



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

Metric No.	6.3.5
Metric Name	Performance Appraisal System
QLM/QNM	QLM
File No.	3



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Criterion 6: Governance, Leadership and Management

6.3 - Faculty Empowerment Strategies (33)

6.3.5 - Institutions Performance Appraisal System For Teaching and Non-Teaching Staff

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Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023 - 24

SECTION - A: GENERAL

1.	Name	:	Shri Prof. Dileep Shriram Bari
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of Commerce SAACC, Dudhgaon
4.	Email Telephone / Mobile number	:	9579733553
5.	YEAR OF PERFORMANCE APPRAISAL	:	2023-24

SECTION - B:

Appendix II

TABLE I

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>560</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>550</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>98.21</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	560	No. of Classes Taught	:	550	% of Classes Taught	:	98.21	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
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No. of Classes Taught	:	550																													
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Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
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1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
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Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p>Good</p>	

3..

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	10	10		
2.	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
(b) Translation works in Indian and Foreign Languages by qualified faculties					
	Chapter or Research paper	03	03		
	Book	08	08		
Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula					
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
(c) MOOCs					
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
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		

(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			
More than 10 lakhs			
Less than 10 lakhs	10	10	
(c) Research Projects Ongoing:			
More than 10 lakhs			
Less than 10 lakhs	05	05	
(d) Consultancy			
	02	02	
	03	03	
(a) Patents			
International			
National	10	10	
	07	07	
(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
International			
National	10	10	
State	07	07	
(c) Awards/Fellowship			
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)			
International (Abroad)			
International (within Country)	07	07	
National	05	05	
State/ University	03	03	01
	02	02	
Total 1+2+3+4+5+6=			01

[Signature]
Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

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

NOTE:

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

PART 'B'

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

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

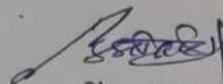
Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers

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

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

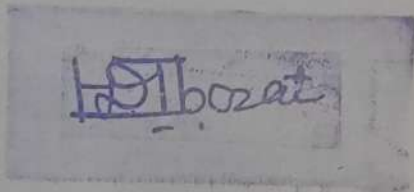
- 3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :


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	:	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

TABLE I

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
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Grade	Good																														

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

Table 2

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

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

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

NOTE:

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

PART 'B'

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

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

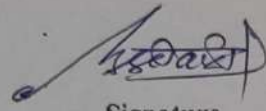
Overall Grading for TABLE 1
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(b) Justification of assessment of work as not satisfactory:

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

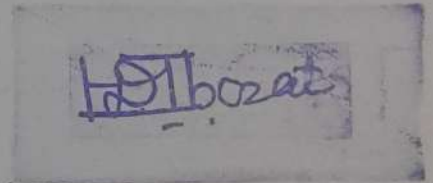
4. Remarks and suggestions :



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 - 2024

SECTION - A: GENERAL

1.	Name	: Prof. Sonawane Dipali mangesh
2.	Designation	: Asst. Professor.
3.	Name of the Department / Centre	: Department of Commerce Shri Chhatrapati Shivaji Maharaj Arts & Comm. College
4.	Email Telephone / Mobile number	: dipalisonawane006@gmail.com. 9561867979.
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-appraisal Grading	Verified Grading																								
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>: 384</td> </tr> <tr> <td>No. of Classes Taught</td> <td>: 370</td> </tr> <tr> <td>% of Classes Taught</td> <td>: 96.35</td> </tr> <tr> <td>Grade</td> <td>: Good</td> </tr> </table>	Total Classes Assigned	: 384	No. of Classes Taught	: 370	% of Classes Taught	: 96.35	Grade	: Good	Good										
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% of Classes Taught	: 96.35																											
Grade	: Good																											
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>: Good</td> </tr> <tr> <td>1-2-activities</td> <td>: Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>: Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	: Good	1-2-activities	: Satisfactory	Not involved / undertaken any of the activities	: Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	: Good																											
1-2-activities	: Satisfactory																											
Not involved / undertaken any of the activities	: Not satisfactory																											
Sr.	Yes/No																											
(a)	Yes																											
(b)	Yes																											
(c)	Yes																											
(d)	Yes																											
(e)	No																											
(f)	No																											
(g)	No																											
Grade	Good																											

