

Ref :ACE/APP/26/21

Date : 05th May' 2021

To,
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. **05th May' 2021.**

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 **04th May' 2022.** 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.

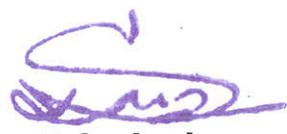
7. Your services shall be discontinued without any notice (or 48 hrs notice) & non-assigning any reason, due to loss of confidence, gross negligence, in-efficiency at work, non deliverable performance at work or any willful act of misconduct on your part without any notice and any time during the said 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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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 5/5/22 I Prof. 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 5/5/22 Name :- Prajakta Pawar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/25/21

Date : 05th May' 2021

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. **05th May' 2021.**

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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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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 5/5/21 I Mahalaxmi 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.
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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 5/5/21 Name :- Mahalaxmi Patil

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/23/21

Date : 05th June' 2021

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. 05th June' 2021.

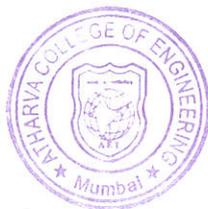
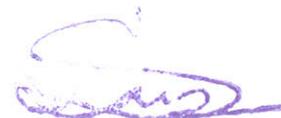
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Principal
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Copy to:-

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Consent Statement by Appointee

By this appointment letter dated 05/06/2024, I Prof Jyoti Kolap hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

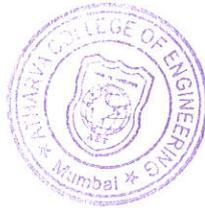
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That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

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 05/06/2024. Name :- Prof Jyoti Kolap

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/24/21

Date : 05th May' 2021

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. 05th May' 2021.**

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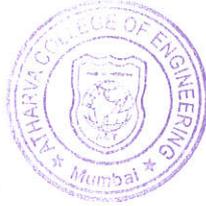
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I agree to join by 5/5/21 Name :- Jyoti Dange

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/ 12/21

Date : 13th December' 2021

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. **13th December' 2021.**

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 December' 2022.** 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



Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 13/12/21 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 13/12/21 Name :- Jignesh patel

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/11/21

Date : 08th December' 2021

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

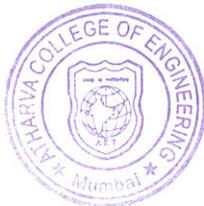
Subject : Appointment as an " Assistant Professor in Computer Engineering"

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. **08th December' 2021.**

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 December' 2022.** 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08.12.2021 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 08.12.2021 Name :- Ranjita Asati

Signature :- *Asati*



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/10/21

Date : 08th November' 2021.

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

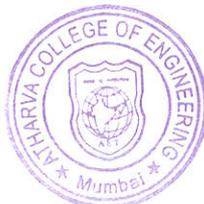
Subject : Appointment as an " Assistant Professor in Computer Engineering"

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. **08th November' 2021.**

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 November' 2022.** 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.
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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)
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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.



Principal
Atharva College of Engineering



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 8/11/21 I Bhavna Arora hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

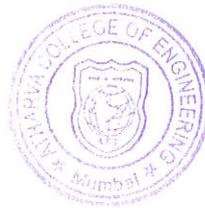
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 8/11/21 Name :- Bhavna Arora

Signature :- Bhavna




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/09/21

Date: 06th October' 2021

To,
Mrs. Alka Shrivastava
2/703, NG Paradise,
Hatkesh Udyog Nagar,
Near GCC Club, Mira Road East,
Thane, Mira Road,
Maharashtra - 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.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **06th October' 2021.**

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 **05th October' 2022.** 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.
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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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

[Signature]



[Signature]

Principal
Atharva College of Engineering

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 06/10/21 I Alka Sivastana 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 06/10/21 Name :- Alka Sivastana

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/08/21

Date: 18th October' 2021

To,
Ms. Nidhi Bhavsar
Bhalchandra Nagari,
Flat no A-1004, pipe line road,
Ganesh nagar, Vitthal Nagar, Pune,
Maharashtra - 412 101

