

Ref :ACE/APP/84/20

Date :10th December' 2020

To,
Mr.Jignesh Rambhai Patel
A-403,Sunrise Plaza Building,
Kasturi Garden Swami
Satya Nandji Maharaj Marg,
Bhayander West Maharashtra 401101

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 10th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **09th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI





Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 10/12/20 I Jignesh patel hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 10/12/20 Name :- Jignesh patel

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/85/20

Date: 26th August' 2020

To,
Ms. Divya Acharya
321, Moreshwar keni House,
Prahled wadi,
Chincholi Bandar Malad (W) 400095

Subject: Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mechanical** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/-** w.e.f. **26th August' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **25th August' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



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Atharva College of Engineering



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MUMBAI

Copy to:-

1. Accounts Section 2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 26/08/2020 I Divya .D. Acharya hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 26/08/2020 Name :- Divya . D. Acharya

Signature :- Divya Acharya



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/108/20

Date : 23rd September' 2020

To,
Ms. Rohini Tambe
Ambad Link Rd,
Nashik Maharashtra 422010

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **23rd September' 2020**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust. You will be on a contractual appointment from the date of your joining of the services in this college up to **22nd September' 2021**
2. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



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Consent Statement by Appointee

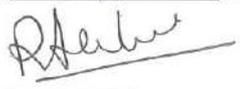
By this appointment letter dated 23/09/20, I Rohini Tambe hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 23/09/2020. Name :- Prof Rohini Tambe

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/83/20

Date : 07th December' 2020

To,
Ms.Ranjita Asati
Flat No 504,CTS No 99,
Mouza Somalwada Ranapratap
Nagar,Nagpur Maharashtra-440022

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of Rs. (15600-39100)AGP 6000/- w.e.f. **07th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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2



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 07.12.2020 I Ranjita Asati hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 07.12.2020 Name :- Ranjita Asati

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/82/20

Date : 07th December' 2020

To,
Ms. Pranali Prabhakar Bhusare
Kalyani Sankul Row, Houes N.9,
Vanashri Colony, Ambad Link Rd,
Nashik Maharashtra 422010

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 07th December' 2020.**

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2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 7/12/20 I Pranali P. Bhusare hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 7/12/20 Name :- Pranali P. Bhusare

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/81/20

Date :04th November' 2020

To,
Mrs. Bhavana Arora
601, Aquarius, Marve Road,
Malad (West), Mumbai - 400 095.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 04th November' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd November' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward - outward register, attendance of Practical conducted, Lab time - table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4/11/20 I Bhavna Arora hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/11/20 Name :- Bhavna Arora

Signature :- Bhav




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/80/20

Date : 02nd June' 2020

To,
Mrs. Suvarna Yogesh Pansambal
E / 404, Vidisha Shanti Niketan Complex,
Mira-Bhayender road, Near Macdonalds,
Miraroad(East) Thane – 401 107.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,628/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



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Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 21/6/20 I Dr. Swarna Pansambal hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 21/6/2020 Name :- Dr. Swarna Pansambal

Signature :-

[Signature]
21/6/2020



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/79/20

Date : 02nd June' 2020

To,
Mrs. Shweta Sharma
A-204, Libra CHS. Ltd.
Jankalyan Nagar,
Off. Marve Road, Malad (West).
Mumbai- 400 095.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2/6/20 I Shweta Sharma hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2/6/20 Name :- Shweta Sharma

Signature :- Shweta Sharma




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/78/20

Date : 02nd June' 2020

To,
Ms. Varsha Salunkhe.
003 Jay Maheshwar chsl
Bapu Bagwe road,Kandarpada
Dahisar (west)Mumbai

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021**. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020 Varsha Salunkhe hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

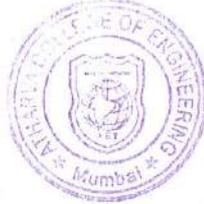
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Varsha Salunkhe

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/77/20

Date : 02nd June' 2020

To,
Mrs. Samidha Kurle
E-1402, Manavsthal,
New Mahakali Nagar,
Malad West Mumbai – 400 095.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.20,356/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

- misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
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 11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
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 14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020 Samidha Kurle hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Samidha Kurle

Signature :- Samidha




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/76/20

Date : 02nd June' 2020

To,
Mrs.Tanvi Kapdi
2306,Challenger Tower-1
Thakur Village,Kandivali (E)
Mumbai- 400 101.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020, Tanvi Kapdi hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

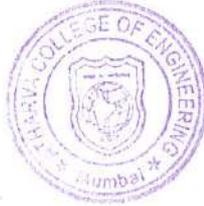
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Tanvi Kapdi

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/75/20

Date : 02nd June' 2020

To,
Mrs.Nikita Patil
Room No 15,28 Tenament
BMC Building Near India Bulls 1
Parel (west) Mumbai- 400 013.

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
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13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 4. Participation in CSR-initiatives as per the Institute policy
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MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.20 I Milcifa Patil hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.20 Name :- Milcifa Patil

Signature :- Ahish



Ahish
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/74/20

Date : 02nd June' 2020

To,

Mr. Santosh Dodamani
S/O M.C.Dodamani,#2829,
Shri Maruti Nivas,Rajaji Nagar,
K.E.B.Back side,Bagalkot Road,
Vijayapur Pin-586109

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.19,187/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 - 8.Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020 Santosh Dodamani hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Santosh Dodamani

Signature :-

Santosh Dodamani



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/73/20

Date : 04th May' 2020.

To,
Ms.Divya Kumawat
A-12,401 Rutu Enclave,Anand Nagar,
Near Mucchala Polytechnic,
Godhbandar Road,Thane (W)Mumbai

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03th May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4.05.20 I Divya Kumarat hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04.05.20 Name :- Divya Kumarat

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/72/20

Date : 04th May' 2020.

To,
Ms.Nida Parkar
Flat No.303,Lisbon Building,Shastri Nagar,
Andheri(W)Mumbai-400053

Subject : Appointment as an " Assistant Professor in Computer Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Computer Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04.05.2020 I Mida Parkar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04.05.2020 Name :- Mida Parkar

Signature

Mida Parkar




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/71/20

Date: 09th December' 2020

To,
Prof. Sucheta Gaikwad
Row House No.8, Phase 2,
Old Golden Nest, Bhayander (E),
Thane - 401 105

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of Rs.15,600/- p.m. in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **09th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **08th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 9/12/2020 I Ms. Suchetadevi Gaikwad hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 09/12/2020 Name :- Ms. Suchetadevi Gaikwad

Signature :-

[Handwritten Signature]
9/12/2020



[Handwritten Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/70/20

Date : 07th December' 2020

To,

Mr. Pankaj Ramakant Kunekar
Kalpak Housing Soc.B/10 Wing
Nana Shankarsheth Road Roha,
Raigarh Maharashtra 402109

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **07th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
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12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 7/12/2020, I Mr. Pankaj Kuneekar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 07/12/2020. Name :- Mr. Pankaj Kuneekar

Signature :-

P.R.K



Ali
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/69/20

Date : 07th December' 2020

To,
Ms. Poorna Rajesh Pimpale
H/203, Ekta Bhoomi Garden,
Rajendra Nagar, Borivali (East),
Mumbai – 400 066.

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **07th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 - 8.Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 7-12-2020 I Ms. Pooerna R. Pimpale hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 7-12-2020 Name :- Ms. Pooerna R. Pimpale,

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/68/20

Date :03rd December' 2020.

To,
Ms. Snigdha Bangal
C-5, 505, 5th floor,
Prabhakar Nagar,A.G. Pawar Road,
Byculla (E), Mumbai – 400 027.

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **03rd December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **02nd December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI





Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03-12-20, I Prof. Snigdha Bagal hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 03-12-20. Name :- Prof. Snigdha Bagal

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/67/20

Date: 11th November' 2020

To,
Mrs. Yogita Shelar
C-15/321, Shree Aareshwar CHS,
Sec no.3, Charkop Market,
Kandivali (W), Mumbai – 4000 67

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **11th November' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **10th November' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

- misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
 10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
 11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
 12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
 14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 11/11/20 I Yogita Shela hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 11/11/20 Name :- Yogita Shela

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/66/20

Date: 02nd June' 2020

To,
Ms. Priti Mishra
Flat No.404, A-wing, Anuska Residency,
Prem Nagar, Near Mcf Club,
Borivali West, Mumbai,
Maharashtra – 400 092

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Prati Alok Mishra hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20 Name :- Prati Alok Mishra

Signature :- Prati A. Mishra




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/65/20

Date : 02nd June' 2020

To,
Ms.Anushree Bhalchandra Patkar
Sai Suman Bunglow,
Bhabhola Naka Sai Baba Temple
Vasai West Maharashtra 401207

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Anushree Bhalchandra Patkar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/2020 Name :- Anushree Bhalchandra Patkar.

Signature :- *Ap*



Pr
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/64/20

Date : 02nd June' 2020

To,
Prof. Odilia Gonsalves
Nanthiwadi Mulgaon,
Vasai (West)Pin code-401201

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/2020 I Prof. Odilia Gonsalves hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02-06-2020. Name :- Prof. Odilia Gonsalves

Signature :- Gonsalves



Odilia
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/63/20

Date: 02nd June' 2020

To,
Ms. Pranoti Nage
BMC Quarters Room No-7,
3rd Floor, M.G.Road
Vile Parle (E) Mumbai

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2nd June 2020 I Pranoti D. Nage hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

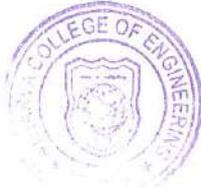
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2nd June 2020 Name :- Pranoti D. Nage

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/62/20

Date: 02nd June' 2020

To,
Mrs. Amruta Sankhe
B- 103, Gandhar App,
Viva Swarganaga, Bolinj,
Virar (West)

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

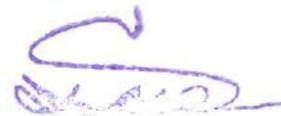
misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2/6/20 I Ammuta Sankhe hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2/6/20 Name :- Ammuta Sankhe

Signature :- Ammuta Sankhe



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/61/20

Date: 02nd June' 2020

To,

Prof. Sejal D'mello
House No. 139, Vaibhav, Gass, Oloti,
Near Grampanchayat, Nallasopara West, Gas, Thane,
Sopara, Maharashtra – 401 203

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021**. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

- misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
 10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
 11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
 12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
 14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent), 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02-06-20 I Prof Sejal D'mello hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

