



Kannada Sangha Pune's

Kaveri College of Arts, Science and Commerce, Pune

Permanently Affiliated to Savitribai Phule Pune University, Pune

Recognized U/S 2(f) and 12(B) of UGC Act, 1956

Permanently Non-Aided | Linguistic Minority (Kannada)

Criteria VI Governance, Leadership and Management

Key Indicator- 6.2 Institutional Vision and Leadership

6.2.2 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

(2023-24)

Quality Initiatives by IQAC

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Organization Chart

Board of Trustees, Kannada Sangha, Pune

(Headed by President)

Principal

College Development Committee

(As per Maharashtra Public Universities Act 2016)

Vice Principal

Internal Quality Assurance Cell

(As per NAAC guidelines)

Departments
Headed by
Course
Coordinators

Administrative
Office

Knowledge
Resource
Centre

Department
of Physical
Education

**Internal
Committees
(Administrative,
Academic and
Student Support)**

Statutory
Committees

BA

B.COM

BBA- CA

BBA

BSC CS

BBA IB

MSC-CS

M.COM

1. [College Student 's Grievance and Redressal](#)
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(For underprivileged section such as SC, ST, OBC, Minority and Women)




[Signature]
PRINCIPAL
Kannada Sangha Pune
Kavari College of Arts, Science & Commerce

BOARD OF TRUSTEES KANNADA SANGHA

Name	Title	Profession
Mr. Kushal Hegde	Hon. President	Educationist
Mrs. Indira Salian	Hon. Vice-President	Educationist, Poetess
Dr. Narayan G. Hegde	Hon. Vice-President	Consultant & NGO
Mrs. Malati S.Kalmadi	Hon. Secretary	Educationist
Mr. Ashwin Shastri	Hon.Jt. Secretary	Management Consultant
CA.A. Srinivas Alva	Hon. Treasurer	Chartered Accountant
Mrs. Radhika Sharma	Hon.Jt. Treasurer	Educationist
Adv. P. Narayan	Hon. Trustee	Practicing Advocate
Dr. Chandrahas Shetty	Hon. Trustee	District Governor- Lions Club
Dr. Balajith Shetty	Hon. Trustee	Management Consultant
Dr. Shashikala Gurpur	Hon. Trustee	Director- Symbiosys Law School
Mrs. Payal Kalmadi- Bhartia	Hon. Trustee	Business
Mr. Sudhakar Rao	Hon. Trustee	Management Consultant
Mrs. Devika Shetty	Hon. Trustee	Educationist




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Kannada Sangha Pune
Kannada College of Arts, Science & Commerce

INTERNAL COMMITTEES LIST

1	NSS Committee
2	Knowledge Resource Centre Advisory
3	Kaveri Skill Development Cell
4	Kaveri Research and Innovation Centre
5	Kaveri Entrepreneurship Development Cell
6	Placement and Vocational Cell
7	Academic Calendar Committee
8	Excursion Committee
9	Magazine Committee
10	Examination Committee
11	Accounts and Audit Committee
12	Discipline Committee
13	Admission Committee
14	Time Table committee
15	Staff Academy
16	Student Development Committee
17	Sports and Physical Education Committee and Student Health care Committee
18	Cultural Committee
19	Women's Forum
20	Alumni Association




PRINCIPAL
Kannada Sangha Pune's
Kaveri College of Arts, Science & Commerce

STATUTORY COMMITTEES

Anti Ragging Committee

Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune
Anti-Ragging Committee
(Academic Year 2023-24)

1	Prin. Dr. Ashok M. Agrawal	Principal
2	Dr. Muckta Karmarkar	Member
3	Dr. Deepa Sathe	Member
4	Mrs. Chitra Alavani	Member
5	Dr. Shweta Bapat	Member
6	Dr. Anand Buddhikot	Member
7	Mr. Rohit Tambe	Member
8	Mrs. Rekha Shetty	Social Worker
9	Mrs. Alapi Chauhan	Non-teaching Member
10	Mr. Dhavajad Karnik (FY BSc (CS))	Fresher
11	Mr. Abhishek Khandare (TY BSc (CS))	Senior Student
12	Mrs. Shubadha Karnik (Parent Representative)	Member




