



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**



Hon. Mr. R. V. Pharate
Founder President

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Criteria 6- Governance, Leadership and Management

6.2: Strategy Development and Deployment

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

INDEX

Sr. No.	Particulates
1	Institutional Strategic Plan
2	Governing Body
3	IQAC Roles
4	College development Committee
5	Development Plan
6	Deployment of Perspective Plan
7	Organizational Chart
8	Quality Policy and Objective
9	Policy Documents
	Staff Recruitment
	Procurement Of Equipment, Computers & Allied Items, Furniture, Books & Journals, Chemicals & Glassware And Other Consumables.
	Financial Assistance To Faculty
	Faculty Leave Policy
10	Eco Friendly Green Campus



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COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



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Institutional Strategic Plan / Development Plan

An organization or institution's institutional perspective plan acts as a guide for its strategic growth and operation. It includes a thorough framework that describes the long-term aims, targets, and steps necessary to fulfil the purpose and vision of the organization. In this situation, the institutional bodies' efficacy and efficiency are crucial to guaranteeing the envisaged plan's successful execution.

Aligning institutional policies with the plan's main objectives is one of the most important measures of its efficacy. The institution's approach to human resources, financial administration, and academic affairs are just a few of the areas in which these policies operate as guiding principles. Their rigorous design ensures consistency and coherence in activities conducted by offering a clear path for decision-making at all levels.

An additional crucial element that demonstrates the effective implementation of the vision plan is the administrative structure of the organisation. For every organisation to run smoothly, its administrative system needs to be organised and efficient. This entails having roles and duties that are unambiguously defined, efficient workflows, and effective communication channels. This administrative coherence is mostly upheld by the institutional organisations in charge of supervision and governance.

Within the organisation, meritocracy, fairness, and transparency are upheld in the appointment processes. This guarantees that candidates with the appropriate training, expertise, and experience are chosen for roles, enhancing the workforce's general competency and capability across the organisation. The purpose of the recruitment processes is to draw in talent that shares the institution's vision, making it more likely that the long-term goals will be met.



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SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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Carefully crafted service policies and procedures offer a foundation for worker behaviour and performance standards. These guidelines lay out precise expectations for responsibility, ethics, and professionalism. They also set up systems for appreciating and assessing worker contributions. This creates a favourable work atmosphere where people are inspired to achieve success and make valuable contributions to the expansion of the organisation.

To help with information flow within the organisation, efficient communication routes are built in addition to these fundamental components. To ensure that all stakeholders are informed and involved in the institutional processes, this involves holding frequent meetings, reporting, and providing feedback channels. In order to establish trust and make sure that everyone is working towards the same objective, transparent communication is essential.

In addition, the institutional entities demonstrate a great degree of flexibility and reactivity to evolving situations and new difficulties. The institution is able to adapt and develop in response to changing external trends and needs because of its agility. Adaptability in decision-making and an openness to novel ideas characterise a dynamic institutional structure.

In summary, several aspects of the institution's operations demonstrate the successful implementation of the institutional perspective plan. The coordination of policies, an orderly administrative structure, open appointment procedures, and strong service guidelines all help to make institutional entities more effective and efficient. This in turn gives the organisation the ability to move closer to its long-term objectives and carry out its purpose with distinction and quality.



PRINCIPAL

SWGSP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
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Governing body Roles and Responsibility

OFFICE ORDER

GOVERNING BODY

The Governing Body for academic year 2022-2023 is constituted as follows, w. e. f.
01/06/2022.

1	Mr. Rajiv V. Pharate-Patil	Chairman
2	Mrs. Mrunal R. Pharate-Patil	Secretary
3	Mr. Jitendra V. Raje Dhavade	Member
4	Mr. Pratap V. Pharate-Patil	Member
5	Mr. Dnyaneshwar V. Pharate-Patil	Member
6	Mrs. Archana K. Konde	Member
7	Mr. Ramesh Rao S. Saste	Member

Functions and Responsibilities:

- ✓ To Ensuring clarity of vision, ethos and strategic direction
- ✓ Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff.
- ✓ Overseeing financial performance of the organisation and making sure its money is well spent.
- ✓ Ensuring that the organization has the tools necessary for effective management.
- ✓ Organizing and conducting meetings to make decisions about crucial and strategic problems.
- ✓ Developing and implementing a policy-based governance framework for the organization.




PRINCIPAL
SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



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PHARMACY**



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College development Committee Roles and Responsibility

OFFICE ORDER

COLLEGE DEVELOPMENT COMMITTEE

The Internal College development Committee for Academic Year 2022-2023 is constituted as follows. w.e.f. 01/06/2022.

1	Mr. Rajiv V. Pharate Patil	President	Chairman
2	Mrs. Mrunal R. Pharate Patil	Secretary	Member
3	Mr. Hemant V. Kamble	Principal	Member
4	Mr. Santosh A. Waghmare	HOD & IQAC Coordinator	Member
5	Ms. Sonal A. Phule	Assistant Professor	Member
6	Mr. Avinash V. Dhobale	Assistant Professor	Member
7	Mr. Vikas L. Gadhadhe	Assistant Professor	Member
8	Mrs. Snehal S. Shingne	Assistant Professor	Member
9	Dr. Vivek M. Satpute	Assistant Professor (Education Sector)	Member
10	Mr. Nilesh H. Pharate	Social Sector	Member
11	Mr. Yogesh T. Jondhle	Assistant Professor (Research Sector)	Member
12	Mr. Sharadchandra V. Pharate Patil	Corporate Sector	Member
13	Mr. Sangram V. Dhawade	Local Member	Member
14	Mr. Navnath B. Nikat	Office Superintendent	Member
15	Miss. Sanika Kolhe	Student Representative	Member
16	Miss. Vaishnavi Pawar	Student Representative	Member

Functions and Responsibilities:

- ✓ Prepare overall teaching program or academic calendar of the institute



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SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**



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- ✓ Recommend to the management regarding new add on modules and additional to concert with Head of the Departments
- ✓ Make specific recommendations to the management regarding research and consultancy activities in institute.
- ✓ Recommended and take action to make use of an effective ICT in campus
- ✓ To promote a FDP for Teaching Improvement of faculty
- ✓ Prepare financial budget of the college and approving the same.
- ✓ Prepare students and employee welfare activities in the institute
- ✓ Discuss the reports of the IQAC and make suitable recommendations.
- ✓ Track all activities of students and staff regarding indiscipline or other activity which is not beneficial for the institute



PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



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PHARMACY**



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IQAC Roles and Responsibility

OFFICE ORDER

INTERNAL QUALITY ASSURANCE CELL (IQAC)

Internal Quality Assurance Cell (IQAC) Cell for academic year 2022-2023 is constituted as follows, w. e. f. 01/06/2022.

1	Dr. Hemant V. Kamble Principal	Chairman
2	Mrs. Mrunal R. Pharate Patil Secretary, Shri Wagheshwar Gramvikas Pratishthan	Member (Management)
3	Prof. Santosh A. Waghmare Associate Professor	Member (Coordinator)
4	Mr. Niraj jadhav Lupin Research Park	Member (Industry)
5	Mr. Shubham Jogdande Jr. Associate, Cognizant	Member (Employer)
6	Dr. Jayendrasign P. Bayas JSPM University, Pune	Member (External Member)
7	Ms. Mansi Gardare Asst. Professor, Sitabai Thite College of Pharmacy, Shirur, Pune	Member (Alumni Representative)
8	Mr. Vijay A. Shelar Vadgaon Rasai, Pune	Member (Parent Representative)
9	Ms. Snehal K. Pharate Final Year B. Pharm	Member (Student Representative)
10	Dr. Mohan R. Agrawal Associate Professor	Member (Teaching Faculty)
11	Dr. Punit P. Jain Associate Professor	Member (Teaching Faculty)
12	Mr. Shrikant. S. Kute Assistant Professor	Member (Teaching Faculty)
13	Ms. Phule Sonal Arun Assistant Professor	Member (Teaching Faculty)
14	Mr. Bhujbal Akshay Eknath Assistant Professor	Member (Teaching Faculty)