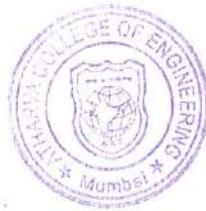
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02-06-20 Name :- Prof Sejal D'mello

Signature :- *Sejal D'mello*



Sejal D'mello
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/60/20

Date: 02nd June' 2020

To,
Mrs. Renuka Nagpure
Mahalaxmi Temple Compound,
G 60, Darya Sagar Sangha Bhulabhai Desai Road,
Cumballa Hill S.O, Mumbai,
Maharashtra-400 026

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




PRINCIPAL
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 MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.20 I Renuka Nagpure hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Renuka Nagpure

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/59/20

Date: 02nd June' 2020

To,
Mrs. Deepali Maste
23, "Mahamane",
Chincholi Bunder Road,
Malad (W)
Mumbai – 400 064.

Subject: Appointment as an "Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

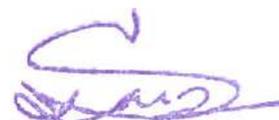
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
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 MUMBAI

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2 June 20 I Deepali Marse hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 1 June 21 Name :- Deepali Marse

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/57/20

Date : 15th December' 2020

To,
Ms. Dhanashree Pimpalshende
Flat Bo.1 Shree Krishna Apt
Shree Krishna Society,
Borivali East Mumbai.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.16,550/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th December' 2020.**

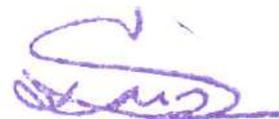
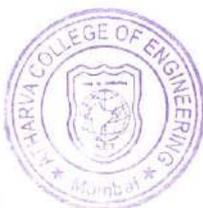
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **14th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

- misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
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 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
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 4. Participation in CSR-initiatives as per the Institute policy
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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15/12/2020 I Dhanashree Pimpalshende hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 15/12/2020 Name :- Dhanashree Pimpalshende

Signature :- Pannase



Pannase
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/58/20

Date : 04th May' 2020

To,
Ms. Aruna Animish Pavate
C-706,Casa Essenza,Lodha Complex,
Opp Thakur Mall,W.E.Highway,
Dahisar (East)Mumbai

Subject : Appointment as an " Assistant Professor in Information Technology"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04/05/20 I Ms. Arund Parate. hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04/05/20 Name :- Ms. Arund Parate

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/53/20

Date :02nd June' 2020

To,
Mr. Sandip Ashokrao Zade
S/O: Shri Ashokrao R. Zade
At. Po. - Rehaki, Thl – Seloo,
Dist - Wardha.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Sandip A. Zade hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20 Name :- Sandip A. Zade

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/54/20

Date :26th August' 2020

To,
Ms. Jyoti Mali
312-C,Shyam Garden,
Virat Nagar,Virar (West),
Thane – 401 303.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **26th August' 2020.**

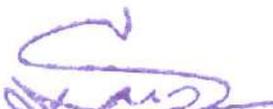
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **25th August' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 26/08/2020 I Ms. Jyoti Mali hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 26/8/2020 Name :- Ms Jyoti mali

Signature :- Jyoti Mali



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/55/20

Date : 08th September' 2020

To,
Mr. Mohan Kumar
A6/702, Swastik Residency,
Behind Muchalla Polytechnic,
Kasar Vadali, Ghodbunder Road,
Thane (West).

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.20,356/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **08th September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **07th September' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08/09/20 I MOHAM WAMAR hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 08/09/20 Name :- MOHAM WAMAR

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/56/20

Date : 07th December' 2020

To,
Ms.Hemlata Mahesh Mote
Flat No 604,B Wing, Jasmine Tower,
Siddheshwar Gardens,Kolshet Road
Thane West 400607

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 8000/-** w.e.f. **07th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 7/12/20, I Prof Hemalata Mote hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 7/12/20. Name :- Prof Hemalata Mote

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/51/20

Date :02nd June' 2020

To,
Ms. Joslyn Benalva Gracias
Dhanlaxmi CHS, Flat No 10, Sector 2,
Kandivali West Mumbai-4000687

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
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14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02-06-20, I Joslyn Gracias hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02-06-20 Name :- Joslyn Benalva Gracias

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/52/20

Date : 02nd June' 2020

To,
Ms. Ancy Odneil Misquitta
W/O Odneil Misquitta,
Near Vijay Tiles,Chawadi Wadi,Pad

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

- misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
 10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
 11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
 12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
 14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



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Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Prof Aney Misquitta hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20 Name :- Prof Aney Misquitta

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/47/20

Date :02nd June' 2020

To,
Ms.Jyoti Gurav
Room No 2,Pawan Cottage,
Malvani Church,Malad (W)
Mumbai-400095

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.16,550/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
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 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2/6/2020 I Jyoti J. Wasekar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2/6/2020 Name :- Jyoti J. Wasekar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/48/20

Date :02nd June' 2020

To,
Mrs.shikha Malik
B-103 Poornima Buildin,
Vasant Utsav,Thakur Village
Kandivali (East) Mumbai 400101.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.16,550/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020 Shikha Malik hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Shikha Malik

Signature :- Shikha




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/49/20

Date :02nd June' 2020

To,
Ms.Shweta Kulbhusan Deshmukh
B-304 Raagini Vasant Utsav CHS Limited,
Near Thakur Stadium Thakur Village
Mumbai-400101