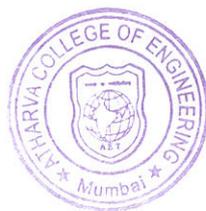
Subject: Appointment as an "Assistant Professor in Computer Engineering"

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.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 18th October' 2021.**

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 **17th October' 2022.** 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 18/10/21 I Nidhi Bhavsar 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 18/10/21 Name :- Nidhi Bhavsar

Signature :- Budhi



Budhi
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/07/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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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 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



Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03.06.21 I Vansha 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 03.06.21 Name :- Vansha Salunkhe

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/06/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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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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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03.06.21 I Tarvi 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 03.06.21 Name :- Tarvi Kapdi

Signature :-

Kapdi



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/05/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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.
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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 03.06.21 I Nikita Pabil hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

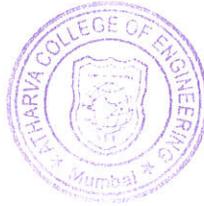
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 03.06.21 Name :- Nikita Pabil

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/04/21

Date :03rd June' 2021

To,
Dr. 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. **03rd June' 2021.**

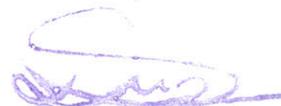
1. Your services will be governed by the provisions of the Maharashtra Universities Act, and the Statutes, Ordinances, Regulations and the Rules of the University and as will be amended from time to time by the University and the regulations and rules of the Governing Council of Atharva Educational Trust.
2. You will be on a contractual appointment from the date of your joining of the services in this college up to **02nd June' 2022.** 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




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3/6/21 I Dr. Suvarna Pensambal 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.

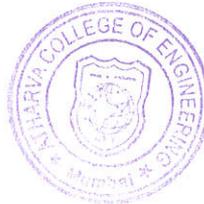
That Atharva College will not be liable for any amount claimed in case of breach of any terms & Conditions of the Appointment Letter or in case of Terminations.

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 3/6/21 Name :- Dr. Suvarna Pensambal

Signature :-

[Handwritten Signature]
3/6/21



[Handwritten Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/03/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3/6/22 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 3/6/21 Name :- Shweta Sharma

Signature :- Shweta Sharma




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/02/21

Date : 15th February' 2021

To,
Ms. Nidhi Chitalia,
303, Rashmi Tara,Datta Mandir Road,
Dahanukarwadi,Kandivali (West),
Mumbai 400067.

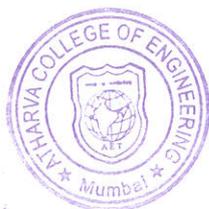
Subject : Appointment as an "Assistant Professor in Computer Engineering"

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. **15th February' 2021.**

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 February' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15.02.21 I Nidhi Chitalia 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 15.02.21 Name :- Nidhi Chitalia

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/01/21

Date: 01st February' 2021.

To,
Prof. Shaily Goyal
I-502, Satellite Garden,
Phase-2, Film City Road,
Goregaon East,
Mumbai-400 063

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. 01st February' 2021.**

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 **31th January' 2022.** 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



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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 1/2/21 I Shaily Goyal 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 1/2/21 Name :- Shaily Goyal

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/13/21

Date: 03rd June' 2021

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

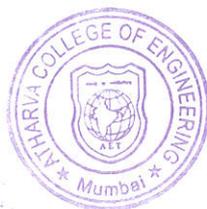
Subject: Appointment as an "Assistant Professor in Information Technology"

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. **03rd June' 2021.**

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 June' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3 June 21 I Deepali Mark 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 June 21 Name :- Deepali Mark

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/14/21

Date: 03rd June' 2021

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. 03rd June' 2021.**

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 June' 2022.** 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

2




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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 03rd June 21, Renulka 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 03.06.2021 Name :- Renulka Nagpure

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/15/21

Date: 03rd June' 2021

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"

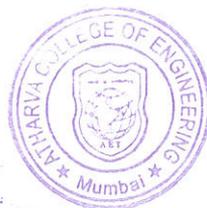
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.17,047/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/- w.e.f. 03rd June' 2021.**

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 June' 2022.** 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.