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

Table 2

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

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

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

Director
Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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


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

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

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

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

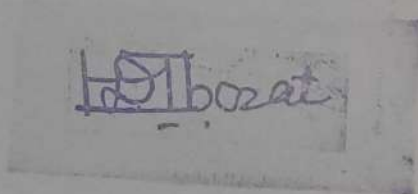
4. Remarks and suggestions :



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	:	Prof. Pooja Mitkari
2.	Designation	:	Asst. 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

TABLE 1

Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>382</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>370</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>85.1</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	382	No. of Classes Taught	:	370	% of Classes Taught	:	85.1	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	382																													
No. of Classes Taught	:	370																													
% of Classes Taught	:	85.1																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

Sr	Activity	Grading Criteria	Self assessed Grading	Verified Grading
	<p>(i) Organization and evaluation data assigned by the college / university in assessing the contribution from evaluation.</p> <p>(ii) Student subject to available, resources and their level activities such as studies clubs, home assignments, extra work, extra courses and other extra cultural sports, NCC, NSS and community service.</p> <p>(iii) Organization resources / conference / activities other college / university activities.</p> <p>(iv) Extension of activity involved in getting 70% students.</p> <p>(v) Conducting work in major research project.</p> <p>(vi) Sponsored by national or international agencies.</p> <p>To have one step in 2000 publication is not approved in 2000 by 2000.</p>	<p>Plan</p> <p>Number of projects can be written to assess the broad integration of activities</p> <p style="text-align: center; font-size: 2em; color: blue;">Good</p>		

Table 2

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

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

(a) Research guidance			
4.	Ph.D.	10 per degree awarded	10 per degree awarded
	M.Phil/P.G. dissertation	05 per thesis submitted	05 per thesis submitted
		02 per degree awarded	02 per degree awarded
(b) Research Projects Completed			
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
(c) Research Projects Ongoing:			
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
(d) Consultancy			
		03	03
(a) Patents			
	International		
	National	10	10
		07	07
(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International		
	National	10	10
	State	07	07
		04	04
(c) Awards/Fellowship			
	International		
	National	07	07
		05	05
*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=			

[Handwritten Signature]
Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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

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

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

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

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

4. Remarks and suggestions :

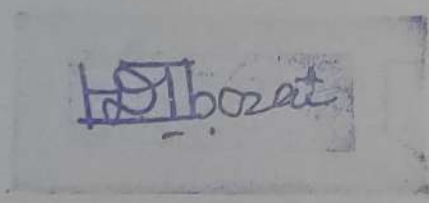


Signature
(Head of the Department)

()

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	:	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	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>378</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>375</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>83%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	378	No. of Classes Taught	:	375	% of Classes Taught	:	83%	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
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No. of Classes Taught	:	375																													
% of Classes Taught	:	83%																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

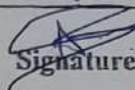
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center; font-size: 2em;">Good</p>		

Table 2

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

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

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


Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

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

NOTE:

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

PART 'B'

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

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

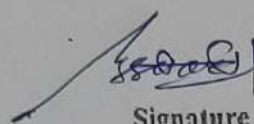
Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers

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

- (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:

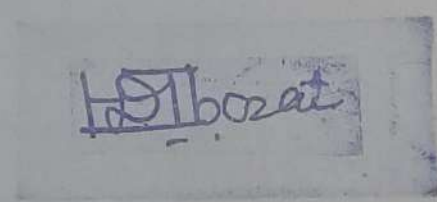
4. Remarks and suggestions :



Signature
(Head of the Department)

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	:	Prof. Samina Amin
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept. of Commerce
4.	Email Telephone / Mobile number	:	9604288275
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																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>384</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>370</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>96.38</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	384	No. of Classes Taught	:	370	% of Classes Taught	:	96.38	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	384																													
No. of Classes Taught	:	370																													
% of Classes Taught	:	96.38																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <th>Sr.</th> <th>Yes/No</th> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

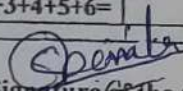
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center; font-size: 2em;">Good</p>		

Table 2

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

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
	(*) 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		
2.	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		
	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
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		

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


Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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

