

Employee Welfare Measure



The Berar General Education Society's
SITABAI ARTS, COMMERCE & SCIENCE COLLEGE

Akola (MS) 444 001, Phone : 0724-2415148

Email : sitabaiartscollegeakola@gmail.com, sam201@sgbau.ac.in
(Affiliated to : Sant Gadge Baba Amravati University, Amravati)

NAAC Accredited "A" Grade

Principal : **Dr. R. D. Sikchi**, M.Com, Ph.D.

ARTS

11th

12th

B.A.

M.A.

COMMERCE

11th

12th

B.Com

SCIENCE

11th

12th

B.Sc.

M.A. (Yogshasra)

L.No.

Date :

DECLARATION

This is to declare that, the information, data, true copies of the supporting documents etc. furnished here in this "Key Indicator-6.3 Faculty Empowerment Strategies" file is checked and verified by IQAC, Sitabai Arts, and Commerce & Science College Akola and found to be correct.



Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

Index

Sr. No.	Contents	Page No.
Welfare measures for teaching and non-teaching staff.		
1	Sitabai Arts College Employee's Credit Co-Op. Society Ltd, Akola Reg. No. 133 provides short term & long-term loan facility to the teaching and non-teaching staff (Annexure-I).	1 – 10
2	Festival Advance or Advance Payment provided to non-teaching staff (Annexure-II).	11 – 22
3	Medical Reimbursement facility provided to teaching and non-teaching staff (Annexure-III).	23 – 24
4	G.P.F. Loan Facility provided to teaching and non-teaching staff (Annexure-IV)	25
5	Group Insurance facility	
6	Society's Life-Insurance	
7	Leave Application Performa	26
Performance Appraisal System for teaching and non-teaching staff		
8	List of Teachers successfully promoted under CAS	53 – 56
9	PBAS Performa for promotion under CAS and Self Appraisal for non-teaching	57 – 82
10	Placement Approval Letters to Teaching Staff from Joint Director (Year: 2017-18 to 2021-22).	83 - 105

Our college has welfare measures for both teaching and non-teaching staff as well as Performance appraisal system for teaching and non-teaching staff.

Welfare measures for teaching and non-teaching staff

Loan Benefits:

- Sitabai Arts College Employee's Credit Co-Op. Society Ltd, Akola Reg. No. 133 provides short term (Emergency) & long term loan facility to teaching and non-teaching staff. (**Annexure-I**)
- A festival advance / advance Payment is made available for non-teaching staff (**Annexure-II**)
- G.P.F. Loan Facility provided to teaching and non-teaching staff (**Annexure-IV**)

Medical Benefits :

- Medical Reimbursement facility is given to staff members as per rule. (**Annexure-III**)
- Group Insurance Facility if provided to all the staff members. (**Annexure-V**)

Leave Benefits :

- Leave facilities like Casual Leave (CL), Earned Leave, Average Pay Leave (APL), Commuted Leave, Duty Leave (DL), Medical Leave (ML), Leave without pay, Maternity Leave, Paternity Leave are provided by college to teaching and non-teaching staff as per Government rules.
- Leave given to teaching staff to participate and present papers and to deliver guest lectures at other institutes also to the non-teaching staff for participation in Conference/ Seminars/ Workshops/ FDP, etc.
- Permission to faculties given to visit industry and higher institutes for gaining knowledge.

ICT Facilities :

- Wi-Fi facility in campus to the teaching and non-teaching staff.
- Laptop/Desktop, Printer facilities are provided in the library and in each Department for staff.
- Audio-Visual classroom , Lab and Research Centre.

Sitabai Arts College Employee's Credit Co-Op. Society Ltd, Akola Reg. No. 133, envisaged the promotion of thrift and mutual help. Major functions of the society include granting loans, accepting deposits, conducting group deposits and credit schemes. The society offers membership to all the confirmed teaching and non-teaching staff employees.

❖ **Elected body of Cooperative Society :**

Sr. No.	Name of the staff	Designation
1	SHRI.N.B.INGALE	PRESIDENT
2	SHRI.S.M.KHOLE	SECRETARY
3	SHRI.B.B.DHARNE	DIRECTOR
4	SHRI.K.S.WANKHADE	DIRECTOR
5	DR.K.D.KSHIRSAGAR	DIRECTOR
6	SHRI.A.W.GAWANDE	DIRECTOR
7	SMT.S.S.DABERAO	DIRECTOR

Members List

Sr. No.	Name of the staff
1	B.B. Dharane
2	S.R. Damodar
3	B.S. Patnaik
4	D. R. Khanderao
5	K.S. Wankhade
6	N.S. Lande
7	A.S. Sonone
8	K.D. Kshirsagar
9	H. N. Nareti
10	R.S.Sonone
11	D.D. Kumare
12	A.G. Solanke
13	M.N. Solanke
14	G.S. Babhulkar
15	K.R. Sonone
16	N.B. Ingle

Sr. No.	Name of the staff
17	S.S. Dongre
18	G.B. Kamble
19	R.D. Tale
20	S. M. Daberao
21	G.W. Phashe
22	S.S. Joshi
23	B.G. Jogdand
24	S.P. Gaygol
25	A.W. Gawande
26	B.R. Lohakpure
27	P.R. Dinode
28	P. T. Markande
29	R. D. Sikchi
30	K.P. Amrutkar
31	G.M. Zatale
32	G.B. Kamble



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M.A. (Yogshasra)

L.No.

Date :

This is to certify that the following staff members availed Short Term Loan (Emergency) and Long Term Loan facility from Sitabai Arts College Employee's Credit Co-Op. Society Ltd. Akola Reg. No. 133 during year 2017-2018 to 2021-2022 as mentioned in Annexure-I.




Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

Sitabai Arts College Employee's Credit Co-Op. Society Ltd, Akola Reg. No. 133 provides financial support to the faculty members. The following data indicates loan facility provided by society to the faculty members.

LONG TERM & SHORT TERM LOAN

Year 2017-2018:

Sr. No.	Name of the staff	Long Term Loan Amount taken from Society in Rs.	Short Term Loan Amount taken from Society in Rs.	Date of Loan Amount taken from Society	Documents Proof
1	SHRI. R.R.RANPISE	22000		18-01-2018	The loan requirement applications of all staff members are submitted in Society
2	SHRI.B.S.WAZIRE	838000		06-12-2017	
3	SHRI.D.R.ALALKAR	640000		13-12-2017	
4	SHRI.A.M.KHARE	650000		06-12-2017	
5	SHRI.S.R.DAMODAR	1300000		22-02-2018	
6	SHRI.S.R.DAMODAR		20000	15-12-2018	
7	SHRI.D.R.KHANDERAO	475000		17-10-2017	
8	SHRI.K.S.WANKHADE	600000		17-10-2017	
9	SHRI.P.J.BAIS	632000		22-03-2018	
10	DR.K.D.KSHIRSAGAR	1379000		17-10-2017	
11	SHRI.N.V.BHADKE	800000		09-03-2018	
12	SHRI.H.N.NARETI	480000		27-02-2018	
13	SHRI.R.S.SONONE	200000		08-12-2017	
14	SHRI.R.S.SONONE		20000	06-03-2018	
15	SHRI.D.D.KUMRE	800000		13-11-2017	
16	SHRI.A.G.SOLANKE	1260000		17-10-2017	
17	SHRI.A.G.SOLANKE		20000	18-01-2018	
18	SHRI.M.N.SOLANKE	1480000		07-02-2018	
19	SHRI.G.S.BABHULKAR	900000		17-11-2017	
20	SHRI.K.R.SONONE	1062000		15-11-2017	
21	SHRI.S.M.KHOLE	132500		26-03-2018	

22	SHRI.D.S.BHARUKA	735000		01-11-2017	
23	SHRI.N.B.INGALE	500000		05-02-2018	
24	SHRI.N.B.INGALE		20000	26-03-2018	
25	SMT.R.D.TALE	330000		12-03-2018	
26	SHRI.G.B.KAMBLE		20000	30-06-2017	
27	SHRI.G.B.KAMBLE	271000		16-11-2017	
28	SMT.S.M.DABERAO	110000		12-03-2018	
29	SAU.S.M.BANNE	700000		12-03-2018	
30	SHRI.S.K.KESHWANI	455000		12-03-2018	
31	SHRI.A.W.GAWANDE	427000		01-11-2017	
32	SHRI.B.R.LOHAKPURE		20000	19-06-2017	
33	SHRI.B.R.LOHAKPURE	591850		30-10-2017	
34	SHRI.PR.GAWAI		18000	05-06-2017	
35	DR.R.D.SIKCHI	110000		24-05-2017	
36	SHRI.K.P.AMRUTKAR	800000		17-11-2017	
37	SHRI.G.M.ZATALE	980000		06-12-2017	
38	SHRI.G.M.ZATALE		20000	22-03-2018	
	TOTAL	19660350	158000		

Year 2018-2019:

Sr. No.	Name of the staff	Long Term Loan Amount taken from Society in Rs.	Short Term Loan Amount taken from Society in Rs.	Date of Loan Amount taken from Society	Documents Proof
1	SHRI.B.S.WAZIRE	960000		02-02-2019	The loan requirement applications of all staff members are submitted in Society
2	SHRI.A.M.KHARE		20000	03-06-2018	
3	SHRI.A.M.KHARE	60000		08-02-2019	
4	SHRI.S.R.DAMODAR		20000	18-06-2019	
5	SHRI.S.R.DAMODAR	257000		05-02-2019	
6	SHRI.D.R.KHANDERAO		20000	21-06-2018	
7	SHRI.D.R.KHANDERAO	100000		22-03-2019	