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.
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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
 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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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03-06-21 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 03-06-21 Name :- Prof. Sejal D'mello

Signature :- *Smello*



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/16/21

Date: 03rd June' 2021

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

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

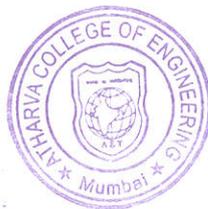
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Information Technology** at Atharva College of Engineering on a basic pay of **Rs.18,085/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **03rd June' 2021.**

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 June' 2022.** 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)
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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
 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 3/6/21 I Ammata 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 3/6/21 Name :- Ammata Sankhe

Signature :- A. Sankhe




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/42/21

Date :08th December' 2021

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. **08th December' 2021.**

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 December' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08/12/21, 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 08/12/21 Name :- Prof Hemalata Mote

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/41/21

Date : 09th September' 2021

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. **09th September' 2021.**

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 September' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

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

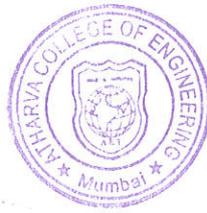
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 09/09/21 Name :- MOHANU WUMAR

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/17/21

Date : 07th January' 2021

To,

Prof. Dhanashree Salvi Bhanushali
TIRUPATI APARTMENT, FLAT NO 22
2ND FLOOR SECTOR-1 CHARKOP,
KANDIVALI WEST, MUMBAI 400067

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 January' 2021.**

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 January' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 07/01/21 I Dhanashree B. 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 :- Dhanashree Bhanushali

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/18/21

Date: 03rd June' 2021

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. 03rd June' 2021.

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 June' 2022**. 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3rd June 2021 I Pranoti D. Nage hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

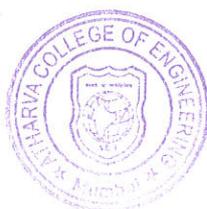
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 3rd June 2021 Name :- Pranoti D. Nage

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/19/21

Date : 03rd June' 2021

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. 03rd June' 2021.**

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 June' 2022.** 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03-06-2021 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 03-06-2021, Name :- Prof. Odilia Gonsalves

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/20/21

Date: 03rd June' 2021

To,
Ms. Priti Mishra
Flat No.404, A-wing, Anuskha 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. **03rd June' 2021.**

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 June' 2022.** 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.



2


Principal
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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 I Prihi 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 3/06/21 Name :- Prihi Alok Mishra

Signature :- Prihi A. Mishra




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/21/21

Date :06th December' 2021

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. **06th December' 2021.**

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 **05th December' 2022.** 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.



2

Principal
Atharva College of Engineering



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 06/12/21, I Prof. Shrigdha Bangal 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 06/12/21. Name :- Prof Shrigdha. Bangal.

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/22/21

Date: 12th November' 2021

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. **12th November' 2021.**

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 **11th November' 2022.** 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.



2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 12/11/29 I Yogita Shetty hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

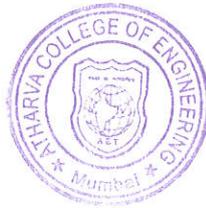
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 12/11/29 Name :- Yogita Shetty

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/39/21

Date : 03rd June' 2021

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

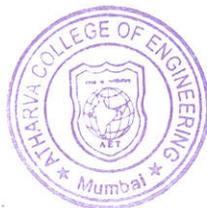
Subject : Appointment as an " Assistant Professor in Electronics Engineering"

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. **03rd June' 2021.**

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 June' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 I Sandip A. zode 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 03/06/21 Name :- Sandip A. zode

Signature : 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/61/21

Date : 05th May' 2021

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. **05th May' 2021.**

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 **04th May' 2022.** 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 05.05.2021 I Dr. Jyoti Amare hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

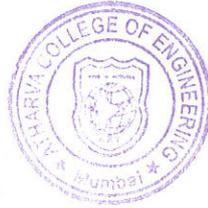
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 05.05.2021 Name :- Dr. Jyoti Amare

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/60 /21

Date :10th March' 2021

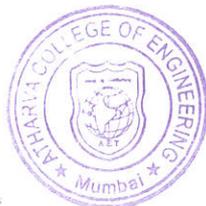
To,
Mr. Rajendra Mahajan
C/o, Kailas Gangaram Bhadane,
6/001, Vitthal Krupa,
Behind Vitthal Temple, Virar (West),
Dist. Thane - 401 303.

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. **10th March' 2021.**

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 March' 2022.** 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.
15. Previous appointment letter,if any,is superseded by this appointment.



2


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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 10.03.2024 I Rajendra Mahajan hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

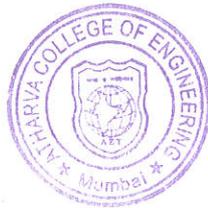
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 10.03.2024 Name :- Rajendra Mahajan

Signature :-




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/45/21

Date: 05th May' 2021

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. 05th May' 2021.**

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 **04th May' 2022**. 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

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2



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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 5th May 21 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 5th May 21 Name :- Pragya Jain

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/40/21

Date : 27th August' 2021

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. **27th August' 2021.**

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 **26th August' 2022.** 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 27/8/2021 I Dr. Jyoti Mali hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

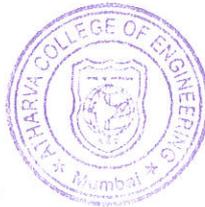
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 27/8/2021 Name :- Dr. Jyoti Mali

Signature :- Jyoti Mali



Jyoti Mali
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/44/21

Date : 21st September' 2021

To,
Mr. Anup Taryalkar
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. **21st September' 2021.**

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' 2022.** 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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Consent Statement by Appointee

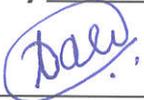
By this appointment letter dated 21/09/21 I Mr. Anup Taryalkar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- 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 21/09/21 Name :- Mr. Anup Taryalkar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/43/21

Date :16th December' 2021

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. **16th December' 2021.**

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 **15th December' 2022.** 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 16/12/2021 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 16/12/2021 Name :- Dhanashree Pimpalshende

Signature :- Rannase




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/31/21

Date : 05th May' 2021

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

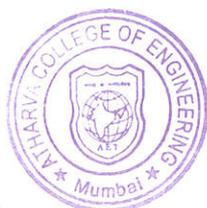
Subject : Appointment as an " Assistant Professor in Electronics Engineering"

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. 05th May' 2021.**

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 **04th May' 2022.** 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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2



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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 5/5/21 I Kavita 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 5/5/21 Name :- Kavita Bani

Signature :- [Signature]



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/52/21

Date : 05th May' 2021

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. 05th May' 2021.**

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 **04th May' 2022.** 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

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PRINCIPAL
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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 05/05/21, I Ameya Jadhav 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 05/05/21 Name :- Ameya Jadhav

Signature :- Ameya Jadhav




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/53/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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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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 03.06.2021 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 03.06.2021 Name :- Akanksha Bhargava

Signature :- *Akanksha Bhargava*



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/54/21

Date: 15th June' 2021

To,
Ms. Surabhi Laharia
DRP line ramgad colony,
Ghoshipura, Gird, Gwalior,
Madhya Pradesh – 474 012

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. 15th June' 2021.**

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 June' 2022.** 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 15/06/21 I Surabhi Laharia 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 15/06/21 Name :- Surabhi Laharia

Signature :-




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/55/21

Date : 17th August' 2021

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. **17th August' 2021.**

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 **16th August' 2022.** 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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 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.



2

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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 17.08.2021 I Niranjana Samudre hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

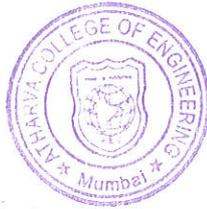
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 17.08.2021 Name :- Niranjana Samudre

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/56/21

Date: 03rd September' 2021

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"

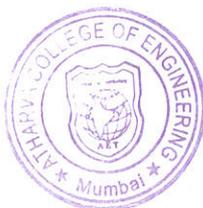
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics Engineering** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **03rd September' 2021.**

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 September' 2022.** 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.

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.



2




Principal
Atharva College of Engineering


PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03-09-21, 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 03-09-21 Name :- Natasha Rajesh Naik

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/57/21

Date: 09th September' 2021

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. 09th September' 2021.**

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 September' 2022.** 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
 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.



2

Principal
Atharva College of Engineering



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 09-09-21 I Mrs. Prajakta Borole hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

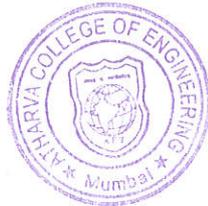
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 09-09-21 Name :- Mrs. Prajakta Borole

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/58/21

Date : 09th September' 2021

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

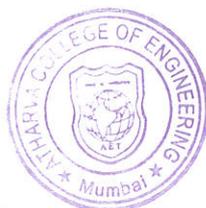
Subject : Appointment as an " Assistant Professor in Electronics Engineering"

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. 09th September' 2021.**

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 September' 2022**. 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 09/09/2021 I DR. BHAVIN SHAH hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

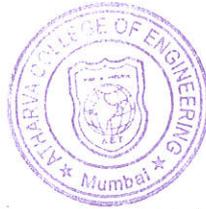
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 09/09/2021 Name :- DR. BHAVIN SHAH

Signature :- BShah 09/09/2021




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/27/21

Date : 05th May' 2021

To,
Ms.Supriya Dicholkar
Anand B-17,B Wing,
302 Gokuldham
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. **05th May' 2021.**

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 **04th May' 2022.** 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)
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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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Atharva College of Engineering

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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

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1. Accounts Section
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Consent Statement by Appointee

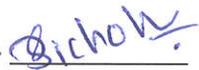
By this appointment letter dated 5/5/21 I Supriya V. Dicholkar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- 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 5/5/21 Name :- Supriya V. Dicholkar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/28/21

Date : 05th May' 2021

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. **05th May' 2021.**

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 **04th May' 2022.** 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.

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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

2





PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 5th May '21 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 5th May '21 Name :- Ruchi Chauhan

Signature :- Ruchi



Ruchi
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP /29/21

Date : 05th June' 2021

To,
Ms. Divya Sharma
c-398 Modipan Colony,
Modinagar (Ghaziabad),
(U.P-201204)

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. **05th June' 2021.**

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 **04th June' 2022.** 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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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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 05/06/21 I Divya 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 Divya 05/06/21 Name :- Divya Sharma

Signature :- Divya



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/30/21

Date : 05th June' 2021

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. 05th June' 2021.**

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 **04th June' 2022.** 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.

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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 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.



Principal
Atharva College of Engineering



Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 5th June 2021 I VIVEK RAMAKRISHNAN hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

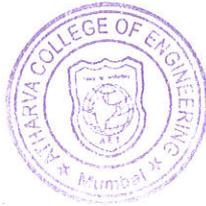
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 5th June 2021 Name :- VIVEK RAMAKRISHNAN

Signature :- Vnim.r
05/06/2021



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/32/21

Date : 03rd June' 2021

To,
Ms.Shweta Kulbhushan 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"

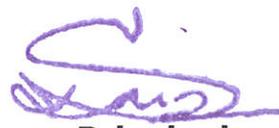
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-w.e.f. 03rd June' 2021.**

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 June' 2022.** 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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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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Principal

Atharva College of Engineering

2




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21, 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 03/06/21 Name :- Prof Shweta Deshmukh

Signature :- S.K. Deshmukh




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/33/21

Date : 03rd June' 2021

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

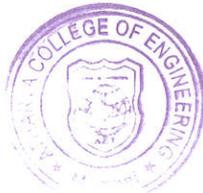
Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

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. 03rd June' 2021.**

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 June' 2022.** 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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 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 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 03/06/21. Name :- Prof Gauri Vaidya

Signature :- Gauri



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/34/21

Date : 03rd June' 2021

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"

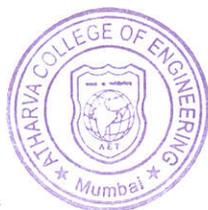
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/-p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **03rd June' 2021.**

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 June' 2022.** 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.



Principal

Atharva College of Engineering

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03-06-21 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 03-06-21 Name :- Joslyn. Benalva Gracias.

Signature :-

Gracias



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/35/21

Date : 03rd June' 2021

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

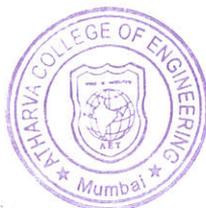
Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

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. **03rd June' 2021.**

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 June' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3/6/2021 I Jyoti J. Kurav 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 3/6/2021 Name :- Jyoti J. Kurav

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/36/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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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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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 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

2




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03.06.2021 I 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 03.06.2021 Name :- Shikha Malik

Signature :- Shikha




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/37/21

Date :03rd June' 2021

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

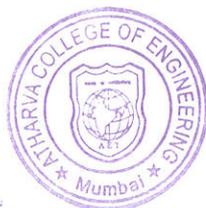
Subject : Appointment as an "Assistant Professor in Electronics & Tele-Communication"

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. **03rd June' 2021.**

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 June' 2022.** 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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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.



2

Principal
Atharva College of Engineering



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/24, I Mrs. Gauri 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 03/06/2024. Name :- Mrs. Gauri Umesh Salunkhe.

Signature :- Urkadon.




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/38/21

Date : 03rd June' 2021

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"

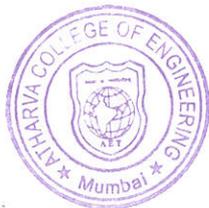
With reference to your application and the subsequent interview, we are pleased to inform you that you are hereby appointed as an **Assistant Professor** on an Ad-hoc basis in the department of **Electronics & Tele-Communication** at Atharva College of Engineering on a basic pay of **Rs.15,600/- p.m.** in the pay scale of **Rs. (15600-39100) AGP 6000/-** w.e.f. **03rd June' 2021.**

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 June' 2022.** 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
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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 03/06/21 I Prof Anney 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 03/06/21 Name :- Prof Anney Misquitta

Signature :- Anney



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/46/21

Date: 03rd June' 2021

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. 03rd June' 2021.**

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 June' 2022.** 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

2




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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 3/6/2021 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 3/6/2021 Name :- GARIMA GURJAR

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/47/21

Date: 03rd June' 2021

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

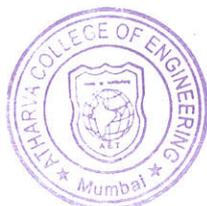
Subject: Appointment as an "Assistant Professor in Electrical Engineering"

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. **03rd June' 2021.**

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 June' 2022.** 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
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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

2



PRINCIPAL
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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 I Prinyka Sharm 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 03/06/21 Name :- Prinyka Sharm

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/48/21

Date: 03rd June' 2021

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

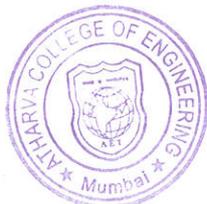
Subject: Appointment as an "Assistant Professor in Electrical Engineering"

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. 03rd June' 2021.**

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 June' 2022.** 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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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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 3/6/21 I Kshipra 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 3/6/21 Name :- Kshipra R. Pandey

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/49/21

Date: 24th September' 2021

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

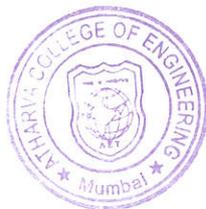
Subject: Appointment as an "Assistant Professor in Electrical Engineering"

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. 24th September' 2021.**

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 **23th September' 2022.**
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, 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

2




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 24/09/2024 I Anu shukla hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

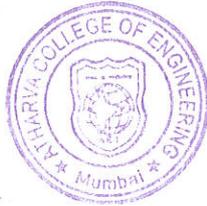
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 24/09/2024 Name :- Anu shukla

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/50/21

Date: 08th December' 2021

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. 08th December' 2021.**

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 December' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08 Dec 2021 I Pramod Sherde hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

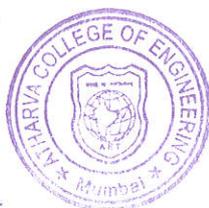
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 Dec 2021 Name :- Pramod Sherde

