



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 Government, Leadership and Management

Key Indicators

6.3 Faculty Empowerment Strategies

6.3.2 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

(2023-24)

Collaborative Initiatives by IQAC

Contents

1.	Policy- Financial Support to Teachers for Academic Programmes	
2.	Name of teacher	Name of conference/ workshop attended for which financial support provided
	Ms. Bhakti Joshirao	National level two-week online FDP/refresher program
	Dr. Mukta Bhosale	FDP on Advanced Research methodology
	Dr. Mukta Bhosale	FDP on NEP orientation and sensitization
	Soniya Kumbhojkar	International conference
	Soniya Kumbhojkar	PG Mentoring Skill - Initiated Level Certificate Program
	Ms. Bhakti Joshirao	International conference
	Dr. Mukta Bhosale	FDP on Sanrachna
	Ms. Tanvi Zurunge	National level two-week online FDP/refresher program

Financial Policy



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

Policy of Financial Support for Teaching Staff to attend Academic Programmes

Policy for enrichment of Teaching and Non Teaching Staff of Kaveri College and Providing Financial Support to attend academic programmes like seminars/ conferences/ workshops/ training programmes etc.

Context

Kaveri College believes that faculty empowerment is an essential component of the teaching learning process. Kaveri College IQAC promotes the teaching and non teaching staff members to upgrade and upskill their professional competence. For achieving this, it is crucial for staff to pursue various academic and administrative activities. This goal is accomplished by providing financial support to teaching and non-teaching staff for attending seminars/ conferences/ workshops/ training programmes etc.

Policy Statement

In order to promote academic enrichment and capacity building of faculty members, Kaveri College provides financial support to teaching and non teaching staff of the College to attend academic programmes.

Policy Purpose and Objective

- To facilitate teaching and non teaching staff to attend or participate in Seminars/Conferences/Workshops/Orientation Programmes/ Refresher Courses/Induction Programmes/Faculty Development Programmes (FDP's) /Management Development Programmes (MDP's)/Professional Development Programmes/ Training Programmes etc.
- Providing financial assistance to faculty members in the form of reimbursement of registration fee

- To organize workshops, training programmes, FDP's on faculty development on research methodology, domain knowledge, office system and administration etc
- To encourage research culture in the teaching staff.
- To enhance the academic credentials of the teaching and non teaching staff.
- To promote academic enrichment and capacity building of the teaching and non teaching staff members
- To upgrade and upskill the teaching and non teaching staff's professional competence.

Features of the Policy

The policy for providing Financial Support to Teaching and Non Teaching staff is funded by Kaveri College, Pune. Teaching and non teaching staff of the college will be eligible for financial support.

Financial Support is provided for:

1. Teaching learning and related activities
2. Research and related activities
3. Professional Development/ academic enrichment /capacity building activities
4. Administrative Training/ Professional Development

Procedure and Process for Availing the Financial Aid

1. The staff member will apply in writing to the Principal seeking permission to attend FDP/MDP/ Capacity Building Workshop etc /Participate or Present research paper in seminar/conferences/training programme etc.
2. The staff member will apply for duty leave after getting initial permission from the Principal.
3. The staff member will resume duty after completion of the said academic programme.
4. The staff member will submit a fresh application seeking appropriate financial support with the following enclosures after attending/ participating in the academic programme:
 - a) Initial Permission Letter
 - b) Proof of Duty Leave
 - c) Receipts

- d) Certificate
- e) Report (in case of Workshop/ FDP/MDP etc)
- f) Joining letter
- g) The final approval of the financial support will be done by the Principal.

Criteria for Financial Support:

- 100% registration fees for those who present a paper in a conference/ seminar etc.
- For overseas International conferences 50% of the registration fees will be reimbursed for such faculty members who present a paper in a conference/ seminar etc.
- 50% registration fees for attending a conference/seminar.
- 25% registration fees for attending overseas international conference/seminar
- 50% registration fees for participating in capacity building workshops, FDP's MDP's.
- 100% for registration fees for participating in capacity building workshops, FDP's MDP's which are sponsored by various agencies like MSFDA etc.
- In case of multiple applications from the same department, the Principal's decision will be final.

The policy is subject to periodic review.




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



**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**
S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 856
Date 20/3/2024

Debit : Financial Assistance to Staff

Rupees : Seven Hundred & fifty only

Paid to : Bhakti Joshinao

Being : Payment towards Reimbursement 50% of Registration fee 1500/-
for attend Two week faculty development program/Refresha
course 3-17 Oct 23

Rs. 750/-

Bhakti Joshinao
Receiver's Sign



Photo

Bhakti Joshirao
11th March 2024

To,
The Principal,
Kaveri College of Arts Science and Commerce
Pune.

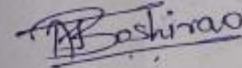
Subject- Request for reimbursement of the fees paid for Two Week Faculty
Development Program / Refresher Course on Advanced Research Methodology

Respected Madam,

I thank- you for allowing me to participate in the Two-Week Faculty Development
Program / Refresher Course on Advanced Research Methodology held from 3rd
October to 17th October, 2023.
The fees for the Faculty Development Program were Rs.1,500 per head.

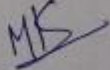
I request you to kindly reimburse the amount.

Thanking You.



Yours Sincerely,
Mrs. Bhakti Joshirao

²⁸
Pl reimburse the registration fees
@ 50% of Rs 1500/-



15/3/24



To The Principal LVH Arts, Science and ...

₹1,500

Pay again

Split with friends

Completed

2 Oct 2023 12:17 pm



IDBI Bank 5524

UPI transaction ID

327585855788

To

****0240

From: BHAKTI ABHIJIT JOSHIRAO (IDBI Bank)

bhakti.joshirao@okicici

Google Transaction ID

CICAgNDN_tGVNg

Powered by



**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce
AY 2023-24**

Name of the Event: National Level Two Week Online Faculty Development Program / Refresher Program on "Advanced Research Methodology (Interdisciplinary)"

Member Attended: Mrs. Bhakti Joshirao

Duration of the FDP: 3rd October 2023 to 17th October 2023

Venue: Online (Zoom)

Report:

The Mahatma Gandhi Vidyamandir's Loknete Vyankatrao Hiray Arts, Science and Commerce College, Nashik under the aegis of the Internal Quality Assurance Cell in collaboration with Guru Angad Dev Teaching Learning Centre Sri Guru Tegh Bahadur Khalsa College, University of Delhi Pandit Madan Mohan Malviya National Mission on Teachers and Teaching Ministry of Education organized a National Level Two Week FDP / Refresher Programme on Advanced Research Methodology from 3rd October 2023 to 17th October 2023. The sessions for the same were attended by me on zoom on a flexible mode.