8	SHRI.P.J.BAIS	157200		22-03-2019	
9	SHRI.S.S.SONONE	100000		21-06-2018	
10	DR.K.D.KSHIRSAGAR	1500000		22-03-2019	
11	SHRI.N.V.BHADKE	1635000		15-01-2019	
12	SHRI.R.S.SONONE	100000		31-12-2018	
13	SHRI.D.D.KUMRE		20000	14-09-2018	
14	SHRI.A.G.SOLANKE	55000		15-11-2018	
15	SHRI.M.N.SOLANKE	336000		02-11-2018	
16	SHRI.K.R.SONONE		20000	25-05-2018	
17	SHRI.K.R.SONONE	100000		17-01-2019	
18	SHRI.S.M.KHOLE	232000		26-02-2019	
19	SHRI.D.S.BHARUKA	440000		02-05-2018	
20	SHRI.N.B.INGALE	100000		11-12-2018	
21	SHRI.S.S.DONGARE	21000		26-02-2019	
22	SHRI.S.S.DONGARE		20000	18-12-2018	
23	SHRI.G.B.KAMBLE	55000		28-11-2018	
24	SAU.S.M.BANNE	275000		12-11-2018	
25	SHRI.B.J.JOGDAND	1720000		05-11-2018	
26	SHRI.A.W.GAWANDE	220000		02-02-2019	
27	SHRI.B.R.LOHAKPURE	735000		27-03-2019	
28	SHRI.P.R.GAWAI		20000	25-06-2018	
29	SHRI.P.R.GAWAI	55000		15-01-2019	
30	SHRI.K.P.AMRUTKAR	60000		28-12-2018	
31	SHRI.G.M.ZATALE	27500		14-08-2018	
32	SHRI.G.M.ZATALE		11000	24-01-2019	
	TOTAL	9300700	151000		

Year 2019-20

Sr. No.	Name of the staff	Long Term Loan Amount taken from Society in Rs.	Short Term Loan Amount taken from Society in	Date of Loan Amount taken from Society	Documents Proof
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			Rs.		
1	SHRI.B.S.WAZIRE	260000		28-06-2019	The loan requirement applications of all staff members are submitted in Society
2	SHRI.B.S.WAZIRE		20000	21-03-2020	
3	SHRI.D.R.ALALKAR	1250000		29-08-2019	
4	SHRI.A.M.KHARE	67000		24-02-2020	
5	SHRI.S.R.DAMODAR	1600000		28-06-2019	
6	SHRI.S.R.DAMODAR		11000	31-08-2019	
7	SHRI.D.R.KHANDERAO	415000		26-06-2019	
8	SHRI.P.J.BAIS	230000		07-01-2020	
9	DR.K.D.KSHIRSAGAR		20000	17-10-2019	
10	SHRI.N.V.BHADKE	165000		29-08-2019	
11	SHRI.H.N.NARETI	466000		16-12-2019	
12	SHRI.R.S.SONONE		12000	28-06-2019	
13	SHRI.R.S.SONONE	20000		07-01-2020	
14	SHRI.D.D.KUMRE	1500000		29-08-2019	
15	SHRI.A.G.SOLANKE	220000		24-07-2019	
16	SHRI.M.N.SOLANKE	200000		07-05-2019	
17	SHRI.G.S.BABHULKAR	45000		23-05-2019	
18	SHRI.K.R.SONONE	130000		05-04-2019	
19	SHRI.S.M.KHOLE	133000		08-01-2020	
20	SHRI.D.S.BHARUKA	1225000		31-08-2019	
21	SHRI.N.B.INGALE	55000		17-06-2019	
22	SHRI.S.S.DONGARE	87500		17-10-2019	
23	SHRI.A.W.GAWANDE	1915000		26-06-2019	
24	SHRI.B.R.LOHAKPURE	94000		24-02-2020	
25	SHRI.P.R.GAWAI		16000	03-04-2019	
26	SHRI.P.R.GAWAI	550000		21-06-2019	
27	SHRI.K.P.AMRUTKAR	60000		17-06-2019	
28	SHRI.G.M.ZATALE	20000		11-12-2019	
	TOTAL	10707500	79000		

Year 2020-21

Sr. No.	Name of the staff	Long Term Loan Amount taken from Society in Rs.	Short Term Loan Amount taken from Society in Rs.	Date of Loan Amount taken from Society	Documents Proof
1	SHRI.B.S.WAZIRE		50000	22-01-2021	The loan requirement applications of all staff members are submitted in Society
2	SHRI.D.R.ALALKAR		50000	26-08-2020	
3	SHRI.S.R.DAMODAR	1500000		23-01-2021	
4	SHRI.D.R.KHANDERAO	1200000		25-11-2020	
5	SHRI.H.N.NARETI	1200000		29-07-2020	
6	SHRI.H.N.NARETI		50000	01-12-2020	
7	SHRI.D.D.KUMRE		50000	18-02-2021	
8	SHRI.A.G.SOLANKE		30000	04-03-2021	
9	SHRI.G.S.BABHULKAR		20000	11-01-2021	
10	SHRI.K.R.SONONE		30000	29-12-2020	
11	SHRI.J.W.WAGARE		50000	07-10-2020	
12	SHRI.S.M.KHOLE		50000	02-01-2021	
13	SHRI.D.S.BHARUKA		50000	02-01-2021	
14	SHRI.S.S.DONGARE	22000		24-06-2020	
15	SHRI.G.B.KAMBLE		20000	09-09-2020	
16	SMT.S.M.DABERAO		50000	14-01-2021	
17	SAU.S.M.BANNE		50000	14-01-2021	
18	SHRI.P.R.GAWAI		50000	22-10-2020	
19	SHRI.P.R.GAWAI	1500000		16-03-2021	
	TOTAL	5422000	600000		

Year 2021-22

Sr. No.	Name of the staff	Long Term Loan Amount taken from Society in Rs.	Short Term Loan Amount taken from Society in Rs.	Date of Loan Amount taken from Society	Documents Proof
1	SHRI.S.R.DAMODAR		50000	07-08-2021	The loan requirement applications of all staff members are submitted in Society
2	SHRI.D.R.KHANDERAO		50000	25-06-2021	
3	SHRI.H.N.NARETI		50000	22-09-2021	
4	SHRI.R.S.SONONE		10000	26-10-2021	
5	SHRI.G.S.BABHULKAR		50000	07-03-2022	
6	SHRI.S.M.KHOLE	50000		07-10-2021	
7	SHRI.N.B.INGALE		50000	23-09-2021	
8	SHRI.S.S.DONGARE	33000		23-12-2021	
	TOTAL	83000	260000		



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L.No.

Date :

This is to certify that the following staff members availed Festival Advance or Advance Payment facility during the year 2017-2018 to 2021-2022 as mentioned in Annexure-II.



Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

FESTIVAL ADVANCE/ ADVANCE PAYMENT

Festival Advance/ Advance Payment provided to non-teaching staff members during the year 2017-18 to 2021-22.

2017-18

Sr. No.	Year	Name of the Staff	Festival Adv. given to staff in Rs.	Festival Advance payment mode to staff	Doc. Proof
1	2017-18	A.G. Solanke	50000.00	A/C Transfer	College Record
2	2017-18	A.M.Khare	2000.00	A/C Transfer	College Record
3	2017-18	Bajarang Ghameria	1000.00	A/C Transfer	College Record
4	2017-18	Bharati Kale	10000.00	A/C Transfer	College Record
5	2017-18	Bharati Patnaik	3800.00	A/C Transfer	College Record
6	2017-18	B.S. Wazire	13000.00	A/C Transfer	College Record
7	2017-18	C.S. Ghadyalji	15000.00	A/C Transfer	College Record
8	2017-18	D.R. Elalkar	100000.00	A/C Transfer	College Record
9	2017-18	D.R. Khanderao	46670.00	A/C Transfer	College Record
10	2017-18	Gajanan Kamble	10000.00	A/C Transfer	College Record
11	2017-18	Ganesh M. Zatale	35000.00	A/C Transfer	College Record
12	2017-18	Kaumudini Kshirsagar	5000.00	A/C Transfer	College Record
13	2017-18	K.S. Wankhade	3000.00	A/C Transfer	College Record
14	2017-18	Manoj Sharma	3000.00	A/C Transfer	College Record
15	2017-18	M.S.Jamnik	9000.00	A/C Transfer	College Record
16	2017-18	Prashant Thakare	88000.00	A/C Transfer	College Record
17	2017-18	Prassanajit Gawai	94000.00	A/C Transfer	College Record
18	2017-18	R.D. Tale	2000.00	A/C Transfer	College Record
19	2017-18	R.R. Ranapise	3200.00	A/C Transfer	College Record
20	2017-18	Y.N. Karale	10000.00	A/C Transfer	College Record
21	2017-18	Ashwin Rakesh	4000.00	A/C Transfer	College Record
22	2017-18	Jyoti Hole	5000.00	A/C Transfer	College Record
23	2017-18	Kiran Patekhede	5000.00	A/C Transfer	College Record
24	2017-18	K.S. Dharamkar	5000.00	A/C Transfer	College Record
25	2017-18	Mahendra Hiwrale	10000.00	A/C Transfer	College Record
26	2017-18	Nakul Gaud	5000.00	A/C Transfer	College Record
27	2017-18	P.R. Dinode	57000.00	A/C Transfer	College Record
28	2017-18	Sanket Kulkarni	25000.00	A/C Transfer	College Record
29	2017-18	S.A. Tonde	5000.00	A/C Transfer	College Record

30	2017-18	Shubham Poul	10000.00	A/C Transfer	College Record
31	2017-18	Sohan Nawkar	31000.00	A/C Transfer	College Record
32	2017-18	Vivek Wadewale	5000.00	A/C Transfer	College Record
33	2017-18	V.M. Waykar	5000.00	A/C Transfer	College Record
		TOTAL	675670.00		

