



DVV 2.2

Queries : .

1. HEI is requested to provide the list of all full-time teachers indicating the departmental affiliation during the assessment period authenticated by the Principal/ Competent authority.
2. Kindly provide appointment letter of all full-time teachers.
3. Kindly note that librarian, physical education director etc have to considered only if these faculty teach B.Lib.Sc., M.Lib.Sc., B.P.Ed., M.P.Ed., etc., Programs.
4. Kindly note that part time teachers should not to be considered in this metric. NOTE: A teacher employed for teaching for at least 90 per cent of the normal or statutory number of hours of work for a full-time teacher over a complete academic year is classified as a full- time teacher.

Justification related to all Queries Attached Documents are:

DVV Query	Description	Document with page number
1	List of full time teachers with department affiliation	Attached
2	Appointment letters of full time teachers	Attached
3	Librarian, physical education director Not to be included	Justified & only Full time teachers are given
4	Kindly note that part time teachers should not to be considered	No part time teachers are included


 DIRECTOR
 IIMHRD (W)
 PUNE



**DVV-1 :**

1. HEI is requested to provide the list of all full-time teachers indicating the departmental affiliation during the assessment period authenticated by the Principal/ Competent authority.

Justification :

- List of all full-time teachers indicating the departmental affiliation during the assessment period authenticated by the Director is attached herewith.

: Consolidated data of last five years (up to 2022-23)

SN	Name	Gender	Designation	Date of joining institution	FT/PT	Department
1	Dr Deshmukh Anand A	M	Director	01-12-2017	Full Time	MBA
2	Dr. Beena John Jiby	F	Associate Professor	01-05-2015	Full Time	MBA
3	Prof. Nirupama M. Mundada	F	Assistant Professor	01-07-2009	Full Time	MBA
4	Prof. Pooja Karekar	F	Assistant Professor	01-07-2010	Full Time	MBA
5	Prof. Sonali Dasharath Kshirsagar	F	Assistant Professor	09-05-2011	Full Time	MBA
6	Prof. Tukaram Telange	M	Assistant Professor	02-07-2015	Full Time	MBA
7	Prof. Shradha Bansode	F	Assistant Professor	01-02-2018	Full Time	MBA
8	Prof.Lalatendu Swain	M	Assistant Professor	01-04-2019	Full Time	MBA
9	Aishwarya Subhash Hamand	F	Assistant Professor	01-11-2019	Full Time	MBA
10	Prof Karishma Meshram	F	Assistant Professor	01-01-2019	Full Time	MBA
11	Ayushi Shrivastava	F	Assistant Professor	01-04-2021	Full Time	MBA
12	Prof. Preeti Dewan	F	Assistant Professor	03-01-2022	Full Time	MBA

Authorized by :


 DIRECTOR
 IIMHRD (W)
 PUNE



DVV-2 :

2. Kindly provide appointment letter of all full-time teachers.

Justification :

- Appointment letters are attached herewith.

DVV-3 :

3. Kindly note that librarian, physical education director etc have to considered only if these faculty teach B.Lib.Sc., M.Lib.Sc., B.P.Ed., M.P.Ed., etc., Programs.

Justification :

- Librarian and Physical education Director are not included in the faculty list.

DVV-4 :

4. Kindly note that part time teachers should not to be considered in this metric.

Justification :

- All full time appointed teachers are considered here who works with full time workload as per the norms.


DIRECTOR
IIMHRD (W)
PUNE





Appointment letters of Faculty members.....