Takeaways of the session:

The sessions conducted during the FDP gave various insights regarding Research Methodology and will help me during my Ph.D. Below is the list of takeaways from the sessions conducted during the two week FDP:

1. I learned how to draft a review article or review paper and what are the tools that will help me in doing literature review.
2. The challenges that can come across during research and the ways in which those can be catered were discussed in detail.
3. How to register Patents and what exactly is IPR and how innovation affects the entire process of research was well understood. Problem solving skills will help in Ph.D as the outcome of the entire session.
4. The importance of geo informatics as a tool for Research Analysis in Ph.D was understood.
5. The process of finding a UGC care listed journal in the Ph.D domain will surely help me with finding a journal for publication of a Research Paper.
6. Further what is plagiarism and how to avoid it while following the research ethics will also play a pivotal role while drafting the thesis.
7. Various tips on how to write manuscript for publishing in reputed journals was also explained.



Mahatma Mission Teacher Training Programme



विद्यया ऽप्यनन्तं
University Grants Commission
Quality Higher Education For All



विद्यया ऽप्यनन्तं
Ministry of Education
Government of India



Guru Angad Dev
Mahatma Mission Teacher
Training Centre (GAD-MMTTC)
(Formerly GAD-TLC)



Sri Guru Tegh Bahadur
Khalsa College
University of Delhi

Certificate

TWO-WEEK FACULTY DEVELOPMENT PROGRAM/ REFRESHER COURSE

03rd October to 17th October, 2023

Advanced Research Methodology (Interdisciplinary)

This is to certify that

**MRS. BHAKTI JOSHIRAO of KAVERI COLLEGE OF ARTS, SCIENCE AND COMMERCE, PUNE, SAVTRIBAI
PHULE PUNE UNIVERSITY**

has successfully completed Two-Week Online National Faculty Development Program/ Refresher Course jointly organized by Mahatma Gandhi Vidyasandir's Loknete Vyankatrao Hiray Arts, Science and Commerce College, Nashik and Guru Angad Dev Mahatma Mission Teacher Training Centre, SGTB Khalsa College, University of Delhi. This was conducted in online mode with two week involvement in a flexible mode. This Online FDP/ Refresher course is equivalent to face-to-face FDP/ Refresher course. The two-week involvement included attendance during live/recorded sessions, hands on activities, submission of quizzes, assignments and project. The participant has obtained Grade "A" as required for promotion under CAS of UGC and AICTE.


Prof. Vinod Raut
Project Head & Joint Director
GAD-TLC of Ministry
of Education

UNIQUE CERTIFICATE No: OFDP 159/011

Bhakti Joshirao
30th September 2023

To
The Principal
Kaveri College of Arts Science and Commerce
Pune

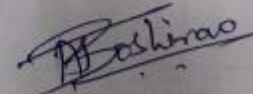
Subject - Request to attend the Two-Week Faculty Development Program /
Refresher Course on Advanced Research Methodology

Respected Madam,

The Mahatma Gandhi Vidyamandir's Loknete Vyankatrao Hiray Arts, Science and Commerce College, Nashik under the aegis of the Internal Quality Assurance Cell in collaboration with Guru Angad Dev Teaching Learning Centre Sri Guru Tegh Bahadur Khalsa College, University of Delhi Pandit Madan Mohan Malviya National Mission on Teachers and Teaching Ministry of Education is organising a National Level Two Week FDP / Refresher Programme on Advanced Research Methodology from 3rd October 2023 to 17th October 2023. The sessions are going to take place on an online mode. The organisers have also given the participants flexibility mode, under which assignments for the completion of the course shall be submitted within 21 days from the starting date of the sessions.

I kindly request you to allow me to participate for the same. The Registration fees for the Conference is Rs. 1,500 per head.

Thanking You,



Yours Sincerely,
Mrs. Bhakti Joshirao
Asst. Prof in Dept. of
Commerce
Kaveri College

Ms. Bhakti Joshirao
As PI attend MIS
Pl reimburse the
registration fees @ 50%
of (Rs 1500/-)
MK 15/3/24



Mahatma Gandhi Vidyamandir's
L.V.H. Arts, Science and
Commerce College, Nashik



सत्यमेव जयते

Ministry of Education,
Govt. of India

Pandit Madan Mohan Malaviya National Mission
on Teachers and Teaching (PMMMNMTT)



Guru Angad Dev
Teaching Learning Centre

S.G.T.B. Khalsa College, D

Mahatma Gandhi Vidyamandir's

Loknete Vyankatrao Hiray Arts, Science and Commerce College

Nashik

under the aegis of

Internal Quality Assurance Cell

and

GAD-TLC, SGTB Khalsa College

Ministry of Education, PMMNMTT, Govt. of India

Refresher Course Cum Two -Week National Online
Faculty Development Program (FDP)

ADVANCED RESEARCH METHODOLOGY (Interdisciplinary)

3rd October to 17th October, 2023

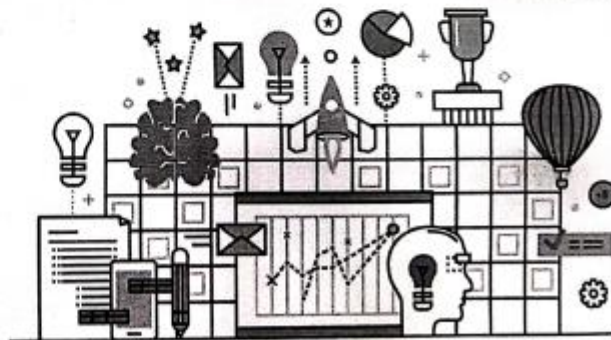
To Register



[Click Here](#)

Last date of Registration:
2¹ October 2023, 8.00 pm

Registration Charges: Rs 1500/-
only



Successful completion of FDP will meet
promotional requirements as per CAS of UGC



**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**

S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 22

Date 8/4/2024

Debit : Financial Assistance to staff

Rupees : Seven Hundred and fifty only—

Paid to : Dr. Mukta Bhosale

Being : Reimbursement of 50% Registration fees for FDP on Advanced
Research Methodology during 31/10/23 to 17/10/23 online
(Total Rs. 1500/-) Rs 750/- mode

Rs. 750/-

Receiver's Sign

MUKTA
8/4

Sanctioned By

I, Dr. Mukta Bhosale, am writing this letter

Date: 16 Jan 2024

To.