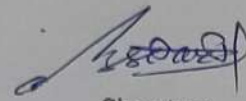
**Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers**

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

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

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

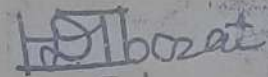
4. Remarks and suggestions :



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	: Dr. Misal Pandurang Uttamrao
2.	Designation	: Asst. Professor HOD
3.	Name of the Department / Centre	: Dept of Marathi: HOD
4.	Email Telephone / Mobile number	: 9822188144
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																								
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Total Classes Assigned</td> <td>: 385</td> </tr> <tr> <td>No. of Classes Taught</td> <td>: 300</td> </tr> <tr> <td>% of Classes Taught</td> <td>: 95</td> </tr> <tr> <td>Grade</td> <td>: Good</td> </tr> </table>	Total Classes Assigned	: 385	No. of Classes Taught	: 300	% of Classes Taught	: 95	Grade	: Good	Good										
80% & above	: Good																											
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Less than 70%	: Not satisfactory																											
Total Classes Assigned	: 385																											
No. of Classes Taught	: 300																											
% of Classes Taught	: 95																											
Grade	: Good																											
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Involved in at least 3 activities</td> <td>: Good</td> </tr> <tr> <td>1-2-activities</td> <td>: Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>: Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	: Good	1-2-activities	: Satisfactory	Not involved / undertaken any of the activities	: Not satisfactory	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	: Good																											
1-2-activities	: Satisfactory																											
Not involved / undertaken any of the activities	: Not satisfactory																											
Sr.	Yes/No																											
(a)	Yes																											
(b)	Yes																											
(c)	Yes																											
(d)	Yes																											
(e)	No																											
(f)	No																											
(g)	No																											
Grade	Good																											

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

Table 2

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

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

(a) Research guidance			
4.	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
4.	More than 10 lakhs		
	Less than 10 lakhs	10	10
	(c) Research Projects Ongoing:		
	More than 10 lakhs		
	Less than 10 lakhs	05	05
4.	(d) Consultancy	02	02
		03	03
	(a) Patents		
5.	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 State Government)	07	07
	International		
	National	10	10
	State	07	07
	(c) Awards/Fellowship	04	04
	International		
	National	07	07
		05	05
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within Country)	05	05
	National	03	03
	State/ University	02	02
Total 1+2+3+4+5+6=			

Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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

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

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

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

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

4. Remarks and suggestions :

DO Seminar and write Research paper.

[Handwritten Signature]

Signature

(Head of the Department)

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

[Handwritten Signature]

Signature

(Vice Chancellor)



Savitribai Phule Pune University

(Formerly University of Pune)

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2023-24

SECTION - A: GENERAL

1.	Name	:	poth kamble sanjay shivaji
2.	Designation	:	Asst. professor
3.	Name of the Department / Centre	:	Dept of marathi
4.	Email Telephone / Mobile number	:	9822874802
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																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>385</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>300</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>85</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	385	No. of Classes Taught	:	300	% of Classes Taught	:	85	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	385																													
No. of Classes Taught	:	300																													
% of Classes Taught	:	85																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <th>Sr.</th> <th>Yes/No</th> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	No	(f)	No	(g)	No	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	No																														
(f)	No																														
(g)	No																														
Grade	Good																														

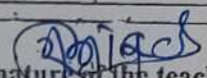
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career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

Table 2

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

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

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


 Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

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

NOTE:

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

PART 'B'

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

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

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


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

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

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

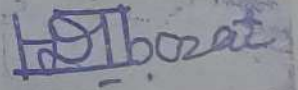
4. Remarks and suggestions :

Do seminar and write Research 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	:	Prof. Rohit D. Kamble
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Dept of English
4.	Email Telephone / Mobile number	:	9960958283
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	
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & : Good	Total Classes Assigned : 385	Good	
		Below 80% but 70% & above : Satisfactory	No. of Classes Taught : 37.9		
		Less than 70% : Not satisfactory	% of Classes Taught : 8.5		
			Grade : Good		
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	Involved in at least 3 activities : Good	Sr.	Yes/No	Good
			(a)	Yes	
			(b)	Yes	
			(c)	Yes	
			(d)	Yes	
			(e)	NO	
			(f)	NO	
			(g)	NO	
	Grade	Good			

