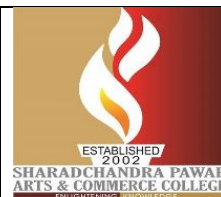




Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and
Commerce College
Alandi Devachi, (Dudulgaon), Pune-412105
*(Affiliated to Savitribai Phule Pune University, Recognised
by Govt. of Maharashtra)*



Criterion 6: Governance, Leadership and Management

6.3 - Faculty Empowerment Strategies (33)

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Prof. Kailash A. Atarkar
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of Economics Shri Chhatrapati Shivaji Maharaj College Aundh
4.	Email Telephone / Mobile number	:	9604936520
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>384</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>370</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>96.5</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	384	No. of Classes Taught	:	370	% of Classes Taught	:	96.5	Grade	:	Good	Good						
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Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
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Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center;">Good</p>		

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12	02	
	National Publishers	10	10	12	
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
More than 10 lakhs	05	05			
Less than 10 lakhs	02	02			
(d) Consultancy					
		03	03		
5.	(a) Patents				
	International				
	National	10	10		
		07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International				
	National	10	10		
	State	07	07		
		04	04		
	(c) Awards/Fellowship				
International					
National	07	07			
	05	05			
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=					

KAAE
Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at SI. No.2	Good	Good-
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

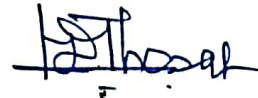
4. Remarks and suggestions :

Do Seminars Conferences and write Research Papers.

Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Prof Sanjiv S. Kamble
2.	Designation	:	Asst. Prof.
3.	Name of the Department / Centre	:	Dept. of Marathi Sharadchandra pawar college Akadi
4.	Email Telephone / Mobile number	:	9822874802
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>384</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>370</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>96.35</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	384	No. of Classes Taught	:	370	% of Classes Taught	:	96.35	Grade	:	Good	Good						
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2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 10%;">Sr.</th> <th style="width: 10%;">Yes/No</th> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
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	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p>Good</p>		

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S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12	02	
	National Publishers	10	10	12	
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted		
		02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
(d) Consultancy					
		03	03		
5.	(a) Patents				
	International				
	National	10	10		
		07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International				
	National	10	10		
	State	07	07		
		04	04		
	(c) Awards/Fellowship				
International					
National	07	07			
	05	05			
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)				
	International (within Country)	07	07		
	National	05	05		
	State/ University	03	03		
		02	02		
Total 1+2+3+4+5+6=					

Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
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| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
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- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
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- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Attend seminars & do research work


Signature

(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Dr. Pandurang Uttamrao Misal
2.	Designation	:	ASST. PROFESSOR
3.	Name of the Department / Centre	:	DEPT: OF MARATHI, S.P. COLLEGE, DUDHAGAOON, (ALANDI), PUNE
4.	Email Telephone / Mobile number	:	pandurangmisal@gmail.com 9822188144
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>576</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td></td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td></td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	576	No. of Classes Taught	:		% of Classes Taught	:		Grade	:	Good							
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2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>NO</td> </tr> <tr> <td>(f)</td> <td>NO</td> </tr> <tr> <td>(g)</td> <td>NO</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	NO	(f)	NO	(g)	NO	Grade	Good	
Involved in at least 3 activities	:	Good																													
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Sr.	Yes/No																														
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Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05	05	
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course	02	
	(c) MOOCs			02	
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:			
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	(c) Awards/Fellowship			
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				

Prinzel
Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

participate in International seminars And workshop


Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022 - 23

SECTION - A: GENERAL

1.	Name	:	Dr. Chhaya Kishor Joshi
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of English, S.P. college, Dudulgaon, Alandi
4.	Email Telephone / Mobile number	:	joshichhaya1985@gmail.com 9503806144
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022 - 23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>516</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td></td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td></td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	516	No. of Classes Taught	:		% of Classes Taught	:		Grade	:	Good							
80% & above	:	Good																													
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Total Classes Assigned	:	516																													
No. of Classes Taught	:																														
% of Classes Taught	:																														
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 10%;">Sr.</th> <th style="width: 10%;">Yes/No</th> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
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Sr.	Yes/No																														
(a)	Yes																														
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(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

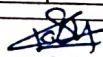
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05	05	
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course	02	
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
More than 10 lakhs	05	05			
Less than 10 lakhs	02	02			
(d) Consultancy					
		03	03		
5.	(a) Patents				
	International	10	10		
	National	07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
International	07	07			
National	05	05			
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=					


Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
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Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Participate in International seminars & workshops.


