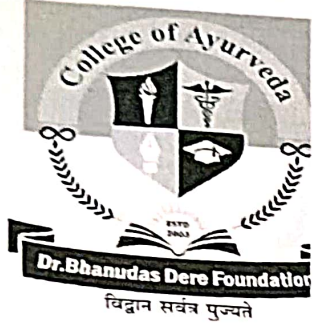




Dr. Bhanudas Dere Foundation's Dr. Bhanudas Dhere College of Ayurved

At. Karhe, Post- Nimon, Nashik - Pune Highway, Tal-Sangamner,
Dist-A.Nagar.Pin-422611

Institution ID : AYU0858 Contact Details – 9922103203
Email ID : drbdfayurved@gmail.com Web site:-www.drdereayurvedcollege.com

DBDAC / 78A / 2025

9/01/2025

Key Aims & Objectives of the HRD Committee

1. Faculty Development:

- Organize workshops, seminars, and training sessions on the latest research in Ayurveda and its contemporary application.
- Encourage participation in national and international conferences to stay updated with global trends in the field.
- Provide opportunities for teachers to advance their academic qualifications, skills, and teaching methodologies, aligning with modern pedagogical practices.
- Promote the development of specialized knowledge in various branches of Ayurveda to enhance the quality of instruction.

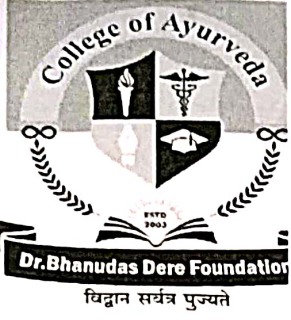
2. Professional Growth for Non-Teaching Staff:

- Enhance the skills of administrative, technical, and support staff through continuous training programs, ensuring they are up-to-date with administrative practices, digital tools, and the latest institutional requirements.
- Facilitate career advancement opportunities, with clear pathways for growth and recognition.
- Foster an environment where all members of the staff feel motivated and valued, ensuring smooth administrative processes.

3. Talent Acquisition and Retention:

- Establish effective recruitment procedures to hire faculty and staff with expertise in Ayurveda and related fields. This includes evaluating candidates based on their academic credentials, teaching abilities, practical experience, and dedication to Ayurveda.
- Focus on creating an environment that fosters job satisfaction, encourages long-term commitment, and reduces turnover among both teaching and non-teaching staff.

4. Employee Well-being and Work-Life Balance:



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DBDAC/78A/2025

9/01/2025

- Prioritize employee welfare by promoting a healthy work-life balance, providing adequate support for mental health, and ensuring safe working conditions.
- Create initiatives that recognize and reward the hard work and dedication of employees, enhancing job satisfaction and overall morale.

5. Promoting Collaborative Research:

- Support the formation of research committees that facilitate collaborative research initiatives involving faculty members, students, and other stakeholders in Ayurveda.
- Encourage research and publication in recognized journals, and provide grants for faculty to undertake research projects that benefit the Ayurveda community.

6. Capacity Building for Teaching Excellence:

- Develop and maintain a continuous professional development program for educators to refine teaching strategies, improve student engagement, and promote an interactive learning environment.
- Implement mentorship programs where senior faculty can guide junior faculty members to enhance their academic and teaching potential.

7. Performance Evaluation and Feedback:

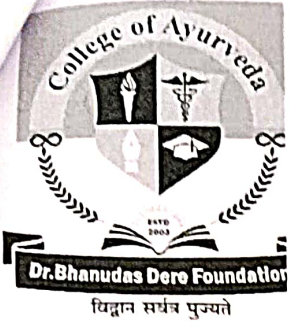
- Conduct regular performance evaluations of staff based on predefined metrics that focus on academic performance, administrative efficiency, and other key areas.
- Encourage feedback from students, peers, and staff to identify areas of improvement and to celebrate successes.

8. Promoting Interdisciplinary Learning:

- Encourage Ayurveda faculty to collaborate with departments of other health sciences, such as yoga, naturopathy, pharmacology, and modern medicine, fostering an interdisciplinary approach to education and research.

9. Compliance with Regulatory Standards:

- Ensure that the Ayurveda College adheres to the standards and guidelines set by regulatory bodies such as the Central Council of Indian Medicine (CCIM), the National Commission for Indian System of Medicine (NCISM), and other relevant organizations.



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DBDAC/78A/2025

09/01/2025

- Continuously monitor the professional qualifications of faculty members to meet accreditation and regulatory requirements.

Activities and Programs Initiated by the HRD Committee

1. Workshops and Training Programs:

- Workshops on Ayurvedic teaching methodologies, new research trends in Ayurveda, or technological advancements in education (like e-learning tools).
- Specialized training programs for faculty in areas such as communication, mentoring, and leadership skills.

2. Employee Engagement Initiatives:

- Team-building activities, cultural events, and staff retreats to foster camaraderie and a sense of belonging.
- Wellness programs that focus on maintaining physical and mental health, in alignment with Ayurvedic principles.

3. Leadership and Career Development:

- Providing leadership training for potential future leaders in the institution.
- Supporting faculty and staff in pursuing higher education, certifications, or other career-enhancing opportunities.

4. Regular Feedback and Assessment:

- Implementing a structured feedback mechanism where staff and faculty can provide input on their experiences and suggestions for improvements.

Meeting Notice

Human Resource Development Committee meeting is arranged on 09 January, 2025. All Members should have to attend the meeting.

Date: 09 January, 2025

Time: 02:30 PM

Venue: Principal Cabin

Agenda:

Greeting newly formed committee member by coordinator and introductory address by Chairperson.

1. Review of Training Needs Analysis:
2. Identification of any gaps or emerging training needs.
3. Development of Training Calendar:
4. Allocation of resources and budget for training programs.
5. Identification of areas for improvement in training design and delivery.
6. Employee Development Initiatives:

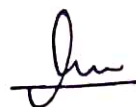
Copy to

Coordinator

All Members


Coordinator

Dr. Vyas ~~San~~ mam


Chairperson

Principal
Dr. Bhanudas Dere Foundation's,
Or. Bhanudas Dhere College of Ayurved.
Karhe, Sangamner.

Minutes Of Meeting

Human Resource Development Committee

Date: 09/01/2025

Time: 2:30 PM

Venue: Principal Cabin

1. Review of Training Needs Analysis:

Discussion on training needs for each employee category (teaching staff, administrative staff, nursing staff, etc.).

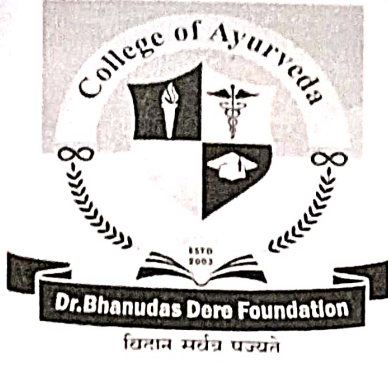
2. Identification of any gaps or emerging training needs.

3. Development of Training Calendar: Discussion and approval of the proposed training calendar for the upcoming year.

4. Allocation of resources and budget for training programs.

5. Identification of areas for improvement in training design and delivery.

6. Employee Development Initiatives: Discussion and planning of new employee development initiatives, such as mentorship programs, cross-training opportunities, and employee recognition programs.



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Dr. Bhanudas Dhere College of Ayurved

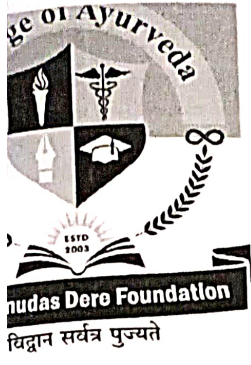
At. Karhe, Post- Nimon, Nashik - Pune Highway, Tal-Sangamner,
Dist-A.Nagar.Pin-422611

Institution ID : AYU0858 Contact Details – 9922103203
Email ID : drbdfayurved@gmail.com Web site:-www.drdereayurvedcollege.com

Attendance Sheet

Sr.No	Faculty Name	Designation	Sign
1.	Dr. Wagh Sonal Surash	chairperson	
2.	Dr. Vyas Megha Chirag	co.ordinators.	
3.	Mrs. Satpute Amol K.	co-ordinators.	
4.	Dr. Dese Bhanudas Genuji	members	
5.	Dr. Nalawade Smritam A.	— " —	
6.	Dr. Kharade Anuya Vilas	— " —	
7.	Dr. Bachure Rurushali M.	— " —	

Principal
Dr. Bhanudas Dere Foundation's,
Dr. Bhanudas Dhere College of Ayurved,
Karhe, Sangamner.



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Institution ID : AYU0858 Contact Details – 9922103203
Email ID : drbdfayurved@gmail.com Web site:-www.drdereayurvedcollege.com

Ref. No: HRDC/02/2025

Date: 24.03.2025

MEETING NOTICE- APRIL 2025 (SECOND HRDC MEETING)

NOTICE

All members of the Human Resources Development Cell are hereby informed that the 2nd Quarterly Meeting (Q2) will be held as per the schedule:

Date: 8th April 2025

Time: 12:00 PM

Venue: Principal's Chamber

AGENDA

1. Verification of teaching faculty qualifications as per NCISM MSR 2022.
2. Verification of minimum faculty requirement for 1st Professional BAMS as per Schedule IV.
3. Approval of minimum non-teaching staff appointments as per Schedule V.
4. Discussion on HR documentation for upcoming NCISM inspection.
5. Any other matter with the permission of the Chair.

Chairperson

Human Resources Development Cell

Copy to:

Co-ordinator

All Members

Principal
Dr. Bhanudas Dere Foundation's,
Dr. Bhanudas Dhere College of Ayurveda,
Karhe, Sangamner.



HRDC MEETING - II

date : 8/4/2025 .

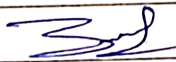
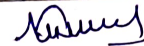
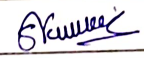
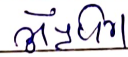
Time : 12.00pm

venue : Principal's cabin .

convened by : Dr. Vyas Megha Suresh .

chairperson : Dr. Wagh Sonal Suresh .

Members Present :

Sr.No.	Faculty Name	Designation	Sign.
1	Dr. Wagh Sonal Suresh	chairperson	
2	Dr. Vyas Megha Chirag	co-ordinator	
3	Dr. Satpute Amal K.	"	
4	Dr. Desai Bhanudas Ganaji	member.	
5	Dr. Nalawade Smita Kant Agarwal	"	
6	Dr. Khosade Anuja Vilas .	"	

Members Absent / Apologies Received :

Dr. Banchara Varushali Manohar .

Agenda Items :

1. Verification of teaching faculty qualification as per NCISM MSR 22 .
2. Verification of minimum faculty requirement per Ist part: BAMS as per schedule IV .
3. Approval of minimum non-teaching staff appointments as per schedule V .
4. Discussion on HR documentation per upcoming NCISM inspection .

- Faculty qualification and documents received.

Decisions/Resolutions Passed:

- Since the college has only 1st year batch, minimum required faculty posts for 14 departments were reviewed. Two posts (Asst. Prof.: RSB & RN) are under recruitment.

- Non-teaching staff - Lab technician recruitment initiated (reference to MSD - certified candidates.)

- Documentation for NCISM

File structure & documentation checklist approved.

Others:

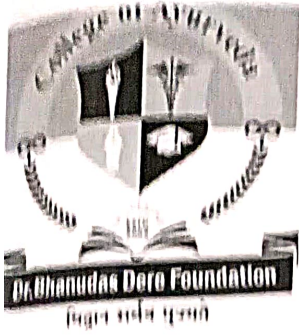
Biometric attendance and digital HR file system recommended.

meeting adjourned at 12:45 pm.

Report

The committee received faculty and staff qualifications confirmed adherence to MSR 2022 & schedules IV & V; initiated pending recruitment; and prepared inspection documentation.

Jan



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Institution ID : AYU0858 Contact Details - 9922103203
Email ID : drbdlayurved@gmail.com Web site:-www.drderayurvedcollege.com

Ref. No: HRDC/03/2025

Date: 24/7/ 2025

MEETING NOTICE- AUGUST 2025 (THIRD HRDC MEETING)

NOTICE

The Human Resource Development Cell (HRDC) of the institution will conduct its quarterly meeting as per NCISM Regulations,

All members are hereby informed to attend the meeting as per the details below;

Date: 1/08/ 2025

Time: 11:00 AM

Venue: Principal's Chamber

AGENDA

1. Review of Action Taken on January 2025 Meeting Decisions,
2. Update on Pending Faculty Recruitment,
3. Review of Non-Teaching Staff Additions for Anatomy & Physiology Departments (Lab Technician Requirement),
4. Planning of Digital Skill Training for Faculty,
5. Micro-Teaching Session Schedule Finalisation,
6. Any Other Matter Permitted by the Chair,

All members are requested to make themselves available and come prepared with relevant documents.

Chairperson

Human Resources Development Cell

Copy to:

Co-ordinator

All Members

Principal

Dr. Bhanudas Dere Foundation's,
Dr. Bhanudas Dhere College of Ayurved
Karhe, Sangamner.



HRDC Meeting III

date : 11/8/25

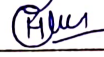
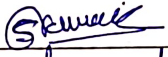
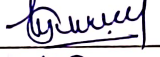
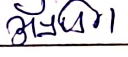
time : 12:00 AM

venue : ~~12:00~~ Principal's cabin

convened by : Dr. Vyas Megha chitrag

chairperson : Dr. Islagh sonal suresh

Members Present:

Sr No.	Faculty Name	Designation	Sign.
1	Dr. Islagh sonal suresh.	chairperson	
2	Dr. Vyas Megha chitrag	co-ordinator	
3	Mr. Salpate Amal K.	"	
4	Dr. Nalamade smitarani Anand	member	
5	Dr. Barchare varushali Manohar	"	
6	Dr. D. Khairade Anuja vilas.	"	

Members Absent / Apologies Received:

1. Dr. Dene Bhanudas Genufi

Agenda Items:

1. Review of Action taken on April 2025 meeting decision
2. update on pending faculty Recruitment
3. Review of Non-teaching staff additions for Anatomy & Physiology dep. - Lab technician Requirement.
4. Planning Digital skill training for faculty
5. Micro-teaching session schedule finalisation.
6. Any other matters permitted by the chair.

Agenda-wise Proceedings & Resolutions.

1. Review of Action taken by previous meeting.
The committee acknowledged satisfactory progress and advised to accelerate documentation of faculty orientation files.

2. Update on pending faculty recruitment:
- Appointed Assistant professors in the department of Ranga Nidan.

3. Review of non-teaching staff appointments:
- Appointed Lab technicians in the dep of Anatomy and Physiology.

4. Digital skill Training:

A digital training workshop is planned for ~~July~~ August 2025 focusing on:
- smart classroom teaching
- PPT preparation.
- Google classroom setup.

Dr. V. Jyoti Megha Chiranjy appointed as co-ordinator.

5. Micro-Teaching session:

Each faculty must complete a micro teaching session before the next quarter.

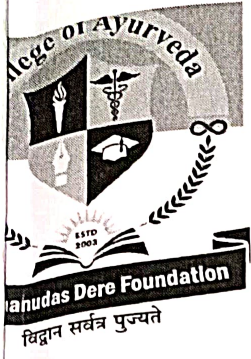
Others:

Chairperson emphasised maintenance of HRDC Register and compliance documents as per the instructions by inspection visiters.

Meeting concluded at : 12.55 pm.

The meeting ensured compliance with NCISM staff norms, strengthened HRDC activities, and improved academic set ups for upcoming batch.

Dr.  Principal
Dr. Ramanujam D. V. S. R. College of Arts
and Science, Serangoon.



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Ref. No: HRDC/04/2025

Date: 25 November 2025

MEETING NOTICE- DEC 2025 (FOURTH HRDC MEETING)

NOTICE

The Human Resource Development Cell (HRDC) of the institution will conduct its quarterly meeting as per NCISM Regulations.

Faculty members of HRDC members are requested to attend without fail.

Date: 4 December 2025

Time: 12:00 PM

Venue: Principal's Cabin

AGENDA

1. Review of previous HRDC meeting decisions.
2. Updates on faculty training progress.
3. Update on ongoing micro-teaching sessions.
4. Reconstitution / Rebuilding of HRDC Committee.
5. Sharir Clinical Correlation – Hands-on Training Plan: Surface anatomical landmarks and Physiology practical demonstrations- Use of models, charts, and skeletal systems
6. Any other matter permitted by the Chair.

Chairperson, HRDC


Principal

Copy to **Dr. Bhanudas Dere Foundation's,**
Dr. Bhanudas Dhere College of Ayurveda

Co-ordinator

Karhe, Sangamner.

All Members



HRDC MEETING IV

Date : 4/12/25

Time : 12.00 PM

Venue : Principal's cabin

convened by : Mr. Amal Satpute

Chair Person : Dr. Wagh. Sonal Suresh

Members Present :

SNO	Name of Faculty	Designation	Sign.
1.	Dr. Wagh. Sonal	Chair Person	
2.	Mr. Amal Satpute	co-ordinator	
3.	Dr. Dada Bhanudas Genuji	member	

Other Faculties :

1.	Dr. Bhadage Vaibhav Kiran	Rachana sharma / Reader	
2.	Dr. Kesar Triyanka Lakshman	Karjya sharma / Reader	P.L.K
3.	Dr. Anjali chandran J.L	RSBK / Assistant Professor	
4.	Dr. Mahale Gaurav	RSBK / Reader	
5.	Dr. Wagh. Manisha Balu	RSBK / Professor	Manisha

Agenda Items :

1. Review of previous HRDC meeting.
2. updates on faculty training progress.
3. update on ongoing microteaching sessions.
4. Reconstitution / Rebuilding of HRDC committee.
5. sharma clinical co-ordinator - Hands on training.
6. Any other matters permitted by the Chair.

Agenda-wise Discussion & Decisions:

1. Review of previous HRDC meeting:
Needed appointment done and remaining process is going on.

2. updates on Training:
Digital skill development training completed successfully and feedback from faculty indicated improvement in teaching preparation.

3. update on Micro-teaching:
Majority of departments didn't done the microteaching. The faculties should complete the session by 17/1/2026.

4. committee Re-building / Reconstitution: no new appointments are going on; slight modification in HRDC committee required.

Three new members proposed for inclusion. Modified committee list to be submitted to principal for approval.

5. Shastri clinical correlation - Hands on Training plan: demonstration to the use of models, charts, skeleton and equipments are planned to improve students knowledge.

Both Shastri Rachana & Shastri Keer department faculties will arrange the sessions & conduct it.

Meeting concluded at 12.45pm.

The meeting concluded by encouraging the faculties to conduct trainings & workshops.


Principal
Dr. Bhanudas Dore Foundation's,
Dr. Bhanudas Dore College of Ayurved,
Karne, Sangamner

NOTICE

Date: 12/02/2026

Subject: HRDC Meeting Notice

All the members of the Human Resource Development Committee (HRDC) are hereby informed that a meeting of the committee will be held as per the schedule below:

Date: 20/02/2026

Time: 02.00PM

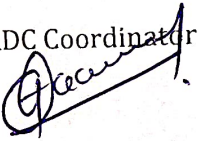
Venue: Principal's Chamber

Agenda:

1. Review of previous HRDC activities
2. Planning of Faculty Development Programmes (FDPs) for the year 2026
3. Training and skill development initiatives for teaching and non-teaching staff
4. Discussion on collaboration, workshops, and seminars
5. Any other matter with the permission of the Chair

All members are requested to attend the meeting without fail.

HRDC Coordinator



Chairperson

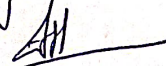



Principal

Dr. Bhanudas Dhere Foundation's
Dr. Bhanudas Dhere College of Ayurved,
Karhe, Sangamner.

Copy to Coordinator and other Members

- Name of Faculty
1. Dr. Anathi chandran. J. L.
 2. Mr. Amal sapute.
 3. Dr. Kasari Priyanka.

Signature




PK

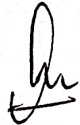
REPORT ON FACULTY DEVELOPMENT PROGRAMME

The Human Resource Development Committee (HRDC) Cell organized a Faculty Development Programme on Financial Literacy exclusively for women faculty members and staff on 17th December 2025 at the Auditorium.

The programme was conducted by Financial Advisor from Elite Investzone, Investment consultancy, with the objective of improving financial knowledge and promoting informed financial decision-making among women professionals.

The session covered essential topics such as personal budgeting, savings, investment options, insurance, and long-term financial planning. The programme was interactive and well-received by the participants.

The programme successfully enhanced financial awareness and empowered women faculty and staff to manage their personal finances more effectively.


Chairperson
HRDC

Principal
Dr. Bhanudas Dere Foundation's
Dr. Bhanudas Dere College of Ayurveda
Karte, Sangamner.



Coordinator

Date: 20/12/2025.





HRDC MEETING 2026 01

date : 20/2/26.

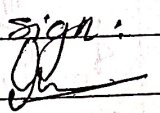
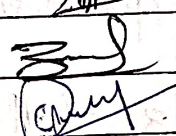
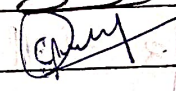
Time : 2 Pm

venue : Principal's chamber.

convened by : Dr. Gaurav Mahale.

chair person : Dr. Wagh Sonal Suresh.

Members Present :

Name of Faculty	Designation	Sign :
1. Dr. Wagh Sonal Suresh	chairperson.	
2. Dr. Kashi Rajyanka Laxmanrao	member.	PCK
3. Dr. Anjali Chandran. J-L	member.	
4. Dr. Amal Salpute	co-ordinator.	
5. Dr. Gaurav Mahale	co-ordinator.	

members Absent / Apology received :

Dr. Dene Bhanudas Genuji.

Agenda :

1. Review of previous HRDC activities.
2. Planning of Faculty development Programmes (FDPs) for the year 2026.
3. Indenting & skill development initiatives for teaching and non-teaching staff.
4. Discussion on collaboration, workshops & seminars.
5. Any other matters with the permission of the chair.

Agenda-wise Discussion & Decisions

1. Review of Previous Activities:

The committee reviewed the activities conducted during the previous year, including and training sessions. The members appreciated initiatives taken by HRDC, especially for women Literacy Programme conducted on December 17, 2025.

2. Planning of FDPs for 2026:

It was proposed to organize regular faculty development programmes focusing on teaching methodology, research skills, and professional development. The committee agreed to conduct at least one FDP per quarter.

3. Skill Development Initiatives:

The committee discussed organizing workshops for both teaching & non-teaching staff to enhance administrative and technical skills.

4. Collaborations and Workshops:

The committee discussed potential collaborations with external experts and institutions for conducting seminars and guest lectures.

Any other matters:

Continuing the microteaching series to improve the teaching techniques using new technology.

The meeting concluded with a vote of thanks by the co-ordinator.



Principal
Dr. Bhanudas Dhere Foundation's
Dr. Bhanudas Dhere College of Agriculture
Karte, Sangamner.