

Criterion 6- Governance, Leadership and Management (100)

Key Indicator- 6.1 Institutional Vision and Leadership (15)

6.1.1 QiM	<p><i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long-term Institutional Perspective Plan.</i></p> <p>Description:</p> <p>Raath Mahavidyalaya Paithani is the first budding educational institution of higher education in Raath region. Even after independence, this area was full of many inequalities, development and modernity were not easy in the area due to illiteracy, unemployment, conservatism, superstition and geographical difficulties. To provide direction and proper guidance to regional talents. Therefore, to fully empower the regional youth through higher education, this college institution has been fulfilling the same for the last 20 years. Raath Mahavidyalaya Paithani has provided awareness about higher education to many youths growing up in remote rural environments.</p> <p>It has instilled self-confidence in the rural environment by encouraging more and more neglected girls for higher education. In addition to studies in the college, to provide a platform for meaningful and scientific discussions on contemporary topics like environment, climate change, cleanliness, yoga, health, gender sensitivity, youth dowry system, drug eradication, sacrifice system etc. in perspective, traditional Organization of many orientation programs to root out many evils, superstitions and stereotypes prevalent in the rural society so as to provide new direction to the newly educated youth society.</p> <ul style="list-style-type: none">• In order to develop the all-round capacities of the students, the college is following• multidisciplinary teaching-learning process as per the NEP-2020. Considering the problems of students from rural areas, the college is planning to start professional courses that meet the regional needs, in future. Its main objective is to motivate students towards entrepreneurship and self-employment.• To provide employment-oriented education to the students in the college. To conduct BA, BED and BPED, so that the youth can get employment with self-respect in future.• To develop the sports talent of youth and make them competitive by organizing competitions.• To conduct many competitive programs for creation and competition of knowledge and science in the college. <p>Website Link: https://rmvpaithani.com/mission_and_vision.php</p>
----------------------------	--

Key Indicator- 6.2 Strategy Development and Deployment (12)

6.2.1 QiM	<p><i>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.</i></p>
----------------------------	--

Description:**The functioning of the Institutional Bodies**

All the bodies of the college. UGC and N.C.T.E. We carry out our work as per the policies and guidelines. The college is affiliated to Hemwati Nandan Bahuguna Central University, Srinagar (Garhwal). Therefore, the guidelines of the university for curriculum, examination, evaluation and student admission are followed. Management of physical and academic quality is carried out by these committees.

State Government/Directorate of Higher Education: Other government acts and policies are implemented as per the provisions directed by the state government. Necessary rules, reservation roster system for teacher/staff appointment and student admission in the institute are implemented as per the provisions directed by the State Government (Directorate of Higher Education).

Management Committee: The nature of the college is non-government. The committee also ensures compliance with the orders, rules and policies of the state government and the university. At least one meeting of the Managing Committee is held in a year. In the meeting the physical and educational problems of the college are discussed.

Proctorial Board: The Proctorial Board is continuously performing its functions in the college.

Student Council: At present a total of 07 student representatives including President, Vice President, Culture Minister, Vice Treasurer, University representative are selected in the Student Council.

Women's Cell: It consists of the convenor, the principal of the college, two co-convenors (female) and one member.

Campus Development Committee: Currently consists of four members.

APPOINTMENT AND SERVICE RULES

The appointment of teacher cadre in the college/institution is done as per the UGC and University Service Rules. The appointment process of post-teaching staff is done under the provisions of the state government. In both these types of appointments, the sector and reservation system prescribed by the state government is followed. The service conditions are as per the service rules prescribed by the state government.

Appointment Process: The appointment process is completed after the creation of posts for teaching and post-teaching staff of the college at the government level (state government).

Developmental Vision and Strategy of the Institution: Since its inception, the institution has been continuously doing progressive work in various forms of education and training. The organization is continuously making efforts to ensure that the students can achieve higher levels of educational objectives and contribute to the building of the nation and society as capable citizens. To complete the curriculum on time and for the all-round development of the students, co-curricular activities like sports, debates, cultural activities, seminars and seminars are organised.

	To create public awareness in the service area, environmental cleanliness programs and tree plantation programs and social awareness programs through rallies have also been organized from time to time.
6.2.2 Q_nM	<p><i>Institution implements e-governance in its operations</i></p> <ol style="list-style-type: none"> 1. Administration including complaint management 2. Finance and Accounts 3. Student Admission and Support 4. Examinations <p>Response: 3 of the above</p> <p>Website Link: https://rmvpaithani.com/student-notice.php</p>

Key Indicator- 6.3 Faculty Empowerment Strategies (33)

6.3.1 Q_nM	<p><i>The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression</i></p> <p>Description:</p> <p>The institution has effective welfare measures for teaching and non-teaching staff. Employee welfare is given utmost importance in our organization. In this regard, the existing welfare measures for teaching and non-teaching staff are listed below:</p> <ul style="list-style-type: none"> • Medical leave and maternity leave for eligible staff members • Faculty members are eligible for earned leave • Gym is also accessible to the employees. • The campus of the institute has a multicultural environment. • In and around the campus, two canteens are available with fully furnished. • Various activities are organized for the staff including Teaching and Non-Teaching Staff Club organizes tours and sports. • Faculty members are provided individual cabins. • 30 days – There is summer and winter vacation for faculty members. • Under the rules, regular faculty members are sent to attend Faculty Development Program (FDP). • Skill development courses are organized for non-teaching staff • Attendance and leave using biometric systems. • There is Gratuity/NPS for the employees of the organization. • All staff members are treated equally in receiving Benefits from the organization. • Staff members are consulted which creates a healthy work environment. • Women Empowerment Cell has been established to enable women members to come forward and avail their rights. <p>In short, the organization works hard to keep our employees happy and healthy.</p>
6.3.2 Q_nM	<p><i>Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years</i></p>