Signature

(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	prof. kasab manikvijabhau.
2.	Designation	:	Asst. professor.
3.	Name of the Department / Centre	:	Dept. of pol. sci. sharadchandra parwar Arts & Commerce college.
4.	Email Telephone / Mobile number	:	manikkasab@gmail.com 9850196055
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>384</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>370</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>9635</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	384	No. of Classes Taught	:	370	% of Classes Taught	:	9635	Grade	:	Good	Good						
80% & above	:	Good																													
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Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	yes																														
(b)	yes																														
(c)	yes																														
(d)	yes																														
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Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center;">Good</p>		

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
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2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12	10	
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
(d) Consultancy					
		03	03		
5.	(a) Patents				
	International	10	10		
	National	07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
	International	07	07		
	National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=				10	

Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

participate in seminars & workshops


Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)


Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Dighe Nikas Dagadu,
2.	Designation	:	Director of Physical Education
3.	Name of the Department / Centre	:	Sports.
4.	Email Telephone / Mobile number	:	9890951092 nikasdigheor@gmail.com.
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>7</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>7</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>7</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>7</td> </tr> </table>	Total Classes Assigned	:	7	No. of Classes Taught	:	7	% of Classes Taught	:	7	Grade	:	7							
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	7																													
No. of Classes Taught	:	7																													
% of Classes Taught	:	7																													
Grade	:	7																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <th>Sr.</th> <th>Yes/No</th> </tr> <tr> <td>(a)</td> <td>Yes.</td> </tr> <tr> <td>(b)</td> <td>Yes.</td> </tr> <tr> <td>(c)</td> <td>Yes.</td> </tr> <tr> <td>(d)</td> <td>Yes.</td> </tr> <tr> <td>(e)</td> <td>No.</td> </tr> <tr> <td>(f)</td> <td>No.</td> </tr> <tr> <td>(g)</td> <td>No.</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes.	(b)	Yes.	(c)	Yes.	(d)	Yes.	(e)	No.	(f)	No.	(g)	No.	Grade	Good	
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes.																														
(b)	Yes.																														
(c)	Yes.																														
(d)	Yes.																														
(e)	No.																														
(f)	No.																														
(g)	No.																														
Grade	Good																														

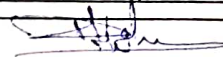
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center;">Good</p>		

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
5.	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
	(d) Consultancy				
		03	03		
	(a) Patents				
	International	10	10		
National	07	07			
6.	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
	International	07	07		
	National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=					


Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Do seminars Conference


Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Savita Dipak Manke
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Sharadchandra Pawar Arts & Commerce College, Dadulgaon (Alandi) Dept. of Geography
4.	Email Telephone / Mobile number	:	Savita.Manke@gmail.com 7387778147
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>288</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>242</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>84.21</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	288	No. of Classes Taught	:	242	% of Classes Taught	:	84.21	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	288																													
No. of Classes Taught	:	242																													
% of Classes Taught	:	84.21																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 10%;">Sr.</th> <th style="width: 10%;">Yes/No</th> </tr> <tr> <td>(a)</td> <td>No</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>No</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Satisfactory</td> </tr> </table>	Sr.	Yes/No	(a)	No	(b)	Yes	(c)	Yes	(d)	No	(e)	No	(f)	No	(g)	No	Grade	Satisfactory	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	No																														
(b)	Yes																														
(c)	Yes																														
(d)	No																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Satisfactory																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center;">Good.</p>		

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12	—	
	National Publishers	10	10	—	
	Chapter in Edited Book	05	05	—	
	Editor of Book by International Publisher	10	10	—	
	Editor of Book by National Publisher	08	08	—	
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03	—		
Book	08	08	—		
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05	—	
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20	—	
	MOOCs (developed in 4 quadrant) per module/lecture	05	05	—	
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02	—	
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08	—	
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12	—	
	e-Content(developed in 4 quadrants) per module	05	05	—	
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02	—		
Editor of e-content for complete course/paper/e-book	10	10	—		

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded	✓	
		05 per thesis submitted	05 per thesis submitted	—	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	—	
	(b) Research Projects Completed				
	More than 10 lakhs	10	10	—	
	Less than 10 lakhs	05	05	—	
5.	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05	—	
	Less than 10 lakhs	02	02	—	
	(d) Consultancy				
		03	03	—	
	(a) Patents				
	International				
National	10	10	—		
	07	07	—		
6.	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International				
	National	10	10	—	
	State	07	07	—	
		04	04	—	
	(c) Awards/Fellowship				
	International	07	07	—	
National	05	05	—		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)				
	International (within Country)	07	07	—	
	National	05	05	—	
	State/ University	03	03	—	
	02	02	—		
Total 1+2+3+4+5+6=					

Spashil
Signature of the teacher

KAD
Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
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 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"><tr><td>Good in teaching and satisfactory or good in activity at SI. No.2</td><td>Good</td></tr><tr><td>Satisfactory in teaching and good or satisfactory in activity at SI.No.2.</td><td>Satisfactory</td></tr><tr><td>If neither good nor satisfactory in overall grading</td><td>Not Satisfactory</td></tr></table>	Good in teaching and satisfactory or good in activity at SI. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory		Good.
Good in teaching and satisfactory or good in activity at SI. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>								

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

participate in seminars & workshops.


Signature

(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Prof. Shiraskar R. P.
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	rajushiraskar023@gmail.com
4.	Email Telephone / Mobile number	:	Dept. of Arts
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>560</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>550</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>98.21</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	560	No. of Classes Taught	:	550	% of Classes Taught	:	98.21	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	560																													
No. of Classes Taught	:	550																													
% of Classes Taught	:	98.21																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Satisfactory
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

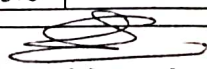
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities - such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p>Good.</p>		

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy	03	03		
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
(c) Awards/Fellowship				
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				


Signature of the teacher


Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"><tr><td>Good in teaching and satisfactory or good in activity at SI. No.2</td><td>Good</td></tr><tr><td>Satisfactory in teaching and good or satisfactory in activity at SI.No.2.</td><td>Satisfactory</td></tr><tr><td>If neither good nor satisfactory in overall grading</td><td>Not Satisfactory</td></tr></table>	Good in teaching and satisfactory or good in activity at SI. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory		Satisfactory
Good in teaching and satisfactory or good in activity at SI. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>								

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

..6..

4. Remarks and suggestions :

Research work, Seminars


Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022 - 2023

SECTION - A: GENERAL

1.	Name	: Prof. Dolas Pravin D Nyambar
2.	Designation	: Asst. Professor
3.	Name of the Department / Centre	: Dept of Engg SPACC Dadasaheb Phule Pune.
4.	Email Telephone / Mobile number	: dolaspravin07@gmail.com 8407992799
5.	YEAR OF PERFORMANCE APPRAISAL	: 2022 - 2023

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>576</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>555</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>96.18</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	576	No. of Classes Taught	:	555	% of Classes Taught	:	96.18	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	576																													
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Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>No</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	No	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	No																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>		<p>Good</p>

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	—	
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20	—	
	MOOCs (developed in 4 quadrant) per module/lecture	05	05	—	
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02	—	
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08	—	
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12	—	
	e-Content(developed in 4 quadrants) per module	05	05	—	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02	—	
	Editor of e-content for complete course/paper/e-book	10	10	—	

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
(c) Awards/Fellowship				
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				



Signature of HOD / Director

Date:

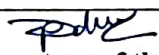
(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.


Signature of the teacher

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at SI. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i> <i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Participate in workshops & seminars

Improve Education



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Prof. Jayashree J. Vishvamath
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of English - Bharwadchandra Pawan Arts & Commerce College, Akurdi
4.	Email Telephone / Mobile number	:	nyavahanevishv@gmail.com 7030446988
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>576</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>548</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>95.13%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	576	No. of Classes Taught	:	548	% of Classes Taught	:	95.13%	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	576																													
No. of Classes Taught	:	548																													
% of Classes Taught	:	95.13%																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>NO</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>NO</td> </tr> <tr> <td>(f)</td> <td>NO</td> </tr> <tr> <td>(g)</td> <td>NO</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	NO	(b)	Yes	(c)	Yes	(d)	Yes	(e)	NO	(f)	NO	(g)	NO	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	NO																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	NO																														
(f)	NO																														
(g)	NO																														
Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>		<p>Good</p>

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	—	
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;			—	
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05	05	
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course	02	
	(c) MOOCs			—	
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20	—	
	MOOCs (developed in 4 quadrant) per module/lecture	05	05	—	
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02	—	
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08	—	
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12	—	
	e-Content(developed in 4 quadrants) per module	05	05	—	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02	—	
Editor of e-content for complete course/paper/e-book	10	10	—		

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
5.	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
	(d) Consultancy				
		03	03		
	(a) Patents				
	International	10	10		
National	07	07			
6.	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
	International	07	07		
	National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=				07	

Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

—

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

—

4. Remarks and suggestions :

Do Research work, Publish Research Papers



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Khuikhule Yashoda Nagmath
2.	Designation	:	Assit. Professor
3.	Name of the Department / Centre	:	Agas Dept.
4.	Email Telephone / Mobile number	:	amegabsharda@gmail.com 9767605681
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																														
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">80% & above</td> <td style="width: 5%;">:</td> <td style="width: 5%;">:</td> <td style="width: 15%;">Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	:	Good	Below 80% but 70% & above	:	:	Satisfactory	Less than 70%	:	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Total Classes Assigned</td> <td style="width: 5%;">:</td> <td style="width: 5%;">:</td> <td style="width: 15%;">480</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>:</td> <td>432</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>:</td> <td>90%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>:</td> <td>good</td> </tr> </table>	Total Classes Assigned	:	:	480	No. of Classes Taught	:	:	432	% of Classes Taught	:	:	90%	Grade	:	:	good	good		
80% & above	:	:	Good																															
Below 80% but 70% & above	:	:	Satisfactory																															
Less than 70%	:	:	Not satisfactory																															
Total Classes Assigned	:	:	480																															
No. of Classes Taught	:	:	432																															
% of Classes Taught	:	:	90%																															
Grade	:	:	good																															
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Involved in at least 3 activities</td> <td style="width: 5%;">:</td> <td style="width: 5%;">:</td> <td style="width: 15%;">Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	:	Good	1-2-activities	:	:	Satisfactory	Not involved / undertaken any of the activities	:	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Sr.</td> <td style="width: 10%;">Yes/No</td> </tr> <tr> <td>(a)</td> <td>No</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>good</td> </tr> </table>	Sr.	Yes/No	(a)	No	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	good	good
Involved in at least 3 activities	:	:	Good																															
1-2-activities	:	:	Satisfactory																															
Not involved / undertaken any of the activities	:	:	Not satisfactory																															
Sr.	Yes/No																																	
(a)	No																																	
(b)	Yes																																	
(c)	Yes																																	
(d)	Yes																																	
(e)	No																																	
(f)	No																																	
(g)	No																																	
Grade	good																																	

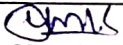
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p>2007</p>	<p>good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
	Book	08	08		
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:			
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	(c) Awards/Fellowship			
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				


Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"><tr><td>Good in teaching and satisfactory or good in activity at Sl. No.2</td><td>Good</td></tr><tr><td>Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</td><td>Satisfactory</td></tr><tr><td>If neither good nor satisfactory in overall grading</td><td>Not Satisfactory</td></tr></table>	Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory		<i>good</i>
Good in teaching and satisfactory or good in activity at Sl. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>								

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

20

A. Remarks and suggestions :

Go for phd registration degree.



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-2023

SECTION - A: GENERAL

1.	Name	:	Prerana Swapnil Patil
2.	Designation	:	Assit. Professor
3.	Name of the Department / Centre	:	BBA (CA). dept
4.	Email Telephone / Mobile number	:	patil.swapprerana24@gmail.com 9657257525
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-2023

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">80% & above</td> <td style="width: 10%;">:</td> <td style="width: 10%;">Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Total Classes Assigned</td> <td style="width: 10%;">:</td> <td style="width: 30%;">480</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>450</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>90.00</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	480	No. of Classes Taught	:	450	% of Classes Taught	:	90.00	Grade	:	Good							
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	480																													
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% of Classes Taught	:	90.00																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Involved in at least 3 activities</td> <td style="width: 10%;">:</td> <td style="width: 10%;">Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Sr.</td> <td style="width: 10%;">Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>No</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	No	(e)	No	(f)	No	(g)	No	Grade	Good	
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	No																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;			—	
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
(c) Research Projects Ongoing:					
More than 10 lakhs	05	05			
Less than 10 lakhs	02	02			
(d) Consultancy					
		03	03		
5.	(a) Patents				
	International				
	National	10	10		
		07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International				
	National	10	10		
	State	07	07		
		04	04		
	(c) Awards/Fellowship				
International					
National	07	07			
	05	05			
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05		
	National	03	03		
	State/ University	02	02		
Total 1+2+3+4+5+6=					

Bachchan
Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"><tr><td>Good in teaching and satisfactory or good in activity at SI. No.2</td><td>Good</td></tr><tr><td>Satisfactory in teaching and good or satisfactory in activity at SI.No.2.</td><td>Satisfactory</td></tr><tr><td>If neither good nor satisfactory in overall grading</td><td>Not Satisfactory</td></tr></table>	Good in teaching and satisfactory or good in activity at SI. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory		Good.
Good in teaching and satisfactory or good in activity at SI. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>								

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

DO some publication and Extension activity work



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Sonali Vipul Abhang
2.	Designation	:	Assit. Professor
3.	Name of the Department / Centre	:	BBA (CA) Dept.
4.	Email Telephone / Mobile number	:	abhangsonal66@gmail.com 7028024914
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>480</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>460</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>90</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	480	No. of Classes Taught	:	460	% of Classes Taught	:	90	Grade	:	Good							
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	480																													
No. of Classes Taught	:	460																													
% of Classes Taught	:	90																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>NO</td> </tr> <tr> <td>(b)</td> <td>YES</td> </tr> <tr> <td>(c)</td> <td>YES</td> </tr> <tr> <td>(d)</td> <td>YES</td> </tr> <tr> <td>(e)</td> <td>NO</td> </tr> <tr> <td>(f)</td> <td>NO</td> </tr> <tr> <td>(g)</td> <td>NO</td> </tr> <tr> <td>Grade</td> <td></td> </tr> </table>	Sr.	Yes/No	(a)	NO	(b)	YES	(c)	YES	(d)	YES	(e)	NO	(f)	NO	(g)	NO	Grade		
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	NO																														
(b)	YES																														
(c)	YES																														
(d)	YES																														
(e)	NO																														
(f)	NO																														
(g)	NO																														
Grade																															

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
(c) Awards/Fellowship				
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				


Signature of the teacher

Signature of HOD / Director

Date:

(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"><tr><td>Good in teaching and satisfactory or good in activity at SI. No.2</td><td>Good</td></tr><tr><td>Satisfactory in teaching and good or satisfactory in activity at SI.No.2.</td><td>Satisfactory</td></tr><tr><td>If neither good nor satisfactory in overall grading</td><td>Not Satisfactory</td></tr></table>	Good in teaching and satisfactory or good in activity at SI. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory		good
Good in teaching and satisfactory or good in activity at SI. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>								

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Do more research paper work.



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Prof. Poojashri S. Khadake
2.	Designation	:	Asst. Professor.
3.	Name of the Department / Centre	:	BBA CCA)
4.	Email Telephone / Mobile number	:	poojashrikatakars1@gmail.com 9970018903
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1
Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>480</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>450</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>90.00</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	480	No. of Classes Taught	:	450	% of Classes Taught	:	90.00	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
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Total Classes Assigned	:	480																													
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Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 5%;">Sr.</th> <th style="width: 15%;">Yes/No</th> </tr> <tr> <td>(a)</td> <td>NO</td> </tr> <tr> <td>(b)</td> <td>NO</td> </tr> <tr> <td>(c)</td> <td>YES</td> </tr> <tr> <td>(d)</td> <td>NO</td> </tr> <tr> <td>(e)</td> <td>NO</td> </tr> <tr> <td>(f)</td> <td>NO</td> </tr> <tr> <td>(g)</td> <td>NO</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	NO	(b)	NO	(c)	YES	(d)	NO	(e)	NO	(f)	NO	(g)	NO	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	NO																														
(b)	NO																														
(c)	YES																														
(d)	NO																														
(e)	NO																														
(f)	NO																														
(g)	NO																														
Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score	
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper			
2.	Publication (other than Research papers)					
	(a) Books authored which are published by;					
	International publishers	12	12			
	National Publishers	10	10			
	Chapter in Edited Book	05	05			
	Editor of Book by International Publisher	10	10			
	Editor of Book by National Publisher	08	08			
	(b) Translation works in Indian and Foreign Languages by qualified faculties					
	Chapter or Research paper	03	03			
Book	08	08				
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula					
	(a) Development of Innovative pedagogy	05	05			
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course			
	(c) MOOCs					
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20			
	MOOCs (developed in 4 quadrant) per module/lecture	05	05			
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02			
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08			
	(d) E-Content					
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12			
	e-Content(developed in 4 quadrants) per module	05	05			
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
Editor of e-content for complete course/paper/e-book	10	10				

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
(c) Awards/Fellowship				
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				

Dal
Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|--|
| i) | Paper in refereed journals without impact factor | - | 05 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| a) | Two authors | - | 70% of total value of publication for each author |
| b) | More than two author | - | 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author |
| c) | Joint Project | - | Principal Investigator and Co-investigator would get 50% each |

NOTE:


- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

→

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

Do Research, Publications, presentations and Extension work


Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-23

SECTION - A: GENERAL

1.	Name	:	Shri. Dileep Shriram Basi
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Department of Commerce SPACC Dindulgaon
4.	Email Telephone / Mobile number	:	dbbharatmata16@gmail.com 9579733553
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>500</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>550</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>110%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	500	No. of Classes Taught	:	550	% of Classes Taught	:	110%	Grade	:	Good	Good						
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Below 80% but 70% & above	:	Satisfactory																													
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Total Classes Assigned	:	500																													
No. of Classes Taught	:	550																													
% of Classes Taught	:	110%																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
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Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

Table 2

Methodology for University and College Teacher for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	(c) Awards/Fellowship			
	International	07	07	
	National	05	05	
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	01
	State/ University	02	02	
Total 1+2+3+4+5+6=			01	

[Signature]
Signature of the teacher

Signature of HOD / Director

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor >10 - 30 Points

- a) Two authors - 70% of total value of publication for each author
- b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
- c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
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- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

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- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

1] Do research paper & work
2] Attend the F.D.P.



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022-2023

SECTION - A: GENERAL

1.	Name	:	Sonawane Dinali Mangesh.
2.	Designation	:	Assistant Professor
3.	Name of the Department / Centre	:	Commerce
4.	Email Telephone / Mobile number	:	dinalisonawane006@gmail.com 9561867979
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-2023

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
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(e)	No																														
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Grade	Good																														

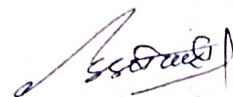
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p>Good</p>		

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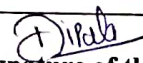
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2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
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	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
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	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
(c) Research Projects Ongoing:				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
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	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				



Signature of HOD / Director

Date:


Signature of the teacher

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
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- vi) Paper with impact factor >10 - 30 Points

- a) Two authors - 70% of total value of publication for each author
- b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
- c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

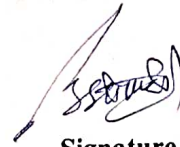
		Verified Grading
Good in teaching and satisfactory or good in activity at SI. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: <i>For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</i></p> <p><i>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</i></p>		

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

- 1] Do Research work & papers
- 2] To Attain the F.D.P.



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2022 - 2023

SECTION - A: GENERAL

1.	Name	:	Prof. Tamhane D.G
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of Commerce
4.	Email Telephone / Mobile number	:	9970923229
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022 - 23

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>460</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>440</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td></td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	460	No. of Classes Taught	:	440	% of Classes Taught	:		Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	460																													
No. of Classes Taught	:	440																													
% of Classes Taught	:																														
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

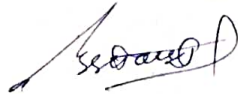
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center;">Good</p>		

Table 1

Table 1. Summary of the data collected during the study. The table shows the number of subjects who completed the study, the number of subjects who were excluded, and the reasons for exclusion. The table also shows the number of subjects who were included in the final analysis.