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Kaveri College of Arts, Science & Commerce

Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune
Anti-Ragging Committee
(Academic Year 2023-24)

2nd Nov 2023

New committee was constituted following the retirement of Principal

1	I/C Prin. Dr. Muckta Karmarkar	I/C Principal
2	Dr. Deepa Sathe	Member
3	Mrs. Chitra Alavani	Member
4	Dr. Shweta Bapat	Member
5	Dr. Anand Buddhikot	Member
6	Mr. Rohit Tambe	Member
7	Mrs. Rekha Shetty	Social Worker
8	Mrs. Alapi Chauhan	Non-teaching Member
9	Mr. Dhavajad Karnik (FY BSc (CS))	Fresher
10	Mr. Abhishek Khandare (TY BSc (CS))	Senior Student
11	Mrs. Shubadha Karnik (Parent Representative)	Member




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Kaveri College of Arts, Science & Commerce

Student Grievance Redressal Cell

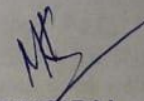
**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune**

College Student's Grievance Redressal Committee

(Academic Year 2023-24)

1.	Prin. Dr. Ashok M. Agrawal	Principal	Chairperson
2	Dr. Muckta Karmarkar	Senior Member – Teaching Faculty	Member
3	Dr. Jayashri Bangali	Senior Member - Teaching - Faculty	Member
4	Rohit Tambe	Member	Member
5	Sharvari A. Kulkarni	Student Representative	Special Invitee




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**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune**

College Student's Grievance Redressal Committee

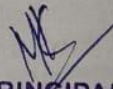
(Academic Year 2023-24)

2nd Nov 2023

New committee was constituted following the retirement of Principal

1. I/C Prin. Dr. Muckta Karmarkar		Chairperson	
2	Dr. Anand Buddhikot	Senior Member – Teaching Faculty	Member
3	Rohit Tambe	Member	Member
4	Sharvari A. Kulkarni	Student Representative	Special Invitee




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Kannada Sangha Pune's
Kaveri College of Arts, Science & Commerce

Equal Opportunity Cell


**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune**

Equal Opportunity Cell
(For Underprivileged Section such as SC, ST, OBC, Minority and Women)

(Academic Year 2023-24)

		Principal	Chairperson
1.	Prin. Dr. Ashok M. Agrawal		
2	Dr. Mrs. Muckta Karmarkar	Vice Principal	Coordinator
3	Dr. Mrs. Jayashri Bangali	SDO	Member Secretary
4	Mrs. Suchismita Mohanty	Teacher's Representative (Women)	Member
5	Dr. Anand Buddhikot	Teacher's Representative (Men)	Member
6	Ms. Smita Pradhan	Social Worker	Member
7	Mr. Ravindra Bhalerao		Member




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Kaveri College of Arts, Science & Commerce



सावित्रीबाई फुले पुणे विद्यापीठ
विद्यार्थी विकास मंडळ

समान संघी कक्ष - २०२३-२०२४

महाविद्यालयाचे नाव	:	Kannada Sangh Pune Kannada Sangh Pune's, Kaveri College of Arts, Science & Commerce Addr: 36 Ganeshnagar Erandwane Pune Tal: Pune (corporation Area) Dist: Pune, Pincode: 411038
महाविद्यालय स्थापना	:	2005
प्राचार्य	:	Muckta Anand Karmarkar
प्राचार्य नियुक्ती	:	Acting Principal
मोबाईल	:	9823126516

