



Sharadchandra Pawar Arts and Commerce College,

Alandi Devachi, (Dudulgaon), Tal - Khed, Dist - Pune, 412105

(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of Maharashtra)



CRIT	CRITERION 6				
	, LEADERSHIP AND AGEMENT				
6.3 Faculty Emp	oowerment Strategies				
Metric No.	6.3.5				
Metric Name	Performance Appraisal Syastem				
QLM/QNM	QLM				
File No.	3				



Shri Gajanan Maharaj Shikshan Prasarak Mandal's

Sharadchandra Pawar Arts and Commerce College,

Alandi Devachi, (Dudulgaon), Tal - Khed, Dist - 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

Sr. No.	Particulars	Page No.
1	Performance Appraisal Forms- Teaching	2
2	Performance Appraisal Forms- Non-Teaching	81



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

VEAR OF PERFORMANCE APPRAISAL: 2023 - 24

SECTION - A: GENERAL

1.	Name	: Shri Rof. Dileep Shrinam Basi
2.	Designation	: Asst. Professor
3.	Name of the Department / Centre	: Dept. of Commerce. SAAcc. Dudulgain
4.	Email Telephone / Mobile number	: 9579733553
5.	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criter	ia	S	Self-appraisa 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)	but 70% & above Less than : Not	d factory factory		es Assigned sses Taught es Taught	:	560 550 98.21 Good	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.	activities Not : Not	actory	Sr. (a) (b) (c). (d). (e) (f) (g) Grade	Yes/No Yes Yes Yes Yes No No No No			good:

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

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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					
0	Publication (other than Research papers)							
	(a) Books authored which are published by							
	International publishers							
	National Publishers	12	12					
	Chapter in Edited Book	10	10					
2.	Editor of Book by International Publisher	05	05					
		10	10					
	Editor of Book by National Publisher	08	08					
	(b) Translation works in Indian and Foreig	in Languages by qualifier	d faculties					
	Chapter or Research paper	. 03	03					
	Book	08	08	-				
	Creation of ICT mediated Teaching Learn new and innovative course and curricula (a) Development of Innovative pedagogy	ing pedagogy and conten 05	t and development of 05					
	(b) Design of new curricula and courses	02 per curricula/course			L. J. Street Street			
	(c) MOOCs	1 oz per contentacourse	02 per curricula/course					
	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					
3.	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					

	Ph.D.				
	" and	10 per degree awarded	10 per degree awarded		
1	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted		
	(b) Research Projects Completed	02 per degree awarded	02 per degree awarded		_
1	More than 10 lakhs				
1	Less than 10 lakhs	1 10	10		
1	(c) Research Projects Ongoing:	05	1005		
	More than 10 Jakhs		05		
	Less than 10 lakhs	05	05		
1	(d) Consultancy	02	05		
		03	. 02		
	(a) Patents		03		
	International			1	
		T			+
	National	10	10		
	National (b) *Policy Document (C to the	07	10 07 body/organization like		
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International	07 10 an International ai Monetacy Fund etc. or C	07		
)	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National	07 lo an International ai Monetacy Fund etc. or C	07 body/organization like Central Government or 10		
,	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State	07 10 an International ai Monetacy Fund etc. or C 10 07	07 body/organization like Central Government or		
,	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship	07 lo an International ai Monetacy Fund etc. or C	07 body/organization like Central Government or 10	·	
,	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International	10 an International ai Monetacy Fund etc. or C 10 10 07 04	07 body/organization like Central Government or 10 07		
,	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship	07 10 an International ai Monetacy Fund etc. or C 10 10 07 04 07	07 body/organization like Central Government or 10 07	-	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National National National	07 10 an International ai Monetacy Fund etc. or C 10 10 07 04 07 04 07 05	07 body/organization like Central Government or 10 07 04 07 04		
,	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ paper in Conference Proceeding (Paper presen full paper in Conference Proceedings with	07 10 an International ai Monetacy Fand etc. or C 10 10 07 04 07 05 r presentation in Seminars/	07 body/organization like Central Government or 10 07 04 07 04 07 05		
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pape in Conference Proceeding (Paper presen full paper in Conference Proceedings will International (Abroad)	07 10 an International al Monetacy Fund etc. or C 10 10 07 04 07 04 07 05 r presentation in Seminars/ ted in Seminars/ Conference 1 be counted only once)	07 body/organization like Central Government or 10 07 04 04 07 05 Conferences/ full paper res and also published as		
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ paper in Conference Proceeding (Paper presen full paper in Conference Proceedings will International (Abroad) International (within Country)	07 10 an International ai Monetacy Fund etc. or C 10 10 07 04 07 04 07 05 r presentation in Seminars/ ted in Seminars/ Conference 1 be counted only once) 07	07 body/organization like Central Government or 10 07 04 07 05 Conferences/ full paper res and also published as 07	-	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pape in Conference Proceeding (Paper presen full paper in Conference Proceedings will International (Abroad)	07 10 an International al Monetacy Fund etc. or C 10 10 07 04 07 04 07 05 r presentation in Seminars/ ted in Seminars/ Conference 1 be counted only once)	07 body/organization like Central Government or 10 07 04 04 07 05 Conferences/ full paper res and also published as	0	

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) Pape	r in refereed journals without impact factor	-	05 Points	
ii) Pape	r with impact factor less than 1		10 Points	
iii) Pape	r with impact factor between 1 and 2		15 Points	
iv) Pape	r with impact factor between 2 and 5	-	20 Points	
v) Pape	r with impact factor between 5 and 10		the second s	
vi) Pape	r with impact factor >10	1	25 Points	
· · · · · · · · · · · ·	a true impact actor \$10	-	30 Points	

- 2) Two authors 70% of total value of publication for each author
- More than two author 6)
- 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 Principal Investigator and Co-investigator would get 50% each
- Joint Project c)

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% o0f 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.)

(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 S1. 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	
For the purpose of assessing the grading of Activity Serial No.2. all such periods of duration which he teacher on different kinds of paid leaves such as M Care Leave, Study Leave, Medical Leave, Ext Deputation shall be excluded from the grading assessing	ave been spent by th Aaternity Leave, Chil raordinary Leave at	d Good
The teacher shall be assessed for the remaining per same be extrapolated for the entire shall not assesse teacher. The teacher on such leaves or deputation as not be put to any disadvantage for promotion und absence from his/her teaching responsibilities subje- such leave/deputation was undertaken with the competent authority following all procedures laid do	d for the grading of th s mentioned above sha der CAS due to his/h ct to the condition th prior approval of t	he all er aat abe

(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 :

Signature (Head of the Department)

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

Signature (Vice Chancellor)

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

VEAR OF PERFORMANCE APPRAISAL: 2023 - 24

SECTION - A: GENERAL

1.	Name	:	Prof. Dipali G. Tamhane
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of Commerce
4.	Email Telephone / Mobile number		9970923229
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

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TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80%& :GoodaboveBelow 80%but 70% &.above.Less than.70%.satisfactory	Total Classes Assigned:38 4No. of Classes Taught:372% of Classes Taught:88.1Grade:9000	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.	Involved:Goodin at leastGood3 activities1-2-1-2-:activitiesSatisfactoryNot:involved /satisfactoryundertakenactivitiesany of thesatisfactory	Sr. Yes/No (a) Yes (b) Yes (c) Yes (d) Yes (e) NO (f) NO (g) NO Grade $Giood$	Geood

 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / 	
 conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or 	

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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		
-	Publication (other than Research papers) (a) Books authored which are published by				
_	International publishers				
	National Publishers	12	12		
	Chapter in Edited Book	10	10		
2.	Editor of Book by International Publisher	05	05		
	Editor of Book by National Publisher	10	10		
	(b) Translation works in Indian	08	08		
	(b) Translation works in Indian and Forei Chapter or Research paper	gn Languages by qualifie			
	Book	. 03	03		
	BOOK	08	08		
	Creation of ICT mediated Teaching Learn new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses (c) MOOCs	02 per curricula/course	02 per curricula/course		
-	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		
3.	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
					T
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12 '		
		12 05	05		
	for a complete course/e-book e-Content(developed in 4 quadrants) per				

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	
(b) Research Projects Completed	02 per degree awarded	02 per degree awarded	
More than 10 lakhs		or her defice indided	
Less than 10 lakhs	10	10	
	05	05	
(c) Research Projects Ongoing: More than 10 lakhs			
Less than 10 lakhs	05	05	
	02	02	
(d) Consultancy	03	03	
(a) Patents		05	
International			
	10	10	
National (b) *Policy Document (Submi UNO/UNESCO/World Bank/ Intern	07	07 body/organization like	
National	07 Ited to an International ational Monetary Fund etc. or (body/organization like Central Government or	
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ Intern. State Government)	07 Ited to an International ational Monetary Fund etc. or (10	body/organization like Central Government or 10	•
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ Intern. State Government) International	07 Ited to an International ational Monetary Fund etc. or 0 10 07	body/organization like Central Government or 10 07	
National (b) *Policy Document (Submi UNO/UNESCO/World Bank/ Intern. State Government) International National State	07 Ited to an International ational Monetary Fund etc. or (10	body/organization like Central Government or 10	
National (b) *Policy Document (Submi UNO/UNESCO/World Bank/ Intern. State Government) International National	07 Ited to an International ational Monetary Fund etc. or 0 10 07 04	body/organization like Central Government or 10 07 04	•
National (b) *Policy Document (Submi UNO/UNESCO/World Bank/ Intern. State Government) International National State (c) Awards/Fellowship	07 Ited to an International ational Monetary Fund etc. or 0 10 07 04 07	body/organization like Central Government or 10 07 04 07 07	•
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National	07 Ited to an International ational Monetary Fund etc. or 0 10 07 04 07 04	body/organization like Central Government or 10 07 04 07 07 05	
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ in Conference Proceeding (Paper p) full paper in Conference Proceeding	07 Ited to an International ational Monetary Fund etc. or 0 10 07 04 07 05 paper presentation in Seminars	body/organization like Central Government or 10 07 04 07 07 05	
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ in Conference Proceeding (Paper p) full paper in Conference Proceeding International (Abroad)	07 Ited to an International ational Monetary Fund etc. or 0 10 07 04 07 05 paper presentation in Seminars	body/organization like Central Government or 10 07 04 07 07 05	
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ in Conference Proceeding (Paper p) full paper in Conference Proceeding International (Abroad) International (within Country)	07 Ited to an International ational Monetary Fund etc. or (10 07 04 07 05 paper presentation in Seminars resented in Seminars/ Conferen gs will be counted only once)	body/organization like Central Government or 10 07 04 07 05 Conferences/ full paper ces and also published as	
National (b) *Policy Document (Submit UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ in Conference Proceeding (Paper p) full paper in Conference Proceeding International (Abroad)	07 Ited to an International ational Monetary Fund etc. or (10 07 04 07 05 paper presentation in Seminars resented in Seminars/ Conferen gs will be counted only once) 07	body/organization like Central Government or 10 07 04 07 05 Conferences/ full paper ces and also published as 07	

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 Rev

		i i i i i i i i i i i i i i i i i i i
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

- More than two author b)
- 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 Principal Investigator and Co-investigator would get 50% each
- c) Joint Project

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% off 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.

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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.)

. (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 S1. No.2 Satisfactory in teaching and good or	Good Satisfactory	
satisfactory in activity at SI.No.2. If neither good nor satisfactory in overall grading	Not Satisfactory	Good.
Note: For the purpose of assessing the grading of Activity Serial No.2, all such periods of duration which h teacher on different kinds of paid leaves such as h Care Leave, Study Leave, Medical Leave, Ext Deputation shall be excluded from the grading assess	Maternity Leave, Child recordinary Leave and ment.	Gu
The teacher shall be assessed for the remaining per same be extrapolated for the entire shall not assess teacher. The teacher on such leaves or deputation a not be put to any disadvantage for promotion un absence from his/her teaching responsibilities subje	riod of duration and the ed for the grading of the as mentioned above shall der CAS due to his/her ect to the condition that prior approval of the	
competent authority following all procedures laid d and as per the acts, ordinances of the parent institution	on.	

(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:

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4. Remarks and suggestions :

Signature (Head of the Department)

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

Signature (Vice Chancellor)

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023 - 2024

SECTION - A; GENERAL

and the second s					
1.	Name	:	Prof. Sonawane Dirali mangesh		
z.	Designation	:	Asst. professor.		
3.	Name of the Department / Centre	:	Department of commerce Sharadchandra, Puwar Artist comm Glig		
4.	Email Telephone / Mobile number	:	direlisonawane 006@gmail.com. ar61867979.		
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-2024		

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria		Self-appraisa Grading	ıl		Verified Grading
•	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80%& :GoodaboveBelow 80%but 70% &.above.Less than.70%.satisfactory	No. of Cla	sses Assigned asses Taught ses Taught	:	384 370 9635 600d	-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.	Involved in at least 3 activities:Good *1-2- activities:SatisfactoryNot involved / undertaken any of the activities:Not	Sr. (a) (b) (c). (d). (e) (f) (g) Grade	Yes/No Yes Yes Yes Yes No No No Criek			Good

	Activity	Grading Criteria	Self-appraisal Grading	Verified
(((((((() ((b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. (h least one single or joint ublication in peer-reviewed or IGC list of journals. 	Note: Number of activities can be within or across the broad categories of activities	Grading	Grading

..2.

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		
	Publication (other than Research papers)				
-	(a) Books authored which are published by				
	International publishers				
1-1-7	National Publishers	12	12	-	
	Chapter in Edited Book	the second se	10	-	
2.	Editor of Book by International Publisher	05	05	-	
	Editor of Book by National Publisher	10	10		
	(b) Translation works in Indian and Forei		08	-	
	Chapter or Research paper	. 03			
	Book	. 03	03		
			08	÷	
	Creation of ICT mediated Teaching Learn new and innovative course and curricula		t and development of		1
1	(a) Development of Innovative pedagogy	05	05		
1.6371	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		1000
	(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	F	
3.	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02	-	
э.	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		
	and the second second discourse in a constant				

	(a) Research guidance			
	Ph.D.	- Per assiet annature	10 per degree awarded	
t	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted	
ł		02 per degree awarded	D2 per degree awarded	
1	(b) Research Projects Completed			
1	More than 10 lakhs	10	10	
1	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:		-	
	More than 10 Jakhs	05	05	
	Less than 10 lakhs	02	02	
	(d) Consultancy	03	03	
-	(a) Patents			
	International			
	National	10	10 07	
	UNO/UNESCO/World Bank/ Inter State Government) International		Central Government of	
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	National	10	10 07	
	State	the second se		
	State (c) Awards/Fellowship	07	07	
	State (c) Awards/Fellowship International	07	07	
	State (c) Awards/Fellowship	07	07 04	
	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding	07 04 07 05 / paper presentation in Seminars presented in Seminars/ Conferen	07 04 07 05 V Conferences/ full paper	
6.	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding International (Abroad)	07 04 07 05 / paper presentation in Seminars presented in Seminars/ Conferen	07 04 07 05 V Conferences/ full paper	
6.	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding International (Abroad) International (within Country)	07 04 07 05 07 05 07 05 07 05	07 04 07 05 V Conferences/ full paper aces and also published as	
6.	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding International (Abroad) International (within Country) National	07 04 07 05 07 05 07 05 03	07 04 07 05 S/ Conferences/ full paper aces and also published as 07 1 05 03	
6.	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding International (Abroad) International (within Country)	07 04 07 05 07 05 07 05 07 05	07 04 07 05 S/ Conferences/ full paper aces and also published as 07 ± 05	
6.	State (c) Awards/Fellowship International National *Invited lectures/ Resource Person in Conference Proceeding (Paper full paper in Conference Proceeding International (Abroad) International (within Country) National	07 04 07 05 07 05 07 05 03	07 04 07 05 S/ Conferences/ full paper aces and also published as 07 1 05 03	

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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
 Principal Investigator and Co-investigator would get 50% each
- c) Joint Project

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% off 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 \$1. 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	
Note: For the purpose of assessing the grading of Activity Serial No.2, all such periods of duration which h		01
teacher on different kinds of paid leaves such as M Care Leave, Study Leave, Medical Leave, Ext Deputation shall be excluded from the grading assess	Maternity Leave, Child raordinary Leave and	Good
The teacher shall be assessed for the remaining per same be extrapolated for the entire shall not assesses teacher. The teacher on such leaves or deputation a not be put to any disadvantage for promotion und beence from his/her teaching responsibilities subject	riod of duration and the of for the grading of the s mentioned above shall der CAS due to his/her ct to the condition that	
and as per the acts, ordinances of the parent institution	wn in these regulations	

(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 :

Signature (Head of the Department)

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

Signature (Vice Chancellor)

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name .	: Pag. Pooja mitkari
2.	Designation	: Agst. Professor
3.	Name of the Department / Centre	: Dept. of Commerce
4.	Email Telephone / Mobile number	9511954716
5.	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B:

Appendix II

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TABLE 1 Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80%& :Goodabove:GoodBelow 80%:Satisfactorybut 70% &:Satisfactoryabove:NotLess than:Not70%:satisfactory	Total Classes Assigned:38 2No. of Classes Taught:37.0% of Classes Taught:85.1Grade:9000	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.	Involved:Goodin at leastGood3 activities	Sr. Yes/No (a) eg (b) eg (c) eg (d) eg (d) eg (e) eg (f) eg (g) eg (f) eg (f) eg (g) eg	Good

	Grading Coloria	Soft approximat Korenthing	Variation Comparison
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Table 2

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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		
	Publication (other than Research papers)				
~	(a) Books authored which are published by	15			
	International publishers	12	12		
	National Publishers	10	10		
2.	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	00		
	(b) Translation works in Indian and Foreig	n Languages by qualifier	1 facultica		
	Chapter or Research paper	. 03			
	Book	08	03 08		
	Creation of ICT mediated Teaching Learn new and innovative course and curricula (a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course			
	(c) MOOCs	oz per contentacourse	02 per curricula/course	a second s	
0	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		
3.	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		

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	Ph.D.	10 per degree awarded	10 per degree awarded	
H	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted	
H	(b) Research Restation	02 per degree awarded	02 per degree awarded	
+	(b) Research Projects Completed		be per degree invalued	
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
-	(c) Research Projects Ongoing:		05	
	More than 10 lakhs	05	05	
	Less than 10 lakhs	03	05	
1	(d) Consultancy	03	02	
T	(a) Patents	0.5	03	
ł	International			
ł	National	10	10	Contraction of the second second
+	(b) *Policy Document (Submitted	07	07	
	UNO/UNESCO/World Bank/ Internation State Government)	and the ofference of the second second	Central Government or	
) }		and the second sec	Central Government or	
	International	10	10	
	International National	10		
	International National State	10	10	
	International National State (c) Awards/Fellowship	10 07 04	10 07 04	
	International National State (c) Awards/Fellowship International	10 07 04 07	10 07	
	International National State (c) Awards/Fellowship International National	10 07 04 07 07 05	10 07 04 07 07 05	
	International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ paper in Conference Proceeding (Paper presecting) full paper in Conference Proceedings with	10 07 04 07 05 er presentation in Seminars	10 07 04 07 05	
	International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ paper in Conference Proceeding (Paper present full paper in Conference Proceedings with International (Abroad)	10 07 04 07 05 er presentation in Seminars	10 07 04 07 05 V Conferences/ full paper acces and also published as	
	International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pape in Conference Proceeding (Paper prese full paper in Conference Proceedings wi International (Abroad) International (within Country)	10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conferen ill be counted only once)	10 07 04 07 05 V Conferences/ full paper ores and also published as 07	
	International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ paper in Conference Proceeding (Paper present full paper in Conference Proceedings with International (Abroad)	10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conferen ill be counted only once) 07	10 07 04 07 05 V Conferences/ full paper aces and also published as 07	

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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

- 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:

b)

- · 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% o0f 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 notic 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 S1. 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	
Serial No.2, all such periods of duration which	have been spent by the	1 (1000)
certal No.2, all such periods of datation which is eacher on different kinds of paid leaves such as Care Leave, Study Leave, Medical Leave, Ex Deputation shall be excluded from the grading assess	Maternity Leave, Child traordinary Leave and	1 40001

(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 :

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Signature (Head of the Department)

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

Signature (Vice Chancellor)

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A; GENERAL

1.	Name	:	Prof. Priti Burhade
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept of Commerce.
4.	Email Telephone / Mobile number		8530222779
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading	Criteria	S	elf-appraisa Grading	I	Verified Grading
•	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & : above	Satisfactory	Total Class No. of Class % of Classe Grade		: 378 : 375 : 831 : 6000	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.	Involved : in at least 3 activities 1-2- : activities Not : involved / undertaken any of the activities	Good ` Satisfactory Not satisfactory	Sr. (a) (b) (c). (d). (c) (d). (c) (f) (f) (g) Grade	Yes/No Yes Yes Yes No No No Good		G000

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 			

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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.)

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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		
	Publication (other than Research papers)				
	(a) Books authored which are published by	:			
	International publishers	12	12		
	National Publishers	10	10		1
	Chapter in Edited Book	05	05		1
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreig	n Languages by qualifie	LINKEL CONTRACTOR		1
4	Chapter or Research paper	. 03	03		
	Book	08	08		
	Creation of ICT mediated Teaching Learn new and innovative course and curricula		it and development of		
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
0	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		
1~	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	. 02		
3.	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		

F	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	D2 per degree awarded	
	(b) Research Projects Completed	a per degree awarded	b2 per degree awarded	
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
T	(c) Research Projects Ongoing:	03	05	
F	More than 10 lakhs	1-05-1	•	
T	Less than 10 lakhs	05	05	
F	(d) Consultancy	02	02	
		03	03	
	(a) Patents			
	Internet a start of the start o	the second se		
	International	10	10	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government)	10 07 10 an International nal Monetary Fund etc. or	10 07 body/organization like Central Government or	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government)	07	07	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International	07 10 an International nal Monetary Fund etc. or 10	07 body/organization like Central Government or 10	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National	07 10 an International nal Monetary Fund etc. or 10 07	07 body/organization like Central Government or 10 07	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State	07 10 an International nal Monetary Fund etc. or 10	07 body/organization like Central Government or 10	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship	07 10 an International nal Monetary Fund etc. or 10 07 04	07 body/organization like Central Government or 10 07 04	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International	07 10 an International nal Monetary Fund etc. or 10 07 04 07	07 body/organization like Central Government or 10 07 04 04 07	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship	07 10 an International nal Monetary Fund etc. or 10 07 04	07 body/organization like Central Government or 10 07 04	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese	07 10 an International nal Monetary Fund etc. or 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference	07 body/organization like Central Government or 10 07 04 07 04 07 05 5/ Conferences/ full paper	
6.	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap	07 10 an International nal Monetary Fund etc. or 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference	07 body/organization like Central Government or 10 07 04 07 04 07 05 5/ Conferences/ full paper	
5.	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese full paper in Conference Proceedings w	07 10 an International nal Monetary Fund etc. or 10 10 07 04 07 04 07 05 er presentation in Seminars nted in Seminars/ Conferent ill be counted only once)	07 body/organization like Central Government or 10 07 04 07 04 07 05 s/ Conferences/ full paper area and also published as	
5.	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pape in Conference Proceeding (Paper prese full paper in Conference Proceedings w International (Abroad)	07 10 an International nal Monetary Fund etc. or 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference ill be counted only once) 07	07 body/organization like Central Government or 10 07 04 07 05 V Conferences/ full paper nces and also published as 07 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	
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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
 - 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
 - Joint Project Principal Investigator and Co-investigator would get 50% each

c) J NOTE:

b)

- · 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% off 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 S1. 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	
erial No.2, all such periods of duration which h acher on different kinds of paid leaves such as h		
are Leave, Study Leave, Medical Leave. Ext Deputation shall be excluded from the grading assess	raordinary Leave	

(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:

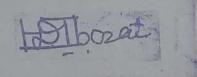
4. Remarks and suggestions :

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Signature (Head of the Department)

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

Signature (Vice Chancellor)



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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name	:	Pref. Somina Monin
2,	Designation	:	Asst. Profesor
3.	Name of the Department / Centre	:	Dept of Commerce
4.	Email Telephone / Mobile number	:	960428 8275
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & : Good above . Satisfact Below 80% : Satisfact but 70% & . . above . . Less than : Not 70% . .	Grade : Good	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.	Involved : Good in at least : Good 3 activities : Satisfactor 1-2- : Satisfactor activities : Not involved / : satisfactor undertaken : activities activities : involved / activities : :	(c). <u>Yes</u>	Good

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sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	good	Grading	

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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
0	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
	Publication (other than Research papers)				1
-	(a) Books authored which are published by		and the second		
	International publishers				
	National Publishers	12	12		
	Chapter in Edited Book	and the second se	10		
2.	Editor of Book by International Publisher	05	05		
	Editor of Book by National Publisher	10	10		
		08	08		
S.N.	(b) Translation works in Indian and Foreig Chapter or Research paper		the second se		
	Book	. 03	03		
			08		
	Creation of ICT mediated Teaching Learn 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		6
		A stream of the local day is the second s		and the second se	And the second second
	(c) MOOCs				
•	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
•	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of	20 05			
•	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per		20		
• ~ 3.	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject matter expert for each module of MOOCs (at least one	05	20 05		
•	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject matter expert for each module of MOOCs (at least one quadrant) Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser	05	20 05 02		
• 3.	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject matter expert for each module of MOOCs (at least one quadrant) Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	05	20 05 02		
• .~ 3.	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject matter expert for each module of MOOCs (at least one quadrant) Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) (d) E-Content Development of e-Content in 4 quadrant	05 02 08	20 05 02 08		
3.	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject matter expert for each module of MOOCs (at least one quadrant) Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) (d) E-Content Development of e-Content in 4 quadrant for a complete course/e-book e-Content(developed in 4 quadrants) per	05 02 08 12	20 05 02 08 12		

T	(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			
t	(b) Research Projects Completed	02 per degree awarded	02 per degree awarded			
ł	More than 10 lakhs					
ł	Less than 10 lakhs	10	10			
ł		05	05			
ł	(c) Research Projects Ongoing: More than 10 lakhs					
ł	Less than 10 lakhs	05	05			
ł	(d) Consultancy	02	02			
	(a) consultancy	03	03			
	(a) Patents					
	International					
	National	10	10			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or International					
	National	10	10			
	State	07	07			
	(c) Awards/Fellowship	04	04			
	International					
	National	07	07			
	A M 100	05	05			
5.	*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 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	4	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	
10	Two authors 709/ a Castal and			

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% o0f 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 categorie's 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.

Dena

Signature of the teacher

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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 S1. 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	
For the purpose of assessing the grading of Activity ferial No.2, all such periods of duration which h eacher on different kinds of paid leaves such as M Care Leave, Study Leave, Medical Leave, Ext	ave been spent by the	el . 4000
Deputation shall be excluded from the grading assess		d

(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:

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4. Remarks and suggestions :

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Signature (Head of the Department)

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

Signature (Vice Chancellor)

...6...



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name	: Dr. mised pandurang uttamvao
2.	Designation	ASST Profesor HOD
3.	Name of the Department / Centre	: Dept of marath: HOD
4.	Email Telephone / Mobile number	: 982218814H
5.	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Gradin	og C	riteria		Self-appraisa Grading	1		Verified Grading
I.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80%&aboveBelow 80%but 70% &aboveLessLessthan70%	:	Good Satisfactory Not satisfactory	No. of Cla	sses Assigned asses Taught ses Taught	:	385 300 95 Good	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.	in at least 3 activities 1-2- activities	: S : N	Good ` atisfactory lot atisfactory	Sr. (a) (b) (c) (d) (e) (f) (g) Grade	Yes/No Yes Yes Yes Yes No No No No			Grood

2..

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	within or across the broad categories of activities		

..2..

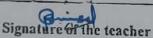
Table 2

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		
-	Publication (other than Research papers)				1
	(a) Books authored which are published by	18			
	International publishers	12	12		
	National Publishers	10	12		
	Chapter in Edited Book	05	05		
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Forei				
	Chapter or Research paper	Ga canguages by quanne	03		
	Book	08	08	-	
	 (a) Development of Innovative pedagogy (b) Design of new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course)(In case of 	05 02 per curricula/course 20	05 02 per curricula/course 20		
	MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per	05	05		
	module/lecture	05	05		
~	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
3.	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		
1	Editor of e-content for complete	10	10		

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	Ph.D.	10 per deservice		
-		10 per degree awarded	10 per degree awarded	
ļ	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted	
1	(b) Research Projects Completed	02 per degree awarded	D2 per degree awarded	
	More than 10 lakhs			
1	Less than 10 lakhs	10	10	
	(c) Research Projects Ongoing:	05	05	
	More than 10 lakhs			
L	Less than 10 lakhs	05	05	
	(d) Consultancy	02	02	
T	(a) Patente	03	03	
	(a) Patents			
1				
F	International	1 10		
	National	10	10	
	National (b) *Policy Document (C)	07	07	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Internal State Government) International	07 ed to an International tional Monetary Fund etc. or C	07 body/organization like central Government or	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ International State Government) International National	07 ed to an International tional Monetary Fund etc. or C 10	07 body/organization like central Government or 10	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internal State Government) International National State	07 ed to an International tional Monetary Fund etc. or C 10 07	07 body/organization like central Government or 10 07	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Internal State Government) International National State (c) Awards/Fellowship	07 ed to an International tional Monetary Fund etc. or C 10	07 body/organization like central Government or 10	
	National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International	07 ed to an International tional Monetary Fund etc. or 0 10 07 04	07 body/organization like central Government or 10 07 04	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Internal State Government) International National State (c) Awards/Fellowship	07 ed to an International tional Monetary Fund etc. or O 10 07 04 07	07 body/organization like central Government or 10 07 04 04 07	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Internal State Government) International National State (c) Awards/Fellowship International National	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 07 04	07 body/organization like central Government or 10 07 04 07 04 07 05	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p	07 ed to an International tional Monetary Fund etc. or O 10 07 04 07 05	07 body/organization like central Government or 10 07 04 04 07 05	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper or	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars/	07 body/organization like central Government or 10 07 04 04 07 05	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper profull paper in Conference Proceedings)	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars/	07 body/organization like central Government or 10 07 04 04 07 05	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ proceeding (Paper profull paper in Conference Proceedings International (Abroad)	07 ed to an International tional Monetary Fund etc. or O 10 07 04 07 04 05 aper presentation in Seminars/ conference will be counted only once) 07	07 body/organization like central Government or 10 07 04 04 07 05	
	National (b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Internal State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper pro- full paper in Conference Proceedings International (Abroad) International (within Country)	07 ed to an International tional Monetary Fund etc. or C 10 07 04 07 04 05 aper presentation in Seminars/ Conference will be counted only once) 07 05	07 body/organization like central Government or 10 07 04 04 07 05 Conferences/ full paper ces and also published as	
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ proceeding (Paper profull paper in Conference Proceedings International (Abroad)	07 ed to an International tional Monetary Fund etc. or O 10 07 04 07 04 05 aper presentation in Seminars/ conference will be counted only once) 07	07 body/organization like central Government or 10 07 04 07 05 Conferences/ full paper ces and also published as 07 07	



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

- 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 Joint Project
 - Principal Investigator and Co-investigator would get 50% each
- NOTE:

2)

c)

- 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% o0f 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 S1. 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	
ote:	was Samial No 1 and	
or the purpose of assessing the grading of Activity crial No.2, all such periods of duration which is acher on different kinds of paid leaves such as fare Leave, Study Leave, Medical Leave, Ex- deputation shall be excluded from the grading assess the teacher shall be assessed for the remaining per-	have been spent by ind Maternity Leave, Child straordinary Leave an sment.	d d

(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:

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4. Remarks and suggestions :

Do Serninar ædd write Research paper.

Signature (Head of the Department)

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

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Signature (Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name	:	poot Kamble sanity shives
2.	Designation	:	Asst. protestor
3.	Name of the Department / Centre	:	Dept of respectivy
4.	Email Telephone / Mobile number	:	9822874802
5.	YEAR OF PERFORMANCE APPRAISAL	:	2022-220

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Gradin	g Criteria		Self-appraisa Grading	1	Verified Grading
I.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80%&aboveBelow 80%but 70% &aboveLessLessthan70%	: Good : Satisfactory : Not satisfactory	No. of Cla	ses Assigned sses Taught ses Taught	: 385 :399 : 399 : 35. : 4000	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.	Involved : in at least 3 activities 1-2- : activities Not : involved / undertaken any of the activities	Good Satisfactory Not satisfactory	Sr. (a) (b) (c). (d). (e) (f) (g) Grade	Yes/No Yes Yes Yes NO NO NO Gord		Good

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	G009		

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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.)

-

5.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		
0	Publication (other than Research papers)				1
	(a) Books authored which are published by				
~	International publishers		10		
	National Publishers	12	12		
	Chapter in Edited Book	05			
2.	Editor of Book by International Publisher		05		
	Editor of Book by National Publisher	10	10		
	(b) Translation works in Indian and Foreig		08		·
	Chapter or Research paper	30 Languages by quante	03		
	Book	. 03	03		
		<u> </u>			1
	Creation of ICT mediated Teaching Learn 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	*	
3.	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	·	02		
	module in complete course/paper/e-book (at least one quadrant)	02	. 02		

	Ph.D.	10		
4.		awarded	10 per degree awarded	
	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted	
	(b) Research Projects Completed 02 per degree awarded		02 per degree awarded	
	More than 10 lakhs			
	Less than 10 lakhs	10	10	
	(c) Research Projects Ongoing:	05	05	
	More than 10 Jakhs		•	
	Less than 10 lakhs	05	05	
	(d) Consultancy	02	02	
		03	03	
	(a) Patents			
1	International			
			10	and the second se
	National	10	10	
	(b) *Policy Document (Sat in	07	07	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International	ed to an International tional Monetary Fund etc. or (07 body/organization like Central Government or	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government)	07 ed to an International tional Monetary Fund etc. or 0 10	07 body/organization like Central Government or 10	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International	07 ed to an International tional Monetary Fund etc. or 0 10 07	07 body/organization like Central Government or 10 07	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State	07 ed to an International tional Monetary Fund etc. or 0 10	07 body/organization like Central Government or 10	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National	07 ed to an International tional Monetary Fund etc. or 0 10 07 04	07 body/organization like Central Government or 10 07 04	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07	07 body/organization like Central Government or 10 07 04 04 07	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05	07 body/organization like Central Government or 10 07 04 04 07 05	
•	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/n	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 appendiction in Section	07 body/organization like Central Government or 10 07 04 04 07 05	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper or	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars	07 body/organization like Central Government or 10 07 04 04 07 05	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper pro- full paper in Conference Proceedings	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars esented in Seminars/ Conferen will be counted only once)	07 body/organization like Central Government or 10 07 04 04 07 05 / Conferences/ full paper ces and also published as	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper pro full paper in Conference Proceedings International (Abroad)	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars esented in Seminars/ Conferen will be counted only once) 07	07 body/organization like Central Government or 10 07 04 07 05 / Conferences/ full paper ccs and also published as 07	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper pro- full paper in Conference Proceedings	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars essented in Seminars/ Conferen will be counted only once) 07 05	07 body/organization like Central Government or 10 07 04 07 05 / Conferences/ full paper ces and also published as 07 1	
	(b) *Policy Document (Submitt UNO/UNESCO/World Bank/ Interna State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ p in Conference Proceeding (Paper pro full paper in Conference Proceedings International (Abroad) International (within Country)	07 ed to an International tional Monetary Fund etc. or 0 10 07 04 07 05 aper presentation in Seminars esented in Seminars/ Conferen will be counted only once) 07	07 body/organization like Central Government or 10 07 04 07 05 / Conferences/ full paper ccs and also published as 07	

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 10%
- 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% off 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

The teacher

PART 'B'

5.