No.	Participant/Subject Name	Number of Sessions	Number of Sessions Completed (with/without)	Reason for Exclusion
1	Participant 1	10	10	
2	Participant 2	10	10	
3	Participant 3	10	10	
4	Participant 4	10	10	
5	Participant 5	10	10	
6	Participant 6	10	10	
7	Participant 7	10	10	
8	Participant 8	10	10	
9	Participant 9	10	10	
10	Participant 10	10	10	
11	Participant 11	10	10	
12	Participant 12	10	10	
13	Participant 13	10	10	
14	Participant 14	10	10	
15	Participant 15	10	10	
16	Participant 16	10	10	
17	Participant 17	10	10	
18	Participant 18	10	10	
19	Participant 19	10	10	
20	Participant 20	10	10	
21	Participant 21	10	10	
22	Participant 22	10	10	
23	Participant 23	10	10	
24	Participant 24	10	10	
25	Participant 25	10	10	
26	Participant 26	10	10	
27	Participant 27	10	10	
28	Participant 28	10	10	
29	Participant 29	10	10	
30	Participant 30	10	10	
31	Participant 31	10	10	
32	Participant 32	10	10	
33	Participant 33	10	10	
34	Participant 34	10	10	
35	Participant 35	10	10	
36	Participant 36	10	10	
37	Participant 37	10	10	
38	Participant 38	10	10	
39	Participant 39	10	10	
40	Participant 40	10	10	
41	Participant 41	10	10	
42	Participant 42	10	10	
43	Participant 43	10	10	
44	Participant 44	10	10	
45	Participant 45	10	10	
46	Participant 46	10	10	
47	Participant 47	10	10	
48	Participant 48	10	10	
49	Participant 49	10	10	
50	Participant 50	10	10	

4.	(a) Research guidance			
	Ph.D.	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:			
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
(d) Consultancy		03	03	
5.	(a) Patents			
	International	10	10	
	National	07	07	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	(c) Awards/Fellowship			
International	07	07		
National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05	
	National	03	03	
	State/ University	02	02	
Total 1+2+3+4+5+6=				



Signature of HOD / Director

Date:


(* The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - c) Joint Project - Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co- supervisor, both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.



Signature of the teacher

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the work done under each head of activity :

**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

		Verified Grading						
<table border="1"> <tr> <td>Good in teaching and satisfactory or good in activity at Sl. No.2</td> <td>Good</td> </tr> <tr> <td>Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</td> <td>Satisfactory</td> </tr> <tr> <td>If neither good nor satisfactory in overall grading</td> <td>Not Satisfactory</td> </tr> </table>	Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	If neither good nor satisfactory in overall grading	Not Satisfactory	<p><i>Note:</i> For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment.</p> <p>The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not be assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</p>	
Good in teaching and satisfactory or good in activity at Sl. No.2	Good							
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory							
If neither good nor satisfactory in overall grading	Not Satisfactory							
	Good							

- (b) Justification of assessment of work as not satisfactory:

3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :

- 1] Do Research Workd Paper
- 2] To Attain the F.D.P.



Signature
(Head of the Department)

Remarks of the Vice-Chancellor (Adverse remarks as well as remarks of appreciation)

Signature
(Vice Chancellor)



Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and Commerce College
Dudulgaon, (Alandi) Pune-412105
(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of Maharashtra)

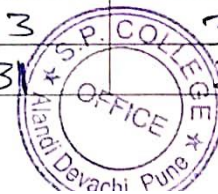


NON TEACHING STAFF FEEDBACK FORM (A.Y. 2022-23)

Please tick mark against the rating scale by taking the below parameters into consideration.

Rating scale	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Rating	5	4	3	2	1

Name of the Non-Teaching Staff	Mr.Pravin Bhave	Mrs. Varsha Tajane	Ms. Neha Landge	Mr.Arvind Phalke	Mr.Vinod Mogal	Mr. Vaibhav Badve	Mr. Shrikant Kamble
Attendance and Punctuality	5	4	4	4	4	5	5
Job Knowledge and Expertise	5	4	4	3	4	4	4
Appearance and grooming	5	4	3	3	4	4	4
Courtesy & Cooperation	5	5	4	5	5	5	5
Technical Knowledge	4	4	5	5	2	2	4
Written and Verbal Communication	4	4	4	4	3	3	4
Problem solving	5	5	4	4	3	4	4
Interpersonal Skills	5	5	3	3	4	4	4
Overall Feedback	38	35	31	31	29	31	37



Sharadchandra Pawar Arts and Commerce College,
Dudulgaon (Alandi), Pune.