



**R. C. Patel Educational Trust's  
Institute of Management Research Development, Shirpur**

**Staff Welfare Committee**

**Academic Year 2022-23**

**Activity Name:** Staff Orientation Program

**Date:** 17/08/2022 to 22/08/2022

**Resource Persons:**

Dr. V. B. Patil (Director, RCPET's IMRD, Shirpur)

Mr. M. N. Behere (Assistant Director, RCPET's IMRD, Shirpur)

Dr. M. B. Patel (IQAC Coordinator, RCPET's IMRD, Shirpur)

Dr. T. R. Patel (HOD UG, RCPET's IMRD, Shirpur)

Mrs. C. S. Patil (Assistant Professor, RCPET's IMRD, Shirpur)

Mr. D. A. Borse (Assistant Professor, RCPET's IMRD, Shirpur)

Mrs. K. G. Patil (Librarian, RCPET's IMRD, Shirpur)

**No of participants: 09**

**Activity Details:**

Institute's staff welfare committee organized Five days 'Staff orientation program' for newly joined faculty members. The objective of this orientation program is to introduce different systems, committees, best practices, research motivation schemes and financial support system for professional development of faculty members in the institute. In these Five days 'Staff orientation program' various sessions were arranged for newly joined faculty members by expert resource persons.

Honorable Director Dr. V. B. Patil madam took session on institute overview and management initiatives for newly joined faculty members. Respected Assistant Director and HOD of MCA Mr. M. N. Behere sir presented session on academic diary contents and record filling. Respected IQAC coordinator Dr. M. B. Patel sir took two sessions on introduction of different committees, roles and responsibilities towards NAAC documentation and necessity of records for API. Respected HOD of UG Dr. T. R. Patel sir introduced internal and external examination system. Mrs. C. S. Patil Madam gave overview of attendance management

system and financial assistance scheme for staff professional development. Mr. D. A. Borse sir introduced different professional ethics; Mrs. K. G. Patil Madam introduced library assets and library systems available for staff.

This orientation program was organized by staff Welfare Committee under the guidance of Committee Chairman Honorable Director Dr. V. B. Patil Madam, Mr. M. N. Behere (Assistant Director), Dr. M. B. Patel (IQAC Coordinator) and Dr. T. R. Patel (HOD UG). Staff Welfare Committee Coordinator Dr. L. M. Sharma, Committee members Mr. A. K. Gour, Mr. S. S. Surana, Miss. R. R. Patil, Miss. Dipali Nhalde carried assigned responsibilities for successful execution of sessions of the Program.

The detail day wise details as follows-

#### **Five Days Orientation Program Details**

<i>No.</i>	<i>Date</i>	<i>Session</i>	<i>Resource Person</i>
1	17-08-2022	Institute Overview & Management Initiatives	Dr. Vaishali B. Patil <i>Director</i>
2	18-08-2022	Administrative: Attendance Management System & Financial Assistance	Mrs. Chhya. S. Patil <i>Assistant Professor</i>
3	18-08-2022	Self-Development and API	Dr. Manoj B. Patel <i>IQAC Coordinator</i>
4	19-08-2022	Professional Ethics	Mr. Dinesh A. Borase <i>Assistant Professor</i>
5	20-08-2022	Examination System: Internal & External	Dr. Tushar R. Patel <i>HOD UG</i>
6	20-08-2022	Academic System & Faculty Diary	Mr. Manoj N. Behere <i>Assistant Director</i>
7	22-08-2022	NAAC Documentation	Dr. Manoj B. Patel <i>IQAC Coordinator</i>
8	22-08-2022	Library Orientation	Mrs. Kavita G. Patil <i>Librarian</i>