2018-19

Sr. No.	Year	Name of the Staff	Festival Advance given to staff in Rs.	Festival Advance payment mode to staff	Document Proof
1	2018-19	Ajay Solanke	10000.00	A/C Transfer	College Record
2	2018-19	Bharati Kale	2000.00	A/C Transfer	College Record
3	2018-19	Bharati Patnaik	10000.00	A/C Transfer	College Record
4	2018-19	B.S. Wazire	16543.00	A/C Transfer	College Record
5	2018-19	C.S. Ghadyalji	5000.00	A/C Transfer	College Record
6	2018-19	Dhanashree Soni	20000.00	A/C Transfer	College Record
7	2018-19	D.R. Elalkar	50000.00	A/C Transfer	College Record
8	2018-19	Gajanan Kamble	5000.00	A/C Transfer	College Record
9	2018-19	Ganesh Zatale	11000.00	A/C Transfer	College Record
10	2018-19	K.S. Wankhade	20000.00	A/C Transfer	College Record
11	2018-19	Prashant Thakare	75000.00	A/C Transfer	College Record
12	2018-19	Prasannjit Gawai	131700.00	A/C Transfer	College Record
13	2018-19	S.D. Shembekar	35000.00	A/C Transfer	College Record
14	2018-19	Ashwin Rakesh	10000.00	A/C Transfer	College Record
15	2018-19	Jyoti Hole	5000.00	A/C Transfer	College Record
16	2018-19	Kiran Patekhede	5000.00	A/C Transfer	College Record
17	2018-19	K.S. Dharamkar	5000.00	A/C Transfer	College Record
18	2018-19	Mahendra Hiwrale	5000.00	A/C Transfer	College Record
19	2018-19	Mayur Gupta	5000.00	A/C Transfer	College Record
20	2018-19	Nakul Goud	5000.00	A/C Transfer	College Record
21	2018-19	P.R. Dinode	7000.00	A/C Transfer	College Record
22	2018-19	Sanket Kulkarni	5000.00	A/C Transfer	College Record
23	2018-19	S.A. Tonde	9000.00	A/C Transfer	College Record
24	2018-19	Shubham Poul	5000.00	A/C Transfer	College Record
25	2018-19	Sohan Navkar	20000.00	A/C Transfer	College Record
26	2018-19	Vivek Wadewale	5000.00	A/C Transfer	College Record

27	2018-19	V.M. Vaykar	7000.00	A/C Transfer	College Record
28	2018-19	Dhanashree R. Sone	40000.00	A/C Transfer	College Record
29	2018-19	P.R. Gawai	55000.00	A/C Transfer	College Record
30	2018-19	Vijay Tiwari	5000.00	A/C Transfer	College Record
		TOTAL	589243.00		

2019-20

Sr. No.	Year	Name of the Staff	Festival Advance given to staff in Rs.	Festival Adv. payment mode to staff	Document Proof
1	2019-20	Bharati Kale	11000.00	A/C Transfer	College Record
2	2019-20	B.S. Wazire	265471.00	A/C Transfer	College Record
3	2019-20	Dhanashree Soni	30000.00	A/C Transfer	College Record
4	2019-20	D.R. Khanderao	5000.00	A/C Transfer	College Record
5	2019-20	Gajanan Kamble	5000.00	A/C Transfer	College Record
6	2019-20	Ganesh Zatale	9400.00	A/C Transfer	College Record
7	2019-20	Kailas Amrutkar	8000.00	A/C Transfer	College Record
8	2019-20	M.S. Jamnik	14000.00	A/C Transfer	College Record
9	2019-20	Prashant Thakare	80000.00	A/C Transfer	College Record
10	2019-20	R.S. Sonone	1000.00	A/C Transfer	College Record
11	2019-20	Sarika Maheshwari	10000.00	A/C Transfer	College Record
12	2019-20	S.M. Khole	520000.00	A/C Transfer	College Record
13	2019-20	S.R. Damodar	50000.00	A/C Transfer	College Record
14	2019-20	Subhash Charlewar	5000.00	A/C Transfer	College Record
15	2019-20	Ashwin Rakesh	27000.00	A/C Transfer	College Record
16	2019-20	B.H. Pagde	5500.00	A/C Transfer	College Record
17	2019-20	Gajanan Kamble	2000.00	A/C Transfer	College Record
18	2019-20	Jyoti Hole	5000.00	A/C Transfer	College Record
19	2019-20	Kiran Patekhede	72500.00	A/C Transfer	College Record
20	2019-20	K.S Dharamkar	5500.00	A/C Transfer	College Record
21	2019-20	Mahendra Hiwrale	5500.00	A/C Transfer	College Record
22	2019-20	Mayur Gupta	5500.00	A/C Transfer	College Record
23	2019-20	Nakul Goud	1500.00	A/C Transfer	College Record
24	2019-20	P.R. Dinode	25000.00	A/C Transfer	College Record
25	2019-20	S.A. Tonde	6500.00	A/C Transfer	College Record
26	2019-20	Shubham Poul	500.00	A/C Transfer	College Record

27	2019-20	S.M. Ghadyalji	7000.00	A/C Transfer	College Record
28	2019-20	S.M. Khole	120000.00	A/C Transfer	College Record
29	2019-20	Sohan Navkar	500.00	A/C Transfer	College Record
30	2019-20	Vivek Wadewale	5500.00	A/C Transfer	College Record
31	2019-20	V.M. Vaykar	5000.00	A/C Transfer	College Record
32	2019-20	B.S. Wazire	125000.00	A/C Transfer	College Record
33	2019-20	Dhanashree Sone	75000.00	A/C Transfer	College Record
34	2019-20	Mayur Pendam	5500.00	A/C Transfer	College Record
35	2019-20	M. Arshad Iqbal Alitif	20000.00	A/C Transfer	College Record
36	2019-20	Prashant Thakare	4000.00	A/C Transfer	College Record
37	2019-20	Vijay Tiwari	500.00	A/C Transfer	College Record
		TOTAL	1537371.00		

2020-21

Sr. No.	Year	Name of the Staff	Festival Advance given to staff in Rs.	Festival Advance payment mode to staff	Document Proof
1	2020-21	Bharati Kale	12000.00	A/C Transfer	College Record
2	2020-21	Gajanan Kamble	7000.00	A/C Transfer	College Record
3	2020-21	Ganesh M. Zatale	5140.00	A/C Transfer	College Record
4	2020-21	Kailas Amrutkar	17500.00	A/C Transfer	College Record
5	2020-21	M.S.Jamnik	1500.00	A/C Transfer	College Record
6	2020-21	Prashant Thakare	5000.00	A/C Transfer	College Record
7	2020-21	Subhash Charlewar	5000.00	A/C Transfer	College Record
8	2020-21	Ashwin Rakesh	9200.00	A/C Transfer	College Record
9	2020-21	Gajanan Kamble	12000.00	A/C Transfer	College Record
10	2020-21	Kiran Patekhede	5000.00	A/C Transfer	College Record
11	2020-21	Nakul Gaud	5000.00	A/C Transfer	College Record
12	2020-21	Shubham Poul	5000.00	A/C Transfer	College Record
13	2020-21	Sohan Nawkar	9000.00	A/C Transfer	College Record
14	2020-21	Dhanashree Sone	12000.00	A/C Transfer	College Record
15	2020-21	Prashant Thakre	5000.00	A/C Transfer	College Record
16	2020-21	Priti Sharma	7550.00	A/C Transfer	College Record
17	2020-21	S.M. Khole	2000.00	A/C Transfer	College Record
		TOTAL	107390.00		

2021-22

Sr. No.	Year	Name of the Staff	Festival Advance given to staff in Rs.	Festival Advance payment mode to staff	Document Proof
1	2021-22	Bharati Kale	4000.00	A/C Transfer	College Record
2	2021-22	B.S. Wazire	870000.00	A/C Transfer	College Record
3	2021-22	Dinesh Bharuka	324000.00	A/C Transfer	College Record
4	2021-22	D.R. Elalkar	6000.00	A/C Transfer	College Record
5	2021-22	Ganesh M. Zatale	10000.00	A/C Transfer	College Record
6	2021-22	H. N. Nareti	55000.00	A/C Transfer	College Record
7	2021-22	Kailas Amrutkar	21000.00	A/C Transfer	College Record
8	2021-22	Kaumudini Kshirsagar	15000.00	A/C Transfer	College Record
9	2021-22	K.S. Wankhade	7000.00	A/C Transfer	College Record
10	2021-22	M.S.Jamnik	29000.00	A/C Transfer	College Record
11	2021-22	N.B. Ingle	12000.00	A/C Transfer	College Record
12	2021-22	Prashant Thakare	45000.00	A/C Transfer	College Record
13	2021-22	Sarika Maheshwari	10000.00	A/C Transfer	College Record
14	2021-22	S.M. Khole	20000.00	A/C Transfer	College Record
15	2021-22	S.R. Damodar	40000.00	A/C Transfer	College Record
16	2021-22	Ashwin Rakesh	21500.00	A/C Transfer	College Record
17	2021-22	Gajanan Kamble	10050.00	A/C Transfer	College Record
18	2021-22	Kiran Patekhede	10500.00	A/C Transfer	College Record
19	2021-22	Mahendra Hiwrale	5000.00	A/C Transfer	College Record
20	2021-22	Nakul Gaud	5000.00	A/C Transfer	College Record
21	2021-22	P.R. Dinode	35000.00	A/C Transfer	College Record
22	2021-22	Shubham Poul	5000.00	A/C Transfer	College Record
23	2021-22	Sohan Nawkar	5000.00	A/C Transfer	College Record
24	2021-22	V.M. Waykar	1500.00	A/C Transfer	College Record
25	2021-22	Mayur Pendam	5000.00	A/C Transfer	College Record
26	2021-22	Prashant Thakare	1000.00	A/C Transfer	College Record
27	2021-22	Priti Sharma	12300.00	A/C Transfer	College Record
28	2021-22	Vijay Tiwari	5000.00	A/C Transfer	College Record
		TOTAL	1544850.00		



The Berar General Education Society's
SITABAI ARTS, COMMERCE & SCIENCE COLLEGE

Akola (MS) 444 001, Phone : 0724-2415148

Email : sitabaiartscollegeakola@gmail.com, sam201@sgbau.ac.in

(Affiliated to : Sant Gadge Baba Amravati University, Amravati)

NAAC Accredited "A" Grade

Principal : **Dr. R. D. Sikchi**, M.Com, Ph.D.