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Prof Shweta Deshmukh hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20. Name :- Prof Shweta Deshmukh

Signature :- S.K. Deshmukh




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/50/20

Date :02nd June' 2020

To,
Ms.Gauri Vaidya
A-703,Sahayog Society,
Shastri Nagar, Goregaon West
Mumbai

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs.(15600-39100) AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 - 8.Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Prof Gauri Vaidya hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/2020 Name :- Prof Gauri Vaidya

Signature :- Gauri



Ali
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/45/20

Date :04th May' 2020

To,
Ms. Kavita Bani
B-02, Kusum Bharti, Dattapada Road,
Borivali East,
Mumbai – 400 066.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,558/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/- w.e.f. 04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4/05/20 I Karita Bani hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/5/20 Name :- Karita Bani

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/46/20

Date : 02nd June' 2020

To,
Ms. Gauri Umesh Salunkhe
A/302, Sucheta CHS,
Chandan Wadi, Patil Wadi,
Thane (West) – 400 601

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.18,628/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
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 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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1. Accounts Section
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Consent Statement by Appointee

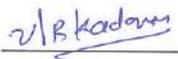
By this appointment letter dated 02/06/20 I Grauri Umesh Salunkhe hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20. Name :- Mrs. Grauri Umesh Salunkhe.

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/44/20

Date :04th June' 2020

To,
Mr. Vivek Ramakrishnan
B-106 Sri swami Kopar Road,
Near Amba Bhavani Mandir
Dombivali West Maharashtra 421202

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/- w.e.f. 04th June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03th June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
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 4. Participation in CSR-initiatives as per the Institute policy
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 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04th June 2020 I VIVEK RAMAKRISHNAN hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04th June 2020 Name :- VIVEK RAMAKRISHNAN

Signature :- Vivek
04/06/2020




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/41/20

Date : 04th May' 2020.

To,
Ms. Jyoti Kolap
Room No.223, H1/15,
Hill side Area, IIT Bombay,
Powai Mumbai.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.20,967/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 8000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
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6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
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 4. Participation in CSR-initiatives as per the Institute policy
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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04/05/2020 I Prof Jyoti Kolay hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04/05/2020 Name :- Prof Jyoti Kolay

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/42/20

Date : 04th May' 2020.

To,
Mrs. Jyoti Dange
Solitair I, 2/101, Poonam Garden,
Near S. K. Stone Bus Stop,
Mira – Bhayander Road,
Mira Road. Dist – Thane.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.18,085/-p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **04th May' 2020.**

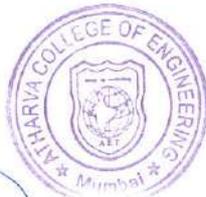
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
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13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 4. Participation in CSR-initiatives as per the Institute policy
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 7. Innovation tools used (technology / adopted) in teaching methodology.
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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 8/05/20 I Jyoti Danze hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/05/2020 Name :- Jyoti Danze

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/43/20

Date : 04th May' 2020

To,
Mrs. Mahalaxmi Palinje
004,Panchamrut Chs,N.L.Complex,
Anand Naga,Dahisar (East)
Mumbai-400068

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
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 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4/5/20 I Mahalaxmi Palinje hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/5/20 Name :- Mahalaxmi Palinje

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/36/20

Date : 15th December' 2020.

To,
Ms.Kritika Bansal
22, Second Floor,Gopal Nagar,
Tilak Nagar,New Delhi-110018

Subject : Appointment as an " Assistant Professor in Electrical Engineering "

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **14th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
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 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.


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Atharva College of Engineering




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MUMBAI



Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15/12/20 I Kritika Bansal hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 15/12/20 Name :- Kritika Bansal

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/37/20

Date : 04th May' 2020.

To,
Ms.Ruchi Chauhan
LILAC-303 Bldg 10,Sect-R12,
Chandivali farm Rd,
Chandivali Andheri Mumbai 400012.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4th May '20 I Ruchi Chauhan hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4th May '20 Name :- Ruchi Chauhan

Signature :- Ruchi



Ruchi
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/39/20

Date : 04th May' 2020.

To,
Ms.Supriya Dicholkar
Anand B-17,B Wing,
302 Gokuldhm
Goregaon (E)Mumbai-400063

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4/5/20 I Supriya V. Dicholkar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/5/20 Name :- Supriya V. Dicholkar

Signature :- *Supriya V. Dicholkar*



Ali
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/40/20

Date :04th May' 2020.

Ms. Prajakta Pawar
128/41, Prabodhan CHS.,
Sector No.1, Charkop,
Kandivali (West),Mumbai – 400 067.

Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
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 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
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 - 8.Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
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MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4/5/22 I Prajakta Pawar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4/5/22 Name :- Prajakta Pawar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/32/20

02nd June' 2020.

To,
Ms. Kshipra Rakesh Pandey
D 301, Silver Oak,
Opp. Kanakia Police station
Mira Road East - 401 107

Subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-w.e.f. 02nd June' 2020.**

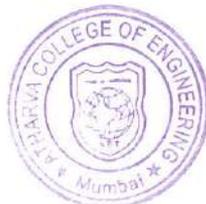
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021**. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward - outward register, attendance of Practical conducted, Lab time - table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2/6/2020 I Kshiroa R. Pandey hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2/6/2020 Name :- Kshiroa R. Pandey

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/33/20

Date: 21st August' 2020.

To,
Ms.Sangeeta Kotecha
Flat No A-202,National Park View II,
Raheja Estate,Borivali (East)
Mumbai – 400 066

subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.29,894/- p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/- w.e.f. 21st August' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **20th August' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI



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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 21/8/2020 I Sangeeta Katecha hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

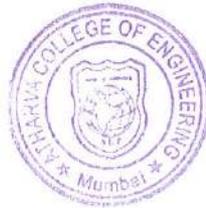
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 21/8/2020 Name :- Sangeeta Katecha

Signature :- Soni



Princi
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/34/20

Date: 21st September' 2020

To,
Ms. Anu Shukla
A-601, Highland tower,
Lokhandwala Township,
Kandivali East, Mumbai – 400 101

Subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/- w.e.f. 21st September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **20th September' 2021.**
3. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
4. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
5. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
6. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
7. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

8. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
9. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
10. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
11. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
12. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
13. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
14. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
15. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, at least 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



Principal
Atharva College of Engineering




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MUMBAI



Copy to :-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 21/09/2020 I Anu shukla hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 21/09/2020 Name :- Anu shukla

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/35/20

Date: 07th December' 2020.

To,
Mr. Pramod Rajaram Shevde
A 101, DSK Harita,
Near Gokul Paradise Thakur Complex,
Kandivali East, Mumbai – 400 101

Subject: Appointment as an "Assistant Professor-Visiting in Electrical Engineering "

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor-Visiting** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a Gross pay of **Rs.30,000/- p.m-** w.e.f. **07th December' 2020.**

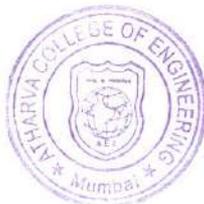
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **06th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 07 Dec 2020 I Pramod Shinde hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

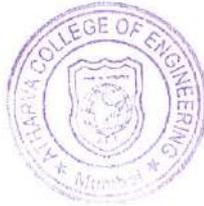
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 07 Dec 2020 Name :- Pramod Shinde

Signature :- Shinde



Pr.
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/28/20

Date: 04th May' 2020.

To,
Ms. Pragya Jain
002, Sindhu Vasant HSG Complex,
Mahavir Nagar Extn.,
Kandivali (West),
Mumbai – 400 067.

Subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.22,911/- p.m.** in the pay scale of **Rs. (15600–39100) AGP 8000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfilment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



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Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04th May 2020 I Pragya Jain hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4th May 2020, Name :- Pragya Jain

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/29/20

Date : 02nd June' 2020.

To,
Ms. Karuna Nikum
Flat No. 604, Rashmi Hetal Building,
Z – Wing, Eden Rose Society,
Mira Road (East),
Thane – 401 107.

Subject : Appointment as an " Assistant Professor in Electrical Engineering "

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 6. Attire, Grooming as appropriate to a faculty.
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI





Principal
Atharva College of Engineering

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Consent Statement by Appointee

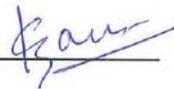
By this appointment letter dated 02/06/2020 I Karuna Nikam hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/2020 Name :- Karuna Nikam.

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/30/20

Date: 02nd June' 2020.

To,
Mrs. Garima Gurjar
D-503, Matreyee CHS,
New Mahada, Near Manri Park,
Goregaon (East), Mumbai.

Subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 9. Students Feedback
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI




 Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2/6/20 I GARIMA GURJAR hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 2/6/20 Name :- GARIMA GURJAR

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/31/20

Date: 02nd June' 2020.

To,
Ms. Priynka Sharma
55-D, 1104 Saptarishi Tower,
Jankalyan Nagar, Malad (w)
Mumbai - 400 095

Subject: Appointment as an "Assistant Professor in Electrical Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electrical Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,558/- p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June, 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Priyanka Sharma hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

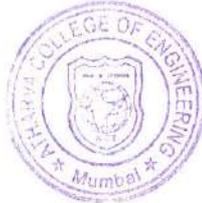
That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20 Name :- Priyanka Sharma

Signature :-






PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/26/20

Date: 02nd September' 2020

To,
Ms. Natasha Rajesh Naik
D 501 KHSITIJ CHS LTD,
Behind Wageshwari Temple Film City Road,
Maharashtra, Goregaon East,
Mumbai-400 063.

Subject: Appointment as an "Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **02nd September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st September' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



Principal
Atharva College of Engineering

Copy to :-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/09/20 I Natasha Rajesh Naik hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/09/20. Name :- Natasha Rajesh Naik

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/22/20

Date :13th August' 2020.

To,
Mr. Samudre Niranjana Aniruddha
B-20/704, Vijaya Park, ,
Kasarvadvali, G.B. Road,
Thane (West) - 400615 .

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 8000** /- w.e.f. **13th August' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **12th August' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 13.08.2020 Niranjana Samudre hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 13.08.2020 Name :- Niranjana Samudre

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/23/20

Date: 08th September' 2020.

To,
Ms. Prajakta Borole
116/3807, Kedarnath Krupa CHS,
Nehru Nagar, Kurla (East),
Mumbai-400 024.

Subject: Appointment as an "Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.19,763/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **08th September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **07th September' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester. (Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08-09-20 I Mrs. Prajakta Borole hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 08-09-20 Name :- Mrs. Prajakta Borole

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/24/20

Date : 08th September' 2020.

To,
Dr. Bhavin Shah
A-1001, Vishnu-Shivam Tower,
10th Floor, W.E. Highway,
Nr. Gayatri Satsang Complex,
Thakur Village, Kandivali (E), Mumbai – 400101.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m** in the pay scale of **Rs.(15600-39100)AGP 6000/- w.e.f. 08th September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **07th September' 2021**. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]
 Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08/09/2020 I DR. BHAVIN SHAH hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 08/09/2020 Name :- DR. BHAVIN SHAH

Signature :- BShah 08/09/2020



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/25/20

Date : 08th September' 2020.

To,
Mr. Samuel Jacob
A/1, Hiramani, Dadabhai Cross Road 2,
Nr. Bhavan's College,
Andheri (West), Mumbai - 400 058.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of Rs.17,047/- p.m. in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 08th September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **07th September' 2021**. Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08.09.2020 I Samuel Jacob hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 08.09.2020 Name :- Samuel Jacob

Signature :- Jacob



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/16/20

Date : 09th December' 2020

To,
Ms.Priyanka Badani
B 502,Fountain Height,
C 15, Lokandwala Township,
Akruli Road, Kandivali East
Mumbai -400101.

Subject : Appointment as an "Assistant Professor- in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Chemistry** at Atharva College of Engineering on a basic pay of **Rs.18,085/-p.m.** in the pay scale of Rs. (15600-39100)AGP 6000/- w.e.f. **09th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **08th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 09/12/20 I Priyanka Badani hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 09/12/20 Name :- Priyanka Badani

Signature :- Priyanka




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/19/20

Date : 04th May' 2020.

To,
Ms. Ameya Jadhav
B-402, Ketayun Mansion,
Shahaji Raje Marg,
Vile Parle(E), Mumbai-400057

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 - 8.Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
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 MUMBAI



[Signature]
 Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04/05/20 I Ameya Tadhav hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04/05/20 Name :- Ameya Tadhav

Signature :- Ameya Tadhav



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/20/20

Date : 04th May' 2020.

To,
Ms. Namrata Lade
Ravi Uday Co-op. Housing Society,
523/C - 35, Charkop,
Kandivali (West), Mumbai - 400 067.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
 8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
 9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
 10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
 11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
 12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
 14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.
- All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.
15. Previous appointment letter, if any, is superseded by this appointment.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04/05/20. I Prof Namrata Lade hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

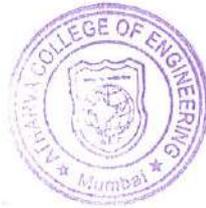
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04/05/2020. Name :- Prof Namrata Lade

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/21/20

Date : 02nd June' 2020.

To,
Mrs. Akanksha Bhargava
F-5/63, Godrej hill side colony,
Vikhroli (West),
Mumbai – 400 070.

Subject : Appointment as an " Assistant Professor in Electronics Engineering"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** - w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad–Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 2.06.2020 I Akanksha Bhargava hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Akanksha Bhargava

Signature :- *Akanksha Bhargava*



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/12/20

Date :15th December' 2020.

To,
Ms.Deepika Mitul Panchal
B-10 Wimla CHS,Marve Road,
Malad West Near Malad Gymkhana
Mumbai Maharashtra-400064

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mathematics** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th December' 2020.**

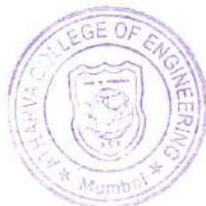
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **14th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15/12/20 I Deepika Panchal, hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 15/12/2020 Name :- Deepika Panchal.

Signature :- *Deepika Panchal*.



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/13/20

Date : 02nd November' 2020.

To,
Mrs. Kamaljit Kaur
604, Shradha Niketan, Next to HDFC Bank,
Borivali (West), Mumbai - 400 092.

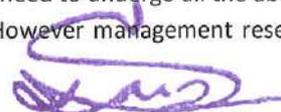
Subject : Appointment as an "Assistant Professor -Mathematics in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mathematics** at Atharva College of Engineering on a basic pay of **Rs.16,068/- p.m.** in the pay scale of **Rs. (15600-6000-39100) /-** w.e.f. **02nd November' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st November' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



Principal

Atharva College of Engineering




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 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



Copy to :-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/11/2020 I Kamaljit Kaur hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/11/2020 Name :- Kamaljit Kaur

Signature :- Kamal



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/14/20

Date :15th December' 2020.

To,
Mr.Vinayak Ashok Sawant
Dukanwad Haladiche Nerur
Sindhudurg Maharashtra 416519

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mathematics** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **14th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
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11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
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14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
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 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
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 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15.12.2020 I Vinayak Sawant hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 15.12.2020 Name :- Vinayak Sawant

Signature :- Sawant.



Ali
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/15/20

Date : 15th December' 2020.

To,
Mr. Bharat Bhagwat Waghode
Plot No 125 A1/2B
Dattadham Colony Jamner Road,
Bhusawal Jalgaon Maharashtra-425201

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mechanical** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **14th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
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5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15/12/2020 I Bharat B. Waghode hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 15/12/2020 Name :- Bharat Waghode

Signature :- B. Waghode



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/10/20

Date : 08th September' 2020.

To,
Dr.Ritu Sharma
B-1 Flat 101/02,shanti Garden,
Sector -4, Mira Road (East),
Thane 401107.

Subject : Appointment as an "Associate Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Associate Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences for subject of Communication Skill** at Atharva College of Engineering on a basic pay of **Rs.40,868/-p.m.** in the pay scale of **Rs. (37400-67000)AGP 9000/-** w.e.f. **08th September' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **07th September' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08.09.2020 Dr. Ritu Sharma, hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 08.09.2020 Name :- Dr. Ritu Sharma

Signature :-

Ritu



Ritu
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/11/20

Date : 11th December' 2020.

To,
Ms.Chanchal Garodia
Flat No 63,Bharat Apartment
Sector 13,Rohini,Rohini Sector-7,
North West Delhi,Delhi 110085

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mathematics** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **11th December' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **10th December' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of

misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.

8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 11.12.20 I Chanchal Garodia hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 11.12.20 Name :- Chanchal Garodia

Signature :- Chanchal



Ref :ACE/APP/09/20

Date : 11th August' 2020.

To,
Mr.R. Sreedaran
55-56, Landmark Tower CHS,
Linking Road, Malad (West),
Mumbai – 400 064..

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Science** at Atharva College of Engineering on a basic pay of **Rs.26,560/-p.m.** in the pay scale of **Rs. (15600–39100)AGP 8000/-** w.e.f. **11th August' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **10th August' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]
 Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 11.08.20 I R. SREEDARAN hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 11.08.2020 Name :- R. SREEDARAN

Signature :- R. Sreedaran




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/07/20

Date : 02nd June' 2020.

To,
Mr.Sameer katakdounde
105,Shree om co.op.soc.
Soni wadi,shimpoli road,
Borivali (W)Mumbai 400092

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mechanical** at Atharva College of Engineering on a basic pay of **Rs.16,068/-p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]
Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Sameer Katakabunde hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 01/06/20 Name :- Sameer Katakabunde

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/08/20

Date : 02nd June' 2020.

To,
Mr. Ramkrushna More
Lane No-4, Near Mandir
Tishgaon Kalyan

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mechanical** at Atharva College of Engineering on a basic pay of **Rs.16,068/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.




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7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
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 6. Attire, Grooming as appropriate to a faculty.
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 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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MUMBAI




Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.20 I Ramkrushna More hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.20 Name :- Ramkrushna More

Signature :- 



Ref : ACE/APP/05/20

Date : 02nd June' 2020.

To,
Mr. Balaji Raosaheb Shinde
Opp. St. Xaviers High School,
Maschpada Rd., Kashigaon,
Mira Rd. (E) – 40110.

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences for subject of Communication Skill** at Atharva College of Engineering on a basic pay of **Rs.17,047/-p.m.** in the pay scale of **Rs. (15600–39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage him/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02 June 2020 I Balaji Shinde hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02 June 2020 Name :- Balaji Shinde

Signature 



Ref :ACE/APP/06/20

Date : 02nd June' 2020.

To,
Mr.Ninad Mahadeshwar
2/501,Discovery,
Dattapada Rd
Borivali (W)Mumbai 400092

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mechanical** at Atharva College of Engineering on a basic pay of **Rs.16,068/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.




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 MUMBAI



Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02.06.2020 Minad Mahadeshwar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02.06.2020 Name :- Minad Mahadeshwar

Signature :- 



Ref : ACE/APP/01/20

Date :09th March' 2020

To,
Mr. Rajendra Mahajan
C/o, Kailas Gangaram Bhadane,
6/001, Vitthal Krupa,
Behind Vitthal Temple, Virar (West),
Dist. Thane - 401 303.

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences for subject of Communication Skill** at Atharva College of Engineering on a basic pay of **Rs.18,085/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **09th March' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **08th March' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
 8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
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 10. The appointment is on a full time basis and does not permit the holder to engage him/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
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 13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
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 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.
- All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.
15. Previous appointment letter,if any,is superseded by this appointment.




 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 09.03.2020 Rajendra Mahajan hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 09.03.2020 Name :- Rajendra Mahajan

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/02/20

Date :04th May' 2020

To,
Dr.Jyoti Amare
D-43,Plot no-127,
Sec-01,Shri-siddhu CHS.
Charkop Kandivali (W) Mumbai-400067

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Physics** at Atharva College of Engineering on a basic pay of **Rs.17,558/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
 PRINCIPAL
 ATHARVA COLLEGE OF ENGINEERING
 MUMBAI



[Signature]

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 04.05.2020 I Dr. Jyoti Amare hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 04.05.2020 Name :- Dr. Jyoti Amare

Signature :- J Amare



Ref :ACE/APP/03/20

Date :04th May' 2020

To,

Mrs Abhilasha Saini
A1/B-504,LIC Quarters,
Kandarpada Dahisar(W)
Mumbai 400068

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Physics** at Atharva College of Engineering on a basic pay of **Rs.16,068/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **04th May' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **03rd May' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



Principal

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 4th May 2020 I Abhilasha Saini hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 4th May 2020 Name :- Abhilasha Saini

Signature :- 



Ref :ACE/APP/04/20

Date : 02nd June' 2020.

To,
Ms. Dipa Patel
A - 301,Audumber Apt.,
Samel pada, Nallasopara (West),
Thane - 401203 .

Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Chemistry** at Atharva College of Engineering on a basic pay of **Rs.16,550/-p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **02nd June' 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **01st June' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time . If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D.till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
 7. Innovation tools used (technology / adopted) in teaching methodology.
 8. Loyalty , Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



[Signature]

Principal

Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 02/06/20 I Dipa Patel hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by 02/06/20 Name :- Dipa Patel

Signature :- Dipa Patel
02/06/20



Dipa Patel
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

To,
Ms. Ancy D'souza
Orchid Suburbia,
New Link Road,
Kandivali, Mumbai – 400 67

Subject: Appointment as an "Assistant Professor in Humanities & Applied Sciences"

With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Humanities & Applied Sciences Mathematics** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600–39100) AGP 6000/- w.e.f. 21st September 2020.**

1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **20th September' 2021.** Your appointment is strictly subject to fulfillment of minimum eligibility criteria & the experience required for the said post as per the AICTE & UNIVERSITY OF MUMBAI norms from time to time. If you do not fulfilled the required qualification during the academic year or your services are not found suitable, your services can be discontinued without assigning any reason and without any notice.
3. Based on your Performance Appraisal/Confidential Report which is to be submitted by you at the end of your tenure and also on basis of the report of HOD & Principal, you may be recommended for further extension. However, the management reserves the right to offer/reject candidature for continuation. No Pension / Gratuity /any kind of arrears/ any other claim except PF shall be considered by management for the said post during or after the completion of mentioned tenure or after the discontinuation of services during the mentioned tenure, if any.
4. Your appointment is purely on Ad-Hoc basis for the period mentioned above and at the end of which it shall stand terminated automatically without any notice. Also this order has no legal standing to claim for continuation of service and will not assign any authority to you to fall under any jurisdiction against this notice. You will have to give one month's notice or one month's salary in lieu of the notice, to the institute while resigning the job. It is desirable that one does not leave the job during the teaching session. The Chairperson however has discretion to relax this condition.
5. You will report to the concerned Head of the Department/Principal and have to shoulder the responsibilities in analyzing etc. of the activities/curriculum/Department and the Institute.
6. In addition to the above point, you will also have to submit the SAR Report / maintain dead stock registers, inventory of all the lab equipments, inward – outward register, attendance of Practical conducted, Lab time – table, calibration of equipments, maintaining & setting up of the lab during academic & non academic sessions etc. Assistance should be provided to the respective departments for conducting regular semester practical & external viva, practical examination etc.

7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said tenure and if so in such case you will be paid the salary only till your last working day with the organization.
8. You should not indulge in any other work either profitable or non profitable without the permission of the Institute or any activity which conflicts with the interest of the Institute or tarnishes the image of the Institute.
9. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
10. The appointment is on a full time basis and does not permit the holder to engage himself/ herself in any outside business, professional consulting, tutorial, tuitions and/or such outside work with/without remuneration. You shall work exclusively for and in the interest of the Institution/Trust and undertake not to engage in any part-time or any other work, business, occupation or consultation of any kind or accept any employment whether free or paid, directly or indirectly.
11. In an event you are required to attend college on Institutional holidays for duties related to your appointment i.e. staff developmental programmes/special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, CSR activity etc., you shall attend duties without fail and no extra remuneration will be payable for the same.
12. Your appointment is subject to availability of workload in the department and as per the norms of AICTE & Mumbai University. Your appointment is subject to fulfillment of NET/SET/Ph.D. till you complete required applicable eligible criteria you are not entitled for increments, promotions & continuation to the said Post.
13. Your appointment is subject to approval from the University of Mumbai. You have to fulfill all the required qualifications & experiences for the said post according to the AICTE & Mumbai University norms, time to time. If the University objects about any point with respect to qualification, NET/SET/ experience, age requirement etc. then in such case the university and/or Atharva College of Engineering decision will be final and any claim on the said post after or during the service period will not be considered.
14. Performance & standard of education delivered by the faculty members will be reviewed & assessed on merit basis at the end of semester (i.e. after 6 months) on the Quality parameters like;
 1. Quality & standard of delivering lesson plan (subject related Content delivery in class)
 2. Students attendance percentage in Class & result of the subject taught.
 3. Research publications, atleast 1 paper published in a semester.(Preparation for second)
 4. Participation in CSR-initiatives as per the Institute policy
 5. Ph.D Completed / Ph.D Pursuing
 6. Attire, Grooming as appropriate to a faculty.
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 8. Loyalty, Punctuality, discipline in profession (Late Marks / Memo – status)
 9. Students Feedback
 10. Involvement in students growth / development like mentorship, training, Placement, projects, presentation, technical competitions and events.

All the above parameters are having weightage of 10 marks each in analysis and each faculty member should have minimum 75 % score in aggregate on the above parameters. (76 % & Above – A+(Excellent) , 71 % to 75 % - A(Very Good), 60 % to 70% –B (Good). All Faculty members need to undergo all the above parameters as a Management mission & vision and it should not be distract. However management reserves the rights to offer or reject the candidate for the continuation of service.



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated _____ I _____ hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any other cases Atharva College can terminate me immediately and that I would not claim any amount or continuation from Atharva College.
- I will not claim any dues or any pending amount in case of my termination from such employment.

That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

I am fully aware of the Salary and Post being offered to me by the college and I hereby accept the appointment to the said post as per the terms and Conditions mentioned in the letter.

I agree to join by _____ Name :- _____

Signature :- _____




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI