



BLDE Association's
A.S.PATIL COLLEGE OF COMMERCE VIJAYAPUR.
Report On Best Practices

Best Practice No.1

1) TITLE OF THE PRACTICE:

Performance Appraisal of Faculty and Institute Annually both Internal and External experts:
A distinctive practice towards articulated academics.

2) OBJECTIVES OF THE PRACTICES:

It is a distinct practice having been introduced as a practice on a regular base to judge and evaluate the effectiveness of faculty continuously in the arena of classroom teaching as well as administrative duties assigned to them and the institute overall is evaluated annually by the external expert.

The main objectives of this routine are:-

1. To create a bent of mind of introspective among the teaching fraternity to enhance their consciousness about the role of a teacher in augmenting the acclaim of the institution.
2. Rewards & recognition for high performing faculty motivates and inspires them for further cultivating the culture of self improvement.
3. Through centralized Biometric time and attendance system to monitor faculty attendance precisely to enhance the consciousness for the teachers regarding punctuality, ultimately benefiting students as a stakeholders.

3) THE CONTEXT:

Administrative duties, research activities, examination, evaluation, mentorship etc apart from classroom teaching is a part of responsibility of a faculty. The performance appraisal records the research activities of the faculty thus cultivating research bent of mind amongst the teachers. The faculty contribution towards their responsibilities throughout the academic

year is recorded in the appraisal. All these activities deliver teachers' sincerity and integrity towards engaging classes and performing the other responsibilities.

4) THE PRACTICE

The Standard Operating Process Committee exists which has introduced appraisal of teachers' performance in the institute. They keep track of the e-work diary and the online leaves applications. The leave details are sent and informed to management at regular basis for leave record maintenance.

5) PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

This practice in the beginning create a resistance from the faculty members but in due course they realized its positive effect and now they willingly adhere to the norms of the SOP. The resource required for the same is a committee of intellectuals to be gathered and entrusted this work and technical knowhow.

6) EVIDENCE OF SUCCESS

The feedback the faculty receives from this annual performance appraisal cultivates a stand of improved performance. It has been instrumental in developing a broad look at their short comings and room for improvement is motivated. In a nutshell the stakeholders have been benefited with this system running smoothly and in place.

Best Practice No.1

1) TITLE OF THE PRACTICE:

Engagement of Alumni

2) OBJECTIVES:

- i. Engagement of the alumni expertise and rich exposure for student progress and benefit through creation of employment.
- ii. Use of alumni expertise for capacity building of faculty.

- iii. To act a link between “Alma Mater” (ASP College of Commerce) and the alumni association.
- iv. To provide platform for interaction between alumni and present students of the college and administration.
- v. To avail financial support from the alumni association for conduct of various events and student endowment.

3. THE CONTEXT:

Of late educational institutions are changing the way they see and interact with their alumni community and treating them as a part of the institute existence. Before these alumni association hardly interacted with the institution they graduated from but with the advent of social media alumni relationship has taken a different angle altogether. The “Alma Mater” have started to harness the power of alumni through various networking platforms as it is the quality of the relationships maintained with the alumni proposes the success heights of the institute.

4. THE PRACTICE:

Our alumni association is a registered one and actively is run with the support of the in-charge backed by a team of faculty for over four decades now. The team is in continuous touch with the alumni for expertise, fund raising and recruitment. This proves that definitely a solid alumni engagement campaign have a concrete and significant benefits in the institutional development and will continue in the future too.

As a regular practice the rich experience and their professional outstanding positions is availed for the current students via online talks and meets to leverage the potential of our current students. At the same time the alumni career support is also availed which enhances the students’ experiences and give them that competitive edge in today’s tough job market especially in professional programmes in MBA the alumni network of the college is one of the biggest sources of placement opportunities of the students. The achievements of the alumni are felicitated honour periodically. Annually alumni meets are organized and we also invite them for various events of the college.

5. EVIDENCE OF SUCCESS

The alumni association has been able to imbibe a number of academic and non-academic skills in a large number of students and few faculties. It has been instrumental in the career support for students.

6. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

Despite loyalty, alumni engagement can be a challenged for even the most well connected higher education institutions but in our case our institution is blessed to have the members of the alumni association thriving in close proximity but sometimes the busy and tight schedule of the members act as a hurdle in getting them on the same page of the institution. Connectivity with the online technical usage and one to one meets arrangements are the solid rock and the resources required for building strong alumni relationship.