ARTS

11th

12th

B.A.

M.A.

COMMERCE

11th

12th

B.Com

SCIENCE

11th

12th

B.Sc.

M.A. (Yogshasra)

L.No.

Date :

This is to certify that the following members availed
Medical Reimbursement Facility during the year
2017-2018 to 2021-2022 as mentioned in Annexure-
III.




Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

MEDICAL REIMBURSEMENT BENEFICIARIES

Medical Reimbursement facility provided to following staff members during the year 2017-18 to 2021-22.

S.R. No.	Year	Name of Beneficiary	Amount	Mode of Payment	Document Proof
1	2017-2018	Mis. S.N. Deshmukh	79418.00	Cheque No. 70202	College Record
2		Mr. B.R. Lohakpure	10196.00	Cheque No. 70230	College Record
3	2018-2019	Mis. S.N. Deshmukh	79418.00	Cheque No. 76187	College Record
4		Mr. B.R. Lohakpure	12732.00	Cheque No. 82958	College Record
5		Mis. S.N. Deshmukh	92150.00	Cheque No. 70202	College Record
6	2019-2020	NILL			
7	2020-2021	Mr. M.N. Solanke	95548.00	Cheque No. 123621	College Record
8	2021-2022	Mr. D.D. Kumare	29146.00	Cheque No. 118137	College Record
9		Mr. D.E. Umbarkar	279771.00	Cheque No. 116097	College Record
		Total	678379.00		



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(Affiliated to : Sant Gadge Baba Amravati University, Amravati)

NAAC Accredited "A" Grade

Principal : **Dr. R. D. Sikchi**, M.Com, Ph.D.

ARTS

11th

12th

B.A.

M.A.

COMMERCE

11th

12th

B.Com

SCIENCE

11th

12th

B.Sc.

M.A. (Yogshasha)

L.No.

Date :

The following staff members were benefited with the facility of G.P.F. loan through the welfare facilities provided by the institution. Annexure -IV.

Year	Name of the Beneficiary	Amount
2017-2018	Mr. M.S. Jamnik	56500.00
	M.N. Solanke	312000.00
	Sau. R.D. Tale	150000.00
2018-2019	Dr. D.R. Khanderao	62500.00
	Mr. K.P. Amrutkar	50000.00
2019-2020	Mr. S.R. Damodar	167000.00
	Dr. K.S. Wankhade	350000.00
	Mr. S. Khole	270000.00
2020-2021	Mr. R.S. Sonone	120000.00
	Dr. B.S. Wazire	250000.00
	Dr. D.R. Elelkar	400000.00
2021-2022	Dr. A. G. Solanke	380000.00
	Dr. B.S. Wazire	283000.00
	Mr. M.S. Jamnik	82000.00
	Dr. B.S. Wazire	118000.00



Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

The following staff members were benefited with the facility of G.P.F. loan through the welfare facilities provided by the institution.

Year	Name of the Beneficiary	Amount
2017-2018	Mr. M.S. Jamnik	56500.00
	M.N. Solanke	312000.00
	Sau. R.D. Tale	150000.00
2018-2019	Dr. D.R. Khanderao	62500.00
	Mr. K.P. Amrutkar	50000.00
2019-2020	Mr. S.R. Damodar	167000.00
	Dr. K.S. Wankhade	350000.00
	Mr. S. Khole	270000.00
2020-2021	Mr. R.S. Sonone	120000.00
	Dr. B.S. Wazire	250000.00
	Dr. D.R. Elelkar	400000.00
2021-2022	Dr. A. G. Solanke	380000.00
	Dr. B.S. Wazire	283000.00
	Mr. M.S. Jamnik	82000.00
	Dr. B.S. Wazire	118000.00
	TOTAL	2701000.00



The Berar General Education Society's
SITABAI ARTS, COMMERCE & SCIENCE COLLEGE

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Email : sitabaiartscollegeakola@gmail.com, sam201@sgbau.ac.in
(Affiliated to : Sant Gadge Baba Amravati University, Amravati)
NAAC Accredited "A" Grade
Principal : **Dr. R. D. Sikchi**, M.Com, Ph.D.

ARTS

11th

12th

B.A.

M.A.

COMMERCE

11th

12th

B.Com

SCIENCE

11th

12th

B.Sc.

M.A. (Yogshasra)

L.No.

Date :

This is to certify, that as per the list of teaching and non-teaching staff given with this letter, has availed the facility of Group Insurance Scheme during the last five years 2017-18 to 2021-22.



Principal,
Sitabai Arts, Commerce & Science College,
AKOLA

Group Insurance

This is to certify that, following teaching and non-teaching staff has availed the facility of Group Insurance Scheme during the last five years 2017-2018 to 2021-2022.

1	Dr. R.D. Sikchi	22	Dr. H.N. Nareti
2	Dr. R.V. Rathod	23	Dr. S.P.Gaygol
3	Dr. R.R. Ranpise	24	Shri. D.D. Kumare
4	Dr. B.S. Wazire	25	Dr. A.W. Gawande
5	Shri. B.B. Dharne	26	Dr. S. G. Kulkarni
6	Dr. D.E. Umbarkar	27	Dr. K. Kshirsagar
7	Dr. D.R. Elalkar	28	Dr. P.R. Gawai
8	Dr. A.M. Khare	29	Shri. N.B. Ingle
9	Dr. S. D. Shembekar	30	Shri. M.S. Jamnik
10	Shri. S.R. Damodar	31	Shri. S.M. Khole
11	Dr. B. S. Patnaik	32	Shri. P.R.Dinode
12	Dr. D.R. Khanderao	33	Shri. M. N. Solanke
13	Dr. K.S. Wankhade	34	Shri. D.S. Bharuka
14	Dr. N.S. Lande	35	Shri. B.R. Lohakpure
15	Shri. P.G. Bais	36	Mrs. R.D. Tale
16	Dr. A.S. Sonone	37	Shri. R.S. Sonone
17	Dr. S.K. Keshwani	38	Shri. K.P.Amrutkar
18	Dr. U.S. Chapke	39	Shri. G.M. Zatale
19	Dr. B. G. Jogdand	40	Smt. S.M. Daberao
20	Shri. N.V. Bhadke	41	Ku. S. M. Banne
21	Dr. A.G. Solanke	42	Shri. P.T. Markande

Society Life Insurance

This is to certify that, following teaching and non-teaching staff has availed the facility of Society's Personal Life Insurance Scheme during the last five years 2017-2018 to 2021-2022.

SR .NO.	NAME
1	RADHESHYAM DEOKISANJI SIKCHI
2	BHASKAR SHAMRAO WAZIRE
3	DNYANSHEEL RAMKRISHNA KHANDERAO
4	NIRAJ SHESHRAO LANDE
5	NANA VITHALRAO BHADKE
6	HARICHAND NANGSU NARETI
7	DILIP DAMU KUMRE
8	KAILAS SUDAMRAO WANKHADE
9	AMOL WASUDEVRAO GAWANDE
10	BALASAHEB GOPALRAO JOGDAND
11	Mrs. SUNITA MANIKRAO BANNE
12	RAJESH SHESHRAO SONONE
13	SUSHIL SAHDEORAO DONGRE
14	SUBHASH RAJARAM DAMODAR
15	GAJANAN WAMANRAO PHASE
16	SHRIKANT SUDHAKAR JOSHI
17	KRISHNA RAMRAO SONONE
18	GAJANAN BONDIRAM KAMBLE
19	GAJANAN SHRIRAM BABHULKAR
20	PRASHANT RAMGOPAL DINODE
21	AJAYKUMAR GAJRUSING SOLANKE
22	JAGDISH WAMANRAO WAGARE
23	KAILASH PRALHAD AMRUTKAR
24	MAHADEV NAMDEORAO SOLANKE
25	GANESH MAHADEV ZATALE



D. J. Sankar
(डी.एस.भारुका) (ए.जी.सी.के) (जी.बी.कांयले)
प्राधिकृत अधिकारी मंडळ
सीताबाई आर्ट्स कॉलेज एम्प्लॉईज क्रेडिट
को-ऑप. सोसायटी लि., अकोला, र. नं. १३३

Society Life Insurance

This is to certify that, following teaching and non-teaching staff has availed the facility of Society's Life Insurance

Scheme during the last five years 2017-2018 to 2021-2022.

