



SHRI BANESHWAR SHIKSHAN SANSTHAS
ARTS, SCIENCE AND COMMERCE COLLEGE,
BURHANNAGAR, AHMEDNAGAR 414002



1ST CYCLE

ASSESSMENT AND ACCREDITATION
CRITERION-6 GOVERNANCE, LEADERSHIP AND MANAGEMENT

KI: 6.3 Faculty Empowerment Strategies

QIM- 6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff.

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Estd. 2004

SHRI BANESHWAR SHIKSHAN SANSTHA'S

College Code - 752

Center Code - 167

Arts, Science and Commerce College

Burahannagar, Ahmednagar. Ph.: (0241) 2321667

E-mail: shribaneshwarcollege@gmail.com Web - http://baneshwarcollege.in

Ref No.

Date : / /202

Principal

Dr. Shridhar Shankar Jadhav

M.Sc., M.Phil., Ph.D.

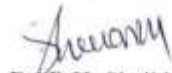
(Professor In Physical Chemistry)

Declaration

This is to declare that the information, reports, true copies of the supporting documents, numerical data, etc. submitted/presented in this file is verified by Internal Quality Assurance Cell (IQAC) and is correct as per the records. This declaration is for the purpose of NAAC accreditation of HEI for 1st Cycle period 2017-2018 to 2021-2022

Date : 30/12/2022

Place : Burhannagar


Dr. R.H. Shaikh

**IQAC Coordinator
Co-ordinator**

Internal Quality Assurance Cell
Shri Baneshwar Shikshan Sansthas
Arts, Science and Commerce College
Burhannagar, Ahmednagar




Dr. S.S. Jadhav

**Principal
PRINCIPAL**

Arts, Science and Commerce College
Burhannagar, Ahmednagar

1. Festival advance salary (Permission Letter)

To,

Principal,

Arts, Science and Commerce College,

Burhannagar Tal. Nagar Dist. Ahmednagar

Subject: Regarding Deposit of Salary.

Respected Sir,

Salary of teaching and non-teaching staff of the college is due on October 01/11/2022. But due to the occasion of Deepawali it is a humble request to the principal of the college that the salary should be given before Deepawali 24/10/2022.


PRINCIPAL
Arts, Science and Commerce College
Burhannagar, Ahmednagar


Yours Faithfully.

Representative teaching and non-teaching staff

2. Felicitations of teaching staff



**On the occasion of Ph.D. degree award of Dr. Jadhav V.M. felicitated by Hon. President
of the college
(2012-13)**



On the occasion of Ph.D. degree award of Dr. Shaikh R.H. felicitated by Hon. President of the college

(2015-16)



On the occasion of Ph.D. degree award of Dr. Punde M. N. felicitated by Hon. President of the college

(2018-19)



On the occasion of Qualified SET exam award of Asst. Prof. Kale V.A. felicitated by Hon. President of the college

(2015-16)



On the occasion of Ph.D. degree award of Dr. Wagh S.G. felicitated by Hon. Principal of the college

(2021-22)

3. Appraisal system for teaching

Baneshwar Shikshan Sanstha's
Arts, Science and Commerce College, Burhannagar, Tal. Dist. Ahmednagar
Performance Appraisal for Lecturer / Reader / Assistant Professor / Associate Professor / Professor
/ Administrative Officer
Yearly Assessment Report
Year of Performance Appraisal:

Name of the Teacher:	Dr. Mule Bhausahab Manikrao	
Designation:	Asst. prof.	

Duration of Appraisal:	2021	to	2022
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Note: * indicates multiplication sign

1. Performance of Engaging Lectures / Practical's:

Sr. No.	Class / Course	Subjects taught	No. of lectures target	Lectures actually engaged	Percentage target achieved	Average of Col. (6)	Performance and Multiplying factors	Max. Weight	Weight achieved (8*9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	F.Y.B.A	Marathi Gen-I	90	81	90	90.8	Excellent - 1.0 (100-91) Good - 0.7 (90-81) Good 0.7	0.7	90.8
2	S.Y.B.A	Marathi S-I	90	82	91				
3	S.Y.B.A	Marathi S-II	90	81	90				
4	T.Y.B.A	Marathi S-III	90	83	92				
5	T.Y.B.A	Marathi S-IV	90	82	91				

2. Performance of Attendance of Students: (As a teacher):

Sr. No.	Class / Course	Subjects taught	No. of students present	Lectures actually engaged	Students on Roll	Average attendance (4*100/5*10)	Average of Col. (7)	Performance and Multiplying factors	Max. Weight	Weight achieved (8*9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	F.Y.B.A	Marathi Gen-I	101	81	100	84	76.8	Excellent - 1.0 (100-81) Good - 0.7 (80-61) Average - 0.5 (60-41) Poor - 0.2 (40-00) 0.7 Good	0.7	76.8
2	S.Y.B.A	Marathi S-I	13	82	18	72				
3	S.Y.B.A	Marathi S-II	13	81	18	72				
4	T.Y.B.A	Marathi S-III	11	83	14	78				
5	T.Y.B.A	Marathi S-IV	11	82	14	78				

Criterion VI: Governance, Leadership and Management [QIM 6.3.1]