Dr. M. B. Patel guiding about API form filling and assessment



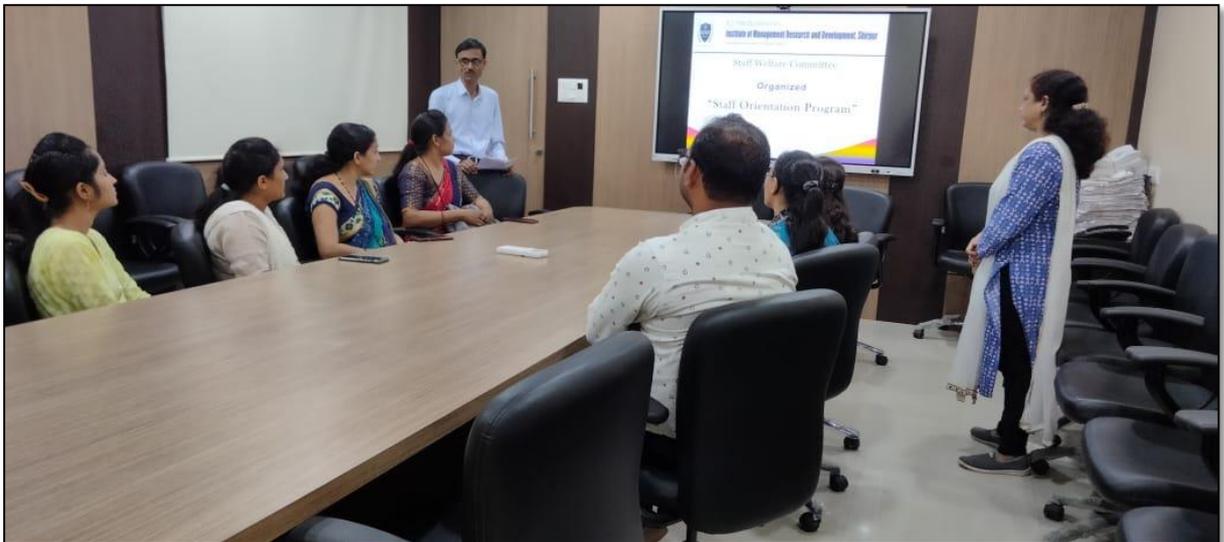
Mrs. K. G. Patil guiding about Library resources



Mr. M. N. Behere guiding about Academic System & Faculty Diary



Dr. M. B. Patel guiding about NAAC Committee Work



Mr. S. S. Surana introducing staff orientation schedule



Mrs. C. S. Patil guiding about Attendance Management System & Financial Assistance

**Activity Name: - Teacher's Day Celebration Program**

**Date:** - 05<sup>th</sup> September, 2022

**Place:** - Seminar Hall, RCPIMRD, Shirpur

**Objectives:** - To express gratitude toward the Teacher

**Events Highlights:-**

Institute Staff Welfare Committee celebrated the 'Teacher's Day' on 5<sup>th</sup> September, 2022 on the occasion of birth anniversary of Dr. Sarvepalli Radhakrishnan, to express the gratitude towards teachers who has playing an integral role in a student's life, providing support, developing knowledge and skills, and cultivating curiosity and creativity to reach their academic goals and build healthy relationships with others. Dr. Laxmikant Sharma shared the objective and schedule of this program.

Respected Director Dr. Vaishali Patil, Assistant Director Mr. Manoj Behare, IQAC Coordinator Dr. Manoj Patel, UG HOD Dr. Tushar Patel were inaugurated this program by lighting the traditional lamp and paying the tribute to Dr. Sarvepalli Radhakrishnan. On this special occasion Respected Director Dr. Vaishali Patil addressed to faculty members about need of countless efforts, priceless contribution, worthy role of teachers in students career and guide about self-introspection to survive in techno evaluation and implementation in education.

After motivational guidance by Respected Director Dr. Vaishali Patil madam, 'Teacher's Day' celebrated with cake cutting and refreshment for faculty members. Staff Welfare Committee Coordinator Dr. Laxmikant M. Sharma, Committee members Mr. Amarsing K. Gour, Mr. Sachin S. Surana, Miss. Rohini R. Patil, Miss. Dipali Nyahalde, Miss. Kritika Behere carried assigned responsibilities for successful execution of the program.



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**Dr. Laxmikant Sharma Sharing objective and schedule of the program**



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**Program inaugurated by Hon. Director Dr. Vaishali Patil Madam**



**Motivational guidance by Hon. Director Dr. Vaishali Patil Madam**



**Faculty members enjoying Cake Cutting and Refreshment**

**Activity Name:** “Guidance Session on Group Accident Guard Policy”

**Date:** - 17<sup>th</sup> October, 2022  
**Time:** - 02.00 pm to 03.00 pm  
**Venue:** - Conference Hall, IMRD

**Resource Persons:** - Mr. Chetan Ranalakar

**Participants:** - Faculty Members and Administrative Staff

**Objective:** - Guide to employee on ‘Group Accident Guard Policy’

**Event Details :-**

Institute Staff Welfare Committee organized Group Accident Guard Policy Guidance Session for faculty members and administrative staff on 17<sup>th</sup> October 2022. This session was conducted by Mr. Chetan Ranalakar and he shared important features of the ‘Group Accident Guard Policy’ and digital account opening process of Indian Post.

