

PUNE DISTRICT EDUCATION ASSOCIATION'S
WAGHIRE COLLEGE OF ARTS COMMERCE AND SCIENCE SASWAD
TAL-PURANDAR DIST-PUNE



Criterion VI
Governance Leadership and Management

Key Indicator- 6.3_Faculty Empowerment Strategy

Metric:- 6.3.3 Percentage of teaching and non-teaching staff participating in Faculty Development Programs (FDP), Management Development Programs (MDPs) Professional Development /Administrative Training Programs during the last five years

Annual Report of Training Program and Faculty
Development Program Organised by the Institution


CO-ORDINATOR
IQAC
Waghire College, Saswad




PRINCIPAL
Waghire College, Saswad
Tal Purandar, Dist. Pune

Annual Report of Training Program_2019-20


During the academic year 2019-20, PDEA's Waghire College of Arts Commerce and Science Saswad organised 1 training program for teaching and non-teaching staff members of Amrutshwar College Vinjar on "Preparation for NAAC-Revised Accreditation Framework (RAF)"

1. INTERNAL QUALITY ASSURANCE CELL (IQAC) arranged a One Day Training on 'Preparation for NAAC' for Faculty and Stakeholders of Amrutshwar College, Vinjar, Dist-Pune on 24th Sept.,2019.

Dr. Shushma Bhosale, Principal inaugurated the workshop. She pointed out the need of the e- documentation different mechanisms in the Revised Accreditation Framework (RAF). In the First Session of the workshop, the IQAC Coordinator Dr. Sanjay Zagade elaborated the scope for deciding the benchmark in the academic and administrative fusions. The proper way of planning and execution will lead to the extensive and effective initiatives for the student centric education.


In the second session, Dr. Nita Patil and Prof. A.T. Padvi shared the need of research oriented- activities, extension and community outreach programmes, collaboration with NGOs and industries along with the infrastructural development for the students and researchers for up gradation of the knowledge.

The third session was conducted by Prof. S.A. Shinde and Dr. V. R. Punekar. They guided about the role of students, progression, and students support activities, role of the management and IQAC initiatives. In the technical session of the workshop, the interaction with the participants was held on the Student Satisfaction Survey (SSS), Feedback Mechanism, Use of Learning Management System (LMS) along with the Best Practices. Prof. Dattatray Sankpal, IQAC Member and Dr. Bajrang Shinde, Assistant coordinator conducted the last session. The Management representatives of the trust viz Mr. Ashok Bhuruk, Secretary, Mr. Sambhaji Bhosale, Trustee, Director Sambhaji Bhosale and Principal Dr. Sanjeev Late, Amrutshwar College, Mr. Vijay Kadam, IQAC coordinator, administrative staff and the faculty members benefitted by this workshop. There were 32 participants in the workshop.


IQAC COORDINATOR
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Annual Report of Training Program_2020-21


During the academic year 2020-21, PDEA's Waghire College of Arts Commerce and Science Saswad organised 1 training program for teaching staff members of the institute on "LMS Moodle Training Workshop for Teachers" held on Tuesday 15th Sept, 2020

1. IQAC and ICT Committee arranged "LMS Moodle Training Workshop for Teachers" in collaboration with Tech Divinity India Enterprises Pvt Ltd Pune on Tuesday, 15th September, 2020 into two sessions to make effective use of the Learning Management System (LMS) module for the rural students to impart e-content sources to them through LMS Moodle.


The workshop was inaugurated by the auspicious hands of Principal of the College Dr. Sushma Bhosale. On this occasion, Manish Bhagat, Director, Divinity India Pvt. Prof. S. M. Dorge, Dr. Sampat Jagdale, Head of ICT Committee Pvt. Anant Pawar, IQAC Coordinator Dr. Sanjay Zagade arranged the workshop for the teachers. The college always strives for academic progress with the motto of parent institution 'Bahujan Hitaya Bahujan Sukhaya' for the holistic development of students in rural areas. The purpose of this workshop was to impart higher education to the rural students effectively through LMS Module. On this occasion, the principal of the college, Dr. Sushma Bhosale said, "Teachers, students, parents and the government will all have to change their mindset. Teachers will have to learn new technologies. They will have to keep up with the times. It will be a milestone," She said in his inaugural address.