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

Table 2

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

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

(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		
Less than 10 lakhs	10	10
(c) Research Projects Ongoing:		
More than 10 lakhs		
Less than 10 lakhs	05	05
(d) Consultancy		
	02	02
	03	03

(a) Patents

International		
National	10	10
	07	07

(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)

International		
National	10	10
State	07	07
	04	04

(c) Awards/Fellowship

International		
National	07	07
	05	05

*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)

International (Abroad)	07	07
International (within Country)	05	05
National	03	03
State/ University	02	02

Total 1+2+3+4+5+6=


Signature of the teacher

Signature of HOD / Director

Date:

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

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

NOTE:

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

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

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

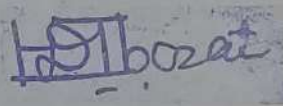
4. Remarks and suggestions :

Do Seminars and write Research
- 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	:	prof. Bhatashe R.K.
2.	Designation	:	Asst. Professor
3.	Name of the Department / Centre	:	Economics
4.	Email Telephone / Mobile number	:	9527815840
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
			Sr.	Yes/No	
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 : Good	Total Classes Assigned	384	Good
		Below 80% but 70% & above : Satisfactory	No. of Classes Taught	372	
		Less than 70% : Not satisfactory	% of Classes Taught	83%	
		Grade	Good		
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	Involved in at least 3 activities : Good	Sr.	Yes/No	Good
		1-2-activities : Satisfactory	(a)	Yes	
			(b)	Yes	
		Not involved / undertaken any of the activities : Not satisfactory	(c)	Yes	
			(d)	Yes	
		Grade	(e)	NO	
			(f)	NO	
			(g)	NO	
	Grade	Good			

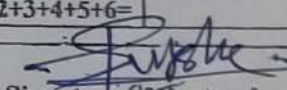
Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p> <p style="text-align: center; font-size: 2em;"><i>Good</i></p>		

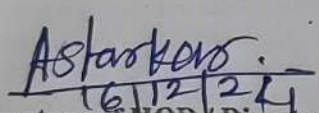
Table 2

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

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

(a) Research guidance			
4.	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	10	10
	Less than 10 lakhs	05	05
(c) Research Projects Ongoing:			
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
(a) Patents			
	International		
	National	10	10
		07	07
(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10
	National	07	07
	State	04	04
(c) Awards/Fellowship			
	International	07	07
	National	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=			


 Signature of the teacher


 Signature of HOD/ Director

Date: 16/12/2024

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

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

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

NOTE:

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

PART 'B'

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

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

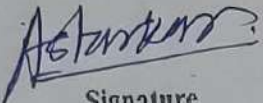
Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers

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

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

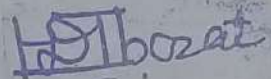
3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :


Signature
(Head of the Department)

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	:	Prof. Ameḡao Yashoda ḡ.
2.	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 Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>385</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>300</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>95%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td></td> </tr> </table>	Total Classes Assigned	:	385	No. of Classes Taught	:	300	% of Classes Taught	:	95%	Grade	:		Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	385																													
No. of Classes Taught	:	300																													
% of Classes Taught	:	95%																													
Grade	:																														
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>Yes</td> </tr> <tr> <td>(e)</td> <td>Yes</td> </tr> <tr> <td>(f)</td> <td>Yes</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	Yes	(f)	Yes	(g)	No	Grade	Good	
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	Yes																														
(f)	Yes																														
(g)	No																														
Grade	Good																														

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

Table 2

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

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

(a) Research guidance			
4.	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded
(b) Research Projects Completed			
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
(c) Research Projects Ongoing:			
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
(a) Patents			
	International	10	10
	National	07	07
(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International	10	10
	National	07	07
	State	04	04
(c) Awards/Fellowship			
	International	07	07
	National	05	05
*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=			

(Signature)
Signature of the teacher

(Signature)
Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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

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

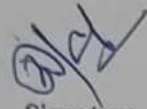
		Verified Grading
Good in teaching and satisfactory or good in activity at Sl. No.2	Good	Good
Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.	Satisfactory	
If neither good nor satisfactory in overall grading	Not Satisfactory	
<p>Note: For the purpose of assessing the grading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

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

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

4. Remarks and suggestions :

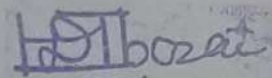
Do write ~~Research~~ research papers
and complete the Ph.D.