The Principal

Kaveri College of Arts, Science & Commerce,
Pune.

Subject: Request for reimbursement of fees
paid for faculty Development
Programme "Advanced Research
Methodology."

Respected Ma'am,

I, Dr. Mukta Bhosale, am writing this letter
to request reimbursement for the
applicable expenses incurred due to fees
paid for the faculty Development Program
"Advanced Research Methodology" by
UGC on 3rd Oct to 17th Oct 2023.

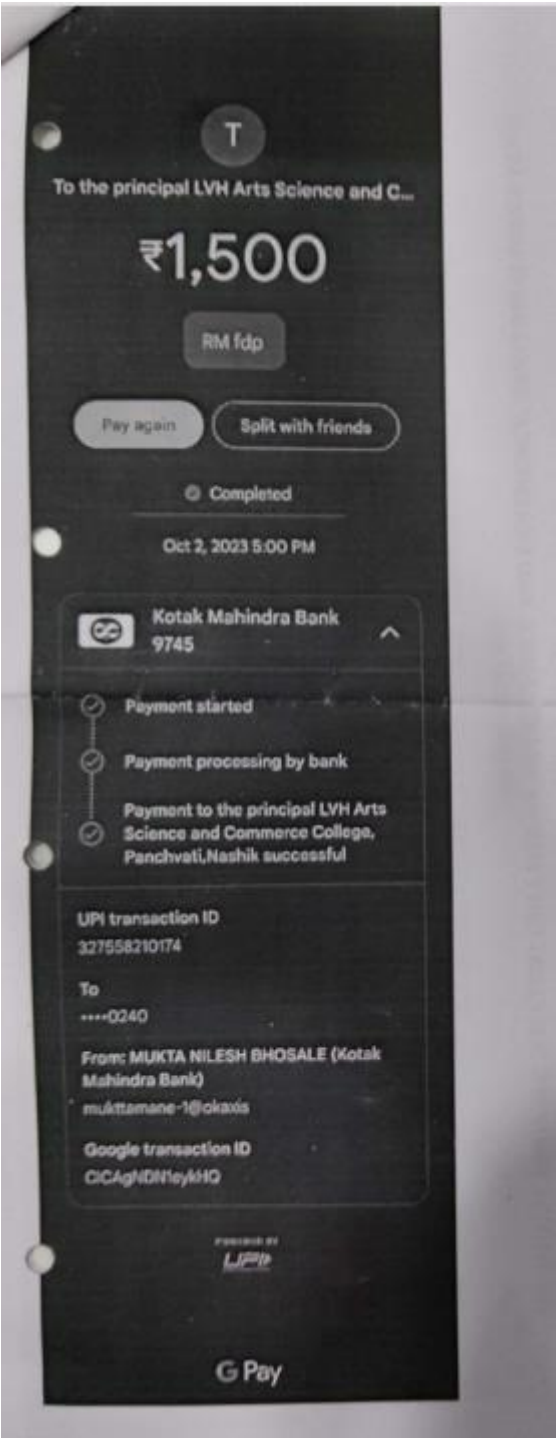
fees paid Rs. 1500/-

Yours Sincerely.

MKB

Dr. Mukta Bhosale.

OK
Pl. reimburse 50%
of the registration fees
MKB 16/1/24



T

To the principal LVH Arts Science and C...

₹1,500

RM fdp

Pay again

Split with friends

Completed

Oct 2, 2023 5:00 PM

Kotak Mahindra Bank
9745

- Payment started
- Payment processing by bank
- Payment to the principal LVH Arts Science and Commerce College, Panchvati, Nashik successful

UPI transaction ID
327558210174

To
****-Q240

From: MUKTA NILESH BHOSALE (Kotak Mahindra Bank)
mukttamane-1@okaxs

Google transaction ID
CICA9NDNKeyAHQ

POWERED BY
UPI

G Pay



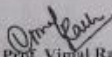
Certificate

TWO-WEEK FACULTY DEVELOPMENT PROGRAM/ REFRESHER COURSE
03rd October to 17th October, 2023
Advanced Research Methodology (Interdisciplinary)

This is to certify that

DR. MUKTA BHOSALE of **KAVERI COLLEGE OF ARTS SCIENCE AND COMMERCE, SAVITRIBAI PHULE PUNE UNIVERSITY**

has **successfully completed** Two-Week Online National Faculty Development Program/ Refresher Course jointly organized by Mahatma Gandhi Vidyamandir's Loknete Vyankatrao Hiray Arts, Science and Commerce College, Nashik and Guru Angad Dev Malaviya Mission Teacher Training Centre, SGTB Khalsa College, University of Delhi. This was conducted in online mode with two week involvement in a flexible mode. This Online FDP/Refresher course is equivalent to face-to-face FDP/Refresher course. The two-week involvement included attendance during live/recorded sessions, hands on activities, submission of quizzes, assignments and project. The participant has obtained **Grade "A"** as required for promotion under CAS of UGC and AICTE.


Prof. Vimal Rath
Project Head & Joint Director
GAD-TLC of Ministry
of Education

UNIQUE CERTIFICATE No. GEDP-150/23

Report on FDP attended in 2023-24

Name of the Event: FDP on "Advanced Research Methodology"

Objective of the Event: the objective was to train faculty members in research methodology.

Date and Time of the Event: 3rd October 2023 to 17th October 2023.

Venue: Online mode

Report

The two week Faculty Development Programme was conducted by Mahatma Gandhi Vidya Mandir's Loknete Vyankatrao Hiray Arts, Science and Commerce, Nashik and Guru Angad Dev Malaviya Mission Teacher training Centre, SGTB Khalsa College, University of Delhi.

The session was about - how to draft a review article or review paper and what are the tools which will help in writing better articles..

In the next session challenges one comes across during research and the ways in which those can be catered were discussed in detail.

In the next session - How to register Patents and what exactly is IPR and how innovation affects the entire process of research was well understood.

The importance of geo informatics as a tool for Research Analysis was also dealt in the next session.

The process of finding a UGC care listed journal and finding a journal for publication of a Research Paper was discussed. One of the tests was based on this topic. We had to make a video of how to search for the journal online.