(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-Chancellon/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for University Teachers

	4	Verified Grading
Good in teaching and antisfactory or good in activity at S1. No.2	Geed	
Satisfactory in teaching and good or entisfactory in activity at SLNo.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
Note: For the purpose of assessing the grading of Activit Serial No.2, all such periods of duration which is teacher on different kinds of paid leaves such as is Care Leave, Study Leave, Medical Leave, Ex Deputation shall be excluded from the grading assess	have been spent by the Manernity Leave, Child tracedimory Leave and	G000
The teacher shall be assessed for the remaining per some be extrapolated for the entire shall not assess teacher. The teacher on such leaves or deputation a not be put to any divadvantage for promotion un	od for she grading of the is mentioned above shall	

(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 ...

J. Remarks and suggestions :

Do seminar addi covite Reseach paper

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: 2023-24

SECTION - A: GENERAL

1.	Name	:	Poot. Robit D. Komkle
2.	Designation	:	Asst. Prosfessor
3.	Name of the Department / Centre	:	Dept of English
4.	Email Telephone / Mobile number	:	99609578283
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Gradin	og Criteria	S	elf-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)	80%&aboveBelow 80%but 70% &aboveLessLossthan70%	: Good : Satisfactory : Not satisfactory	Total Classe No. of Class % of Classe Grade		385 27-0 857 Gul	- Gon
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-	in at least 3 activities 1-2- activities	: Good ' : Satisfactory : Not satisfactory	Sr. (a) (b) (c). (d). (e) (f)	Yes/No Yes Yes Yes NO NO	~~	4000
	ordinator, warden etc.			(g) Grade	Good		2

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
• •	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. 	400	Grading	
	At least one single or joint publication in peer-reviewed or UGC list of journals.			

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		
	Publication (other than Research papers)				
~	(a) Books authored which are published by				
	International publishers	12	12		
	National Publishers	12	12		
	Chapter in Edited Book	05	05		
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	the second se		
	(b) Translation works in Indian and Foreig		08		
	Chapter or Research paper		and the second se		
	Book	. 03	03		
	(a) Development of Innovative pedagogy (b) Design of new curricula and courses	05 02 per curricula/course	05 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		
3.	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
5.	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				1
	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		
4	Editor of e-content for complete course/paper/e-book	10	10	1	

.....

-	(a) Research guidance					
	Ph.D.	10				
L	·	10 per degree awarded	10 per degree awarded			
Ļ	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted			
	(b) Research Projects Completed	02 per degree awarded	02 per degree awarded			
	More man 10 lakhs					
[Less than 10 laklis	10	10			
1	(c) Research Projects Ongoing:	05	05			
j	More than 10 lakhs		-			
1	Less than 10 lakhs	05	05			
	(d) Consultancy	02	02			
_		03	03			
	(a) Patents					
	International	1				
[National	10	10			
	(b) *Policy Document (Submitted	lo an International	07			
	UNO/UNESCO/World Bank/ Internation State Government) International					
-	National	10	10			
	State	07	07			
	(c) Awards/Fellowship	04	04			
	International					
	National	07	07			
-		05	05			
	*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)					
6.	International (Abroad)	07	07			
	International (within Country)	05	: . 05			
	National	03	03			
	State/ University	02	02			
			Total 1+2+3+4+5+6=			
				11		

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

Two authors 70% of total value of publication for each author 2)

- More than two author b)
- 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
 - Principal Investigator and Co-investigator would get 50% each Joint Project

NOTE:

c)

- 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% off 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 well built. 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	
Satisfactory in teaching and good or satisfactory in activity at SI.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
for the purpose of assessing the grading of Activity erial No.2, all such periods of duration which he eacher on different kinds of paid leaves such as M Care Leave, Study Leave, Medical Leave, Extr Deputation shall be excluded from the grading assessing	ave been spent by the Maternity Leave, Child raordinary Leave and	Gard
The teacher shall be assessed for the remaining per ame be extrapolated for the entire shall not assesse eacher. The teacher on such leaves or deputation and of be put to any disadvantage for promotion und besence from his/her teaching responsibilities subject of leave/deputation was undertaken with the	ed for the grading of the s mentioned above shall der CAS due to his/her ect to the condition that prior approval of the	•
ompetent authority following all procedures laid do and as per the acts, ordinances of the parent institution	own in these regulations	

(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 :

Do Seminor at write Research . Paper.

10 Signature

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(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: 2023-24

SECTION - A: GENERAL

1.	Name	:	poof Bhartashe RK.
2.	Designation	:	Asst-professor
3.	Name of the Department / Centre	:	Economics
4.	Email Telephone / Mobile number	:	9.527815840
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria			1	1	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)	80% & above Below 80% but 70% & above Less than 70%		Good Satisfactory Not satisfactory		ses Assigned sses Taught es Taught	384 372 831. 6020	- G000
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co- ordinator, warden etc.	activities	:	Good ' Satisfactory Not satisfactory	Sr. (a) (b) (c). (d). (e) (f) (g) Grade	Yes/No Yes Yes Yes NO MO MO Good	G	ood.

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars conference /workshop, othe college /university activities. (e) Evidence of activity involves in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national de international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	within or across the broad categories of activities		

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.)

.

.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		
	Publication (other than Research papers)				
	(a) Books authored which are published by;				
-	International publishers	12	12		
2.	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 Foreig				
	Chapter or Research paper	03	03		
	Book	08	08	1	
	(a) Development of Innovative pedagogy(b) Design of new curricula and courses	05 02 per curricula/course	02 per curricula/course		
	(h) Design of new curricula and courses	02 per curricula/course	02 per curricula/course	Contraction of the	
	(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 guadrant)	02	02		
3.	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	10	10		

	(a) Research guidance						
	ph.D.	10 per degree awarded	10 per degree awarded				
1	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted				
	(b) Research Projects Completed	02 per degree awarded	02 per degree awarded				
4	More than 10 lakhs						
	Less than 10 lakhs	10	10				
}	(c) Research Projects Ongoing:	05	05				
1	More than 10 Jakhs		•				
ł	Less than 10 lakhs	05	05				
1	(d) Consultancy	02	02				
	(a) consumancy	03	03				
	(a) Patents						
	International	1					
	National	10	10				
	(b) *Policy Document (Submitted	07	07				
	UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or						
E	State Government)	al Monetary Fund etc. or	Central Government or				
	International			and the second			
-	National	10	10				
	State	07	07				
	(c) Awards/Fellowship	04	04				
	International						
	National	07	07				
_		05	05				
	*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)						
6.	International (Abroad)	07	07				
	International (within Country)	05	: . 05				
	National	03	03				
_	State/University	02	02				
			Total 1+2+3+4+5+6=				

Signatu

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Signature of the teacher

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(*) 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	
îv)	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	

70% of total value of publication for each author Two authors 2)

70% of total value of publication for the first /principal/corresponding author and 30% of total More than two author value of publication for each of the joint author

Principal Investigator and Co-investigator would get 50% each c) Joint Project

NOTE:

b)

Date:

- 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% off 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.