PRINCIPAL
SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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PHARMACY**



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15	Mr. Vikram Dhawale Administrative Officer	Member (Admin Officer)
16	Mr. Rushikesh P. Pawar	Member (Librarian)

Functions and Responsibilities:

- ✓ To Develop and application of quality benchmarks/parameters for various academic and administrative activities of an institution.
- ✓ To Disseminate of information on various quality parameters of higher education.
- ✓ To perform Academic audit and students feedback
- ✓ To aim for being a 'College with Excellence.
- ✓ To achieve academic and administrative excellence.
- ✓ Creating a student-centric atmosphere for holistic learning.
- ✓ To develop stronger Industry-Academia relation for benefit of staff and students.
- ✓ To promote Interdisciplinary and collaborative research.
- ✓ To enhance the quality of staff by promoting and encouraging overall faculty development.
- ✓ To enhance Infrastructure for Teaching-Learning and Administration.
- ✓ To provide suggestions and recommendations for conducting special lectures, seminars, and conferences by the departments
- ✓ To monitor the activities of various committees and cells
- ✓ To prepare Annual Quality Assurance Report (AQAR), National Institutional Ranking Framework Data (NIRF) and All India Survey on Higher Education (AISHE) based on the quality parameters



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SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



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PHARMACY**



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Institutional Strategic Plan / Development Plan

1) Affiliation / Accreditation

- Affiliated to Savitribai Phule Pune University.
- PCI Approval of the Institute.
- Process in NAAC Accreditation.

2) Teaching and Learning:

- To improve weak academic results
- To further enhance the performance of bright students
- To achieve and maintain excellent academic results

3) Infrastructure:

To create state of art infrastructure /Modern infrastructure

- Renovations and improvements to the girls' common area, labs, classrooms, and library.
- Improvement of the main instrument room.
- To construct PG research laboratory facilities.
- Maintain and improve the internet and computer facilities.
- Establishing an online learning environment
- Campus beautification.
- Improvement of the museum.

4) Industry Institute Interaction:

To promote and strengthen industry driven & institute oriented co-operation

- Memorandum of Understanding for joint research and practical learning with industry and other institutes.
- Plan an annual industrial visit for students to give them a hands-on understanding of the subject.
- Arrange and provide students with industry training
- Schedule a guest lecture by a renowned industry resource to inform instructors and students about current trends and industry knowledge.




PRINCIPAL
SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**

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5) Research and development:

To improve research facilities & promote Research & Development

- Encourage academic staff to apply for funds by submitting research proposals to funding organisations.
- Encourage faculty members to improve their credentials.
- Encourage teachers and staff to conduct research in their areas of interest in order to stay up to date on developments and impart information to students.
- Extra infrastructure facilities made available in accordance with research needs.
- Encourage faculty to offer consultation services for research.
- Encourage educators and learners to participate in Conferences, seminars, and workshops.

6) Curriculum

7) Extension activities

To promote public health

- Annual health awareness campaign conducted.
- Spreading leaflets and medicine samples through street plays to raise awareness of epidemic diseases including dengue, tuberculosis, and AIDS and the value of hygiene and health.
- Support for medical practitioners as an element of learning about healthcare.
- Setting up the programme for pharmacists to receive orientation for registered pharmacists.
- Encourage the idea of using medication.



PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



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PHARMACY**



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DEPLOYMENT OF THE PERSPECTIVE PLAN

- ✓ A majority of classrooms are equipped with digital technology and an interactive smart board.
- ✓ The advanced instruments were acquired.
- ✓ Purchasing books and journals on a regular basis enhances the library.
- ✓ There is a digital library available.
- ✓ To guarantee the installation of security CCTV cameras around the campus and building.
- ✓ Security is available around-the-clock.
- ✓ A parking shelter has been built and made available.
- ✓ A clean and hygienic canteen is available.
- ✓ The playground has been renovated, and open gym equipment has been placed.
- ✓ The paver block's bedding is finished.
- ✓ The majority of faculty members are enrolled in PhD programmes.
- ✓ Faculty members have been encouraged and supported to submit proposals to different agencies, and the same faculty members have obtained funds from AICTE and BCUD.
- ✓ The college has started the NAAC accreditation procedure.
- ✓ The Vmedulife software, Delnet, Library management System (LMS), software are being used.
- ✓ The bicompost project has been set up by the college.
- ✓ The rainwater harvesting project is up and running.



PRINCIPAL

SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF PHARMACY



A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

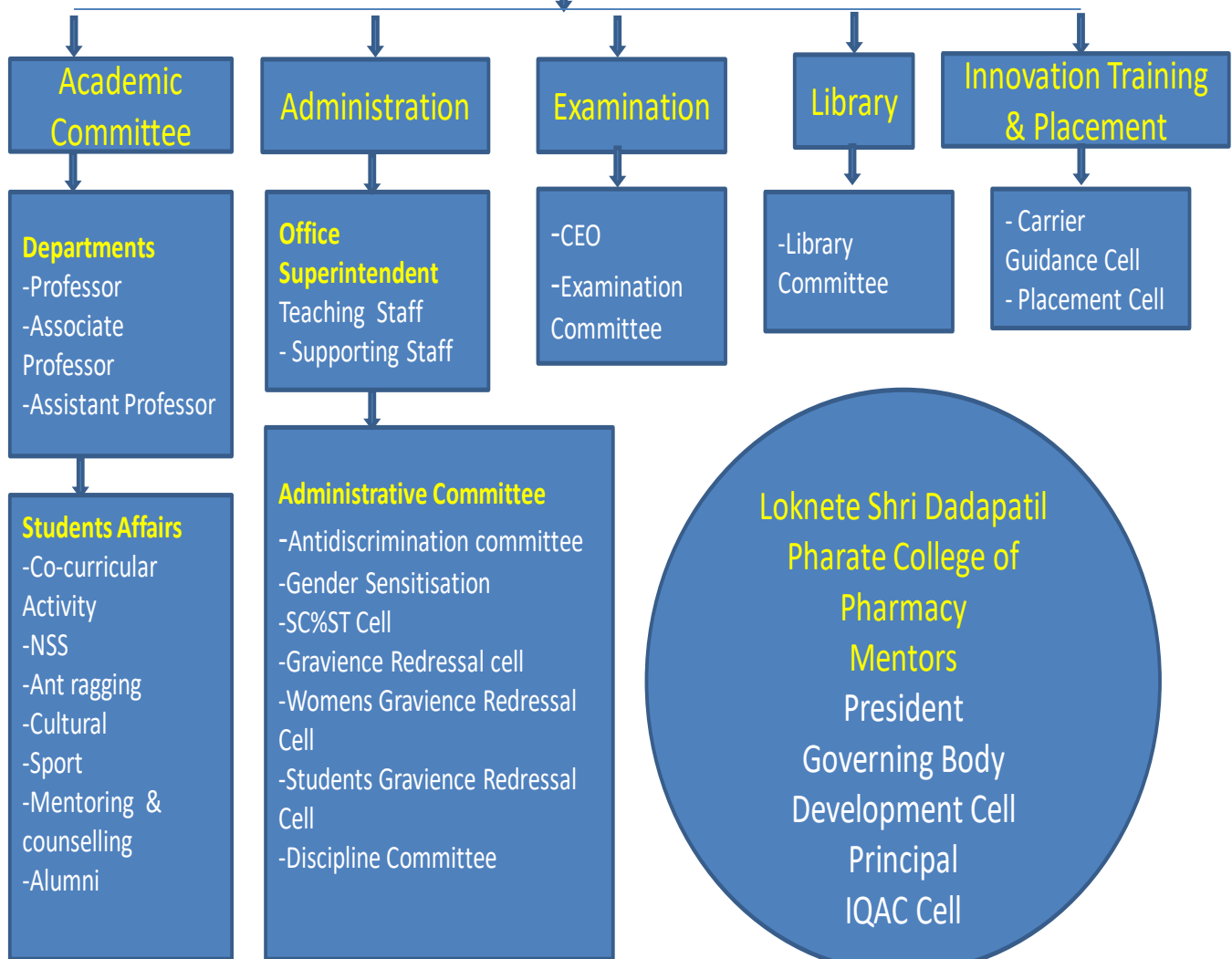
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Organization Chart