SR .NO.	NAME
1	RADHESHYAM DEOKISANJI SIKCHI
2	BHASKAR SHAMRAO WAZIRE
3	DNYANSHEEL RAMKRISHNA KHANDERAO
4	NIRAJ SHESHRAO LANDE
5	NANA VITHALRAO BHADKE
6	HARICHAND NANGSU NARETI
7	DILIP DAMU KUMRE
8	KAILAS SUDAMRAO WANKHADE
9	AMOL WASUDEVRAO GAWANDE
10	BALASAHEB GOPALRAO JOGDAND
11	Mrs. SUNITA MANIKRAO BANNE
12	RAJESH SHESHRAO SONONE
13	SUSHIL SAHDEORAO DONGRE
14	SUBHASH RAJARAM DAMODAR
15	GAJANAN WAMANRAO PHASE
16	SHRIKANT SUDHAKAR JOSHI
17	KRISHNA RAMRAO SONONE
18	GAJANAN BONDIRAM KAMBLE
19	GAJANAN SHRIRAM BABHULKAR
20	PRASHANT RAMGOPAL DINODE
21	AJAYKUMAR GAJRUSING SOLANKE
22	JAGDISH WAMANRAO WAGARE
23	KAILASH PRALHAD AMRUTKAR
24	MAHADEV NAMDEORAO SOLANKE
25	GANESH ZATALE

दि बेरार जनरल एज्युकेशन सोसायटी द्वारा संचालित
सीताबाई कला, वाणिज्य व विज्ञान महाविद्यालय, अकोला.

रजेचा अर्ज

अर्जदाराचे नांव : _____

पद व विभाग : _____

रजेचा प्रकार : किरकोळ रजा सरासरी वेतन रजा वैद्यकीय रजा
कर्तव्य रजा अर्जित रजा बिन पगारी रजा

विशेष रजा _____

रजेवर जाण्याची तारीख : _____

कामावर रुजू होण्याची तारीख : _____

रजेचे एकूण दिवस : _____

रजेचे कारण : _____

हळ्याचे रजेचे दिवस : _____

आजपर्यंत उपभोगलेली रजा : _____

आज शिल्लक रजा : _____

रजेच्या कालावधीत मुख्यालय सोडावयाचे
असल्यास पत्ता व फोन नंबर/
मोबाईल नं. : _____

संलग्नीत पत्र

मा.प्राध्यापक/मुख्याध्यापक

रजा मंजूर करण्याची कृपा करावी, ही विनंती.

विभाग प्रमुखाची स्वाक्षरी



आपला विश्वासू

(अर्जदाराची स्वाक्षरी)

कार्यालयीन नोंद

अर्ज मिळाल्याची तारीख _____ रजेचा _____ शिल्लक रजा

द्यालू सम्रात उपभोगलेली रजा _____ प्रमाणपत्र जोडले आहे काय

दिनांक :

Leave facility availed by the teaching and non-teaching staff during the year 2017-18 to 2021-22.

Teaching Staff:

Sr. No.	Name	Year 2017-18				Year 2018-19			
		CL	DL	APL	ML	CL	DL	APL	ML
1	Dr. R.V. Rathod	-	7	2	-	6	8	14	-
2	Prof. R.R. Ranpise	1	4	-	-	7	2	-	-
3	Dr B.S. Wazire	2	3	-	-	10	5	2	-
4	Prof.B.B. Dharne	9	3	2	-	10	2	12	-
5	Dr.D. E. Umbarkar	10	7	-	-	10	9	58	-
6	Prof.A.M. Khare	9	6	3	-	10	8	19	10
7	Dr.D.R. Elalkar	6	7	19	6	6	6	10	11
8	Dr.S. D. Shembekar	10	4	9	-	10	9	17	-
9	Dr.B.S. Patnaik	9	4	4	-	9	9	11	14
10	Shri S.R. Damodar	10	4	3	-	10	10	11	-
11	Dr.D. R. Khanderao	10	2	21	-	10	16	16	-
12	Dr.K.S. Wankhade	10	2	2	-	10	11	7	-
13	Dr.N.S. Lande	2	8	22	-	10	5	16	2
14	Dr.A.S. Sonone	9	4	36	-	9	8	19	-
15	Prof. P. J. Bais	10	3	6	-	10	2	25	3
16	Dr. S.K. Keswani	9	2	9	18	8	2	16	-
17	Dr.K.D. Kshirsagar	10	5	13	6	9	20	9	15
18	Dr.U.S. Chapke	9	3	-	-	6	24	-	-
19	Dr.C.S. Ghadyalji	10	5	13	13	10	24	13	2
20	Dr.B.G. Jogdand	10	5	1	-	9	10	-	-
21	Shri. N.V. Bhadke	9	3	-	-	10	28	-	-
22	Dr. A. G. Solanke	5	4	6	-	9	38	3	-
23	Dr.V.S.Raut	7	1	8	15	9	4	13	14
24	Dr.H.N. Nareti	10	4	15	-	10	7	16	-
25	Dr.S.P. Gaygol	10	4	-	-	10	8	-	-
26	Shri.D. D. Kumare	6	2	9	-	8	8	8	-
27	Dr. S. G. Kulkarni	9	5	5	-	10	5	-	-
28	Dr.A. W. Gawande	8	7	5	-	10	19	6	-
29	Dr. P. R.Gawai	10	9	9	-	9	16	5	-

Sr. No.	Year 2019-20				Year 2020-21				Year 2021-22			
	CL	DL	APL	ML	CL	DL	APL	ML	CL	DL	APL	M L
1	3	11	7	-	1	3	7	-	-	-	-	-
2	9	8	2	-	-	-	-	-	-	-	-	-
3	9	6	5	-	6	6	-	-	7	5	-	-
4	8	4	9	-	3	-	6	-	10	1	11	-
5	4	7	-	-	2	1	-	-	8	-	2	-
6	10	8	8	19	6	-	7	-	10	13	15	31
7	9	1	6	19	5	-	6	2	5	2	12	-
8	9	15	6	-	4	4	4	-	10	5	3	2
9	6	8	-	-	3	-	-	-	9	2	15	-
10	10	9	1	17	1	-	-	-	10	-	6	-
11	10	8	5	-	7	-	5	-	10	3	11	-
12	4	11	7	-	2	-	-	-	8	1	-	-
13	8	5	7	-	5	4	4	-	10	7	10	-
14	6	1	6	-	2	-	-	-	6	2	-	-
15	5	10	12	2	2	-	-	-	-	-	-	-
16	7	-	14	-	2	-	24	2	7	-	45	-
17	5	14	22	-	4	9	6	-	10	3	19	17
18	4	13	-	-	1	10	-	-	6	12	1	-
19	7	-	10	3	-	-	-	-	-	-	-	-
20	4	7	-	-	8	1	3	-	10	9	17	-
21	1	6	8	-	4	2	4	-	10	8	19	-
22	5	1	-	-	6	-	-	-	10	3	4	-
23	2	3		12	-	-	-	-	-	-	-	-
24	7	4	5	7	2	6	15	-	10	1	12	-
25	5	9	-	-	-	-	-	-	6	1	10	-
26	4	9	19	-	3	7	7	9	10	-	26	-
27	2	14	-	-	2	-	-	-	8	7	-	-
28	6	34	7	-	4	19	7	-	9	24	13	-
29	10	11	8	6	8	14	-	-	9	14	8	12

Non-teaching Staff:

Sr. No.	Name	Year 2017				Year 2018			
		DL	CL	EL	ML	DL	CL	EL	ML
1	N.B. Ingle	2	10	6	-	3	10	7	5
2	K.S. Dharamkar	-	1	10	-	-	-	-	-
3	S.M. Khole	1	9	3	-	-	9	7	-
4	B.H. Pagde	4	4	23	-	-	4	14	-
5	M.N. Solanke	1	6	-	-	-	4	-	-
6	D.S. Bharuka	-	10	-	2	-	10	26	4
7	B.R. Lohakpure	5	9	23	9	-	9	12	-
8	Sau. R.D. Tale	3	10	15	-	1	8	16	8
9	R.S. Sonone	-	10	13	3	-	9	32	11
10	M.K. Sharma	4	8	3	-	-	-	-	-
11	A.P. Amrutkar	-	10	30	7	-	10	18	10
12	P.R. Dinode	6	10	5	-	2	7	10	3
13	S.M. Jamnik	-	10	47	26	-	10	43	6
14	G.M. Zatale	-	10	3	6	-	10	83	36

Sr. No.	Year 2019				Year 2020				Year 2021			
	DL	CL	EL	ML	DL	CL	EL	ML	DL	CL	EL	ML
1	3	10	16	10	1	3	1	21	10	8	2	9
2	-	-	-	-	-	-	-	-	-	-	-	-
3	1	7	8	-	1	2	18	-	-	10	5	29
4	-	-	-	-	-	-	-	-	-	-	-	-
5	-	7	-	60	-	6	-	-	-	9	-	-
6	-	9	-	5	-	9	-	-	2	10	10	4
7	-	9	7	6	-	7	-	2	-	10	5	2
8	-	9	18	8	-	9	-	-	-	10	5	7
9	-	10	25	3	-	10	6	14	-	10	13	4
10	-	-	-	-	-	-	-	-	-	-	-	-
11	-	10	29	10	-	8	12	10	2	10	14	10
12	1	10	44	2	5	10	7	-	22	10	-	-
13	-	10	10	13	-	10	16	6	-	10	35	6
14	-	10	40	1	-	40	23	10	-	10	38	10

Institutions Performance Appraisal System for teaching and non-teaching staff

1. College has special committee called API (Academic Performance Committee) committee which reflects in the college Organogram as per instructions and recommendation by IQAC this committee is formed. Functioning of this committee is to test score of performance as an annual measure of teachers.
2. College has framed API committee under chairmanship of Principal of college; Objective of committee is to highlight faculty member's role and performance for past year and also summarizes the expectation from the faculty for future development. Committee reviews the nature and quality of work done by faculty based on parameters provided as per statute of Government of Maharashtra and guidelines of UGC and rules and regulations amended by Sant Gadge Baba Amravati University. Promotions are as per standard code of promotion and policies.
3. There are 24 placements of teachers have successfully pass through their CAS and upgraded their AGP and Higher scale and successfully got their placement during the year 2017-18 to 2021-22 through the joint Director committee member, subject expert of the Sant Gadge Baba Amravati University, Amravati.
4. Non teaching staff also follows self appraisal system, Principal meet with the all HODs routinely and takes feedback of non teaching staff. Principal also interact with the non teaching staff regularly.
5. The following teachers have successfully pass through their CAS and change their AGP and Higher scale as per requirement and successfully got their placement during the year 2017-18 to 2021-22 through the joint Director committee member, subject expert of the Sant Gadge Baba Amravati University, Amravati as follows.

Sr. No.	Name of the teacher	Academic Level with Scale	Date of Placement Approved from Date	Documents Proof
1	Dr. Sureshkumar K. Keswani	[Asstt. Prof.] (Scale 26080 to 37400)	18-02-2017	Joint Director Approval Letter 28-07-2017
2	Dr. Kaumudi D. Kshirsagar	[Asstt. Prof.] (Scale 26080 to 37400)	18-02-2017	Joint Director Approval Letter 28-08-2018
3	Dr. Vidya S. Raut	[Asstt. Prof.] (Scale 26850 to 37400)	01-07-2017	Joint Director Approval Letter 28-08-2017
4	Dr. Niraj S. Lande	[Asstt. Prof.] (Scale 28680 to 37400)	05-09-2017	Joint Director Approval Letter 28-02-2018
5	Dr. Kailas S. Wankhade	[Asstt. Prof.] (Scale 28680 to 37400)	05-09-2017	Joint Director Approval Letter 28-02-2018
6	Dr. Sunil P. Gaygol	[Asstt. Prof.] (Scale 31070 to 32070)	08-03-2018	Joint Director Approval Letter 05-04-2019
7	Dr. Umesh S. Chapke	Academic Level 12 to Academic Level 13A [Asstt. Prof.] (Scale 87200 to 131400)	18-02-2019	Joint Director Approval Letter 14-11-2019
8	Dr. Santosh G. Kulkarni	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 84800 to 87200)	31-12-2019	Joint Director Approval Letter 23-06-2020

Sr. No.	Name of the teacher	Academic Level with Scale	Date of Placement Approved from Date	Documents Proof
9	Shri. Nana V. Bhadke	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 84800 to 87200)	26-11-2018	Joint Director Approval Letter 24-01-2020
10	Dr. Snehal D. Shembekar	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 110500 to 113700)	16-09-2018	Joint Director Approval Letter 13-03-2020
11	Dr. Bharati S. Patnaik	Academic Level 12 to Academic Level 13A [Asstt. Prof.] (Scale 117100 to 131400)	13-12-2019	Joint Director Approval Letter 13-03-2020
12	Dr. Dhnyanshil R. Khanderao	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 101200 to 104100)	30-06-2019	Joint Director Approval Letter 13-03-2020
13	Shri. Dilip D. Kumare	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 84800 to 87200)	30-10-2018	Joint Director Approval Letter 09-03-2020
14	Dr. Harichandra N. Nareti	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 79,900 to 82200)	01-03-2019	Joint Director Approval Letter 13-03-2020
15	Dr. Balasaheb G. Jogdand	Academic Level 12 to Academic Level 13A [Asstt. Prof.] (Scale 98200 to 131400)	31-12-2019	Joint Director Approval Letter 13-03-2020
16	Dr. Kailas S. Wankhade	Academic Level 13 A to Academic Level L 14 [Associate Prof.] (Scale 143600 to 148500)	08-09-2020	Joint Director Approval Letter 14-10-2020
17	Shri. Pritam J. Bais	Academic Level 12 to Academic Level 13A [Asstt. Prof.] (Scale 98200 to	07-09-220	Joint Director Approval Letter

		131400)		05-03-2020
18	Dr. Ratan V. Rathod	Academic Level 13A to Academic level L14 [Professor] (Scale 210800 to 211800)	05-03-2020	Joint Director Approval Letter 07-09-2020
19	Dr. B.S. Wazire	Academic Level 13A to Academic level L14 [Professor] (Scale 192900 to 193800)	08-09-2020	Joint Director Approval Letter 14-10-2020
20	Dr. D.E. Umbarkar	Academic Level 13A to Academic level L14 [Professor] (Scale 161600 to 162300)	08-09-2020	Joint Director Approval Letter 14-10-2020
21	Dr. Kailas S. Wankhade	Academic Level 13A to Academic level L14 [Professor] (Scale 147900 to 148500)	08-09-2020	Joint Director Approval Letter 14-10-2020
22	Dr. Amol W. Gawande	Academic Level 11 to Academic Level 12 [Asstt. Prof.] (Scale 77600 to 79900)	30-06-2020	Joint Director Approval Letter 05-01-2021
23	Shri. Anirudhaa M. Khare	Academic Level 12 to Academic Level 13A [Associate Prof.] (Scale 110400 to 131400)	08-09-2020	Joint Director Approval Letter 14-10-2020
24	Dr. Sureshkumar K. Keswani	Academic Level 13A to Academic level L14 [Professor] (Scale 152300 to 153000)	18-06-2021	Joint Director Approval Letter 14-07-2021
25	Dr. Sunil P. Gaygol	Academic Level 12 to Academic Level 13 A [Associate Prof.] (Scale 95300 to 131400)	18-06-2021	Joint Director Approval Letter 14-07-2021
26	Dr. Ajaykumar G. Solanke	Academic Level 12 to Academic Level 13 A [Associate Prof.] (Scale 101100 to 131400)	11-07-2021	Joint Director Approval Letter 23-07-2021
27	Dr. Snehal D. Shembekar	Academic Level 12 to Academic Level 13 A [Associate Prof.] (Scale 127900 to 131400)	16-09-2021	Joint Director Approval Letter 20-09-2021

28	Dr. Harichandra N. Nareti	Academic Level 12 to Academic Level 13 A [Associate Prof.] (Scale 92500 to 131400)	02-03-2022	Joint Director Approval Letter 04-03-2022
29	Dr. Umesh S. Chapke	Academic Level 13 A to Academic Level AL 14 [Professor] (Scale 147900 to 148500)	21-02-2022	Joint Director Approval Letter 04-03-2022
30	Dr. Santosh G. Kulkarni	Academic Level 12 to Academic Level 13A [Associate Prof.] (Scale 92500 to 131400)	30-06-2022	Joint Director Approval Letter 19-08-2022
31	Dr. Balasaheb G. Jogdand	Academic Level 13 A to Academic Level AL14 [Professor] (Scale 147900 to 148500)	31-12-2022	Joint Director Approval Letter 13-01-2023
32	Dr. Bharati S. Patnaik	Academic Level 13 A to Academic Level AL14 [Professor] (Scale 147900 to 148500)	31-12-2022	Joint Director Approval Letter 13-01-2023
33	Dr. Ashok Sonone	Academic Level 13 A to Academic Level AL14 [Professor] (Scale 147900 to 148500)	31-12-2022	Joint Director Approval Letter 13-01-2023

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE



Official Publication of Sant Gadge Baba Amravati University

PART- ONE

(Extra-Ordinary)

Monday, the 15th July, 2019

Direction

No. : 17/2019

Date : 15/7/2019

Subject :- Self – Assessment Proforma - cum – Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme of Teachers and other Academic Staff.. (UGC Regulations-2018)

Whereas, the University has hereinbefore, issued the Direction No. 35/17 to deal the matter on the above subject,

AND

Now, whereas, the Government of Maharashtra, Higher & Technical Education Department, Mumbai, has issued **Government Resolution No. Misc-2018/C.R.56/18/UNI-1** dated 8th March, 2019, regarding Revision of Pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (7th Pay Commission), and minimum qualifications for appointment of teachers and other academic staff in all the Universities , Colleges and measures for the maintenance of standard in Higher Education in view of University Grants Commission, Resolution-2018,

AND

Whereas, the above **Government Resolution No. Misc-2018/C.R.56/18/UNI-1** dated 8th March, 2019, is implemented, by this University, vide Direction No. 8/ 2019, dated 2/4/2019 so also the Direction No. 14/2019, dated 27.06.2019, regarding corrigendum issued by Govt. vide G.R. dated 10 May, 2019 to this of G.R. of 8th March, 2019.

AND

Whereas, the above UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission also provides minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education,

AND

Whereas, the Proforma-cum-Score Sheets are to be prepared as per the UGC Regulations-2018 as accepted by the Govt., the Vice-Chancellor has appointed the Committee which has prepared the Proforma-cum-Score Sheets based on guidelines, criteria on the subject, and the Proforma-cum-Score Sheets have been accepted by the Vice-Chancellor.

AND

Whereas, the matter is to be implemented by prescribing the Ordinance u/s 74 of the Maharashtra Universities Act, 2016.

AND

Whereas, making of ordinance is time consuming process.

AND

Therefore, I, Dr. M.G. Chandekar, Vice-Chancellor of Sant Gadge Baba Amravati University, in exercise of the powers conferred upon me under Section 12(8) of the Maharashtra Public Universities Act, 2016, do hereby direct as under :-

1. This Direction may be called as "Self Assessment Proforma-cum-Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme of Teachers and Academic Staff, (UGC Regulations-2018) - Direction, 2019".

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 141

2. This Direction shall come into force from the date of its issuance.
3. Self Assessment Proforma-cum-Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), for Appointments & Promotions under Career Advancement Scheme of Teachers, will be as prescribed by UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education Resolution as accepted by Govt. of Maharashtra vide G.R. dated 8th March, 2019 and 10th May, 2019. Self Assessment Proforma-cum-Score Sheets prescribed accordingly by the University for this purpose are as per Section-I, Section-II, Section-III and Section-IV annexed herewith, as ANNEXURE-A..