3. Performance of Results: (As a teacher)

Sl. No.	Class / Course	Subjects taught	Average results of same subjects for last 3 years in Institute	% of students securing marks above 3 years average	Average of Col. (5)	Performance and Multiplying factors	Max. Weight	Weight achieved (8)*(9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1.	F.Y.B.A	Marathi G-I	94	93	90.8	Excellent - 1.0 (100-81) Good - 0.7 (80-61) Average - 0.5 (60-41) Poor - 0.2 (40-00) 1.0 Excellent	1.0	90.8
2.	S.Y.B.A	Marathi S-I	95	92				
3.	S.Y.B.A	Marathi S-II	93	91				
4.	T.Y.B.A	Marathi S-III	94	90				
5.	T.Y.B.A	Marathi S-III	95	88				

Total weight achieved in TABLES 1, 2 and 3

4. Other Performance:

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
1.	Classroom Planning and Control:				
	a) Planning of lessons throughout the academic year.		✓		
	b) Effective communication of subject matter and clarity of speech.			✓	
	c) Management of lecture and class control.		✓		
	d) Involvement of students in learning process.			✓	
	e) Use of media such as charts, models, transparencies, OHP, VCR, TV, LCD.		✓		
2.	For Teachers Concerned with Laboratory Work.				
	a) Planned laboratory instructions including management of practicals.		✓		✓
	b) Uniform coverage of term work and guidance for writing journals.		✓		
	c) Checking of journals and making continuous assessment of term work.			✓	
	d) Preparation and display of instructional material, charts, models, etc.		✓		
	e) Planning and procurement of consumables required for practicals.		✓		✓
	OR				
2.	For Teachers Not Concerned with Laboratory Work.				
	a) Arranging special lectures of eminent persons.	✓			
	b) Conducting special lectures for low profile students.		✓		
	c) Attitude towards maintaining cleanliness and aesthetics.			✓	
	d) Interactions with teachers teaching subjects other than his own discipline.		✓		
	e) Preparation and display of instructional material.	✓			
3.	Students Guidance and Counseling:				
	a) Guidance to students about books and literature.		✓		✓
	b) Guidance about higher education / career planning.			✓	
	c) Guidance about job opportunities / entrepreneurship.		✓		
	d) Guidance for preparing for interviews / personality development.			✓	✓
	e) Guidance for independent study technique.		✓		

Criterion VI: Governance, Leadership and Management [QIM 6.3.1]

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
4.	Assignments / Evaluation				
	a) Giving assignments regularly and assessing promptly.		✓		
	b) Maintaining quality and standard of questions / evaluation.			✓	
	c) Providing feedback to the students about shortcomings.		✓		
	d) Innovations in paper setting / evaluation.			✓	
	e) Record keeping of students' profile.		✓	✓	
5.	Curriculum / Learning Resources Development:		✓		
	a) Interest shown in curriculum development or preparation of syllabi.			✓	
	b) Preparing question banks.		✓		
	c) Motivating students for use of computers.			✓	
	d) Giving handouts / upkeep of laboratory manuals / writing books.		✓		
	e) Preparation of computer software as teaching aid.		✓	✓	
6.	Seminars / Training:			✓	
	a) Use of library books, periodicals, journals, etc.		✓		
	b) Attendance in seminars / conferences / workshops.			✓	
	c) Writing articles in State and National level periodicals.		✓		
	d) Delivering speech in other institutions.			✓	
	e) Memberships of professional bodies, Awards and Honours.		✓	✓	
7.	Co-curricular Activities:		✓		
	a) Consultancy and testing in the appropriate work area or organizing continuing education programmes for revenue generation.			✓	
	b) Organizing cultural programmes / sports / extra-curricular activities, etc.		✓		
	c) Organizing industrial visits / study tours for students or taking interest in NCC / NSS / blood donation / plantation / medical camps.			✓	
	d) Contribution to maintaining student discipline in general.		✓		
	e) Ability to work as resource person.		✓	✓	
8.	Administrative Functions:			✓	
	a) Contribution to conduct of gymkhana activities / procurement of equipment.		✓		
	b) Worked as examination / gathering / admission in-charge.			✓	
	c) Maintenance of buildings / electrical installations / water supply / computers / equipment, etc. or Worked as Rector / Assistant Rector / Warden.		✓		
	d) Worked as in-charge for house-keeping / environmental hygiene / cleanliness of classrooms / premises / gardens / security.			✓	
	e) Interest taken in activities related to canteen, cooperative stores, etc. or Willingness to take up higher responsibility or any responsibility.		✓		
Total Number of Tick Marks		02	31	29	

Criterion VI: Governance, Leadership and Management [QIM 6.3.1]

FINAL ASSESSMENT:

Particulars			Weight achieved
a)	Total weight achieved in TABLES other than <i>Other Performance</i> .		
	Weight for Other Performance	No. of tick marks	Multiplying factor
b)	Excellent	02	2.0
c)	Good	31	1.4
d)	Average	28	1.0
e)	Poor	-	0.4
f)	Special weight given by Reporting Officer [Max. 5]		
Total weight achieved out of 100			
In words: (Good) Seventy five. five			75.4

Note: The special weight maximum of 5 may be awarded by reporting officer for the extraordinary contribution beyond institution (Please mention activities for which special weight is given)

100-81: Very Good, 81-71: Good, 71-61: Very Fair, 60-51: Fair, 50-35: Average, 34-00: Below average

Remark : Good

Grade :

S. S. W.
PRINCIPAL
 Arts, Science and Commerce College
 Burhannagar, Ahmednagar

Principal