Further what is plagiarism and how to avoid it while following the research ethics and presenting our data in a better way. The second assignment was based on use of online citation tools like Mendaley and Zotero.

Various tips on how to write manuscripts for publishing in reputed journals were also explained.

The FDP was very helpful in understanding the current practices in the field of publication of research. It also enlightened us on the importance and need to carryout research work in our area of interest.



**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**
S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 23

Date 8/4/2024

Debit : Financial Assitance to staff

Rupees : five Hundred only —

Paid to : Dr. Mukta Bhosale

Being : Reimbursement of 50% Registration fee of FDP on NEP
Orientation & Sensitization during 15/12/23 to 30/12/23 online
(total fee Rs1000/-) Rs.500/- made

Rs. 500/-

Receiver's Sign

MUKTA
B/4

Sanctioned By

Date : 16 Jan 2024

To,

The Principal,

Kaveri College of Arts, Science & Commerce,
Pune.

subject: Request for reimbursement of fees
paid for Faculty Development Programme
"NEP-Orientation and Sensitization."

Respected Ma'am,

I, Dr. Mukta Bhosale, am writing this letter
to request reimbursement for the
applicable expenses incurred due to fees
paid for the Faculty Development Program
"NEP-Orientation and Sensitization" by
SPPU on 15th Dec to 29th Dec, 2023.

Fees paid Rs. 1000/-

Yours sincerely,

BMB

Dr. Mukta Bhosale.

OK
Pl. pay 50% as
reimbursement of
Registration fees
MK
16/1/24

B

Baroda E Gateway requested money fro...

₹1,000

IPG 101202333685316559
Government SP

Split with friends

Completed

Dec 2, 2023 8:34 PM



Kotak Mahindra Bank
9745

UPI transaction ID
333669431487

To: Baroda E Gateway
bobigg@barodampay

From: MUKTA NILESH BHOSALE (Kotak
Mahindra Bank)
mukttamane-1@okaxis

Google transaction ID
CICAgNC3vseNLw

POWERED BY
UPI

G Pay



**MALAVIYA MISSION
TEACHER
TRAINING PROGRAMME**

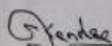


उच्च-विद्यालय विनियमन
University Grants Commission

CERTIFICATE OF PARTICIPATION

NEP 2020 ORIENTATION & SENSITIZATION PROGRAMME

This is to certify that **Dr. Mukta Bhosale, Assistant Professor** at **Kaveri College of Arts Science and Commerce** has completed the One week Faculty Development Programme on **NEP 2020 Orientation & Sensitization** under “Malaviya Mission Teacher Training Programme (MM-TTP)” of University Grants Commission (UGC) Organized by UGC -Malaviya Mission Teacher Training Centre (Formerly UGC-Human Resource Development Centre) Savitribai Phule Pune University, Pune -411007 from 15/12/2023 To 29/12/2023


Director (MM-TTC)

Report on FDP attended in 2023-24

Name of the Event: FDP on "NEP Orientation & Sensitization"

Objective of the Event: The objective was to orient faculty members on NEP 2020

Date and Time of the Event: 15th December to 30th December 2023

Venue: Online mode

Report

The FDP was conducted by the Ministry of Education & UGC with SPPU from 15th December to 30th December 2023 online. Dr. Sanjay Surve was the head of the organisation team.

Day 1- 15 Dec- Session by Ankush Kulkarni focused on the use of ICT tools for the better implementation of NEP. The speaker emphasised on the three important things a) importance of ICT, b) Content development using ICT and c) Content delivery to the students using ICT.

Day 2 - 16 Dec - Session by Dr (Capt) Chitale focused on the need of Skill Development in higher education along with the life skills needed for a successful career after the degree.

Day 3 - 18 Dec - Session by Dr. V. B Gaikwad revolved around the structure of Governance under NEP and the speaker also spoke about the transition of current educational institutes under the NEP.

Day 4 - 19 Dec - Session by Pro VC of SPPU, Dr. Parag Kalkar in which Sir spoke about Leadership in Higher education and his views on NEP.

Day 5 - 20 & 21 Dec - Session by Dr. Chitra Sohoni focused on the need of Diversity and Inclusive classrooms and the methods of implementing the same in the existing set up. Speaker also spoke about the role of NEP in inclusion of all sections of the society in the education system.

Day 7 - 22 Dec- Session by Dr. Nitin Patil was relating ICT tools with special focus on (Moodle) as a content delivery and assessment tool. The faculty had to perform certain practicals using moodle as per the speakers instructions.

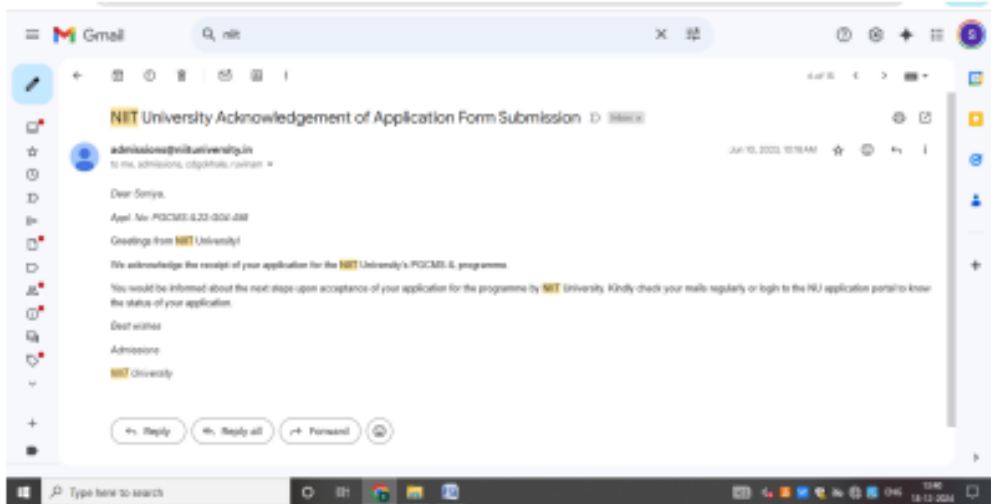
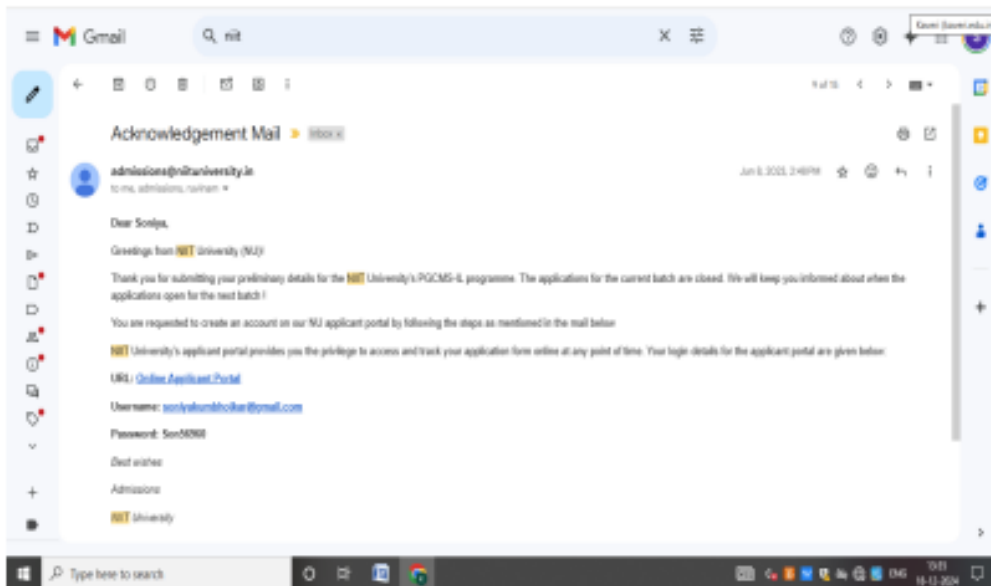
Day 8 - 23 Dec- Session by Dr. Avinash Kumbhar was about the importance of Research Methodology, intellectual property rights and the need of research by students as well as faculty members.

