

## **Key Indicator - 6.2 Strategy Development and Deployment (10)**

### **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.**

MAHE as an Institute of Eminence Deemed to be University is functioning as per the framework/MOA of UGC with independent Board of Management (BoM). It has developed a very robust self-governance structure, led by highly qualified and eminent academic leaders from time to time. BOM is empowered to function independently without any interference of MAHE Trust.

MAHE has constituted all statutory committees as prescribed by the regulatory authorities both at University and Institution levels. Following are the major committees effectively functioning under the University.

- Academic council
- Finance Committee
- Executive Committee
- Faculty Selection Committee
- Internal Quality Assurance Cell
- Planning and Monitoring Board

All the above committees are functioning as per the defined time schedule and relevant documents are maintained in the University.

The Academic Council being the primary academic body of MAHE monitors and manages the standards of teaching, research and training, approval of syllabus, co-ordination of research activities, examinations and tests. The Finance Committee monitors the annual budget, annual accounts and financial estimates of the University. The Executive Committee meets on defined intervals and take decisions on various administrative matters approved by the BoM. MAHE has constituted Faculty Selection Committee (FSC) under the Chairmanship of Vice Chancellor of the University to recommend eligible and suitable candidates for teaching positions. FSC also conducts personal interviews of faculty members for their career promotions. MAHE ensures presence of external/subject expert in the committee for recruitment /promotion of faculty members at level of Professor. Proceedings of the FSC are maintained in the University. Internal Quality Assurance Committee initiates, plans and

monitors quality of various academic activities. Planning and monitoring committee of MAHE monitors development of various academic programs under the University. Apart from this MAHE also have other important committees such as Grievance Committee, Anti ragging cell, Internal Complaints Committee for prevention of Sexual Harassment etc. Various other committees are also functioning at the institution level.

MAHE has developed a feedback system to understand performance of its functional departments and various services extended to its internal stake holders.

MAHE has a well-defined Service Rules governing terms of employment of its teaching and non-teaching staff. Service rules are aligned with all the applicable statutes of the country. Copy of service rule is annexed.

MAHE recruitment policy is based on the principle of non -discrimination on the basis of gender, cast, colour, religion, language, disability, gender identity. MAHE attracts the best talent through effective and fair recruitment and selection practices consistent and aligned with its primary goals of teaching and research. Faculty recruitment are conducted generally through an advertisement in national dailies or the website of MAHE or both. Shortlisted profiles fulfilling the eligibility criteria prescribed by the respective regulatory bodies and based on the academic/research credentials are called for a presentation followed by personal interview by the MAHE Faculty selection committee.