



MARATHWADA MITRA MANDAL'S
COLLEGE OF COMMERCE

Affiliated to Savitribai Phule Pune University, Re-Accredited by NAAC with "A" Grade
ISO 9001:2015 Certified, Awarded as Best College by Savitribai Phule Pune University
202/A, Deccan Gymkhana, Pune – 411004

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List of Policy Documents

Sr. No.	Particulars
1	Resource Mobilization & Management Policy
2	Welfare Policy for Teaching & Non- Teaching Staff



“येथे बहुतांचे हित”

Welfare of Masses

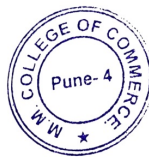
Resource Mobilization & Management Policy

Marathwada Mitramandal's College of Commerce

Deccan Gymkhana, Pune 411004

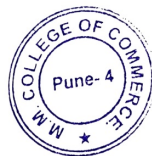
Fund Mobilization and Management Committee

Sr. No.	Name of Member	Designation
1	Dr. Devidas Golhar	Chairman
2	Prof. S M Edke	Member
3	Dr. M.R.Gaikwad	Member
4	Dr. Anpat S M	Member
5	Dr. S S Kolhatkar	Member
6	Dr. Ashwini Parkhi	Member
7	Mrs. Savita Pujari	Member
8	Mrs. Shilpa Lad	Member
9	Mr. Abhijit Kale	Member



Contents

1. Introduction
2. Objectives
3. Financial Resources
4. Utilization of Funds
5. Financial Audit



Introduction

The Institution has a transparent and well planned financial management system in which Government and Management are the main sources of funds. The Resource mobilization policy focuses on achieving the goals and target of the institution ensuring accountability and transparency. The harmonized Governing body coordinates and monitors the optimal utilization of the funds for the promotion of students-centric ecosystem.

Objectives

1. To ensure optimum utilization of funds
2. To provide financial support / funds for newly introduced programme
3. To support with sufficient funds for staff development programme such as seminars/ workshops
4. To provide funds for needy students in the form of scholarships for financially weaker section

Financial Resources

Financial resources of the institution are as follows:

- Tuition fee
- Government grants other than salary
- Grants / Funds From individuals, philanthropist/Non government organization
- College Development Fund
- Alumni Contribution

Utilization of funds

- Tuition fee is used for the infrastructure, staff salary and academic activities
- Strengthening academic resources / extension activities / placement activities / value addition through academic practices / infrastructure resources
- Provision of institution scholarships under 'Welfare of Masses' to economically weak students
- Student development and faculty member professional development
- Government funds are optimally used for which it is sanctioned
- Transparency and accountability is ensured by conducting an annual audit of the statements
- Alumni Meets are conducted for guidance and interaction with current students



Financial Audit of Grant :

There are two levels of audit for the funds sanctioned. They are as follows:

- A. Internal audit
- B. External Audit

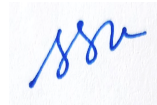
1. The institution has a strong financial advisory board for Management of accounts. All the accounts are sanctioned and audited internally as well as externally.
2. The institute has appointed a separate and efficient auditor to look after the internal audit part so as to ensure arithmetic accuracy in the records and bookkeeping accounts.
3. Final audit of the college is carried out by the statutory auditor appointed by the institute.

Prepared & Signed by:



Dr. Ashwini Parkhi
NAAC Criteria VI Incharge

Verified & Signed by:



Dr. Swapna Kolhatkar
IQAC Coordinator



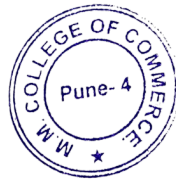
Prof. S.M. Edke
HOD - Commerce

Approved & Signed by:



Dr. Devidas Golhar
Principal

Seal of College:





“येथे बहुतांचे हित”

Welfare of Masses

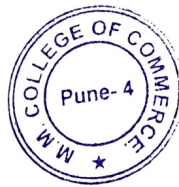
Welfare Policy
For
Teaching & Non Teaching Staff

Marathwada Mitramandal's College of Commerce

202/A, Deccan Gymkhana, Pune 411004

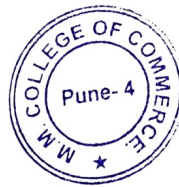
Welfare Committee

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



Contents

1. Introduction
2. Welfare measures
 - Education
 - Avenues for professional development
 - Medical
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 - Financial Incentives
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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, medical, finance etc. to promote and practice equality amongst all.

Welfare measures

1. Education

- Provision of educational assistance to children of economically weaker section from staff
- Provision of scholarship to the meritorious children of staff

2. Avenues for professional development

- Encouragement to faculty for FDP/ Research
- Provision of financial support to attend/organize national/international workshops / conferences
- Provision of leave to attend Academic programmes/ workshops/ Seminars/ Conferences
- Provision of leave to engage in extension and community work
- Financial reward on academic value addition

3. Medical

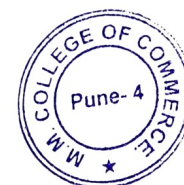
- Provision of group insurance for faculty and staff
- Provision of medical emergency assistance for hospitalization
- Provision of free annual health check up
- Provision of maternity leave for women employees

4. Financial assistance

- Provision of assistance for research publication in UGC-CARE listed journals
- Provision of assistance for attending seminar/ conference/ workshops/ FDP

5. Financial Incentives

- Promotion of teaching and non teaching staff as per norms
- Annual staff occasional tours and common celebration of festivals



6. Other Benefits

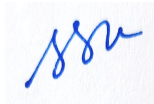
- Awareness programmes for Non-Teaching Staff.
- Annual retreat / orientation/ Cultural programme/ staff appreciation / festivals/ motivational programmes for teaching and non- teaching every year.
- The three levels of designation for teaching staff – Assistant Professor, Associate Professor, and Professor.
- The non-teaching staff posts are promoted as per norms.

Prepared & Signed by:



Dr. Ashwini Parkhi
NAAC Criteria VI Incharge

Verified & Signed by:



Dr. Swapna Kolhatkar
IQAC Coordinator



Prof. S.M. Edke
Secretary-Staff Welfare

Approved & Signed by:



Dr. Devidas Golhar
Principal

Seal of College:

