

## **Best Practice**

### **Recruitment of the faculties**

The objective of this practice is to give an overview of the successful initiative taken by English faculty of H.V. Desai college of Arts, Science and Commerce. With reference to the vacancy for 16 grantable and 12 non grantable lectures there was opening for Assistant Professors in English Language. The same had been advertised in newspapers for which applications were received for the interview. However, with adherence to the aims and objectives of the university, Department of English, Arts faculty took the initiative of incorporating an innovative way for selecting the best suited candidate for the post. Hypothesis behind this practice was; students are the best judges and if given a chance they have an ability to select the best faculty for themselves.

#### **Aims and objectives**

1. The overall purpose of this innovation was to select the right faculty.
2. To keep the selection process student centric.
3. To shortlist an applicant who is qualified and competent for the given post.

With reference to the above vacancy handful of applications were received by applicants who aspired to work as Assistant English Professor. Interviews were conducted in the college for same, after which applicants were asked to present a demo lecture. Students were asked to judge and score all the demo lectures on the basis of content, language fluency and competency. The faculty in charge along with students evaluated every demo lecture. At the end of all demos, students were given a call to share their score board and selection. The decision made by the students was appreciated by the faculty and without much due, two candidates were appointed.

#### **Findings:**

It's been last 4 months since the selected applicants have joined and are conducting regular lectures. The college has received excellent feedback from students. Students are responding positively. College has also experienced a rapid growth in the attendance of students.



Dr. Sankla M. R.  
(Head, Dept. of English)

Date: 01/09/2022

Mr. Prashant Pradeep Ingole  
Flat No. 10 C, Vignharta Complex,  
Budhwar Peth, Pune-02  
Mobile No. 9975342622  
Email ID: [ingoleprashant434@gmail.com](mailto:ingoleprashant434@gmail.com)

Sub: Joining Report

To,  
The Principal,  
Haribhai V. Desai College, Pune-02

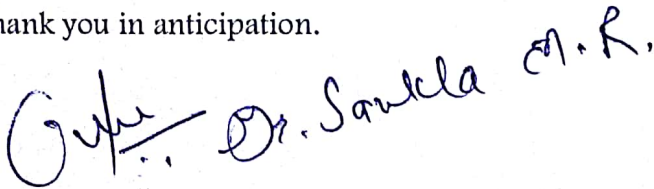
Dear Sir,

With reference to above mentioned subject, I wish to join your highly acclaimed institution on Thursday, 1<sup>st</sup> September, 2022 as a consolidated salaried Assistant Professor for English subject. As per the communication held between me and Dr. Mahavir Sankla, Head, Department of English, I agree general, legal institutional duties as well as regulations.

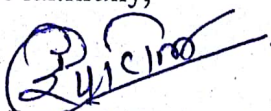
I can assure you, as I shall work with devotion, satisfaction, zeal and enthusiasm.

Kindly accept the same.

Thank you in anticipation.

 Dr. Sankla M.R.

Yours faithfully,

  
(Mr. Prashant Pradeep Ingole)

Date: 01/09/2022

Dr. Siddharth Nathuram Kale

Dangat Patil Nagar, Shivane, Pune-23

Mobile No. 9970271784

Email ID: [vsiddhivinayak@gmail.com](mailto:vsiddhivinayak@gmail.com)

Sub: Joining Report

To,

The Principal,

Haribhai V. Desai College, Pune-02

Dear Sir,

With reference to above mentioned subject, I wish to join your highly acclaimed institution on Thursday, 1<sup>st</sup> September, 2022 as an Assistant Professor on Clock Hour Basis (CHB) for English subject. As per the communication held between me and Dr. Mahavir Sankla, Head, Department of English, I agree general, legal institutional duties as well as regulations.

I can assure you, as I shall work with devotion, satisfaction, zeal and enthusiasm.

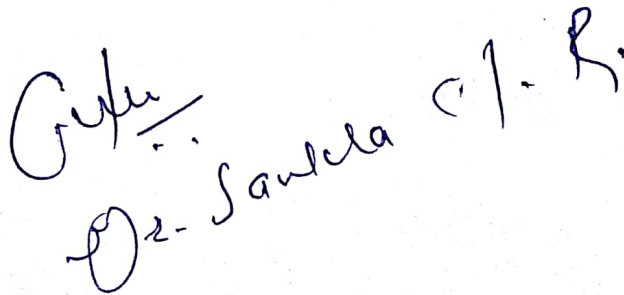
Kindly accept the same.

Thank you in anticipation.

Yours faithfully,



(Dr. Siddharth N. Kale)

  
Dr. Sankla C. R.

Date: 01/09/2022

Mr. Ganesh Mukund Pawar  
Flat No. 10 C, Vignharta Complex,  
Budhwar Peth, Pune-02  
Mobile No. 8888929980  
Email ID: [ganeshpawar190997@gmail.com](mailto:ganeshpawar190997@gmail.com)

Sub: Joining Report

To,  
The Principal,  
Haribhai V. Desai College, Pune-02

Dear Sir,

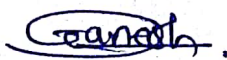
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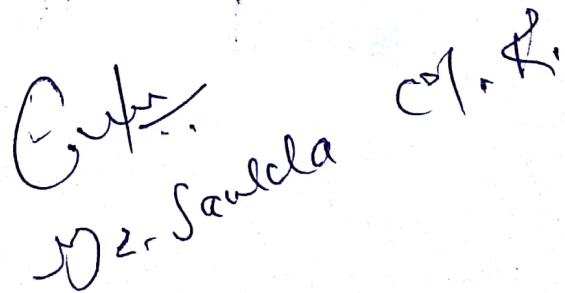
Kindly accept the same.

Thank you in anticipation.

Yours faithfully,



(Mr. Ganesh Mukund Pawar)

  
Dr. Sankla

Date: 01/09/2022

To,  
The Librarian,  
Haribhai V. Desai College, Pune-02

Subject: About issuing Identity Cards and Library Access

Dear Sir,

Department of English recruited following candidates on Clock Hour Basis (CHB) and consolidated salary basis Assistant Professor for English subject in our College for aided and unaided faculties. Kindly grant them an access to the library to go through primary and secondary sources. Their identity card needs to be prepared for the same.

1. Mr. Prashant Pradeep Ingole (consolidated)
2. Mr. Ganesh Mukund Pawar (CHB)
3. Dr. Siddharth Nathuram Kale (CHB)

Thanking you in anticipation.

Yours'



Dr. Mahavir R. Sankla

Head, Department of English



Dr. Neeta Bokil

In-charge Arts Faculty

13<sup>th</sup> December 2021

To,  
The Principal,  
Haribhai V. Desai College,  
Pune - 2.

Subject: Joining Report

Respected Sir,

I, Mr. Prashant P. Ingole undersigned hereby wish to join your esteemed institution and college as a consolidated salaried Assistant Professor for English subject. I am very obliged to share, as I was interviewed by the department of English as well as my dummy lecture is appreciated by the students.

I can assure you, as I will work with dedication, zeal and enthusiasm.



Ms. Prashant P. Ingole