Organisational Chart



Loknete Shri Dadapatil Pharate College of Pharmacy Mentors
President
Governing Body
Development Cell
Principal
IQAC Cell

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PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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Quality Policy and Objective

In order to meet the needs and expectations of students, parents, society, and the pharmaceutical industry, we at Loknete Shri Dadapatil Pharate College of Pharmacy, A/P Mandavgan Pharata, Tal Shirur, Dist. Pune, are dedicated to providing high-quality education in the following programs: a two-year postgraduate degree program (M. Pharm) in various specializations; a four-year graduate program in pharmacy (B. Pharm) affiliated with Savitribai Phule Pune University (SPPU), Pune; and a two-year diploma program in pharmacy (D. Pharm) affiliated with Maharashtra State Board of Technical Education (1992). It is an extremely difficult undertaking to accomplish our aims without the assistance of skilled teaching staff, non-teaching support staff, and students, to name a few.

Objectives

- Provision of the good state-of-art infrastructure to stakeholders
- Inculcation of innovative attitude in the future pharmacists
- Developing a strong bond between the Institute, Students and Industry
- To provide knowledge through experienced academicians and an ideal environment for research and innovation
- To create a scientific, transparent and impartial examination and evaluation system to guarantee a superlative certification
- Delighting the internal and external stakeholders through enhanced productivity and effectiveness
- Imparting the quality education to budding pharmacy professionals
- To strives towards excellence, by adopting a system of qualitative policies and processes with continued improvements to enhance student's skill and talent for their exemplary contribution to the society, the nation and the world.



PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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Policy Document

POLICY DOCUMENT FOR STAFF RECRUITMENT

STAFF SELECTION COMMITTEE

- 1.
1. Staff Selection Steps: Compile a roster of open positions in accordance with state reservation policies, SPPU reservations, and State Reservation Cell approvals.
2. Publish an advertisement in a newspaper in accordance with the guidelines after approval, inviting qualified candidates to apply in accordance with AICTE/PCI/UGC guidelines.
3. The same will be relayed to the employment department, reservation cell, and other relevant parties.
4. Notification of staff selection committee to university.
5. Following receipt of the staff selection committee's report, the chairman and committee members discuss the final date.
6. Notification is sent to all qualified applicants no later than fifteen days following the interview date.
7. The committee will interview candidates and compile a list of qualified and appropriate applicants.
8. The report from the selection committee must be sent within 48 hours to University.

LOCAL SELECTION COMMITTEE:

When choosing acceptable and qualified employees on a temporary or ad hoc basis to meet the needs of the college, the local selection committee is crucial. The protocol is adhered to in accordance with SPPU guidelines and protocol. The selection committee report following the interview must be turned in within 48 hours of the meeting. As directed by SPPU, all required documentation will be electronically sent to the University for Approval.



PRINCIPAL
SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
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[Back to Index](#)



Shri Wagheshwar Gramvikas Prasththan's
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**POLICY DOCUMENT FOR PROCUREMENT OF EQUIPMENT, COMPUTERS & ALLIED
ITEMS, FURNITURE, BOOKS & JOURNALS, CHEMICALS & GLASSWARE AND OTHER
CONSUMABLES.**

Objective: by making purchases to satisfy departmental needs or requirements.

