



BACKWARD CLASS YOUTH RELIEF COMMITTEE'S

# BHIWAPUR MAHAVIDYALAYA

BHIWAPUR DIST. NAGPUR- 441201

ACCREDITED WITH GRADE 'B' (CGPA-2.54) BY NAAC, BENGALURU

ISO-9001:2015

AFFILIATED TO RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY, NAGPUR

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## DETAILED REPORT OF THE ACTIVITY

2023-2024

<b>ACADEMIC SESSION</b>	<b>2023-2024</b>
<b>NAME OF THE ACTIVITY</b>	Workshop on 'Professional Ethics for Teaching and Non-Teaching Staff'
<b>ORGANIZING INSTITUTION/COLLABORATING INSTITUTIONS</b>	<b>Bhiwapur Mahavidyalaya</b>
<b>CORE AREAS COVERED</b>	<ul style="list-style-type: none"><li>• Definition and Scope of Professional Ethics</li><li>• Ethical Theories and Principles</li><li>• Importance of Ethics in Professional Life</li></ul>
<b>SCHEDULE</b>	27 <sup>th</sup> March, 2024
<b>VENUE</b>	<b>Conference Hall</b>
<b>MODE OF ACTIVITY (ONLINE/OFFLINE (IF ONLINE, GIVE WEBLINK))</b>	<b>Offline</b>
<b>ORGANIZING COMMITTEE</b>	Seminar and Symposia Committee
<b>CHIEF COORDINATOR</b>	Asst. Prof. Dr. Ashwini Kadu
<b>COMMITTEE MEMBERS</b>	<ul style="list-style-type: none"><li>• Associate Prof. Dr. Motiraj Chavhan</li><li>• Asst. Prof. Dr. Vinita Virgandham</li></ul>
<b>KEYNOTE SPEAKER/RESOURCE PERSON/PERSONS (Furnish a Brief Report on the Keynote Speaker's Expertise)</b>	Dr. Promod Pabrekar, Senior Consultant RUSA Maharashtra
<b>BENEFICIARIES/TARGET GROUP</b>	<ul style="list-style-type: none"><li>• Teaching Staff</li><li>• Non-Teaching Staff</li></ul>
<b>NUMBER OF STUDENTS/BENEFICIARIES</b>	20

**DETAILED REPORT OF THE ACTIVITY**

The Seminar and Symposia Committee, under the auspices of the Internal Quality Assurance Cell (IQAC), organized a Workshop on 'Professional Ethics for Teaching and Non-Teaching Staff' on 27<sup>th</sup> March, 2024 in the Conference Hall of our College. The primary objective of this Workshop was to enhance the understanding and application of ethical principles in the workplace, thereby fostering a more cohesive and productive environment.

The Event commenced with a warm welcome address by Asst. Prof. Dr. Vinita Virgandham, the IQAC coordinator, highlighting the importance of understanding 'Professional Ethics'.

The Keynote Speaker Mr. Promod Pabrekar, a renowned Resource-person and Senior Consultant from RUSA, Maharashtra, delivered an insightful talk on 'Professional Ethics for Teaching and Non-Teaching Staff.' In his discussion, he emphasized that Professional Ethics are crucial for fostering a culture of integrity and ethical behaviour within the Institution. By equipping the Staff with the knowledge and tools to navigate ethical challenges, the Institution is better positioned to achieve its goals and maintain a positive, professional environment. His talk addressed the needs and enhanced the understanding of Ethics among the Staff. The Workshop was aimed to create a more ethical, accountable and cohesive environment that supports the Institution's mission and vision. Dr. Promod Pabrekar emphasized that the importance of professional Ethics in defining the character of an Institution. It underscores that everyone, whether they are teaching, managing, or supporting, should be guided by integrity. The goal is not only to educate students academically but also to set an ethical example for them.

Associate Prof Dr. Sunil Shinde chaired the Event. In his Presidential Speech, Dr Sunil Shinde, appreciated the initiative taken by the Committee. The Proceedings of the Event was conducted by Associate Prof. Dr. Raheel Quraishi and the formal Vote of Thanks was delivered by Asst. Prof. Dr. Ashwini Kadu.

<p><b>PROGRAMME OBJECTIVES</b></p>	<ul style="list-style-type: none"> <li>• To discuss the importance of Ethics in Education and Administration.</li> <li>• To equip Staff with practical tools for Ethical decision-making.</li> <li>• To foster a culture of integrity and accountability within the Institution.</li> <li>• To provide the participants with a comprehensive understanding of the concept of professional Ethics, including its scope, significance and applications in the Educational Environment.</li> <li>• To create awareness among Teaching and Non-teaching Staff about the importance of maintaining Ethical standards in their professional conduct and decision-making processes.</li> <li>• To discuss the importance of maintaining professional boundaries and confidentiality.</li> </ul>
<p><b>PROBLEMS FACED, IF ANY</b></p>	<p><b>Dealing with Conflicts of Interest:</b> Balancing personal interests with professional responsibilities can be challenging, and the Staff needs guidance on how to manage these conflicts ethically.</p> <p><b>Navigating Ethical Dilemmas:</b> Staff often find themselves in situations where the right course of action is not clear, leading to uncertainty and stress.</p>
<p><b>IMPACT/OUTCOME ACHIEVED</b></p>	<ul style="list-style-type: none"> <li>• Participants now have a deeper understanding of Professional Ethics and its importance in their lives.</li> <li>• Increased awareness of the ethical principles that should guide their professional conduct.</li> <li>• Improved ability to make decisions that align with ethical standards and Institutional values.</li> <li>• The Workshop fostered a sense of community and mutual respect among teaching and non-teaching staff.</li> <li>• Enhanced collaboration and communication among Staff Members, promoting a more cohesive work environment.</li> <li>• A culture of ethical behavior and integrity will enhance the Institution's reputation and trustworthiness.</li> </ul>

**ANALYSIS REPORT OF THE FEEDBACK OBTAINED FROM BENEFICIARIES/ STUDENTS/ ACADEMIC PEERS ETC.**

The Feedback from the participants was overwhelmingly positive. Many appreciated the practical approach of the Workshop and the opportunity to engage in meaningful discussions about Ethics in the workplace. Suggestions for future Workshops included more Case Studies and longer Interactive Sessions.

**Bhiwapur Mahavidyalaya, Bhiwapur**  
**One Day Workshop on**  
**'Professional Ethics' for Teaching and Non-teaching Staff**  
27<sup>th</sup> March 2024  
**Feedback Form**

Name of the Expert: Dr.Pramod N Pabrekar Co-Ordinator RUSA

Name of the Participant: Dr. Mangesh V. Kadu

Contact No.: 9764539797

Please rate each area using the following scale: 1-Lowest 5-Highest

	1	2	3	4	5
Topics covered in this workshop	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Knowledge of expert	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Co-operation of the organizing committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any suggestion: — —

Signature of the Student: [Signature]



**BHIWAPUR MAHAVIDYALAYA**

**Resource Person**



**Dr. Pramod Pabrekar**  
Senior Consultant RUSA  
Maharashtra

**Dr. Ashwini Kadu**  
Member Secretary  
Committee for Seminar and Symposia

**One Day Workshop**  
on  
**'Professional Ethics'**  
for Teaching and Non-teaching Staff  
under the aegis of Internal Quality Assurance Cell  
**27<sup>th</sup> March 2024**

**Dr. Mangesh Kadu**  
Programme Coordinator

**Dr. Vinita S Virgandham**  
IQAC Coordinator

**Dr. Jobi George**  
Principal

**GEOTAG PHOTO GALLERY  
WITH CAPTIONS (Only  
GEOTAG photos covering the  
entire gamut/ span of the activity  
will be accepted)**



Asst. Prof. Dr. Vinita Virgandham, the IQAC coordinator, along with Asso.Prof.Dr. Raheel Quraishi and Asso.Prof.Dr. Sunil Shinde, presenting a bouquet to Dr. Promod Pabrekar



Asst. Prof. Dr. Vinita Virgandham, the IQAC coordinator, delivering a warm Welcome Address



Dr. Promod Pabrekar interacting with the Staff after his Keynote Address

SCANNED COPY OF ATTENDANCE SHEET



**Bhiwapur Mahavidyalaya  
Bhiwapur**

**Guest Lecture on 'Professional Ethics' as a part of  
'One Day Workshop for Teaching and Non- teaching Staff'**  
27<sup>th</sup> March, 2024

**Attendance List**

	Name of the Participants	Signature
1.	Mr. Sanjay C. Meshram	
2.	Mr. Amol V. Bhagat	
3.	Mr. Shankar K. Fendar	
4.	Mr. Ratnakar R. Kannake	
5.	Mr. Gulab K. Gadekar	
6.	Mrs. Savita M. Zodape	
7.	Ku. Harshlata S. Bode	
8.	Mrs. Deepika W. Parwe	
9.	Ku. Jijabai N. Parate	
10.	Mr. Ganesh A. Shahane	
11.	Mr. Khushwant G. Damke	
12.	Mr. Sagar S. Fendar	



**Bhiwapur Mahavidyalaya  
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**Guest Lecture on 'Professional Ethics' as a part of  
'One Day Workshop for Teaching and Non- teaching Staff'**  
27<sup>th</sup> March, 2024

**Attendance List**

	Name of the Participants	Signature
1.	Principal Dr. Jobi George	
2.	Asso. Prof. Dr. Sunil Shinde	
3.	Asst. Prof. Dr. Mangesh Kadu	
4.	Asst. Prof. Dr. Motiraj Chavhan	
5.	Asso. Prof. Dr. Madhukar Nandanwar	
6.	Asst. Prof. Dr. Rahil Qureshi	
7.	Asst. Prof. Anita Mahawadiwar	
8.	Asst. Prof. Dr. Rajesh Bahurupi	
9.	Asst. Prof. Mr. Someshwar Wasekar	
10.	Director Sports and Physical Education - Dr. Aditya Sarve	
11.	Librarian - Dr. Rajashree O.P.	
12.	Asst. Prof. Dr. Vinita Virgandham	
13.	Asst. Prof. Dr. Yogesh More	
14.	Asst. Prof. Mr. Amit Thakare	
15.	Asst. Prof. Dr. Ashwini Kadu	
16.	Asst. Prof. Dr. Ravikant Mishra	
17.	Asst. Prof. Miss. Darshna Damdhar	
18.	Asst. Prof. Sachin Kubde	
19.	Asst. Prof. Ashwini Ramteke	



**BHIWAPUR MAHAVIDYALAYA, BHIWAPUR**

**CERTIFICATE**

This is to certify that Dr. / Mr. / Ms. Arnol V. Bhagat  
of Bhiwapur Mahavidyalaya, has participated in **One Day Workshop on**  
**'Professional Ethics' for Teaching and Non-teaching Staff** organized under the  
aegis of Internal Quality Assurance Cell on **27 March 2024**.

  
Dr. Ashwini Kadu  
Member Secretary  
Committee for Seminar and Symposia

  
Dr. Mangesh Kadu  
Programme Coordinator

  
Dr. Vinita S Virgandham  
IQAC Coordinator

  
Dr. Jobi George  
Principal

Principal  
Bhiwapur Mahavidyalaya