Day 9 & 11 - 26 and 28 Dec- Session by Dr. Shakila T Shamsu who was a member of core NEP policy spoke about the objective and changes to be brought in the current education system.- Multidisciplinary and higher education

Day 10 - 27 Dec - Session by Dr. Indumati Kadhatre focused on the importance of the Indian Knowledge system in the curriculum.

Day 12 - 29 Dec - Feedback session and Test

The program gave a fresh outlook towards the NEP and the expectations of the policy makers as well as the right direction in which we need to move ahead. It has given a new motivation to work for the betterment of the students.







**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**
S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 841

Date 13/3/2024

Debit : Financial Assistance to Staff A/c

Rupees : Two Thousand only

Paid to : Soniya Kumbhikar

Being : Payment towards Reimbursement of the Registration
Fees of International Conference on 1 & 2 March 2024
at UWA, Pune

Rs. 2000/-

Receiver's Sign

[Signature]



4th March 2024

To
The Principal,
Kaveri College of Arts Science and Commerce
Pune.

Subject- Request for reimbursement of the fees paid for International Conference hosted by IFUWA.

Respected Madam,

I thank- you for giving me the opportunity to participate in the International Conference on 'Working Together for a Sustainable Future' held on 1st and 2nd March, 2024.

The fees for the 2-day International Conference were Rs.2000 per head. I have enclosed the photocopy of the fees paid for the conference for your reference.

I request you to kindly reimburse the amount.

Thanking You,
Yours Sincerely,

Soniya
Ms. Soniya Kumbhojkar
Asst. Professor in Management
Kaveri College of Arts, Science and Commerce

(Rs 2000/-) ^{OS} Pl. reimburse 100%
registration fees.
MSC 5/3/24



UNIVERSITY WOMEN'S ASSOCIATION, PUNE

AFFILIATED TO INDIAN FEDERATION OF UNIVERSITY WOMEN'S ASSOCIATIONS AND
INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN

270-G, Jambekar Park, Gokhale Nagar, Pune-411003 Telephone: 020-25659064, 25670324
E-mail: uwa_pune@gmail.com, Website: www.uwapune.com

Receipt No. 2021-

817

GST No.: 27AAATU3196P12V

Date: 20/02/2024

Received with thanks from Shri / Smt.

Sonija Kumbhajkar

Address

Pune

the sum of Rs.

2000/-

Rupees in words

Two thousand only

Cash / DD No. /

online

Cheque No. 40517965778

Dated

20/02/2024

Bank Name

Bank of Baroda

towards the

Registration fee for IUWA

Conference March- 2024



For Treasurer

University Women's Association, Pune

Cheque Subject to realization

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

A.Y. 2023-24

Name of the Event: International Conference on Working Together for a Sustainable Future organized by Indian Federation of University Women's Association

Member Attended: Mrs. Soniya Kumbhojkar

Date: 1st & 2nd March, 24

Venue: UWA, Pune

Report:

The International Conference on Working together for a sustainable future was a two-day conference held on 1st and 2nd March 2024 at UWA Pune. On the first day of the conference two panel discussions were scheduled.

Prior to panel discussion the keynote speaker for the conference Dr. Ujwala Chakradeo spoke of how women's education can bring sustainability in Indian society. She also spoke about the inclusive behavior of the women where she has to consider a larger workplace and her personal family as a larger family itself for her own progress. The panel discussion of the day had Dr. Vandana Shiva, Mrs. Meher Pudumjee and Nimalka Fernando. All three panelists spoke about various aspects of Sustainability. Dr. Vandana Shiva spoke about the excessive use of pesticides and its side effects on the soil, water, atmosphere and human health. Mrs. Meher Pudumjee addressed the industry aspect of sustainability and Namalka Fernando spoke about how peace is yet another aspect of sustainable future in south east Asia.

This year's conference featured a range of issues from climate change to woman's health and their sustainability.

The second panel discussion consisted of SAARC country representatives who spoke about various topics like girl education, different ways of influencing thoughts of youth and spreading environmental awareness through documentaries. A panelist from Maldives spoke about how the expectations of people about leaders are too high which makes it even more complex for a woman to think about her as a leader. The panelist from Afghanistan was concerned about the girls in Afghanistan who are forced to drop out from school at the age of 10.

The 2nd day of the conference had a panelist from UWA Asia who spoke about how it is imperative for women to get educated and empowered for a sustainable future. A panelist from Thailand spoke of the various schemes being conducted in her country where University women work towards the development at the grass root level i.e the women who are less educated. UWA Thailand also has brought various short-term courses for the upliftment of women in Thailand. Towards the end of day two UWA India Panelists focused on the sustainability projects being carried out in India. Projects like Sakhi, less plastic usage to avoid plastic production, helping migrating construction workers in Pune for a sustainable future were discussed.

Key takeaways and highlights-

- Dr. Shiva shared her contact details and encouraged the students to apply for internships at Navdanya.
- Rebalancing of relationship between people and nature
- Our students had the opportunity to listen to notable speakers and have a one-to-one dialogue with them
- Creation of roadmap for achieving SDS
- Importance of youth participation and new career avenues

This conference will definitely be a reminder to everyone that if we don't achieve our sustainable development goals with good intentions, we need the resources and its alternatives to back up our actions.



UWA PUNE

CERTIFICATE

OF PARTICIPATION

This is to certify that

Dr./Mr/Ms Sonija Kumbhojkar - Asst Prof in Management
from Kaveri College of Arts, Science & Commerce, Pune

has participated in the Indian Federation of University Women's Associations (IFUWA) International Conference on 'Working Together for a Sustainable Future' held at University Women's Association (UWAP), Pune on 1st and 2nd March 2024.

Ujwala Shinde
President, UWAP

Dr. Ranjana Banerjee
President, IFUWA



KANNADA SANGHA PUNE

KAVERI
GROUP OF INSTITUTES

**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**

S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 842

Date 13/3/2024

Debit : Financial Assistance to Staff A/c

Rupees : Two Thousand only

Paid to : Bhakti Joshirao

Being : Payment towards Reimbursement of the Registrar's
Fes or International Conference 1 & 2 Marks UWA Pune

Rs. 2000/-

Receiver's Sign

Bhakti Joshirao



Phet...

Bhakti Joshirao
4th March 2024

To
The Principal.
Kaveri College of Arts Science and Commerce
Pune.

Subject- Request for reimbursement of the fees paid for International Conference hosted by IFUWA.

Respected Madam,

I thank- you for allowing me to participate in the International Conference on 'Working Together for a Sustainable Future' held on 1st and 2nd March, 2024. The fees for the International Conference were Rs.2000 per head.

I request you to kindly reimburse the amount.


Thanking You.

Bhakti Joshirao

Yours Sincerely,
Ms. Bhakti Joshirao

OS
Pl reimburse the
registration fees of
Rs 2000/-

MK 4/3/24

 **UNIVERSITY WOMEN'S ASSOCIATION, PUNE**
AFFILIATED TO INDIAN FEDERATION OF UNIVERSITY WOMEN'S ASSOCIATIONS AND
INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN
270-E, Jambekar Park, Gokhale Nagar, Pune-411003 Telephone: 020-25659694, 25670324
E-mail: uwa.pune@gmail.com, Website: www.uwapune.com

Receipt No. 2021- 81E DST No. 27AAATU8198P12V Date: 20/02/2024

Received with thanks from Shri / Smt. Bhakti Joshi

Address Pune


the sum of Rs. 2000/- Rupees in words Two thousand only

Cash / DD No. / Cheque No. Online 405197736148 Dated 20/02/2024

Bank Name Bank of Baroda

towards the Registration fee for IUWA
Conference March - 2024

Cheque Subject to realization


For Treasurer-
University Women's Association, Pune

**Kannada Sangha Pune's
Kaveri College of Arts, Science and Commerce
AY 2023-24**

Name of the Event: International Conference on Working Together for a Sustainable Future organized by Indian Federation of University Women's Association

Member Attended: Mrs. Bhakti Joshirao

Date: 1st & 2nd March 2024

Venue: UWA, Pune

Report:

The International Conference on Working together for a sustainable future was hosted by INdian Federation of University Women's Association. It was a two day conference held on 1st and 2nd March 2024 at UWA pune.

Day 1: The first day of the conference started with the welcome address by Dr. Ujwala Shinde who is the President of UWA Pune. The keynote speaker or the chief guest for the conference was Dr. Ujwala Chakaradev who is the Vice Chancellor of SNDT University. She gave insights about the thought of Maharshi Dr. Dhondo Keshav Karve prior to starting a university for girls. She threw light upon the importance of skill education for women to make their future better. She also spoke about how a woman should consider people at the workplace as a part of family just like mother nature who is also inclusive in nature. After the keynote speaker session the panel discussion of the day began with Dr. Vandana Shiva, Mrs. Meher Pudumjee and Nimalka Fernando who spoke about various aspects of Sustainability. Dr. Vandana Shiva spoke about how the use of pesticide is reducing the nutrition content not just in the soil but also in the food. She spoke about the soil and crop diversity in the country that has reduced over a period of the last few years. According to her, organic farming in India has to increase if sustainability is to be introduced in farming. Namalkar Fernando, the second panelist addressed the issue of peace as yet another aspect of sustainable future in south east asia. In south east asia growth and development are given too much of importance, which is reducing the peace in the region. The third panelist Mrs. Meher Pudumjee addressed the industry aspect of sustainability, her address focused on the need of conserving resources for future use. The second panel discussion consisted of SAARC country representatives who addressed issues like girl education, different ways of influencing thoughts of youth and spreading environmental awareness through documentaries. The panelist from Afghanistan was concerned about the girls in Afghanistan who are forced to drop out from school at the age of 10 thereby suppressing girl voices. Panelists from Bangladesh were concerned about the health of girls in Bangladesh who either are mothers or are to become at the mere age of 19 which increases the mortality rate in the country. She spreads awareness in the region for the same, but has to face various difficulties while doing the same.

Day 2: The panelist from UWA Asia gave insights about their contribution in the development of women in their countries because of various schemes at university level and grass root level for

upliftment of women. A panelist from thailand spoke of the various schemes being conducted in thailand where University women work towards the development at the grass root level i.e the women who are less educated. UWA Thailand also has brought various short term courses for the upliftment of women in thailand. Towards the end of day two UWA India Panelists focused on the sustainability projects being carried out in India. Mrs. Swati Bedekar spoke about the Project Sakhi and her challenges while building a social enterprise and giving it a sustainable future. UWA delhi panelist spoke about how plastic has damaged the entire ecology. She stressed on the non usage of plastic by general people so that companies would not want to manufacture them, thus breaking the chain of plastic manufacturing due to the demand. She also spoke of alternate uses of plastic or the way they can be disposed off.



CERTIFICATE

OF PARTICIPATION

This is to certify that

Dr./ Mr/ M^s Bhakti Toshirao - Asst. Prof. Dept. of Commerce
from Kaveri College of Arts, Science & Commerce, Pune

has participated in the Indian Federation of University Women's Associations (IFUWA) International Conference on 'Working Together for a Sustainable Future' held at University Women's Association (UWAP), Pune on 1st and 2nd March 2024.

Dr. Ujwala Shinde
President, UWAP

Dr. Ranjana Banerjee
President, IFUWA



**KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**
S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

CASH VOUCHER

No. 21
Date 8/4/2024

Debit : financial Assistance to staff

Rupees : one Thousand only

Paid to : Dr. Mukta Bhosale

Being : Payment towards Reimbursement of Registration fee
of FDP ' Sansrachana' by MSFD* during 22/1/2023
26/1/2023

Rs. 1000/-

Receiver's Sign [Signature]

Sanctioned By

[Signature]

Date: 16 Jan 2024

To,

The Principal,

Kaveri College of Arts, Science & Commerce,
Pune.

Subject: Request for reimbursement of fees
paid for faculty Development
Programme 'Sanrachana'.

Respected Ma'am,

I, Dr. Mukta Bhosale, am writing this letter to
request reimbursement for the applicable
expenses incurred due to fees paid for
the faculty Development Programme.

"Sanrachana" by MSFDA on 22nd May to
26th May 2023.

fees. paid Rs. 1000/-

Yours sincerely,

MBN

Dr. Mukta Bhosale

OK
OS

P1. reimburse the
registration fees of
Rs 1000/-

MS 16/1/24





Certificate No. / प्रमाणपत्र
Tol3203024

Maharashtra State Faculty Development Academy
महाराष्ट्र राज्य अध्यापक विकास संस्था

Certificate of Participation / सहभाग प्रमाणपत्र

This certificate is awarded to

Dr. Mukta Nilash Bhasale

कला हे प्रमाणपत्र देण्यात येते

We appreciate your participation and rich contribution in the successful completion of the programme

Samschana

संस्कृतनाच्या चलस्वी पुणेलाठी साठी तुमच्या सहभागाची आणि भरतब वीरव वीरवनाची वीरव देते

From 22/05/2023 पासून to/ते 26/05/2023 वीरव -

at MSFDA Campus, Pune

The programme/training was organised by Maharashtra State Faculty Development Academy, Pune
वरीरव / वरीरवनाची वरीरवनाची महाराष्ट्र राज्य अध्यापक विकास संस्था, पुणे आणि

in collaboration with Rotary International District 3131

साथी वरीरवनाची वरीरवनाची आणि वरीरव

Rangana Dhas
General Manager, MSFDA

OUR KNOWLEDGE PARTNERS / आमचे ज्ञान साठी वरीरव



*The programme/training has been well supported by members of Rotary District 3131 conducted by National Resource Development Centre of W.P.C., New Delhi and other sponsors. The members/faculty of the Maharashtra Department, on the request of Central Board Secondary Education (CBSE) permission of faculty members are not to be for the conduct of certificate of participation of non-teaching staff of colleges/universities/institutes with State Govt. Maharashtra Model 2003/2004, Maharashtra Government of Maharashtra, (2003) 2011/2012.

Report on FDP attended in 2023-24

Name of the Event: FDP on "Sanrachana"

Objective of the Event: A program to help in creating constructivist classroom.

Date and Time of the Event: 22th May 2023 to 26th May 2023.

Venue: MSFDA Campus, Pune

Report

The Maharashtra State Faculty Development Academy organised FDP on "Sanrachana" from 22th May 2023 to 26th May 2023. The FDP was coordinated by Dr. Gitanjali Dule and Dr. Kalyani Gokhale.

On the first day of the program the faculty was introduced to the concept of Sanrachana and the importance of the same. The resource person Dr. Kalyani Gokhale carried out various activities to explain the concept of constructivism and how we can use this pedagogy in our classrooms. We also had a session on cyber security in which Dr. Gokhale spoke about the problems online and shared a few tips on keeping us and our students safe.

The second day we discussed the concept of constructivism along with the zone of Proximal development and scaffolding. The resource person Dr. Kalyani Gokhale carried out various activities to explain the concept and reading material was shared for better understanding.

The third day started with a feedback session followed by the activities for cognitive development and later a session on brain based learning in which we learnt about the functioning of the brain and how to have an inclusive classroom.

On the fourth day of the program Dr. Chara Mathur and Dr. Manita Kolhatkar took two sessions on blended learning and the importance of blended learning under NEP.

On the last day all faculty members had to give presentations using constructivism accompanied with a test.

Constructivism is the basis of NEP 2020. Hence it is the need of the hour that we change our teaching style and the mindset of the students as well. The program gave an insight on the learning process of a child and how we can make it better and invoke curiosity and educate the young generation.

In all it was a great experience to learn new things and also an assurance that the pedagogy and experiments we conduct in the class are in the right direction.



KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE
S.No. 36, Shri G. M. Shetty Educational Campus,
Ganeshnagar, Erandawane, Pune - 411036. Ph.: 020- 25456328

CASH VOUCHER

No. 855
Date 20/3/2024

Debit : Financial Assistance to staff
Rupees : Seven Hundred & fifty only.--
Paid to : Tanvi Zuxunge
Being : Payment towards reimbursement 50% of Registration Fee (Rs 1500/-) for participate in the Two-Week Faculty Development Programme / Refresher course 3-17 October 2023

Rs. 750/-

Receiver's Sign [Signature]



[Signature]

Ms. Tanvi Zurunge
14th March 2024

To,
The Principal,
Kaveri College of Arts Science and Commerce
Pune.


Subject- Request for reimbursement of the fees paid for Two Week Faculty
Development Program / Refresher Course on Advanced Research Methodology