1. Concern departments draft the specifications and provide them to the store. Following a debate, the purchase committee will request quotes and create comparison statements.
2. Comparative statements will be sent to management for approval.
3. A purchase order (with the necessary specifications) for the chosen agencies is prepared after everything is finalized.
4. Upon receiving the material, the store in charge will inspect it in accordance with the purchase order and record it in the register. The bill will then be sent to the account section by the principal, and payment will be made by cheque, RTGS, or NEFT once management has given the go-ahead.
5. In any event, the concerned agency will be notified of any fault or loss of the received materials.



PRINCIPAL

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[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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POLICY DOCUMENTS FOR FINANCIAL ASSISTANCE TO FACULTY

Objective:

1. To support faculty members' activities and promotion of research.
2. To encourage and support academic members to publish research papers, give presentations, or attend national and international seminars, workshops, and conferences.
3. To assist educators in taking part in faculty development programmes by planning conferences at the state, national, and international levels as well as faculty development activities.

Policy:

- 1 The Institute covers the cost of registration for various conferences, seminars, and faculty development programmes.
2. T.A. and other permissible charges will be paid, and teachers will receive duty leave for the programme in lieu of D.A.
3. If faculty members need financial aid, they should apply to the sponsoring organisations.
4. Colleges encourage research by offering financial support.
5. The Institute encourages researchers to use its facilities and those of other organisations to carry out research; the Institute covers the costs of outsourcing.



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[Back to Index](#)



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POLICY DOCUMENTS FOR FACULTY LEAVE

➤ **Casual Leave (CL)**

Every employee is entitled to 12 days of paid casual leave for each academic year.
There is no accumulation of leaves here.

➤ **Medical Leave (ML)**

For each academic year that is finished, all staff members—teaching and non-teaching—who have worked for two years are eligible to receive ten days of medical leave. There is no accumulation of these leaves..

➤ **Maternity leave**

Maternity leave shall be granted for a maximum period of 90 days. All the members of staff (Teaching and non-teaching) who have completed two years of service only are eligible to avail this leave.

➤ **Leave without pay**

Depending on the situation, all employees may be allowed unpaid leave to the degree necessary.

➤ **On duty leave**

Faculty members who attend seminars, conferences, and administer Savitribai Phule Pune University exams at other institutions are eligible for on-duty leave. Examiners are granted On Duty Leave in order to attend meetings. Student care, academic and research coordinators, the National Service programme, and Savitribai Phule Pune University's innovations.



PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
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[Back to Index](#)



Shri Wagheshwar Gramvikas Pratishthan's
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Eco Friendly Green Campus

Aim

A Green Campus is a place tangible companionable practices and instruction integrate to advance tenable and environmental practices.

Objectives

Our primary goal in implementing this green campus program is to ensure that there will be enough resources, and water for future generations. We definitely eliminate soil erosion, air pollution, and water pollution with this comprehensive baking.

Best Practices

- Planting and added plantlife on campus by institute administration can help to weaken air dirtiness and enhance the overall environment.
- We are easily maintaining the good health of trees by promoting college students through earn and learn scheme.
- Rain water reaping and seepage has enhanced ground level of water and increased water preservation.
- We celebrate Thursday of every week as GREEN THURSDAY purpose behind this activity to create awareness among students and staff.
- Energy waste management is also equally important for eco-friendly campus, we perform EFFICIENT USE OF ENERGY implementation of this activity by usage of LED bulbs and tubes in college campus and in hostel also.
- Maintain waste disposal management by putting separate dustbin for dry waste and wet waste and finally we decompose them out coming of that we used that as compost for plant.

Evidence of Success

All of these initiatives demonstrated that faculty and staff understand the value of maintaining a green campus. And they are aware of their part and duties in doing the same.

Problem encountered

At first, students are ignorant of how their daily actions contribute to the upkeep of the ECO FRIENDLY GREEN CAMPUS; they are uninformed of the small adjustments that may be made by inspiring and teaching them. Ways to reduce the effects of global warming.



PRINCIPAL

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[Back to Index](#)