...5...

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

Good Satisfactory Not Satisfactory Not Satisfactory at Serial No.1 and ave been spent by the faternity Leave. Child raordinary Leave and ment. Field of duration and the d for the grading of the smentioned above shall der CAS due to his/her fact to the condition that prior approval of the	Good
	Satisfactory Not Satisfactory at Serial No.1 and we been spent by the laternity Leave. Child caordinary Leave and ment. iod of duration and the d for the grading of the mentioned above shall her CAS due to his/her

(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 :

Astantim

Signature (Head of the Department)

(

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

He Ibozat

Signature (Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

.

1.	Name	: Prof. Amezao Yashoda G
z.	Designation	: Asst. Professor
3.	Name of the Department / Centre	: Dept of Political sci.
4.	Email Telephone / Mobile number	: 9767605681
5.	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Cri	teria	2	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)	above Below 80% : but 70% & above Less than : N	ood atisfactory ot atisfactory		es Assigned : sses Taught : es Taught : :	385 300 957	Good
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/	in at least 3 activities 1-2- activities Not : No	od ` isfactory t isfactory	Sr. (a) (b) (c). (d). (e)	Yes/No Yes Yes Yes Yes Yes		-
	Dean /Director/ Co- ordinator, warden etc.	any of the activities		(f) (g) Grade	yes No Good		2

2..

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars conference /workshop, othe college /university activities. (e) Evidence of activity involves in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	Mood		

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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.)

.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		
-0	Publication (other than Research papers)	and the second second			
	(a) Books authored which are published by:				
~	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08	1	1
	(b) Translation works in Indian and Foreig				
	Chapter or Research paper	03	03		
	Book	08	08		
	Creation of ICT mediated Teaching Learn 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		
0	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		
3.	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content	and the second second		The second second	
	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	10	10	a company of	

T	(a) Research guidance				
	Ph.D.		10 per degree awarded	10 per degree awarded	
t	M.Phil/P.G. dissertation	A COLOR	05 per thesis submitted	05 per thesis submitted	
t	(b) Research Projects Compl		02 per degree awarded	02 per degree awarded	
1, 1	More than 10 lakhs	tico			
"	Less than 10 laklis		10	10	
1	and the second se		05	05	
	(c) Research Projects Ongoin More than 10 lakhs	g:			
	Less than 10 lakhs		05	05	
1	(d) Consultancy	and a state of the	02	02	
	(n) consumancy	Contract of the	03	03	
- F	(a) Patents				
	International		1		
	National		10	10	
-	(b) *Policy Document UNO/UNESCO/World Bank State Government)				
	International		10	10	
-	National		07	07	
	State		04	04	
	(c) Awards/Fellowship				
	International		07	07	
	National		05	05	
6.	*Invited lectures/ Resource in Conference Proceeding (full paper in Conference Pr International (Abroad)	raper presen occedings wil	ted in Seminars/ Conferen l be counted only once) 07	ores and also published as	
0.	International (within Country		10		
0.	International (within Country National)	05	. 05	
0.	National)	03	03	
0.)		and an other statement of the statement of	

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	
3)	Two authors - 70% of total valu	e of pu	ublication for each	author

- 70% of total value of publication for the first /principal/corresponding author and 30% of total More than two author value of publication for each of the joint author
- b) 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% o0f 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.

5..

umi 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 S1. 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	
Note: For the purpose of assessing the grading of Activity Serial No.2, all such periods of duration which is teacher on different kinds of paid leaves such as Care Leave, Study Leave, Medical Leave, Ex Deputation shall be excluded from the grading assess	Maternity Leave, Child traordinary Leave and sment.	
The teacher shall be assessed for the remaining per same be extrapolated for the entire shall not assess teacher. The teacher on such leaves or deputation of not be put to any disadvantage for promotion un absence from his/her teaching responsibilities subj	as mentioned above shall	1

(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...

...5...

4. Remarks and suggestions :

Do White Reaseanch Paper and complete the Ph.D.

.....

Signature

(Head of the Department)

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

Signature (Vice Chancellor)

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name	:	prof. Kasab Maniku Nabhau:
2.	Designation	:	Asst. professor
3.	Name of the Department / Centre	:	Dept of polifical science
4.	Email Telephone / Mobile number		9850196055
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Gradin	g Criteria	S	elf-appraisal Grading		Verified Grading
I.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above Below 80% but 70% & above Less than 70%	: Good : Satisfactory : Not satisfactory	Total Classe No. of Class % of Classe Grade	es Taught	= 300 = 2.9,0 = 80 = Good	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.	in at least 3 activities 1-2- activities	Good ' Satisfactory Not satisfactory	Sr. (a) (b) (c) (d) (c) (d) (e) (f) (g) Grade	Yes/No YES YES YES NO NO NO Good.		Good

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Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars a conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 	Good		

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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.)

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		
	Publication (other than Research papers)				
	(a) Books authored which are published by;			Lange and	
~	International publishers	12	12	00	
	National Publishers	10	10	05	1
	Chapter in Edited Book	05	05		
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08	1	
	(b) Translation works in Indian and Foreig	n Languages by qualifie	d faculties		
	Chapter or Research paper	. 03	03		
	Book	08	08	•	1
	(a) Development of Innovative pedagogy (b) Design of new curricula and courses	05 02 per curricula/course	05 02 per curricula/course		
	(b) Design of new curricula and courses (c) MOOCs Development of complete MOOCs in 4		02 per curricula/course		
	quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	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		
3.	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		

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P	h.D.	10 per degree sugget 1			
1		10 per degree awarded	10 per degree awarded		
1	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted		
((b) Research Projects Completed	02 per degree awarded	02 per degree awarded		
1	More than 10 lakhs				
T	Less than 10 lakhs	10	10		1
1	(c) Research Projects Ongoing:	05	05		1
	More than 10 Jakhs				
	Less than 10 lakhs	05	05		
	(d) Consultancy	02	02		
-		03	03		
	(a) Patents				
	International	1 10			
T	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation	10 07 10 an International nal Monetary Fund etc. or 1	10 07 body/organization like		
T		07 to an International nal Monetary Fund etc. or	07 body/organization like Central Government or	·	
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government)	07 to an International nal Monetary Fund etc. or 10	07 body/organization like Central Government or 10		
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International	07 10 an International nal Monetary Fund etc. or 10 07	07 body/organization like Central Government or 10 07	•	
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State	07 to an International nal Monetary Fund etc. or 10	07 body/organization like Central Government or 10	•	
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National	07 10 an International nal Monetary Fund etc. or 10 07 04	07 body/organization like Central Government or 10 07 04	•	
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship	07 10 an International nal Monetary Fund etc. or 10 07 04 07	07 body/organization like Central Government or 10 07 04 04	•	
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National	07 10 an International nal Monetary Fund etc. or 10 07 04 07 05	07 body/organization like Central Government or 10 07 04 04 07 05		
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese full paper in Conference Proceedings w	07 10 an International nal Monetary Fund etc. or 0 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference	07 body/organization like Central Government or 10 07 04 07 05		
T	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese full paper in Conference Proceedings with International (Abroad)	07 10 an International nal Monetary Fund etc. or 0 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference	07 body/organization like Central Government or 10 07 04 07 05		
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese full paper in Conference Proceedings wi International (Abroad) International (within Country)	07 10 an International nal Monetary Fund etc. or 0 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference ill be counted only once)	07 body/organization like Central Government or 10 07 04 04 07 05 V Conferences/ full paper aces and also published as		
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation State Government) International National State (c) Awards/Fellowship International National *Invited lectures/ Resource Person/ pap in Conference Proceeding (Paper prese full paper in Conference Proceedings with International (Abroad)	07 10 an International nal Monetary Fund etc. or 0 10 07 04 07 05 er presentation in Seminars nted in Seminars/ Conference ill be counted only once) 07	07 body/organization like Central Government or 10 07 04 04 07 05 V Conferences/ full paper aces and also published as 07		

Signature of the teacher

Sign:



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):

		0000000		Per mon
6	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	
v) 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
 Principal Investigator and Co-investigator would get 50% each
- c) Joint Project

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% off 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
	Curt 1	
Good in teaching and satisfactory or good in activity at S1. No.2	Good	
Satisfactory in teaching and good or satisfactory in activity at SLNo.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	0
te:		Good
or the purpose of assessing the grading of Activity rial No.2, all such periods of duration which is acher on different kinds of paid leaves such as are Leave, Study Leave, Medical Leave, Ex- peputation shall be excluded from the grading assess the teacher shall be assessed for the remaining per-	have been spent by the Maternity Leave, Child proordinary Leave and sment.	
a set a set of the state of the second		

(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:

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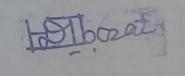
4. Remarks and suggestions :

Signature (Head of the Department)

()

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

Signature (Vice Chancellor)



(ASTAC)

Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A; GENERAL

1.	Name	:	Prof. Manke S. D.
2.	Designation	:	Assit. Professor
3.	Name of the Department / Centre	:	Department of Greograph Schardchandra fawar Arts & Comm. Collie
4.	Email Telephone / Mobile number	:	7387778197
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Gradin	ng Criteria	5	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)	80%&aboveBelow 80%but 70% &aboveLessLessthan70%	: Good : Satisfactory : Not satisfactory		ses Assigned sses Taught es Taught	= 290 = 250 = 761= = Good	
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-	activities	: Good : Satisfactory : Not satisfactory	Sr. (a) (b) (c). (d). (e) (f)	Yes/No Yes Yes Yes No No No		
	ordinator, warden etc.			(g) Grade	No Grood		2

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
•	 (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (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. (d) Organization seminars conference /workshop, other college /university activities. (e) Evidence of activity involves in guiding PhD students. (f) Conducting minor or major research project (g) Sponsored by national or international agencies. At least one single or joint publication in peer-reviewed or UGC list of journals. 		Good	

..2..

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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	-	
0	Publication (other than Research papers)				
-	(a) Books authored which are published by:				
~	International publishers	12	12		
	National Publishers	12	12		1
	Chapter in Edited Book	05	05		
2.	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08	1	
	(b) Translation works in Indian and Foreig		A second by the second s		
	Chapter or Research paper	03	03		1
	Book	. 03	08		
	DOON	00			
	Creation of ICT mediated Teaching Learn new and innovative course and curricula			-	
	(a) Development of Innovative pedagogy	05	05	-	1
1	(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	-	
1	Content writer/subject matter expert for each module of MOOCs (at least one guadrant)	02	02	-	
3.	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	-	

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Ph.D.	and 10 par day		
	10 per degree awarded	10 per degree awarded	
M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted	
(b) Research Projects Completed	02 per degree awarded	02 per degree awarded	
More than 10 lakhs		- I a sobree unuded	
Less than 10 lakhs	10	10	
(c) Research Projects Ongoing:	05	05	-
More than 10 lakhs			
Less than 10 lakhs	05	05	
(d) Consultancy	02	02	
	03	03	~
(a) Patents		0	-
International			
National	10	10	
(b) "Policy Document (C)	07	07	
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International	07 nitted to an International national Monetary Fund etc. or (07 body/organization like Central Government or	
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National	07	07 body/organization like Central Government or 10	
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National State	07 nitled 10 an International mational Monetary Fund etc. or (10	07 body/organization like Central Government or 10 07	
(b) "Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National State (c) Awards/Fellowship	07 nitled 10 an International mational Monetary Fund etc. or (10 07	07 body/organization like Central Government or 10	· · · · · · · · · · · · · · · · · · ·
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National State (c) Awards/Fellowship International	07 nitled 10 an International mational Monetary Fund etc. or (10 07	07 body/organization like Central Government or 10 07 04	
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National State (c) Awards/Fellowship International National	07 nitted 10 an International national Monetary Fund etc. or 0 10 07 04 07 04 07 05	07 body/organization like central Government or 10 07 04 07 04 07	
(b) *Policy Document (Subn UNO/UNESCO/World Bank/ Inter State Government) International National State (c) Awards/Fellowship International	07 nitted 10 an International national Monetary Fund etc. or 0 10 07 04 07 05 07 05 07 05	07 body/organization like Central Government or 10 07 04 04 07 05	

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	

Two authors 70% of total value of publication for each author

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

NOTE:

2)

- 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% off 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.

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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.)

(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	Good	
activity at SI. No.2 Satisfactory in teaching and good or	Satisfactory	
satisfactory in activity at SI.No.2. If neither good nor satisfactory in overall grading	Not Satisfactory	
lote: For the purpose of assessing the grading of Activit Cerial No.2, all such periods of duration which the eacher on different kinds of paid leaves such as Care Leave, Study Leave, Medical Leave, Ex Deputation shall be excluded from the grading asses.	Maternity Leave, Child traordinary Leave and sment.	good
The teacher shall be assessed for the remaining per- same be extrapolated for the entire shall not assess teacher. The teacher on such leaves or deputation not be put to any disadvantage for promotion un absence from his/her teaching responsibilities subj such leave/deputation was undertaken with the	as mentioned above shall nder CAS due to his/her ject to the condition that prior approval of the	
mpetent authority following all procedures laid a and as per the acts, ordinances of the parent institut	20 WII III IIICSE TE SHIEITOIIS	

(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:

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4. Remarks and suggestions :

(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,

Alandi Devachi, (Dudulgaon), Tal - Khed, Dist - Pune, 412105

(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of Maharashtra)



NON TEACHING STAFF FEEDBACK FORM (A. Y. 2023-24)

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. Sachin Gawade	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	5	4	4	4	4
Courtesy & Co- operation	5	4	4	4	4	3	4
Technical Knowledge	5	5	5	5	5	5	5
Written and Verbal Communication	5	4	4	5	4	4	4
Problem Solving	5	5	5	4	5	5	4
Interpersonal Skill	4	4	4	4	5	4	4
Overall Feedback	39	34	35	33	35	34	34



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