SN	Name	Designation
1	Dr Deshmukh Anand A	Director
2	Dr. Beena John Jiby	Associate Professor
3	Prof. Nirupama M. Mundada	Assistant Professor
4	Prof. Pooja Karekar	Assistant Professor
5	Prof. Sonali Dasharath Kshirsagar	Assistant Professor
6	Prof. Tukaram Telange	Assistant Professor
7	Prof. Shradha Bansode	Assistant Professor
8	Prof.Lalatendu Swain	Assistant Professor
9	Aishwarya Subhash Hamand	Assistant Professor
10	Prof Karishma Meshram	Assistant Professor
11	Ayushi Shrivastava	Assistant Professor
12	Prof. Preeti Dewan	Assistant Professor


DIRECTOR
IIMHRD (W)
PUNE





Ref. No. :- SBES/IIMHRD/MBA/AO/2017/24

Date : 1/11/2017

To
Dr Deshmukh Anand
Flat No. 402 C3, Prayeja City, Sinhgad Road
Vadgaon Pune - 411041

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of **Director** before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Director at International Institute of Management & Human Resource Development for Women** with effect from 1/12/2017. You will be paid salary with basic Rs. 37400 per month in a pay scale of 37400-10000-67000 with appropriate AGP

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society, as amended from time to time.
2. You will have to produce the following documents in original and one certified copy of
 - a. Document in support of Date of birth
 - b. Education, work experience and approval certificate
 - c. Caste certificate, if applicable
 - d. Two passport size photographs
 - e. Adhar card copy
 - f. Address proof
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
5. You are entitled for Casual leave as per the Rules & regulations of the IIMHRD.
6. You are entitled for the Medical Leave only after the successfully completion of your probation period and as per the Rules & Regulation of SBES, subject to changes from time to time.
7. If you want to leave the service during the tenure of your appointment, you will have to give one month's salary in lieu of the notice. If the management wants to terminate your service



8. before the completion of your tenure, you will be given one month notice or one month's salary in lieu of the notice. It is desirable that being a teaching faculty you do not leave the job when the academic session is in progress.
9. You will submit to the office the medical fitness certificate from the registered Medical panel appointed by the federation before joining our duties.
10. You will not conduct or engage yourself in private tuitions or private coaching classes.
11. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. You will not undertake any R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.
12. If it is observed that your performance is not Satisfactory/ your behaviour is not in the interest of the Institute or trust/ or you commit breach of terms and conditions as mentioned in your appointment / you are found medically unfit (physically/ mentally) your service shall be terminated without giving any notice period.
13. In view of this appointment order, the previous appointment order stands cancelled (if applicable)
14. Any dispute arises in the service will be dealt legally in jurisdiction of Pune city only.

Mundada

Prof. Manish R Mundada

Founder President

SBES, Pune



Copy to :

1.	Master file SaiBalaji Education Society	1	Original
2	Director, International Institute of Management & Human Resource Development for Women	1	Xerox
3	Accounts Officer, International Institute of Management & Human Resource Development for Women	1	Xerox

Received
D. S. Mundada



Ref. No. :- SBES/IIMHRD/MBA/AO/2009/15

Date : 1/7/2009

To

Prof Nirupama Mundada
D1104 Ganga Orchard Mundhva Road
Pune City, Mundhava Avenue Pune - 411036

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
5. You are entitled for Casual leave as per the Rules & regulations of the IIMHRD.
6. You are entitled for the Medical Leave only after the successfully completion of your probation period and as per the Rules & Regulation of SBES, subject to changes from time to time.
7. If you want to leave the service during the tenure of your appointment, you will have to give one month's salary in lieu of the notice. If the management wants to terminate your service before the completion of your tenure, you will be given one month notice or one month's salary in lieu of the notice. It is desirable that being a teaching faculty you do not leave the job when the academic session is in progress.
8. You will submit to the office the medical fitness certificate from the registered Medical panel appointed by the federation before joining our duties.
9. You will not conduct or engage yourself in private tuitions or private coaching classes.
10. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. You will not undertake any



11. R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.
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Mundada
Prof. Manish R Mundada
Founder President
SBES, Pune



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3	Accounts Officer, International Institute of Management & Human Resource Development for Women	1	Xerox

Received
[Signature]



To
Dr Beena Jiby
Flat G304, Beech Building, Greens Housing Society
Aditya Birla Marg, Chinchwad Pune - 411033

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Associate Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of Associate Professor at International Institute of Management & Human Resource Development for Women.

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic of Rs. 37,400 per month in a pay scale of 37400-9000-67000 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
5. You are entitled for Casual leave as per the Rules & regulations of the IIMHRD.
6. You are entitled for the Medical Leave only after the successfully completion of your probation period and as per the Rules & Regulation of SBES, subject to changes from time to time.
7. If you want to leave the service during the tenure of your appointment, you will have to give one month's salary in lieu of the notice. If the management wants to terminate your service before the completion of your tenure, you will be given one month notice or one month's salary in lieu of the notice. It is desirable that being a teaching faculty you do not leave the job when the academic session is in progress.
8. You will submit to the office the medical fitness certificate from the registered Medical panel appointed by the federation before joining our duties.
9. You will not conduct or engage yourself in private tuitions or private coaching classes.
10. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. You will not undertake any R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.



11. If it is observed that your performance is not Satisfactory/ your behaviour is not in the interest of the Institute or trust/ or you commit breach of terms and conditions as mentioned in your appointment / you are found medically unfit (physically/ mentally) your service shall be terminated without giving any notice period.
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Received
Bijay



Ref. No. :- SBES/IIMHRD/MBA/AO/2010/27

Date : 22/6/2017

To
 Prof Pooja Karekar
 B 603, Sentosa Elysium, Choudhary Park
 Wakad Pune 411057

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of Sai Balaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
5. You are entitled for Casual leave as per the Rules & regulations of the IIMHRD.
6. You are entitled for the Medical Leave only after the successfully completion of your probation period and as per the Rules & Regulation of SBES, subject to changes from time to time.
7. If you want to leave the service during the tenure of your appointment, you will have to give one month's salary in lieu of the notice. If the management wants to terminate your service before the completion of your tenure, you will be given one month notice or one month's salary in lieu of the notice. It is desirable that being a teaching faculty you do not leave the job when the academic session is in progress.
8. You will submit to the office the medical fitness certificate from the registered Medical panel appointed by the federation before joining our duties.
9. You will not conduct or engage yourself in private tuitions or private coaching classes.
10. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. You will not undertake any



11. R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.
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Mundada

Prof. Manish R Mundada
Founder President
SBES, Pune



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Received
Karjane B



Ref. No. :- SBES/IIMHRD/MBA/AO/2018/08

Date : 1/2/2018

To
Prof Shradha Bansode
164/2A, Gurudwara Colony,
Lohegaon Pune - 411047

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of Assistant Professor at International Institute of Management & Human Resource Development for Women.

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of Saibalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
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Mundada

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Founder President
SBES, Pune



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Sansade



Ref. No. : SBES/IIMHRD/MBA/AO/2019/52

Date : 1/11/2019

To
 Prof Aishwarya Hamand
 A605 Siddhi Nisarg Housing Society
 Wakad - 411057

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
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Mundada

Prof. Manish R Mundada

Founder President

SBES, Pune



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Received
Hishanipelt



Ref. No. :- SBES/IIMHRD/MBA/AO/2011/25

Date : 2/3/2011

To
Prof Sonali Kshirsagar
Life Republic, R3 - D 1206
Marunji

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of Assistant Professor at International Institute of Management & Human Resource Development for Women.

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
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Mundada

Prof. Manish R Mundada
Founder President
SBES, Pune



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Received

Donath



Ref. No. :- SBES/IIMHRD/MBA/AO/2015/32

Date : 1/7/2015

To
Prof Tukaram Telange
Swami Samarth Building, Dhamale Nagar
Dattawadi - 411033

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of Saibalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
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Prof. Manish R Mundada
Founder President
SBES, Pune



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Received

Talwar



Ref. No. :- SBES/IIMHRD/MBA/AO/2019/24

Date : 1/4/2019

To

Prof Laletendu Swain
Punjai Building, Flat 4, Plot No.245
Indrani Nagar, Bhosari - 411026

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
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8. You will submit to the office the medical fitness certificate from **the registered** Medical panel appointed by the federation before joining our duties.
9. You will not conduct or engage yourself in private tuitions or private coaching classes.
10. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. **You will not undertake any**



11. R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.
12. If it is observed that your performance is not Satisfactory/ your behaviour is not in the interest of the Institute or trust/ or you commit breach of terms and conditions as mentioned in your appointment / you are found medically unfit (physically/ mentally) your service shall be terminated without giving any notice period.
13. In view of this appointment order, the previous appointment order stands cancelled (if applicable)
14. Any dispute arises in the service will be dealt legally in jurisdiction of Pune city only.

Mundada

Prof. Manish R Mundada
Founder President
SBES, Pune



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1.	Master file SaiBalaji Education Society	1	Original
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Mundada



Ref. No. :- SBES/IIMHRD/MBA/AO/2021/15

Date : 1/4/2021

To
Prof Ayushi Shrivastawa
Fkat A 1103 Reflections apartment
Near Shell Petrolpump, Thergaon
Wakad - Pune 411033

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
3. Your services will be under probation for one year and your service will be confirmed after satisfactory completion of your probation period.
4. For discharge of your duties, you will be responsible to the Director IIMHRD.
5. You are entitled for Casual leave as per the Rules & regulations of the IIMHRD.
6. You are entitled for the Medical Leave only after the successfully completion of your probation period and as per the Rules & Regulation of SBES, subject to changes from time to time.
7. If you want to leave the service during the tenure of your appointment, you will have to give one month's salary in lieu of the notice. If the management wants to terminate your service before the completion of your tenure, you will be given one month notice or one month's salary in lieu of the notice. It is desirable that being a teaching faculty you do not leave the job when the academic session is in progress.
8. You will submit to the office the medical fitness certificate from the registered Medical panel appointed by the federation before joining our duties.
9. You will not conduct or engage yourself in private tuitions or private coaching classes.



10. You will not engage yourself in any other paid job, full time, part time, honorary, or otherwise during the continuance of your service in the Institute. You will not undertake any R & D or consultancy work and not register for Degree/ Diploma/ Certificate course without the approval of the Director.
11. If it is observed that your performance is not Satisfactory/ your behaviour is not in the interest of the Institute or trust/ or you commit breach of terms and conditions as mentioned in your appointment / you are found medically unfit (physically/ mentally) your service shall be terminated without giving any notice period.
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SBES, Pune



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Received
Ayushi



Ref. No. :- SBES/IIMHRD/MBA/AO/2019/28

Date : 1/10/2019

To
 Prof Karishma Meshram
 54, Chavhan Corner, RN 110, Marunje Hospital building
 Marunji, Hinjewadi Pune

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

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SBES, Pune



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Mishra



Ref. No. :- SBES/IIMHRD/MBA/AO/2021/32

Date : 3/1/2021

To
 Prof Preeti Diwan
 A 7 308, Xrbia Hinjewadi Hills Pune
 - 411057

Subject : Order of Appointment

With reference to your application and the subsequent interview for the post of Assistant Professor before the Local selection committee/ Management, I am pleased to inform you that you have been appointed for the post of **Assistant Professor at International Institute of Management & Human Resource Development for Women.**

The terms & conditions of the appointment are as follows :

1. Your services are governed by the Maharashtra University Act, Statutes, ordinance rules & regulations, code of conduct, laid down by the Savitribai Phule Pune University, Government of Maharashtra and service rules of SaiBalaji Education Society and you will be responsible to the Director of IIMHRD for discharge of your duties.
2. You will be paid salary with basic Rs. 15,600 per month in a pay scale of 15600-6000-39100 with appropriate AGP. The salary payment to deduction of statutory taxes as applicable.
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Beati D*