Manish Bhagat, Director, Divinity India Pvt. guided about the use of Learning Management System that comprises the process of continuous learning, online courses, self- study, digital school, and technology friendly training, homework, and practice etc. activities can be done in a simple way. It will be possible for professors to impart online education to students in rural areas.

The introductory speech of this workshop was given by the head of ICT committee, Prof. Anant Pawar and IQAC Coordinator Dr. Sanjay Zagade presented a vote of thanks in the workshop. The 36 teachers benefitted by this workshop. They were given the hands on training of the use of LMS Moodle.


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Annual Report of Training Program_2021-22

During the academic year 2021-22, PDEA's Waghire College of Arts Commerce and Science Saswad organised 2 UGC-HRDC Faculty Development Program for teaching staff members and 1 for Non-teaching faculty members.

UGC-HRDC Faculty Development Program for Teaching Faculty:

1. SEVEN-DAY ONLINE FACULTY DEVELOPMENT PROGRAM (FDP) ON "ENRICHING ONLINE TEACHING AND LEARNING" (7 OCTOBER-13 OCTOBER 2021)

This FDP's theme is on "Enriching Online Teaching and Learning". The primary objective of this FDP is to provide advance knowledge to enrich the online teaching process also giving hands-on experience in using game-design, Excel, PowerPoint and software tools for enhancing the process of teaching and learning. We are focusing on topics like Gamification for Learning and Development, Excel and Power point advance training for effective online teaching, Moodle Training, Supporting software's for online teaching, Effective Online demonstrative teaching for Life Sciences, Blended Learning and Effective Online Presentation.

Recourse Person Mr. Narendra Navale talked on Gamification for Learning and Development, De Run Achaliya talked on Excel Advance, Training for Effective Online teaching Power Point and Advance Training for Effective Online Teaching, Dr. Nitin Patil presented her thought on Moodle Training, Dr Gulah B. Khedior delivered on Effective Online Teaching for Life Science, Dr. Rajeev Ghode introduced Supporting Softwares for Online Teaching, De Vinod Malkar expressed on Blended Learning and De Prasanna Gadre expressed his views on Effective Online Presentation. Dr Sachin Surve in his valedictory speech expressed the importance of Learning through Online Mode. **Total 26 participants** from different parts of the country successfully completed the course.

2. SEVEN-DAY ONLINE FACULTY DEVELOPMENT PROGRAM (FDP) ON "CHARACTERISATION TECHNIQUES USED IN CHEMICAL AND BIOLOGICAL SCIENCE" (10TH FEBURARY TO 16TH FEBURARY 2022)

This FDP targeted knowledge sharing experience and technieni discussions on various characterization techniques used in Chemical and Biological analysis and separation through 16 brain storming sessions delivered by renowned personalities in the respective fields from IIT's, Central and State Universities and reputed colleges of India.

The FDP Programme was inaugurated by the auspicious hands of Dr. Subhash Wavhal, Vice Principal, P.D.E.A.'s Waghire College of Arts, Commerce & Science, Saswad, Purandar, Pune. He gave best wishes for the FDP and motivated all the participants.

On the very first day, faculty development programme started with a session on Powder X-ray Diffraction for Materials Characterization which was graced by Dr. Deu Bhange, Assistant Professor, Department of Chemistry, Shivaji University, Kolhapur. He mentioned the latest development in the XRD and determination of the structure. The next session was on Scanning Electron Microscopy Tool for surface morphology by Dr. Sanjay Latthe, Assistant Professor, Department of Physics, Raje Ramrao College, Jath, Dist: Sangli who expressed his views on developing the method for characterization of chemicals. He mentioned basic principles, instrumentation and mechanism involved in analysis of materials surface morphology.