Summary of these Sections is as under :-

Summary of Sections :-

(A)

Section-I

Appendix - I : For University and College Teachers other than Physical Education Persons & Librarians for filling Part - B (Categories - I, II & III) of Appendix - II & Appendix - III.

Appendix - II : PBAS Proforma for Promotions under CAS of Teachers other than Physical Education Persons & Librarians (Part - A, Part - B & Part - C).

Appendix - III : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for Teachers other than Physical Education Persons & Librarians.

Section-II

Appendix - IV : For University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports for filling Part - B (Categories - I, II & III) of Appendix - V & Appendix - VI.

Appendix - V : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports.

Appendix -VI : PBAS Proforma for Promotions under CAS of University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports (Part - A, Part - B & Part - C).

Section-III

Appendix - VII : For University Librarian / Deputy Librarian / Assistant Librarian and College Librarian for filling Part - B (Categories - I, II & III) of Appendix - VIII & Appendix - IX.

Appendix-VIII : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for University Librarian / Deputy Librarian / Assistant Librarian and College Librarian.

Appendix - IX : PBAS Proforma for Promotions under CAS of University Librarian/ Deputy Librarian / Assistant Librarian and College Librarian (Part - A, Part - B & Part - C).

Section- IV

Appendix - X : For Teachers under Music and Performing Arts Part - B (Categories - I, II & III) of Appendix - XI & Appendix - XII.

Appendix - XI : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for Teachers under Music and Performing Arts.

Appendix - XII : PBAS Proforma for Promotions under CAS of University For Teachers under Music and Performing Arts (Part - A, Part - B & Part - C).

(B) For Direct Recruitments of Professor and Principal posts, applicants should submit the information under “ (A) ” in the Format under 'Category - III' of Part B of Appendix - II, VI, IX & XII XI along with his / her application form by respective category of teachers.

4. The cases of Self-assessments, score sheets, API, and PBAS shall hereinafter be dealt as per this Direction only as far as applicable to the teachers and other academic staff in University & Colleges in the faculties/courses fall under the "Coverage" at para- 1.0 of Govt. Resolution dated 8th March, 2019.

Place : Amravati
Date : 15 /07/2019

Sd/-
(Murlidhar Chandekar)
Vice-Chancellor

Section I

Appendix-I

Sant Gadge Baba Amravati University, Amravati.
Academic Performance Indicators (APIs) And Scores developed for
adoption of Performance Based Appraisal System (PBAS) for Appointments and Promotions under
Career Advancement Scheme (CAS) of University/College Teachers.
(For Teachers other than Physical Education Persons, Librarians and teachers of Music and Performing Arts)

Instructions for Filling up Part B of the PBAS Proforma
(Please read the Instructions carefully before filling the proforma for Category I, II, III)

Part B of the Proforma is based on Government of Maharashtra, Higher and Technical Education, GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

B (I) is based on API Grading/ scoring for Category I of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.

B (II) is based on Category II of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.

B (III) is based on Category III of the Table. Detailed information for the entire assessment period is to be provided. The proforma is to be filled as per the tables and self-assessment scores/ grades given. For each category, even though several avenue of activities and their API scores are given to provide choice/ opportunity to the teacher, maximum limit of scores that can be given or carried forward under each category/area is indicated in the Table-A and B for University and College teachers respectively as per GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

NB. The self-assessment scores are subject to verification by the University / College, and by the Screening cum Verification Committee or Selection Committee as the case may be.

CATEGORY : I : Assessment Criterion for Teaching, Learning and Evaluation Related Activities as per GR No. Misc-2018/C.R56/18/UNI-1.

Direct Teaching:

Indicator/ Activity	Post Held	Grading Criteria
Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.	Assistant Professor	80% and above - Good
	Associate Professor	Below 80% but 70% and above- Satisfactory
	Professor	Less than 70%- Not satisfactory

Note: For the purpose of assessing the grading of Activity at Criterion I 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. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at 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, statutes and ordinances of the parent institution.

CATEGORY: II. Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.

II. Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.:

Indicator/ Activity	Post Held	Grading Criteria
<p>i. Administrative responsibility (including as Dean / Principal / Head of the Department/ Coordinator of centers Chairperson / Convener / Teacher-in-charge/ IQAC/ statutory bodies/ similar other duties that require regular office hrs for its discharge)/ other aspect of departmental or institutional management such as admission committee, campus development, library committee etc./ Organization of Conference /Training as Chairman/Organizing Secretary / Treasurer. Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline/ College magazine etc./ Contribution to Corporate life in Universities/colleges through meetings, popular. / lectures, subject related events, other college/university Activities etc.</p> <p>ii. Participation in Board of Studies, Academic and Administrative Committees and all other committee (s)/ Duties specified by the University/ Government/ Statutory bodies.</p> <p>iii. Question paper setting, Invigilation, evaluation of answer scripts including term end examination / Departmental examinations/ College Examinations/ Internal Assessment and other examinations specified by the University.</p> <p>iv. Examination work such as coordination, Co-officer, Subject Exam Committee etc. or flying squad duties etc.</p> <p>v. Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.)</p> <p>vi. Other co-curricular activities. Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO or any other similar activity. Students related Socio</p>	<p>Assistant Professor/ Associate Professor/ Professor</p>	<p>Good - Involved in at least 3 Activities. Satisfactory- 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities.</p>

<p>Cultural and Sports Programmes, campus publications etc.</p> <p>vii. Extension and dissemination activities (public /popular lectures/talks/seminars etc.). Community work such as values of National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper, flood or drought relief, small family norms, cleanliness.</p> <p>viii. Professional Development activities such as participation in short term training courses/ long term training courses authorized by statutory bodies, industrial experience, talks, refresher / orientation/ faculty development courses, dissemination and general articles and any other contribution, subject Associations, Conferences, Seminars without paper Presentation. Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, etc.</p> <p>ix. Institutional governance. Participation in State/Central Bodies/Committees on Education, Research and National Development. Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes.</p> <p>x. Lectures in Refresher/ Orientation/ Short Term Programmes and any other professional development activities authorized by statutory bodies.</p> <p>xi. learning methodologies, updating of subject contents/courses, mentoring etc.</p> <p>xii. Participatory and Innovative T /L Process with materials for problem based learning, case studies, Group discussions etc.,</p> <p>xiii. Interactive Courses, Participatory Learning modules, Case studies.</p> <p>xiv. Use of ICT in T/L process with computer-aided methods like power point / Multimedia/ Simulation/Softwares etc.</p> <p>xv. Developing and imparting Remedial/Bridge Courses.</p> <p>xvi. Developing and imparting soft skills/communication skills/personality development courses/ modules.</p> <p>xvii. Developing and imparting</p>		
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<p>specialized teaching-learning programmes in physical education, library; innovative compositions and creations in music, performing and visual arts and other traditional areas.</p> <p>xviii. Organizing and conduction of popularization programmes/ training courses in computer assisted teaching/web-based learning and e-library skills to students.</p> <p>xix. Evidence of actively involved in guiding Ph.D. students .</p> <p>xx. Conducting minor or major research project sponsored by national or international agencies.</p> <p>xxi. At least one single or joint publication in peer- reviewed or UGC list of Journals.</p>		
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Note: Good: Good in teaching and satisfactory or good in activity at Category-II.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Category-II.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Criterion I and Criteria II, 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. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at 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, statutes and ordinances of the parent institution.

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Sr. No.	Category	Academic/ Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library / Education/ Physical education/ Commerce/ Management and other related disciplines

1	III (A) Research Paper Publication	Research Papers published in: Peer- Revived or UGC listed Journals #	8 per paper	10 Per paper
2	III (B) Publications (other than Research Papers)	a) Books authored which are published by		
		International Publisher	12	12
		National Publisher	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 work in Indian and Foreign Languages by qualified faculties		
Chapter or Research Paper	03	03		
		Book	08	08
3	III (C) Creation of ICT mediated teaching learning pedagogy and content and development of new and innovative courses and curricula	a) Development of innovative pedagogy	05	05
		b) Design of new curricula and courses	02/ curricula / course	02/ curricula / course
		c) MOOCs		
		Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs lesser credit 5 marks/ credit)	20	20
		MOOCs (Develop 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 02 marks/ credit)	08	08
		d) E-Content		
		Development of e -Content in 4 quadrants for a complete course/e-book	12	12
		e-Content (developed in 4 quadrants) per module	05	05
		Contribution to development of e- content module in complete course/paper/e- book (at least one quadrant)	02	02
		Editor of e-content for complete course/ paper e-book	10	10
		4	III (D) Research	a) Research Guidance
Ph.D	10/ Degree Award 05/ Thesis Submitted			10/ Degree Award 05/ Thesis Submitted
M.Phil / PG Dissertation	02/ Degree Award			02/ Degree Award
b) Research Project 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

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 148

5	III (E) Patents and Policy Documents	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	III (F) Invited Talks/ Paper Presentation	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (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

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

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i) Paper in refereed journals without impact factor 5 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 authors: 70% of total value of publication for the First/Principal/ Corresponding author and 30% of total value of publication for each of the joint authors .

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- ❖ Paper presented if part of edited 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 research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource 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

Minimum APT requirement for the promotion of teachers under CAS in Colleges/ Anna Institutions UG and PG.