समान संघी कक्ष

अ.क्र	समितीचे सदस्य	पदाचे नाव	सदस्यांची नावे
१	मा. प्राचार्य	: अध्यक्ष	मुक्ता आनंद करमरकर
२	मा. उपप्राचार्य / विद्याशाखा प्रमुख / कार्यालय प्रमुख / इतर	: उपाध्यक्ष	Mrs. Alapi Chauhan
३	विद्यार्थी कल्याण अधिकारी	: सदस्य	बापट श्वेता म.
४	शिक्षक प्रतिनिधी (पुरुष)	: सदस्य	Buddhikot Anand Govind
५	शिक्षक प्रतिनिधी (महिला)	: सदस्य	Bachhav Sujata Shivaji
६	तज्ज्ञ मार्गदर्शक / सामाजिक / कार्यकर्ता / समुपदेशकधिकारी	: सदस्य	Ms.Smita Pradhan
७	तज्ज्ञ मार्गदर्शक / सामाजिक / कार्यकर्ता / समुपदेशक	: सदस्य	Mrs. Rekha Shetty
८	विद्यार्थी प्रतिनिधी	: सदस्य	Mr.Abhishek Kandhare
९	विद्यार्थी प्रतिनिधी	: सदस्य	Ms. Ankita Zore
१०	पालक प्रतिनिधी	: सदस्य	Mr. Umesh Kandhare
११	पालक प्रतिनिधी	: सदस्य	Mr. Dnyaneshwar Zore

विद्यार्थी विकास अधिकारी (S.D.O)
स्वाक्षरी



प्राचार्य
स्वाक्षरी व मोहोर

**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune**

Equal Opportunity Cell
(For Underprivileged Section such as SC, ST, OBC, Minority and Women)

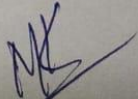
(Academic Year 2023-24)

New committee was constituted following the retirement of Principal

2nd Nov 2023

	Dr. Mrs. Muckta Karmarkar	I/C Principal	Chairperson
1	Dr. Shweta Bapat	SDO	Member Secretary
2	Dr. Anand Buddhikot	Teacher's Representative (Men)	Member
3	Mrs. Sujata Bachhav	Teacher's Representative (Women)	Member
4	Mrs. Rekha Shetty	Social worker	
5	Ms. Smita Pradhan	Counsellor	Member
6	Mr. Ravindra Bhalerao		Member
7			




PRINCIPAL
Kannada Sangha Pune's
Kaveri College of Arts, Science & Commerce

Anti Sexual Harassment Committee

Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune


Anti Sexual Harassment Committee (Internal Complaints Committee)
(Academic Year 2023-24)

New committee was constituted following the retirement of Principal

2nd Nov 2023

1	Dr. Muckta Karmarkar	I/C Principal	Chairperson
2	Mrs. Chitra Alavani	Presiding Officer	Member
3	Dr. Deepa Sathe	Member	Member
4	Mrs. Bhakti Joshirao	Member	Member
5	Mrs. Alapi Chauhan	Member	Member
6	Mrs. Rekha Shetty	Member NGO	Member




Principal
Kannada Sangha Pune's
Kaveri College of Arts, Science & Commerce

**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune**

**Anti Sexual Harassment Committee (Internal Complaints Committee)
(Academic Year 2023-24)**

1.	Prin. Dr. Ashok M. Agrawal	Principal	Chairperson
2	Dr. Muckta Karmarkar	Presiding Officer	Member
3	Dr. Jayashri Bangali	Member	Member
4	Mrs. Suchismita Mohanty	Member	Member
5	Mrs. Alapi Chauhan	Member	Member
6	Mrs. Rekha Shetty	Member NGO	Member




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INTERNAL QUALITY ASSURANCE CELL

Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune
Ganeshnagar, Erandwane, Pune

Internal Quality Assurance Cell

In consultation with management, following committee has been forward with effect from November 2023 for the period of five years