6.3.2.1. Number of teachers during the last five years																									
Year	2022-23	2021-22	2020-21	2019-20	2018-19																				
Number	00	00	00	00	00																				
Percentage: NA																									
6.3.3 QnM	<p><i>Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years</i></p> <p>6.3.3.1. Total number of teaching staff year wise during the last five years</p> <table border="1"> <tr> <td>Year</td> <td>2022-23</td> <td>2021-22</td> <td>2020-21</td> <td>2019-20</td> <td>2018-19</td> </tr> <tr> <td>Number</td> <td>12</td> <td>12</td> <td>14</td> <td>17</td> <td>16</td> </tr> </table> <p>6.3.3.2 Total number of non-teaching staff year wise during the last five years</p> <table border="1"> <tr> <td>Year</td> <td>2022-23</td> <td>2021-22</td> <td>2020-21</td> <td>2019-20</td> <td>2018-19</td> </tr> <tr> <td>Number</td> <td>00</td> <td>00</td> <td>01</td> <td>00</td> <td>00</td> </tr> </table> <p>Percentage: 53.38</p> <p>Website Link: https://rmvpaithani.com/Faculty_development.php</p>	Year	2022-23	2021-22	2020-21	2019-20	2018-19	Number	12	12	14	17	16	Year	2022-23	2021-22	2020-21	2019-20	2018-19	Number	00	00	01	00	00
Year	2022-23	2021-22	2020-21	2019-20	2018-19																				
Number	12	12	14	17	16																				
Year	2022-23	2021-22	2020-21	2019-20	2018-19																				
Number	00	00	01	00	00																				

Key Indicator- 6.4 Financial Management and Resource Mobilization (10)

6.4.1 QnM	<p><i>Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ non-government organizations) and it conducts financial audits regularly (internal and external)</i></p> <p>Description:</p> <p>The Management Fund is utilized by the Office of Management and is accounted for by the Management Committee. The funds are utilized according to various categories, such as salaries, temporary staff, infrastructure maintenance, employee welfare, student welfare, sports etc. Government funds are utilized as per the instructions of Government orders and circulars. The Purchase Committee solicits quotations from vendors, scrutinizes the procurement process and monitors effective utilization of government funds. Financial Audit All daily transactions are clarified by the Accounts Section and verified by the Management Committee, all accounts managed fund and approved are audited internally and externally. Committee Treasurer Regularly external audit is done by Chartered Accountants and balance sheets and other financial statements are taken care of and approved by the college Government funds are internally audited by faculty members and external audit is done at two levels. they are:</p> <p>1. Accountant General (AG), conducts from time-to-time verification of all the documents of accounts approved by the Government of Uttarakhand and all the recommendations and instructions are also incorporated in the final settlement.</p>
------------------	---

2. Chartered Accountant: The accounts for all grants and funds sanctioned to the Government/ UGC and Received from various resource, certified by a Chartered Accountant. The Chartered Accountant approves the certificate and it is presented to the concerned.

Website Link: <https://rmvpaithani.com/Financial.php>

Key Indicator- 6.5 Internal Quality Assurance System (30)

6.5.1
QIM

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Description:

IQAC Prepare quality related criteria for continuous academic and administrative activities in the college, they are implemented.

1. To create student focused teaching learning environment.
2. To suggest the use of latest technology and teaching-learning methods for innovation in education.
3. Provides Suggests organizing various programs like workshops, seminars and lectures by professional experts to develop theoretical and practical knowledge as well as professional skills to the students.
4. To give suggestions for adopting new and functional approaches for improvement in educational and administrative work.
5. To give suggestions for quality teaching-learning.
6. To give suggestions for conducting other study related activities along with the studies of the students.
7. From time to time, feedback is taken from the students regarding the academic and administrative activities of the college and after analysis, improvements are also made.
8. Activities related to enhancing the academic and administrative quality of the college, including adopting and spreading good traditions.
9. To give suggestions for converting the college library into e-library.
10. Computerization of work related to administration and admission process, examination results and issuing certificates.
11. To measure and increase the effectiveness of various committees/cells formed in the college.
12. To increase basic facilities.
13. To collect, maintain data on all activities of the college over time and monitor improvement.
14. To ensure timely, efficient and progressive performance of educational, administrative and financial work.

This way from time to time, the IQAC conducts a comprehensive study of the feedback of the study and teaching work of the college, closely analyzing the shortcomings of the teaching work, the obstacles and challenges faced in it, a decision is taken to further improve the study and teaching work. Therefore, the IQAC team considers and works on all those possible aspects which have the power to bring positive impact of teaching-learning

	<p>on the students as well as the institution. It strives to provide a global platform to the students by inculcating the “Think Locally and Act Globally” mindset along with traditional teaching learning. It also evaluates, improves and re-evaluates the educational and administrative work and also plans future activities.</p> <p>Website Link: https://rmvpaithani.com/iqac-documents.php</p>
<p>6.5.2 Q_nM</p>	<p><i>Quality assurance initiatives of the institution include:</i></p> <ol style="list-style-type: none"> <i>1. Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented.</i> <i>2. Academic and Administrative Audit (AAA) and follow-up action taken.</i> <i>3. Collaborative quality initiatives with other institution(s)</i> <i>4. Participation in NIRF and other recognized rankings.</i> <i>5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.</i> <p>Response: 2 of the above</p> <p>Website Link: https://rmvpaithani.com/iqac-minutes-of-meeting.php</p>