Second day started with a very elaborative session on NMR Spectroscopy by Dr. S. K. Dhanmane, Associate Professor, Department of Chemistry, Fergusson College, Pune. He mentioned the basic principles of NMR. The next session was continued by Dr. Dhanmane Sir where he gave application and structure recognition explanation by NMR Spectroscopy. The last session of the third day was on Transmission Electron Microscopy (TEM) by Dr. Sanjay Latthe, Assistant Professor, Department of Physics, Raje Ramrao College, Jath, Dist: Sangli, Maharashtra, India. He discussed determination of internal structure of metals, alloys, polymers and nano materials.

Third day started with a session on Mass Spectrometry by Dr. V.D. Bobade, Professor, Department of Chemistry, HPT and RYK College of Arts, Commerce and Science, Nashik. He mentioned the basic principles of mass spectrometry. The next session was by him in which he mentioned the applications of the technique. The last session of the third day was on Screening of medicinal plants Secondary metabolites by LC-MS Techniques, by Dr. Trupesh M. Pethani, Associate Professor, Department of Pharmaceutical Sciences, Saurashtra University, Rajkot, Gujrat, India.

On Fourth day participants were enlightened by Dr. Mahesh Kulkarni, Scientist, Division of Biochemical Sciences, CSIR- National Chemical Laboratory, Pune. He mentioned in a very elaborative way the latest development in the LCMS techniques for Protein Isolation. Second and third session was on UV-Visible Spectroscopy-I by Dr. Satyanarayana Sirasani, Former Vice Chnancellor, Osmania University, Hyderabad. It was a very nice experience in listening to the experienced personality. He mentioned the detailed basic principles, instrumentation and application for spectroscopic study of metal complexes

Fifth day started with a session by Dr. M.K. Lande, Professor and Head, Department of Chemistry, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad on Fundamental Requirement of Electronic Spectroscopy for interpretation of metal complexes. He mentioned the basic principles and working of the technique. In addition to that, Sir discussed theoretical aspects of Electron Spectroscopy including Term Symbols and Orgel diagram for interpretation of metal complexes. The next session was on Electron Spin Resonance and Mossbarr Spectroscopy for characterization transition metal complexes by Dr. S.D. Delekar, Professor, Department of Chemistry, Shivaji University Kolhapur. He discussed splitting patterns of ESR and Mossbarr Spectroscopy and characterization of the metal complexes. The last session of the fifth day was on LCMS techniques for Biological Analysis by Dr. Vitthal Barvakar, Assistant Professor, Department of Botany, SPPU, Pune.

Sixth day started with a session on High Performance Liquid Chromatography by Dr. N.D. Satyanarayan, Professor, Department of Studies & Research in pharmaceutical Chemistry. He mentioned the technique with elaborative powerpoint presentation. The next session was on XRD Techniques by Dr. Haram S.K., Professor, Department of Chemistry, Savitribai Phule Pune, University, Pune. Sir explained the crystal geometry and use of powder method XRD for elucidation of crystal structure. He also mentioned Profix and other softwares used for XRD analysis. The last session of the sixth day was on Characterization Techniques used in Extractions, Isolation and Purifications of Proteins by Dr. Padul M.V., Assistant Professor, Department of Biochemistry, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra.

Seventh day started with a session on Mass Spectrometry by Dr. Sangeeta Jagtap Professor, B.G. College, Sangvi, Pune. Mam mentioned detailed basic principles and structure determination using Mass spectrometry. The second session was by Prof. Dr. Mammen Daniel, Managing Director, Dr. Daniel's Laboratories, Baroda on Screening of Plant secondary metabolites. Total 43 participants from different parts of the country successfully completed the course.

Training Program for Non-Teaching Faculty:

- 3. Report on One day Training Workshop on "Health Awareness, Guidance and Check-up" for College Non-teaching Staff conducted on 1st December, 2021.**

On the occasion of our patron, Hon. Shri Sharadchandra Pawar's birthday, the Department of Zoology had organized a one day workshop on "Health Awareness, Guidance and Checkup" for College teaching and Non-teaching staff

on 1st December, 2021 at 12.00 noon in Zoology Laboratory under the DBT - STAR College Scheme in association with Sant Sopandev Hospital and Criticare Centre. During the workshop, Dr. Rajeev Gavhale and Dr. Avinash Balgir guided the assembled staff on health awareness. Thereafter, the doctors viz. Dr. Avinash Balgir, Dr. Rajeev Gavhale, Dr. Sandeep Hole, Nurse Mrs. Ashwini Kharat, Nurse Mrs. Trupti Zinjurke, Nurse Mrs. Supriya Pawar and the technical staff examined and conducted various health related checkup tests like Hemoglobin, Blood sugar level, Blood pressure, Body Mass Index, Bone Marrow density and ECG. **116 staff members** of Waghire College were benefitted from this Workshop. During the check-up, the doctors consulted the staff members having increased blood sugar level, high blood pressure, low bone density index and irregular ECG.


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Annual Report of Training Program_2022-23

During the academic year 2022-23, PDEA's Waghire College of Arts Commerce and Science Saswad organised 01 for Teaching and Non-Teaching on Mind Power and Stress Management and 02 for Non-Teaching faculty members.

- 1. The department of Microbiology had organised One day Workshop on 'Mind Power and Stress Management' (मनाची अमर्याद शक्ती व तणाव मुक्ती) under the guidance of Principal Sir, Dr. Pandit Shelke for teachers and administration staff on Tuesday, 17th January 2023.**

Principal Dr. Rajshri Chavan, SGRS college of Pharmacy and their staff members were also invited for the program. Guest speaker, Dr. Datta Kohinkar is a mind power trainer and an author. He write articles in various newspapers like Sakal, Lokmat, Pudhari, Punya-Nagari, Agrowan, Prabhat, Maharashtra Times. Television channels such as ABP Mazza, Zee 24 Tas, Sam Marathi, Dur-Darshan and Aakash Wani frequently organise his motivational speech. The book entitled 'Manachi Mashagat written by him awarded a quality of 'Best Seller'. He was a director of 'Vipassana Dhan Kendra' for 14 years and a chairman of the same for 2 years. He was the trustee of 'Vishwa Shakti International Foundation'. He got an opportunity of getting training on Mind power and stress management from Mr. Sunil Parekh, a student of Jack Canfield, America. Over a period of last 28 years, he is busy as a trainer in number of workshops organised by various industries, institutes, colleges and schools. He has been honoured by different 85 awards and has a contribution in social work. Hon. Nitin Gadkari, Maharashtra Govt., honoured him by 'Mahatma Gandhi Vyasankmukti award. He has been also awarded Neharu Yuva Prerana" award by Govt. of India. He is a doctorate of Vishwakarma Institute.

Overall 80 teaching and administration staff members were present for this training. Honourable guest Dr. Datta Kohinkar inaugurated the function by 'Sarswati Poojan' Anchoring of the program was done by Mrs. Manasi Joshi. Principal Dr. Pandit Shelake welcomed the honourable guest. Smt. Hemlata Sonawane, Head, Microbiology delivered the introductory speech. Dr. Nita Patil gave introduction of the guest speaker. Ms. Vishakha Ganvir expressed vote of thanks.


- 2. The college organized "Training on Good Laboratory Practices for non-teaching staff of Science Faculty" on 12th July 2022.**

The distinguished speaker for the event was Mr. Gaikwad Dattatray, CEO, Chemsar Research and Training Center, Wadki, Pune whose expertise in the field promised an enlightening session for the staff. The training aimed to develop into the handle solution and care for this, exploring concepts such as use of fire extinguisher, hazards chemicals, acids etc.


Total 09 non-teaching staff members of science faculty attended the training on good laboratory practices. The prime focus first was on how to use fire extinguisher. Mr. Gaikwad Dattatray commenced the training by providing a comprehensive overview of the basics and use of extinguisher and types. And secondly Mr Gaikwad focused on how to handle chemical. The concept of hazardous and poisonous chemical was thoroughly explained by Mr. Gaikwad Dattatray employed clear and concise language, ensuring that the staff.

