



SNJBs
SHRIMAN SURESHDADA JAIN
COLLEGE OF PHARMACY
(Jain Gurukul), Neminagar, Chandwad, Dist. Nashik-423 101.
NBA Accredited UG Program
Best College (Rural Area) Awarded by SPPU



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.

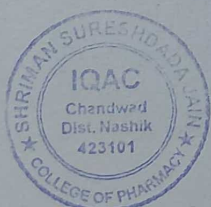
Institutional Governance and Leadership

The college has established well-structured and strategically planned mechanisms to ensure effective and efficient governance. The institutional organogram clearly outlines the major bodies responsible for policy-making, operational functioning, and the review of academic and administrative procedures. Key governing bodies include the Governing Body, formed in accordance with AICTE regulations, and the College Development Committee, established under the Maharashtra University Act 2016.

The management, in collaboration with the Principal, formulates policies and plans related to academic and administrative activities. The Principal is responsible for the overall academic and administrative development of the college. To support these activities, the college has constituted various work committees, including the Internal Quality Assurance Cell (IQAC), Admission Committee, Finance and Purchase Committee, Academic Monitoring Committee, Examination Committee, Library Committee, Training and Placement Committee, and Program Committee. The roles and responsibilities of these committees are well-defined and documented, ensuring transparency and effective functioning. The Member Secretary of each committee conducts meetings to discuss developmental issues, reflecting a decentralized governance model.

Recruitment, Promotional Policies, and Service Rules

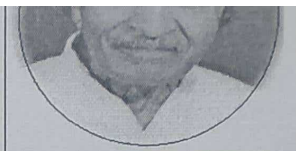
The Establishment Section is dedicated to managing human resources, with a focus on recruitment and employee welfare. Recruitment and promotion of teaching faculty are conducted





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in strict adherence to the guidelines set by Savitribai Phule Pune University (SPPU), while the appointment of non-teaching staff follows established management policies.

The rules governing the college's administration, including recruitment procedures, service conditions, staff leave policies and promotion criteria, are clearly defined. These policies create a structured and supportive work environment. All newly recruited staff and newly admitted students are made aware of these rules to ensure alignment with institutional expectations.

Faculty recruitment follows a structured three-stage process:

1. **Advertisement:** Job openings are advertised in newspapers, inviting applications from suitable candidates within a specified timeframe.
2. **Application Scrutiny:** Applications are reviewed, and eligible candidates are shortlisted for interviews after consultation with higher authorities.
3. **Interview and Selection:** Candidates present a teaching demonstration followed by a personal interview with the Principal and department staff. For positions requiring SPPU approval, an expert committee oversees the process, with recommendations submitted to the university for final approval.

Supportive staff recruitment follows a two-stage interview process involving the Principal and a management representative. Promotions and appraisals of faculty members are based on updated/changed regulations from bodies such as DTE, AICTE, PCI, and the Government of Maharashtra. The college's rules, policies, and procedures related to recruitment, promotions, and leaves are published on the college website for transparency.



Strategic and Development Plans

- Providing the best infrastructural, research facilities and conducive atmosphere for learning to the students and faculty members.
- Focused on research and development.
- Encouraging collaborations with other institutions/industries and hospitals in India and abroad.
- Confirming the growth of the institute is aligned with the vision and mission.
- Encouraging faculty to get funds/grants from various apex bodies/organizations.