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	:	prof. Kaseb Manik W. Jabhau
2.	Designation	:	Asst. professor
3.	Name of the Department / Centre	:	dept. of political 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	Grading Criteria	Self-appraisal Grading		Verified Grading	
			Sr.	Yes/No		
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & : Good	Total Classes Assigned	:	300	Good
		Below 80% but 70% & : Satisfactory	No. of Classes Taught	:	290	
		Less than 70% : Not satisfactory	% of Classes Taught	:	80	
			Grade	:	Good	
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	Involved in at least 3 activities : Good	Sr.	Yes/No	Good	
		1-2-activities : Satisfactory	(a)	yes		
		Not involved / undertaken any of the activities : Not satisfactory	(b)	yes		
			(c)	yes		
			(d)	NO		
			(e)	NO		
			(f)	NO		
			(g)	NO		
	Grade	Good				

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

Table 2

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

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self- appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publication (other than Research papers)				
	(a) Books authored which are published by;				
	International publishers	12	12	00	
	National Publishers	10	10	05	
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content(developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
	Editor of e-content for complete course/paper/e-book	10	10		

(a) Research guidance			
4.	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		
	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			
	International		
	National	10	10
		07	07
(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
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	National	10	10
	State	07	07
		04	04
(c) Awards/Fellowship			
	International		
	National	07	07
		05	05
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within Country)	05	05
	National	03	03
	State/ University	02	02
Total 1+2+3+4+5+6=			

[Signature]
Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

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

NOTE:

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

PART 'B'

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

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

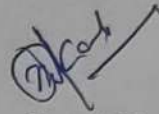
Overall Grading for TABLE 1
Assessment Criteria and Methodology for University Teachers

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

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

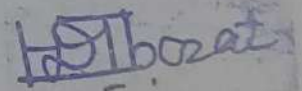
- 3. Comments of the Vice-Chancellor/ Head of the Department on Table 1 and Table 2:

4. Remarks and suggestions :



Signature
(Head of the Department)

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	:	Prof. Manke S. D.
2.	Designation	:	Assit. Professor
3.	Name of the Department / Centre	:	Department of Geography Shardchandra Pawar Arts & Comm. College.
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	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table border="1"> <tr> <td>Total Classes Assigned</td> <td>:</td> <td>290</td> </tr> <tr> <td>No. of Classes Taught</td> <td>:</td> <td>250</td> </tr> <tr> <td>% of Classes Taught</td> <td>:</td> <td>86%</td> </tr> <tr> <td>Grade</td> <td>:</td> <td>Good</td> </tr> </table>	Total Classes Assigned	:	290	No. of Classes Taught	:	250	% of Classes Taught	:	86%	Grade	:	Good							
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2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table>	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>Yes</td> </tr> <tr> <td>(b)</td> <td>Yes</td> </tr> <tr> <td>(c)</td> <td>Yes</td> </tr> <tr> <td>(d)</td> <td>No</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>No</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	No	(e)	No	(f)	No	(g)	No	Grade	Good	
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Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading
	<p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project</p> <p>(g) Sponsored by national or international agencies.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	<p><i>Note:</i> <i>Number of activities can be within or across the broad categories of activities</i></p>	<p><i>Good.</i></p>	

Table 2

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

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

(a) Research guidance			
4.	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		
	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			
International			
National			
		10	10
		07	07
5.	(b) "Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)		
	International		
	National		
		10	10
		07	07
		04	04
(c) Awards/Fellowship			
International			
National			
		07	07
		05	05
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)		
	International (within Country)		
	National		
	State/ University		
		07	07
		05	05
		03	03
		02	02
Total 1+2+3+4+5+6=			

Signature of the teacher

Signature of HOD / Director

Date:

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

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

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

NOTE:

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

PART 'B'

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

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

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

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

(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 :

KAPS
Signature
(Head of the Department)

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

Signature
(Vice Chancellor)

H. S. Borat



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



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