

SHRI SHANKARRAO BWZALWAR ARTS AND COMMERC COLLEGE AHERI DIST GADCHIROLI M.S. 442705

3.3.1 Institution has created an eco-system for innovations including Incubation Centre and other initiatives for creation and transfer of knowledge

The College has created an ecosystem for Research and Innovation by

- (i) Recruiting and developing desirable human resource,
- (ii) Taking initiative for creation and dissemination of knowledge and
- (iii) Establishing state of the art infrastructure:

1. Human Resource Development

At the entry level, the college recruits meritorious, dynamic and enterprising young faculty through an elaborate selection process that involves careful scrutiny of applications, testing of knowledge and teaching skills through seminars and selection interviews.

The annual performance appraisal system encourages faculty to enhance their teaching, research and administrative skills, as well as social services to the desired level of promotion. Faculty members are encouraged to undergo professional development programs and organize and participate in Conferences, Seminars and Workshops. Leave is granted and financial support is provided to participate in India and abroad. Teaching and non-teaching staff are encouraged to enhance their qualifications and pursue part-time PhD programs.

Multidisciplinary Research Cell is active in the college where the researchers of different disciplines come together and discuss their research output and experiences. is organized in the campus where all research scholars across the institute.

The Institute has identified its goals. The main objectives of these research divisions are to contribute to the society through their research. The research may not lead to publications but the research output will definitely help the society. SBCA is engaged in research for solutions. Some of the teachers are engaged in finding solutions to the economical backwardness of the tribal people, some in the implication of usefulness of the economic policies Shivaji Maharaj etc.

Young faculty across the institute are encouraged to do research in multi-disciplinary and inter disciplinary areas. The research scholars are encouraged to apply for research grants to various agencies and Maharashtra Govt initiatives like BARTI, MAHAJYOTI for funding.

Paper publication and travel grants for national and International travels. One CHB and PhD scholar named Ku Anita Mandhare , working under the guidance of Dr Ravindra D. Hajare has been selected for the research grants.

- **Incubation and Innovation Centre:** The college has recently started the Centre. It is encouraging the students with required skills to initiate ‘starts ups’ novel ideas, innovative thoughts so that it could send proposal to the affiliating university. The university also invites innovative ideas on behalf of its Centre. It organizes “ Innervate” programme to encourage innovations and incubation.