- | | |
|--|---|
| 1. Dr. Muckta Karmarkar
(I/C Principal) | Chairman
(Head of Institution) |
| 2. Mrs. Malati Kalmadi
(Secretary Kannada Sangha) | Member
(Management Representative) |
| 3. Dr. Sanjay Dhole
(Prof. & Academic Council Member of SPPU) | Member
(Academic Expert) |
| 4. CMA Abhay Deodhar
(Cost & Management Accountant) | Member
(Industry Expert) |
| 5. Dr. Anand Buddhikot | Member
(Teacher Representative) |
| 6. Dr. Pooja Ambole | Member
(Teacher Representative) |
| 7. Dr. Deepa Sathe | Member
(Teacher Representative) |
| 8. Mrs. Sujata Bacchav | Member
(Teacher Representative) |
| 9. Dr. Shweta Bapat | Member
(Teacher Representative) |
| 10. Mrs. Pallavi Joshi | Member
(Teacher Representative) |
| 11. Mr. Nilesh Nemade | Member
(NSS Program Officer) |
| 12. Mr. Rohit Tambe | Member
(Director of Physical Education) |
| 13. Mr. Ravindra Bhalerao | Member
(Office Superintendent) |
| 14. Mr. Sumant Sen | Member
(Alumni) |
| 15. Mrs. Chitra Alavani | IQAC, Coordinator |




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Kaveri College of Arts, Science & Commerce

COLLEGE DEVELOPMENT COMMITTEE



Kannada Sangha Pune's

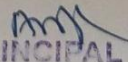
Kaveri College of Arts, Science and Commerce, Pune

College Development Committee

(As per Section 97 of Maharashtra Public Universities Act,2016)

1. Mr. Kushal Hegde	President, Kannada Sangha, Chairman
2. Mrs. Malati. S. Kalmadi	Secretary, Kannada Sangha, Member
3. Dr. Mrs. Deepa Sathe	Head of the Department, Member
4. Ms. Suchismita Mohanty	Teacher Representative, Member
5. Dr. Mrs. Muckta Karmarkar	Teacher Representative, Member
6. Mrs. Sujata Bacchav	Teacher Representative, Member
7. Mr.Ravindra Bhalerao	Non-Teaching Representative, Member
8. Mr. Rahul Rathi	Local Member (Academic Expert)
9. Mr.Vishwas Mahajan	Local Member(Academic Expert)
10.Dr. Aditya Abhyankar	Local Member (Academic Expert)
11.Mr. Charles Valentine	Local Member, Alumnus
12.Dr. Jayashri Bangali	IQAC Coordinator, Member
13.President of the Student Council	Vacant
14.Secretary of the Student Council	Vacant
15.Dr. Ashok M. Agrawal	Principal, Member Secretary
16.Dr. Mrs. Shashikala Gurpur	Special Invitee
17.Dr. Balajith Shetty	Special Invitee




PRINCIPAL
Kannada Sangha Pune's
Kaveri College of Arts, Science & Commerce

Perspective Plan



Kannada Sangha Pune's Kaveri College of Arts, Science and Commerce, Pune

**Permanently Affiliated to Savitribai Phule Pune University, Pune
Recognized U/S 2(f) and 12(B) of UGC Act, 1956
Permanently Non-Aided | Linguistic Minority (Kannada)
Sr. No. 36, Shri G.M. Shetty Educational Complex Ganeshnagar, Erandwane,
Pune-411038**

Institutional Perspective Plan for 2020-30



Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce, Pune
Institutional Perspective Plan for 2020-30

Our Vision

'To be a joyful learning community nurturing creativity for a sustainable future'

Our Mission

'To mentor innovative thinkers through a learner-centric educational platform using experiential pedagogy. To instill high ethical standards, accountability and proactive citizenship guided by a visionary leadership in our students and staff'.

Kannada Sangha, Pune is founded in 1952 by philanthropists as a cultural organization of Kannadigas. Kannada Sangha Pune made a remarkable contribution to bring Kannadigas in Pune on a common platform for cultural and social development. In a quest to open up opportunities to marginalized migrant children from Karnataka, Dr. Kalmadi Shamarao and other Kannadiga stalwarts started a Kannada Medium School in the year 1963 with just 35 students. Today Kannada Sangha Pune's 'Kaveri Group of Institutes' (KGI) runs a group of dedicated educational institutions that provide quality education and a conducive environment for all-round development at all levels from Junior K.G. to Post Graduation including a Kannada medium School. Started with mere 35 students,

Kaveri Group of Institutes has now grown to mammoth proportions with nearly 10,000 students under the Kaveri banner.

Kannada Sangha Pune started Kaveri College of Arts, Science and Commerce in the year 2005 as a single faculty college offering B.Com degree course with an intake of 120 students. The college is Permanently Affiliated to Savitribai Phule Pune University, Pune, Recognized under sections U/S 2(f) and 12(B) of UGC Act, 1956, Permanently Non-Aided, Linguistic Minority (Kannada). Today it is a multidisciplinary and multi-faculty college offering various courses such as B.Com, M.Com, BBA, BBA-IB, BBA-CA, B.Sc.(Computer Science), M.Sc.(Computer Science) and BA. The college is accredited by NAAC in the year 2015 for the first cycle and completed 5 years of accreditation this year.

Proactive academic leadership visionary management, dedicated and passionate faculty and staff, enthusiastic students, supportive university and government authorities always help us to achieve the goal of quality education. Continuous Interaction with various stakeholders like students, parents, industry, community, management, teachers etc. has given clear understanding about expectations and needs of society and insight for future transaction and delivery of academics. These are always reflected in college activities, teaching learning processes and various transactions resulting in continuous growth and development of the college. This has also been appreciated by university authorities, dignitaries, parents, visitors and NAAC peer team. Now, the college is completing 15 years of its remarkable contribution in providing quality higher education and will be celebrating the Silver Jubilee in the year 2030.

During the last decade, there are drastic changes in the educational environment and overall academic field in India which are effectively adopted by the college. Private universities, autonomous colleges, cluster colleges, online teaching learning are some of the buzzwords in educational field. The National Education Policy 2020 is in pipeline. This policy aims to strengthen educational system to make India a superpower in near future. This will pave new challenges and opportunities for the college.

It has also created new challenges for management, academic leaders and teachers to be equipped with well developed infrastructure, laboratories, faculty development, and student support services to improve the learning experiences. Globalization of education, fast industrial and ICT development emphasizes the need of research, developing new skills to cope-up with the new challenges and changing environment.

On this background, it is necessary to have a strategic plan for the next 10 years to cope-up with the challenges and to provide quality education to the society in tune with the mission of Kaveri Group of Institutes, **'To instill the high ethical standard, accountability and proactive citizenship for sustainable future'**.

This strategic plan is prepared on the basis of experiences, feedback received from various stakeholders, peer team observation and suggestions, introspection at the time of preparing for NAAC, guidance from University authorities and spirit of National Education Policy 2020.

Curricular Aspects

Being an affiliated college it follows the curriculum designed and introduced by Savitribai Phule Pune University. However the college can design and introduce add-on, career oriented and skill-based short term courses to make the students future ready. Choice Based Credit System (CBCS) introduced by University Grants Commission (UGC) from 2019-20 gives more flexibility to college to design various add-on, short term, skill-based courses.

Continuous evaluation system gives more flexibility and challenges the teachers for use of innovative teaching learning methods, new technology, ICT for improving student centric learning environment for holistic development of students.

The college intends-

- To introduce new programmes in different streams as per the changing needs and demands.
- To introduce additional diverse career oriented courses, short term courses, value added courses, to inculcate new life skills among the students to make them equipped to accept global challenges.

Teaching and Learning

- Number of courses, student strength, student activities are continuously increasing, therefore it is necessary to provide additional space, infrastructure, ICT resources etc. to address the changing needs from time to time.
- It is necessary to improve Institute - Industry (I2In), Institute - Institute interface (I2I) and Institute - Society (I2S). The college shall emphasise to improve interaction and collaboration with various institutions, organizations, professional organizations, social organisations at local, national and global level. This will

help for mutual interaction, sharing of ideas, knowledge, experiences and for conducting joint academic activities, student- teacher exchange, collaborative research etc. This will broaden the views of teachers and students and will further enrich the teaching learning process.

- With a view to equipping the faculty with new knowledge, development in various fields, teaching-learning processes and use of ICT etc., the faculty shall be motivated to increase participation in refresher courses, orientation programmes, FDPs, short term training courses and research projects related to their domain.

Research Consultancy and Extension

Though the college is mainly an undergraduate college; it promotes research to strengthen the teacher quality and teaching learning process. The college shall try to promote research culture in students as well.

- To motivate more students and faculty members to write and present research papers at National and International conferences/seminars/ workshops, take up collaborative research projects or surveys to develop research aptitude. It can also help to understand real life problems and need of further research.
- To motivate more staff members to avail funding from various funding agencies such as UGC, ICSSR, DST, ISRO, BOD etc. to undertake major and minor research projects in their domain and related to social or national issues.
- To guide and motivate all teachers for completing M.Phil/PhD and SET/NET.
- To motivate more students to undertake social projects and surveys, social services with a view to understand changing needs and situations of various sections of the society. This will also help to develop social attitude, sense of commitment and social obligation.

Infrastructure and Learning Resources

- College shall continuously try to strengthen library resources and library services by providing additional space for library and reading room facility and increase the number of books, e-resources, online journals etc.
- With a view to address changing and increasing needs of students and faculty college shall always try to upgrade laboratories with new and modern equipments, updated software, hardware, IT infrastructure etc.
- Increasing students strength and number of courses necessitates to provide additional space.

Student Support and Progression

- College shall always try to provide quality student support services such as counseling, mentoring, placement, health, sports, curricular and extracurricular activities etc. It is also necessary to motivate all deserving and needy students for availing scholarships, students' welfare schemes etc.
- To fortify alumni engagement in various activities and overall development of college. Alumni experience and interaction with current students can help the students in building their careers.
- College shall give more emphasis on hands-on skilling through domain specific training programmes, sessions etc.
- To make the students employable, skilling programmes, career oriented courses and soft skill programmes shall be strengthened further.

Governance Leadership and Management

- To strengthen the use of E-governance platforms.

- To provide necessary financial support to faculty for participation in faculty development programmes, conferences, seminars, refresher / orientation programmes etc.
- With a view to have continuous interaction and sharing of the views, ideas, expectation of various stakeholders, the college shall further strengthen the concept of participative management. Students' involvement in planning and implementation of various activities shall be improved.
- To strengthen leadership qualities and proactive thinking among faculty and students, special training programmes, FDPs, interaction with Industry and social leaders shall be increased.

Values and Best Practices

- Physical and natural environment is equally important for healthy academic ambience, therefore the college shall always emphasise on providing a safe, healthy and pollution free environment.
- Success of any activity or effort mainly depends on healthy interpersonal relations, team spirit, cooperative attitude, sense of responsibility and responsiveness. Therefore, the college is always keen in developing healthy human relationship among all the stakeholders.

The college activities, programmes and plans shall be chalked out and implemented from time to time in line with this Strategic Plan. Policy guidelines, suggestions of the NEP 2020 shall be considered appropriately, once it is declared by the Government.

University guidelines, Government regulations, fast changing economic and industrial scenario, changing need of the society shall also be taken into account for periodic plan of action.

This will help to provide a unique Learner Centric Education Platform to achieve the vision and mission of the college that is **“To Be Joyful Learning Community Nurturing Creativity For Sustainable Future And To Instill High Ethical Standards, Accountability, Proactive Citizenship Guided By Visionary Leadership In Students And Staff”**.




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