints should not deprive them of education.

Students avail all government welfare schemes and scholarships easily in the college, because they are always provided timely information about all such schemes.

Along with financial difficulties, academic difficulties of the students are also properly taken care of by the college.

Shy and diffident tribal and rural students generally hesitate to mix and communicate. Our teachers help them a lot to shed their shyness and establish communication with others. Majority of Girl students after H.S.C. would stop education. They are provided guidance about various future prospects. Since many of our students come from nearby villages; commuting was the main problem for them as no transport is available in the morning. So, an elaborate college time-table has been devised and put into practice using noon shifts. Rural and tribal students obtaining comparatively average marks in S.S.C. and H.S.S.C. examination and that too in more than one attempts also are not denied admissions in our college. All students taking admissions to the college are consistently given proper guidance so that they can successfully complete their degree education. On the campus, maximum essential physical facilities for educational needs are available. An affectionate rapport is continuously maintained between teachers and students. Alumni actively participate in college activities.

Reputation of any institute is a yardstick to measure its success and performance and it could be the right kind of advertisement of the institute. Since our institute never made any adjustments as far as merit and quality was concerned, there was never a single instance in the history of 25 years of the college, when any doubt or question was raised about its reputation in the entire region of SGB Amravati University. It is due to this flow of students and adequate feeding had never been a matter of concern for us. Even today the college has maintained the same steady flow of students. We sincerely believe that our alumni are our real missionaries who voluntarily canvass of our quality.

This, we believe, makes us stand distinct from the other Institutes around us.



  
**Principal**  
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Warvat Bakal Dist. Buldana