3. The college organized "Hands on Training on The Use of Excel for Non-Teaching Staff" on 22th August 2022.

The training program was conducted to enhance the proficiency of non-teaching staff in using MS Excel, aiming to improve their efficiency in handling data, generating reports, and performing day-to-day tasks. The training program was successful in achieving its objectives. It equipped non-teaching staff with valuable skills that will enhance their performance and contribute to the overall efficiency of the institution. Future training sessions are recommended to build on this foundation and further develop the staff's capabilities. Participants provided feedback at the end. The training sessions were held in the computer lab, equipped with individual workstations for each participant. Dr Wani delivered a theoretical session whereas coordinator Ms Ashwini Pawar conducted the practical session in the lab. Total 42 non-teaching staff-members successfully completed the training session on the use of Excel.


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Annual Report of Training Program_2023-24

During the academic year 2022-23, PDEA's Waghire College of Arts Commerce and Science Saswad organised 01 training programme for non-teaching staff members and 01 for teaching staff members.

- 1. One Day workshop on "Mapping of COs Pos & PCOs for teachers" was held in Waghire College of Arts, Commerce and Science, Saswad organised by Internal Quality Assurance Cell (IQAC) on 22nd December 2023.**

The workshop was organised as a collaborative effort to enhance understanding and implementation of mapping CO (Course Outcomes), PO (Program Outcomes), and PSO (Program Specific Outcomes) in academic settings.

Session 1- Resource Person- Dr. Vinayak Kundalik

Dr. Yogeshwar Kaldante, a distinguished resource person. (Annasaheb Waghire College, Otur) provided valuable insights into the effective mapping of CO, PO, and PSO in the Science stream. His expertise shed light on the nuances specific to scientific disciplines, aiming to enhance the quality of education in these fields.

Session II- Resource Person- Dr. Vinayak Kundalik

He delved into the intricacies of mapping CO, PO, and PSO in the Arts and Commerce streams. His presentation offered practical strategies tailored to the unique characteristics of these disciplines, promoting comprehensive learning outcomes. The workshop facilitated an enriching exchange of ideas, methodologies, and best practices among educators, emphasizing the importance of aligning educational objectives with the evolving needs of students and industries.

Dr. Pandit Shelke, underscored the commitment of Waghire College to fostering academic excellence. This event not only strengthened the academic community's grasp of mapping techniques but also fostered collaboration and networking among educators. The insights gained from the workshop are expected to have a lasting impact on curriculum development and educational practices at Waghire College. Dr. Sanjay Zagade, IQAC Coordinator organised the event with the help of IQAC member Dr B.L.Shinde, Dr V.V. Patankar, Dr D. P Sankpal, Vice Principal Dr S. D. Jagadale & Vice Principal, Dr S.S. Wavhal. The CO PO PCO workshop at Waglaire College proved to be a valuable platform for educators to deepen their

understanding of outcome-based education. There were **86 participants** benefitted by this workshop.

2. **The Department of Psychology, PDEA's Waghire College Saswad organized "Training Programme on Mental Health Awareness for Non-Teaching Staff" on 10th October 2023.**

The Department of Psychology at PDEA's Waghire College, Saswad, organized a "Training Programme on Mental Health Awareness for Non-Teaching Staff" on October 10, 2023. This initiative aimed to enhance the understanding and awareness of mental health issues among non-teaching staff, equipping them with the knowledge and skills to support their colleagues and students effectively.

Participants engaged in group activities, role-playing scenarios, and case study discussions that allowed them to apply what they learned. Feedback sessions were held to encourage participants to share their thoughts and experiences, fostering a sense of community and support. The "Training Programme on Mental Health Awareness for Non-Teaching Staff" at PDEA's Waghire College was a significant step towards fostering a supportive environment for mental health within the institution. The department plans to organize follow-up sessions and expand mental health initiatives to further enhance awareness and support among all staff members. Total 42 non-teaching staff-members successfully completed the training session on the use of Excel.


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