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 150

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Professor (Stage 3) to Assoc. Professor/equivalent cadres (Stage 4 / Academic Level 12 to 13A)	Associate Professor (Stage 4) to Professor /equivalent cadres (Stage 5/ Academic Level 13 A to 14)
I	Assessment Criterion for Teaching, Learning and Evaluation Related	Good or Satisfactory Grading			
II	Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.				
III	Research and Academic Contribution- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	45 / Assessment period	60 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee

**PART B :ACADEMIC PERFORMANCE INDICATORS
CATEGORY : I**

TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

I. Direct Teaching (Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr. No.	Course/ Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document*
Odd Semester								
1								
2								
3								
4								
Even Semester								
5								
6								
7								
8								

* Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS)

Grading Criterion:- 80% and above – Good; Below 80% but 70% and above- Satisfactory; Less than 70%- Not satisfactory.

****As per table under the document Annexure I (A)**

Overall Grading (Category : I) :-	
--	--

Verified and found correct :

Signature of Teacher

Signature of V.C./H.O.D./Principal

Final Score approved by the Screening /
Selection Committee : (For Category : I)

Signature of Chairman
Screening / Selection Committee

PART B : ACADEMIC PERFORMANCE INDICATORS

CATEGORY : II

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

I i. Administrative Responsibility.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II ii. Contribution to corporate life through committees and duties assigned by the authority.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iii. Examination Work:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document*
1.				
2.				
3.				

II iv. Discipline related co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document*
1.				
2.				
3.				

II v. Other co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document*
1.				
2.				
3.				

II vi. Extension and dissemination activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vii. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II viii. Conduct of Lectures:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II ix. Participatory and Innovative Learning:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II x. Evidence of actively involved in guiding Ph.D. students:

Sr. No.	No. of Ph.D. Students Registered	No. of Ph.D. Students submitted Thesis	No of Students Awarded Ph.D. Degree	Grading	Proof Document**
1.					
2.					
3.					

II xi. Conduct of Research Projects:

Sr. No.	Title of Project	Major/ Minor	Period of Award	Amount Approved	Name of Funding Agency	Grading	Proof Document**
1.							
2.							
3.							

II xii. Research paper Published:

Sr. No.	Title with page nos.	Journal	ISSN / ISBN No.	Whether peer reviewed Impact Factor, if any	No. of co-authors	Whether you are the main author	Whether Refereed / other Journal as notified by the UGC#	Grading	Proof Document**
1									
2									
Total									

Grading Criteria:- Good - Involved in at least 3 Activities; **Satisfactory**- 1-2 activities and

Not-satisfactory - Not involved/ undertaken any of the activities.

**As per table under the document Annexure II (A)

Overall Grading (Category : II) :-

Signature of Teacher

Verified and found correct:

Signature of V.C./Principal/H.O.D.

Final Score approved by the Screening / Selection Committee : (For Category II)

Signature of Chairman Screening / Selection Committee

PART B : ACADEMIC PERFORMANCE INDICATORS
CATEGORY : III
RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. No.	Title with page nos.	Journal	ISSN / ISBN No.	Whether peer reviewed Impact Factor, if any	No. of co-authors	Whether you are the main author	Whether Refereed / other Journal as notified by the UGC#	Augmented API Score	Proof Document**
1									
Total									

III B.a. Publications other than journal articles (books, chapters in books):

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publication International/ National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co-authors	Whether you are the main author	API Score	Proof Document**
1									
Total									

III B.b. Publications in the form of Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr. No.	Cassettes/CDs/DVDs, Tracks published/ Recorded	Company	Publication International / National/ Local	Whether approved by University	No. of artists	Whether you are the main artist	API Score	Proof Document**
1								
Total								

III B.c. Publications in the form of individual Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr. No.	Individual Cassettes/CDs/DVDs, Tracks published/ Recorded	Company	Publication International/ National/ Local	Whether approved by University	API Score	Proof Document**
1						
2						
Total						

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr. No.	Innovative Pedagogy/ New Curricula/ Courses/ MOOCs/ E-Content	Name of Activity	Authority Concern	Publisher	Course Credit/ Module	API Score	Proof Document**
1							
Total							

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G. Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document*
1	Nil						
Total							

III D.b (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document*
1	Nil						
Total							

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document *
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document *
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document*
1						
Total						

III E. b Policy Document:

Sr. No.	Title of Document	Policy Document Submitted to	International/ National/ State Government/ Central Government	Publisher	API Score	Proof Document*
1						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship / Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document*
1						
2						
3						
Total						

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr. No.	Invited Talk/ Paper presented	Title of Conference / Seminar	Event Organized by	Whether International (Abroad) / International (Within Country) National / State / Regional / College or University level	API Score	Proof Document**
1						
2						
3						
Total						

Note:

- ❖ Paper presented if part of edited 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 research score of the teacher, the combined research score from the categories of 5(b), Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

****As per table under the document Annexure III (A)**

Total Score (Category : III) :-	
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Signature of Teacher

Verified and found correct :

Signature of V.C./ Principal / H.O.D.

Final Score approved by the Screening / Selection Committee : (For Category :III)

Signature of Chairman Screening / Selection Committee

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual Av. API Score for Assessment Period for Category III Only
I	Assessment Criterion for Teaching, Learning and Evaluation Related Activities			
II	Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities			
III	Research and Academic Contribution			

Verified and found correct :

Signature of Teacher

Signature of V.C./H.O.D./Principal

Signature of Chairman
Screening / Selection Committee

PART C : OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	

*Annexure-IV

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.

I) Verification & Evaluation in respects of Grades/ APL.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
B					
C					
D					
E					

- II) A) General Intelligence : _____
- B) Capacity to get work in Respect of research & teaching
- C) Technical Ability : _____
- D) Administrative ability including Judgment initiative and drive (if applicable) : _____
- E) Integrity and Character : _____
- F) Whether powers delegated are Fully utilized. : _____

G) General Assessment_ * A+ = Outstanding, A = Very Good,
B+ = Positively Good, B = Good,
C+ = Satisfactory, C = Not Satisfactory
(* Strike out which is not applicable.)

Date : / /

Signature of Reporting Officer

Observation of the Reviewing Officer (Vice-Chancellor) :

Date : / /

Signature of Reviewing Officer

AMRAVATI UNIVERSITY

PERFORMANCE APPRAISAL REPORT - II* SELF APPRAISAL

For the Academic Year 200 -200

A. General Information.

- (a) Name
- (b) Date of Birth
- (c) Address (Residential) Ph. No.
- (d) Designation
- (e) Department
- (f) Area of specialization
- (g) Date of Appointment
 - (i) in the Institution
 - (ii) in the present post
- (h) Honours conferred

B. Teaching

- (a) Classes Taught.

	Period				Steps taken for the teaching of periods missed during absence of leave.
	Assigned per week		Taught in the year		
	** L	T/P	L	T/P	
	(1)		(2)	(3)	

- i) U.G. (B.A. / B.Sc. etc. pass)
(B.A./B.Sc. etc. Hons.)
- ii) P.G. (M.A. / M.Sc. etc.)
- iii) M.Phil
- iv) Any other

* To be filled at the end of every academic year)

** L= Lecture T = Tutorial P = Pratical

(b) Regularity and punctuality

(c) Details of course, teaching plan, Synopsis of lectures and reading lists supplied to student.

[2]

(d) Details of participation in the following

- (i) University Evaluation
- (ii) Internal Evaluation
- (iii) Paper setting
- (iv) Assessment of Home Assignments
- (v) Conduct of Examination
- (vi) Evaluation of Dissertation etc.

C. Details of innovations / contribution in Teaching during the year:

- (a) Design of curriculum :
- (b) Teaching methods :
- (c) Laboratory experiments :
- (d) Evaluation methods :
- (e) Preparation of resource material including books, reading materials, laboratory manuals etc.
- (f) Remedial Teaching / student counselling (academic)
- (g) Any other .

D. Improvement of professional competence :

- (a) Details regarding refresher courses / orientation attended, participation in summer schools, workshop, seminars, symposia etc., including open University courses / M. Phil., Ph.D.

E. Research contributions:

- (a) Number of the students (M.Phil / Ph.D)

	At the beginning of the year	Registered during the year	Completed during the year
M.Phil.			
Ph.D.			

(3)

(b) No. of research papers published
(please enclose list)

(c) Research Projects

Title of the Project	Name of the funding Agency	Duration
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(d) Details of Seminars, Conferences Symposia organised

(e) Patents taken, if any, give a brief description

(f) Membership of professional Bodies
Editorship of Journals, etc.

F. Extension Work / community service.

(a) Please give a short account of your contribution to :

(i) Community Work such as values of National Integration, Secularism, democracy, socialism, humanism, peace, scientific temper, flood or drought relief, small family norms etc.

(ii) National Literacy Mission.

(b) Position held / Leadership role played in Organizations Linked With Extension work and national Service Scheme (NSS) or NCC or any other similar activity

G. Participation in Corporate Life-

Please give a short account of your contribution to :

(a) College / University / Institution

(b) Co-Curricular activities.

(c) Enrichment of campus life
(hostels, sports, games, cultural activities)

(d) Students Welfare and Discipline.

(e) Membership / Participation in Bodies / Committees on Education and National Development.

(f) Professional Organisations of Teachers.

[4]

H. Assessment.

(a) Steps taken by you for the evaluation of the course programme taught.

I. General Data.

State brief assessment of your performance indicating (a) Achievements, (b) Difficulties faced and (c) suggestions for improvement.

Signature of the Teacher.

J. *Verification of factual data

A. General information.

B. Teaching.

C. Details of Innovations / Contribution in Teaching, during the year.

D. Improvement of professional Competence.

E. Research contributions.

F. Extension Work / Community Service.

G. Participation in Corporate Life.

Signature of the Person authorised.

* By a person to be Nominated by Principal / Vice-Chancellor.

Placement Approval Letter of Teaching Staff from Joint Direct (2017-18 to 2021-22)

To attch PDF -1