Signature :- Sherde




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/51/21

Date : 16th December' 2020

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

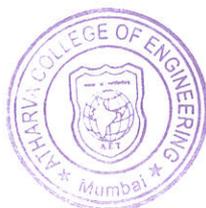
Subject : Appointment as an " Assistant Professor in Electrical Engineering "

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. 16th December' 2021.**

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 **15th December' 2022.** 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




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 16/12/21 I Kritika Bansal hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

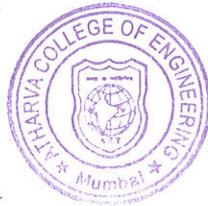
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 16/12/21 Name :- Kritika Bansal

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/106/21

Date : 15th June' 2021

To,

Mr. Roshankumar Ashok Bauskar

Malad East

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.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th June' 2021.**

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 **14th June' 2022.** 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.
2. 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.
3. 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.
4. 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.
5. 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.

6. 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.
7. 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.
8. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
9. 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.
10. 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.
11. 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.
12. 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.
13. 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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2



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MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

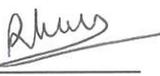
By this appointment letter dated 15/6/21, I Roshankumar Bauskar hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

- 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 15/06/21 Name :- Roshankur Ashok Bauskar

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/135/21

Date : 01st February' 2021

To,
Yogesh Gite,
A/504, Mahadu Heights CHS,
Near Tisai Mata Temple, Tisgaon,
Kalyan (East) - 421306.

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. **01st February' 2021.**

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 **31st February' 2022**
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.
 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 01/02/21 I Yogita Gite 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 01/02/21 Name :- Prof Yogita Gite

Signature :- Y. Gite



Ref :ACE/APP/62/21

Date : 05th May' 2021

To,
Mrs Abhilasha Saini
A1/B-504,LIC Quarters,
Kandarpada Dahisar(W)
Mumbai 400068

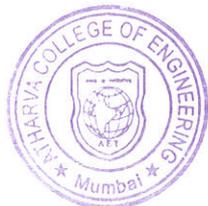
Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

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. **05th May' 2021.**

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 **04th May' 2022.** 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 5th May 21 I Dr. Abhilasha Saini hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

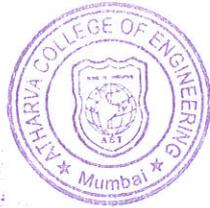
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 5th May 2021 Name :- Dr. Abhilasha Saini

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/136/21

Date : 15th June' 2021

To,

Ms. Sneha Nandanwar

Airoli

New 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.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **15th June' 2021.**

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 **14th June' 2022.** 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.
2. 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.
3. 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.
4. 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.
5. 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.

6. 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.
7. 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.
8. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
9. 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.
10. 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.
11. 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.
12. 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.
13. 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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 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

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 15/06/21 I Prof Sneha Nandanwar 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 15/06/21 Name :- Prof. Sneha Nandanwar.

Signature :- S. Nandanwar




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/63/21

Date : 03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 I Dipa S. 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 03/06/21 Name :- Dipa Patel

Signature :- 
03/06/21




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/137/21

Date : 01th July' 2021

To,
Ms. Tina Thomas D'abreo
Vasal 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.15,600/- p.m.** in the pay scale of **Rs. (15600-39100)AGP 6000/-** w.e.f. **01th July' 2021.**

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 **31st June' 2022.** 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.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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.

7. 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.
8. Your office timing will be as per rules or as prescribed by the Principal/Head of the Department/Admin Department.
9. 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.
10. 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.
11. 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.
12. 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.
13. 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



Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 01/7/24 I Tina Thomas Dabreo 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 01/7/24 Name :- Prof Tina Thomas D'abreo.

Signature :- T. Dabreo



[Signature]
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/64/21

Date : 03rd June' 2021

To,
Mr. Balaji Raosaheb Shinde
Opp. St. Xaviers High School,
Maschpada Rd., Kashigaon,
Mira Rd. (E) – 40110.

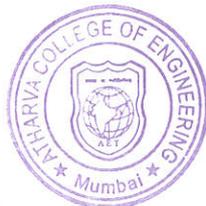
Subject : Appointment as an "Assistant Professor in Humanities & Applied Sciences"

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. **03rd June' 2021.**

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 June' 2022.** 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.