According to guidelines by R. C. Patel Educational Trust about ‘Group Accident Guard Policy’, every employee should be participating in same insurance policy because of it has less premium and maximum benefits for insured person. This policy is announced by TATA AIG and it has Rs. 399 per year premium with following features.

- Accidental Death: Rs.10 Lakh
- Permanent disability: Rs.10 Lakh
- Hospital Expenses: Rs. 60 Thousand
- Rs.1000 per day for admit (10 days)
- OPD Expenses: Rs. 30000
- In case of accidental paralysis: Rs.10 Lakh
- Hospital Travel Expenses for family: 25,000
- All type of accidents is covered in this policy

After completion of the session, staff members proceed to open digital account and Group Accident Guard Policy.



**Guidance by Mr. Chetan Ranalakar to faculty members**



**Technical Guidance on Digital Account opening by Indian Post employee**

**Activity Name:** “Igniting Facilitators”: Five Day’s Faculty Development Program

**Date:** 27/12/2022 to 31/12/2022

**Time:** 11.00am to 02.00 pm

**Venue:** Seminar Hall, IMRD

**Resource Persons:**

Prof. Dr. V. B. Patil (Hon. Director, RCPET’s IMRD, Shirpur)

Mr. M. N. Behere (Assistant Director, RCPET’s IMRD, Shirpur)

Dr. M. B. Patel (IQAC Coordinator, RCPET’s IMRD, Shirpur)

Dr. T. R. Patel (HOD UG, RCPET’s IMRD, Shirpur)

Mr. V. R. Garge (Assistant Professor, RCPET’s IMRD, Shirpur)

Mr. V. A. Pawar (Assistant Professor, RCPET’s IMRD, Shirpur)

Mr. Y. C. Shethiya (Assistant Professor, RCPET’s IMRD, Shirpur)

Dr. D. M. Marathe (Assistant Professor, RCPET’s IMRD, Shirpur)

Mr. K. K. Sawant (Assistant Professor, RCPET’s IMRD, Shirpur)

Mr. V. M. Patil (Assistant Professor, RCPET’s IMRD, Shirpur)

Mr. D. A. Borase (Assistant Professor, RCPET’s IMRD, Shirpur)

Mrs. A. M. Jade (Training and Placement Officer, RCPET’s IMRD, Shirpur)

**No of participants: 33**

**Activity Details:**

Institute’s staff welfare committee organized Five day’s faculty development program ‘Igniting Facilitators’ for faculty members. The objective of this faculty development program is to keep faculties with pace of the constant changes and competitions in the market through adopt new techniques of teaching-learning. In these Five days faculty development program ‘Igniting Facilitators’ various sessions were arranged for faculty members by resource persons who has attended Eight Day’s Infosys project genesis faculty development program “Global Business Foundation Skill” at Infosys Phase II.

On the inauguration session, Honorable Director Prof. Dr. Vaishali B. Patil ma’am address to faculty members about necessity of innovative teaching-learning practices. Mr. S. S. Surana

gave overview and share objectives of Five days faculty development program 'Igniting Facilitators'. On the first day Mr. Vijay R. Garge and Mr. Vishal A. Pawar conducted a session on "Teacher to Facilitator". On the second day of the program, Mr. Yogesh C. Shethiya was held poster presentation session on various topics of ADDIE models and Dr. D. M Marathe conducted a session on digital series. On the third day, Mr. K. K Sawant conducted a question and answer session on Mind Mapping, Auction-Murphy's Monkey and Mr. V. M. Patil conducted a session on Bloom's Taxonomy. On the fourth day, Mrs. Archana M. Jade and Mr. Dinesh A. Borse conducted a session for professors on pronunciation and role playing on various topics.

On the fifth day, Feedback and Valedictory session was concluded in the presence of Honorable Director Prof. Dr. Vaishali B. Patil, M.C.A. Department Head Mr. Manoj Behere, I.Q.A.C. Coordinator Dr. Manoj Patel and UG HOD Dr. Tushar R. Patel and all the faculty members. The faculty members expressed their opinion that due to the learning-based activities conducted in the program, they got the guidance of new teaching methods so that they can provide more effective education in their respective interest area of teaching.

This faculty development program 'Igniting Facilitators' was organized by Staff Welfare Committee under the guidance of Committee Chairman Honorable Director Dr. Vaishali. B. Patil Madam, Mr. M. N. Behere (Assistant Director), Dr. M. B. Patel (IQAC Coordinator) and Dr. T. R. Patel (HOD UG). Staff Welfare Committee Coordinator Dr. Laxmikant. M. Sharma, Committee members Mr. Amarsing. K. Gour, Mr. Sachin. S. Surana, Miss. Rohini. R. Patil, Miss. Dipali Nyahalde, Miss. Kritika Behere carried assigned responsibilities for successful execution of faculty development program 'Igniting Facilitators'.

The detail day wise details as follows-

**Five Days faculty development program ‘Igniting Facilitators’ Details**

<i>No.</i>	<i>Date</i>	<i>Session</i>	<i>Resource Person</i>
1	27-12-2022	Inauguration Session	Dr. Vaishali B. Patil <i>Director</i>
2	27-12-2022	Educator to Facilitator	Mr. V. R. Garge Mr. V. A. Pawar <i>Assistant Professor</i>
3	28-12-2022	ADDIE Model & Calendar Series	Mr. Y. C. Shethiya Dr. D. M. Marathe <i>Assistant Professor</i>
4	29-12-2022	Mind Mapping & Murphy’s Monkey Auction Bloom’s Taxonomy & Problem Solving	Mr. K. K. Sawant Mr. V. M. Patil <i>Assistant Professor</i>
6	30-12-2022	Phonetics and Role Play Activity	Mrs. A.M. Jade Mr. D.A. Borase <i>Assistant Professor</i>
7	31-12-2022	Feedback and Valedictory Session	Dr. Vaishali. B. Patil <i>Director</i> Mr. M. N. Behere <i>Assistant Director</i> Dr. M. B. Patel <i>IQAC Coordinator</i> Dr. T. R. Patel <i>HOD UG</i>



Mr. S. S. Surana introducing five Day's FDP schedule



Prof. Dr. Vaishali. B. Patil (Director, IMRD) addressing to faculties about five Day's FDP



Prof. Dr. Vaishali. B. Patil (Director, IMRD) guiding about modern teaching-learning practices



Active participation of faculties at activities conducted in five Day's FDP

**Activity Name:** Seminar on “**Research Methodology**”

**Date:** 28<sup>th</sup> March, 2023

**Time:** 04.30 pm to 06.30 pm

**Venue:** S.M. Patel Auditorium Hall, IMRD

**Resource Person:** Dr. Rahul Kulkarni

**No. of Participants:** 32

**Activity Details:**

Institute’s Staff Welfare Committee organized seminar on “**Research Methodology**”. Dr. Rahul Kulkarni was resource person. This program was organized with an objective to aware faculty members about innovative aspects of research work and integral part of research methodology. Dr. Rahul Kulkarni is currently serving as HOD for Faculty of Commerce and Management at B.P. Arts, S.M.A. Science and K.K.C. Commerce College, Chalisgaon. Dr. Rahul Kulkarni has published research papers in National and International journals. He has attended conferences as Session Chair @ IIM-A, IIM-B, Symbiosis, FLAME Pune for AIMS. Dr. Rahul Kulkarni is served on BOS for 5 terms, PhD Guide - Commerce & Management at KBC North Maharashtra University.

In the inauguration session, Honorable Director Dr. Vaishali Patil madam addressed to faculty members about pivot role of research methodology in research work and its utilization in providing references regarding study materials. Dr. Manoj B. Patel Sir gave overview and shared objectives of seminar as well as brief introduction of Dr. Rahul Kulkarni. In this seminar various topics regarding research methodology have been covered by Dr. Rahul Kulkarni. He gave the information about research topic, research area, objective and hypothesis framing, data sampling techniques, hypothesis testing and research report writing. He also shared various web sources for hypothesis testing, report writing guidance and data analysis.

This seminar was organized by Staff Welfare Committee. Dr. Laxmikant. M. Sharma (Staff Welfare Committee Coordinator) and Committee Members Mr. Amarsing Gour, Mr. Sachin

Surana, Miss. Rohini Patil, Miss. Dipali Nyahalde, Miss. Kritika Behere carried out various responsibilities for successful execution of this seminar.



Dr. Rahul Kulkarni giving the information about ***Research Methodology***

**Activity Name:** Motivational Session on “**Interaction with Social Entrepreneur**”

**Date:** 29<sup>th</sup> March, 2023

**Time:** 03.00 pm to 05.00 pm

**Venue:** Seminar Hall, IMRD

**Resource Person:** Hon. Ms. Meenakshi Nikam

**No. of Participants:** Faculty Member: 28

Students: 62

**Activity Details:**

Institute’s Staff Welfare Committee organized Motivational Session on “**Interaction with Social Entrepreneur**” with intention to introduce motivational personality in field of social work as well as entrepreneurship which provide means of livelihood to lot of handicapped girls and women.

Hon. Meenakshi Tai was stricken with polio at a very young age after her birth and was never able to walk on her own feet. Hon. Ms. Meenakshi Nikam herself is a disabled person who overcame poverty and stood up through sewing and created self-employment for many widowed and disabled women like herself. Today, many needy girls have got employment due to this organization known as “Swayam Deep.” Her small work started with needle, thread and sewing machine, today she is doing this small work through the organization Swayam Deep. So far, she has been honored with “*Vasundhara Ratna Award*” awards from Maharashtra and she has gained fame and recognition as a ‘social entrepreneur.’ Hon. Ms. Meenakshi Nikam’s great work for the disabled mass was noticed by the Governor of Maharashtra State and nominated as a member on the Senate Board of Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon.

Institute was invited to Hon. Meenakshi Tai for share her opinions and motivational life journey with faculty members and students. Respected Director Dr. Vaishali Patil madam felicitated to Hon. Ms. Meenakshi Nikam and addressed to faculty members and students about adoption of entrepreneurial skill along with value addition in social aspects. Dr. Manoj Patel Sir gave overview and shared objectives of this Motivational Session on “**Interaction with Social Entrepreneur**”.

During the session, documentary film on “Swayam Deep” and Hon. Meenakshi Tai’s efforts towards society were shown to audience. Hon. Ms. Meenakshi Tai communicated about her childhood to social entrepreneur journey. She has shared information about her efforts, social connectivity and our moral responsibilities towards society. She told that, ‘you people are too lucky that god gifted you healthy body without disabilities. In society there are so many disabled persons who need to support from society’. She appealed to audience about they should connect with society and keep empathy.

This motivational session was organized by Staff Welfare Committee. Dr. Laxmikant. M. Sharma (Staff Welfare Committee Coordinator) and Committee Members Mr. Amarsing Gour, Mr. Sachin Surana, Miss. Rohini Patil, Miss. Dipali Nyahalde, Miss. Kritika Behere carried out various responsibilities for successful execution of this session.



Hon. Ms. Meenakshi Tai communicating about her childhood to social entrepreneur journey



Students and faculty members listening thoughts of Hon. Ms. Meenakshi Tai

**Activity Name:** Faculty Development Program on “**Begin with the End in Mind**”

**Date:** 27<sup>th</sup> April, 2023

**Time:** 03.00 pm to 06.00 pm

**Venue:** S.M. Patel Auditorium Hall

**Resource Person:** Mr. Ganesh Bhosale (Trainer, Campus Credential, Mumbai)

**No. of Participants:** 34

**Activity Details:**

Institute’s Staff Welfare Committee organized One Day Faculty Development Program on “*Begin with End in Mind*” in association with trainer Mr. Ganesh Bhosale (Campus Credential, Mumbai). This program was organized with an objective to aware the faculty members about begin with the end in mind, where everyone can develop themselves to become more goal-oriented and create a clear vision for ourselves and organization.

In the inauguration session, Respected Director Dr. Vaishali Patil madam addressed to the faculty members about adoption of introspecting skills to determine our SWOT which will be fruitful for learning new skills and practices in teaching stream. Mrs. Archana Jade gave overview and shared objectives of faculty development program ‘Begin with the End in Mind’.

In this training program various topics were covered by Mr. Ganesh Bhosale. He gave the message “let’s dive into how you can shift your mindset and work smarter toward your goals by incorporating this habit into your lifestyle”. He also spoke about Introspecting ourselves, Value Creation and Rapport Building which are really helpful for faculty membersto determine new pedagogy in teaching and learning practice.

He has delivered the insights about teacher-student interaction process, creation of value added culture in the classroom and integration of the education content and means to deliver same to the learner’s end. He also shared the basics about intelligent quotient, emotional quotient, adaptability quotient and situational quotient to determine how resource person can utilised it to make integration between media, learners and context.

This faculty development program was organized by Staff Welfare Committee. Dr. Laxmikant. M. Sharma (Staff Welfare Committee Coordinator) and Committee Members Mr. Amarsing Gour, Mr. Sachi Surana, Miss. Rohini Patil, Miss. Dipali Nyahalde, Miss. Kritika Behere carried out various responsibilities for successful execution of this faculty development program.



Dr. Vaishali. B. Patil (Director, IMRD) addressing to faculty Members



Mr. Ganesh Bhosale guiding about goal oriented approach to faculty Members