Respected Madam,

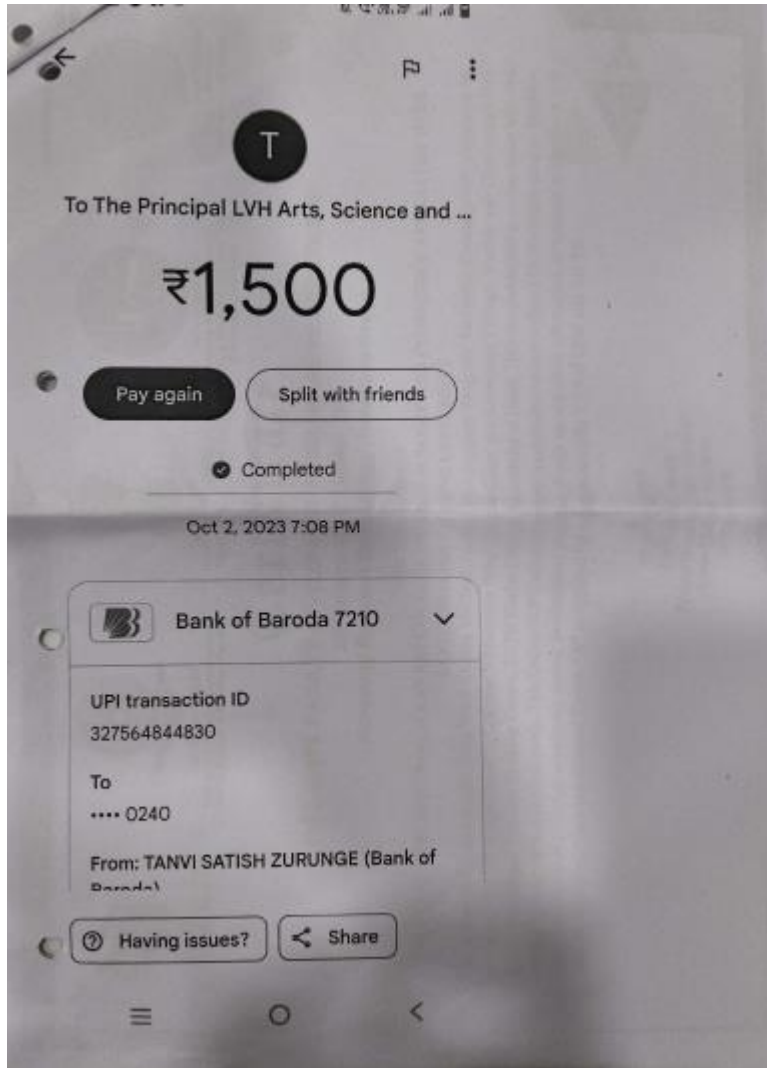
I thank- you for allowing me to participate in the Two-Week Faculty Development
Program / Refresher Course on Advanced Research Methodology held from 3rd
October to 17th October, 2023.
The fees for the Faculty Development Program were Rs. 1,500 per head.

I request you to kindly reimburse the amount.

Thanking You.


Yours Sincerely,
Ms. Tanvi Zurunge

OK
es
Pr. reimburse 50% of the
registration fees
MK 15/3/24





Mahatma Mission Teacher
Training Programme



University Grants Commission
Quality Higher Education For All



Ministry of Education
Government of India



Dr. Ganga Prasad
Mahatma Mission Teacher
Training Centre (GAD, AMTTC)
University GAD, TLE



Dr. Ganga Prasad Bahinurao
Kavayitri Bahinurao
University of Pune

Certificate

TWO-WEEK FACULTY DEVELOPMENT PROGRAM/ REFRESHER COURSE

03rd October to 17th October, 2023

Advanced Research Methodology (Interdisciplinary)

This is to certify that

**TANYA KATISH ZERUNGE of KAVAYITRI COLLEGE OF AGRICULTURE AND COMMERCE AFFILIATED WITH
KAVAYITRI BAHINURAO PHULE PUNE UNIVERSITY**

has successfully completed Two Week Online National Faculty Development Program/ Refresher Course jointly organized by Mahatma Gurukul Vidyasankar's Lalitpur, Vyankatesh Shiv Arts, Science and Commerce College, Nashik and Ganga Prasad Mahatma Mission Teacher Training Centre, SOIT Khada College, University of Delhi. This was conducted in online mode with two week involvement in a flexible mode. This Online FDP/Refresher course is equivalent to two-to-four FDP/Refresher course. The two-week involvement included attendance during live/recorded sessions, launch on activities, submission of queries, assignments and projects. The participant has obtained Grade "A" as required for progression under CAS of UGC and AICTE.


Project Head & Joint Director
GAD-TTC of Ministry
of Education

www.mahatmamission.org

Report on FDP attended on Advanced Research Methodology

Name of the Event: FDP on "Advanced Research Methodology"

Objectives of the Event: To train faculty in research methodology

Date and Time of the Event : 3rd October 2023 to 17th October 2023

View: Online Mode

Report-

I had successfully completed the TWO-WEEK FACULTY DEVELOPMENT PROGRAM/ REFRESHER COURSE was conducted on 3rd Oct to 17th Nov,2023. I opted for hybrid mode to complete this workshop. This workshop was jointly organised by Mahatma Gandhi Vidyamandir's Loknate Vyankatrao Hiray Arts, Science and Commerce College, Nashik and Guru Angad Dev Malaviya Mission Teacher Training Centre, SGTB Khalsa College, University of Delhi.

This workshop was very helpful for me to get all conceptual understanding. As I am pursuing my PhD this workshop benefited me a lot. Various tips on how to write manuscripts for publishing in reputed journals were also explained.

Research person were very resourceful they explained various topics like How to register Patents, IPR, Drafting of review article, plagiarism etc

To get a compilation certificate different assignments were given such as finding journals on the UGC care list and writing articles using online citation tools. We have done the online submissions.

The FDP was very helpful in understanding the current practices in the field of Research . This workshop was especially helpful for me for my research work.

Ms. Tanvi Zurunge

30th September 2023

To

The Principal

Kaveri College of Arts Science and Commerce

Pune

Subject - Request to attend the Two-Week Faculty Development Program /
Refresher Course on Advanced Research Methodology

Respected Madam,

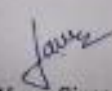
The Mahatma Gandhi Vidyamandir's Loknete Vyankatrao Hiray Arts, Science and Commerce College, Nashik under the aegis of the Internal Quality Assurance Cell in collaboration with Guru Angad Dev Teaching Learning Centre Sri Guru Tegh Bahadur Khalsa College, University of Delhi Pandit Madan Mohan Malviya National Mission on Teachers and Teaching Ministry of Education is organising a National Level Two Week FDP / Refresher Programme on Advanced Research Methodology from 3rd October 2023 to 17th October 2023. The sessions are going to take place on an online mode. The organisers have also given the participants flexibility mode, under which assignments for the completion of the course shall be submitted within 21 days from the starting date of the sessions.

I kindly request you to allow me to participate in the same. The Registration fees for the Conference is Rs. 1,500 per head.

Thanking You,

Pt. attend, college
will reimburse 50% of
the registration fees

M/C . 2/10/23


Yours Sincerely,
Ms. Tanvi Zurunge
Asst. Prof in Dept. of
Commerce
Kaveri College