Principal
Atharva College of Engineering

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03 June 2021 I Balaji Shinde hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

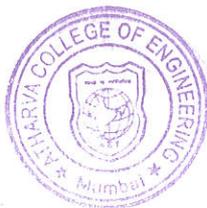
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 03 June 2021 Name :- Balaji Shinde

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/65/21

Date :03rd June' 2021

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. **03rd June' 2021.**

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 June' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 03/06/21 I Sameer Katukdaunte hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

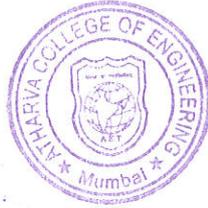
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 03/06/21 Name :- Sameer Katukdaunte

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref : ACE/APP/68/21

Date : 08th November' 2021.

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. **08th November' 2021.**

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 November' 2022.** 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




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to :-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 08/11/2021 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 08/11/2021 Name :- Kamaljit Kaur

Signature :- Kaur



Principals
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/66/21

Date: 22nd September' 2021

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. 22nd September 2021.**

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 **21st September' 2022.** 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

2



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to :-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 22/9/2021 I Ancy Caroline Dsouza hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

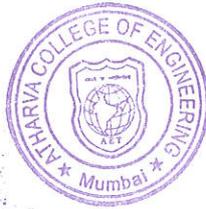
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 22/9/2021 Name :- Ancy Caroline Dsouza

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/67/21

Date : 09th September' 2021

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. 09th September' 2021.**

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 September' 2022.** 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.



[Handwritten Signature]

Principal
Atharva College of Engineering

2



[Handwritten Signature]

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 09.09.2021 I 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 09.09.2021 Name :- Dr. Ritu Sharma

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/69/21

Date : 10th December' 2021

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. **10th December' 2021.**

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' 2022.** 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




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 10/12/21 I Dr. Priyanka Baderi 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 10/12/21 Name :- Dr. Priyanka Baderi

Signature :- Priyanka




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/70/21

Date : 13th December' 2021

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. **13th December' 2021.**

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 December' 2022.** 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 13.12.21 I Chanchal Garodia hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

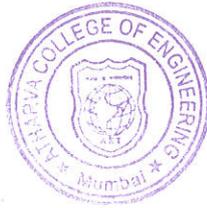
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 13.12.21 Name :- Chanchal Garodia

Signature :- Chanchal




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/71/21

Date : 16th December' 2021

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. 16th December' 2021.**

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 **15th December' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 16/12/2021, T, Deepika. Parchal 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 16/12/2021 Name :- Deepika. Parchal.

Signature :- .




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/72/21

Date : 16th December' 2021

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. 16th December' 2021.**

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 **15th December' 2022.** 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



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 16.12.2021 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 16.12.2021 Name :- Vinayak Sawant

Signature :- Sawant




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref: ACE/APP/85/21

Date: 27th August' 2021

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. **27th August' 2021.**

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 **26th August' 2022.** 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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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 27/08/21 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 27/08/21 Name :- Divya D. Acharya

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Ref :ACE/APP/73/21

Date :16th December' 2021

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. **16th December' 2021.**

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 **15th December' 2022.** 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.
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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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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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 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.



2

Principal
Atharva College of Engineering



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Copy to:-

1. Accounts Section
2. Establishment File

Consent Statement by Appointee

By this appointment letter dated 16/12/2024 I Bharat Waghode hereby accept to and give my consent on the Terms & Conditions mentioned hereinabove. I acknowledge that:

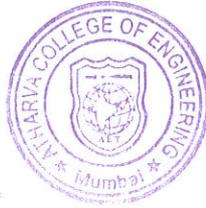
- I Accept the appointment letter given to me and also accept the terms & Conditions mentioned in it.
- If In Case I breach any of the above conditions then I accept that the above mentioned actions will be immediately applicable on me.
- I agree that if my performance is not up to the mark or in any 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 16/12/2024 Name :- Bharat Waghode

Signature :- 




PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI