



National Institute of Education's
Sahakarbhushan S. K. Patil College, Kurundwad.

NAAC Accreditation : B

Tal. Shirol, Dist. Kolhapur Pin - 416 106

☎(02322) 244244, 243954, (R) 244353

Website - www.sbskpc.org E mail - sbskpc@gmail.com

Ref.No.NIOE/SKPC/

Date :

Criterion No.6

Name of criterion: Governance Leadership and Management

Metric No. 6.3.5 Institute performance Appraisal system for teaching and Non-teaching staff

Index of Attached Documents

1. ASAR of Dr. Lt.Dr. A.D. Jadhav
2. Confidential reports of Non- teaching staff.
3. Photo of Suggestion Box.



Ref.No.NIOE/SKPC/

Date :

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

Our college prepares policy documents for the purpose of Performance Appraisal System for teaching and non- teaching staff by following the rules and regulations issued by the UGC and State Government. College has self-appraisal committee. In which principal of the college is apex body of that committee. The committee comprises of the following members

College – Self appraisal Committee academic year 2021-2022.

1. I/C Principal Dr. Y. M. Chavan - Chairman
2. Prof. R. S. Kadam - Co-ordinator
3. Dr. S. D. Chavan – Member
4. Dr. S. A. Tambade - Member
5. Dr. M. S. Dabade - Member
6. Office Sup. Shri. B.A.Bidkar - Member

❖ AS per the UGC guidelines performance of teacher is monitored through Performance Based Appraisal System (PBAS). All the faculty members should submit performance based appraisal forms to the API Committee at the end of each academic year. The Principal makes analysis on the reports submitted and gives his remarks. This process helps in enhancing performance of the teachers. Feedback is collected from the stakeholders on performance of teachers. This helps in identifying lacunas and rectifying the same.

❖ Confidential reports of Principal and HODs enable to find out and identify the performance appraisal system.

❖ After receiving the outcome of performance appraisal report of the staff by Management, the appraisal reports are analyzed and identified the strength and weakness of faculty. Adequate measures are taken to improve quality of teaching learning process.

❖ The performance appraisal system proves to bring out qualitative output in academic performance of the institution.

❖ The performance of the non-teaching staff is currently appraised every year by the immediate supervisor followed by the necessary training and counseling




I/C PRINCIPAL
Sahakarbhushan S.K.Patil
College, Kurundwad.

SHIVAJI UNIVERSITY, KOLHAPUR
Annual Self Appraisal Reports (ASAR)

As Per 7th Pay Ugc Regulation 18th July, 2018 And
Govt. Of Maharashtra Resolution 8th March, 2019

**For College Assistant / Associate Professor/
University Assistant Professor**

Academic Year : 2021 -2022

(Duration Form 24/12/2021 To 23/12/2022)

A. General Information :

- a) Name (Surname first) : Dr. Lt. JADHAV ABASAHEB DHONDIBA
b) Designation : Assistant Professor
c) College / University : Sahakarbhushan S.K.Patil college, kurundwad
tq. Shirol Dist. Kolhapur
d) Department : Economics
e) Date of Birth :
f) Date of Appointment : 31/07/2010
g) Total Teaching Experience : UG : 12 Years , 6 month PG : 03 Years
h) Permanent Address (with Pin code) : Gangasagar Nivas Upkarnagar, behind
J.J.Magdum Society , mauje Agarbhag,
jayshiinpur Tq. Shirol Dist. Kolhapur
Mobile No. : 9673742902
Email : abasahebjadhav1@gmail.com




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College, Kurundwad.

B. Academic Qualification :

Sr. No	Exam Passed	University	Subject	Year	Grade /Class
1	S.S.C.	Aurangabad	Eng. Mar.Hin. scei.math. his& geo.	1997	B
2	H.S.C.	Aurangabad	Eng. Mar. Hin. Pol.scei., soci. Edu.	1999	B
3	B.A.	Dr. B.A.M.U.	Marthi, Eco. Pol.scie.	2002	B
4	M.A.	Dr. B.A.M.U Aurangabad	Economics	2004	B
5	Ph. D.	Dr. B.A.M.U Aurangabad	Economics	2009	--


C. Research / Fellowship / Research Training Program :

Sr.No.	Research	Title of work / thesis	University / Institute
1	JRF / SRF etc		
2	M.Phil		
3	Ph.D.	जालना जिल्ह्यातील महिला व बालकांमगारांच्या स्थितीचा विश्लेषणात्मक अभ्यास	Dr. B.A.M.U Aurangabad
4	Research Training Program		
5			

D. Orientation / Refresher / Short Term Course Completed :

Sr.No.	Course	Duration	University / Institute
1	Application of Mathematical Tools in Research	13-06-2022 To 18-06-2022	UGC- Human Resource development centre devi ahilya Vishwavidyalaya, Indore.
2	Recent Trends in Mathematical and Statistical Techniques and their Application in Research Methodology	11-07-2022 To 16-07-2022	UGC- Human Resource development centre devi ahilya Vishwavidyalaya, Indore.
3			




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Appendix II

Table I

Assessment Criteria and Methodology for University/ College Teachers

Table 1.1: Teaching –

Activity	Percentage Obtained	Grade Claimed	Grade Verified
Teaching- $A \times 100 = \frac{570}{600} \% = 95.00$ $B \times 100 = \frac{95.00}{100} \% = 95.00$ Where 600 A: Number of classes (Lectures) taught B: Total classes (Lectures) assigned (Classes taught includes sessions on Tutorials, lab and other teaching related Activities)	95.00	Good	Good

Grading Criteria : 80% & above – Good, Below 80% but 70% & above – Satisfactory
 Less than 70%- Not satisfactory.

Note : Strike out whichever is not applicable.

Table 1.2: Involvement in the University / College students related Activities / research activities :

Sr.No	Activity	Grade Claimed	Grade Verified	Page No
(a)	Administrative responsibilities such as Head, Chairperson/Dean/Director/Co-ordinator, Warden etc. Number of activities : 10 1. Coordinator (officer) : NCC 2. Member of campus supervision & discipline . 3. Coordinator of Nodal programme officer . 4. Member – Admission committee 5. Member – Naac documentation com 6. Member- Internal Evaluation System 7. Member- Vivek – Vahini & student welfare. 8. Convener- Research Staff Academy & placement cell committee 9. Convener- Equal opportunity cell committee	Good	Good/ Satisfactory/ Not Satisfactory	



(Handwritten Signature)

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 College, Kurundwad.

(b)	<p>Examination and evaluation duties assigned By the college/ university or attending the Examination paper evaluation.</p> <p>Number of activities : - 06</p> <p>Duties Assigned bi the college :</p> <ol style="list-style-type: none"> 1. Paper setting B.A.-I , Sem- I Oct-Nov-2021 2. Paper setting B.A.-I , Sem. I &II March- April-2022 3. Paper Evaluation (B.A.-I, Sem I&II) 4. Internal & external senior supervisor Oct-Nov, March-April-2021-22 5. Paper evaluation , B.Com. -II 			
(c)	<p>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>Number of activities :..... :- 15</p> <ol style="list-style-type: none"> 1. Arranged guest lecture : 1 2. NCC Activities : 13 3. Students seminar & Research project : 25 4. Organized study tour for industry visit 			
(d)	<p>Organizing seminars/conferences/ Workshops, other college/university activities.</p> <p>Number of activities :-</p>			
(e)	<p>Evidence of actively involved in guiding Ph.D. Students.</p> <p>Number of Students :.....</p>			
(f)	<p>Conducting minor or Major research project Sponsored by national or international agencies.</p> <p>Number of Projects : Major :..... Minor :.....</p>			




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(b)	<p>Examination and evaluation duties assigned By the college/ university or attending the Examination paper evaluation.</p> <p>Number of activities : - 06</p> <p>Duties Assigned bi the college :</p> <ol style="list-style-type: none"> 1. Paper setting B.A.-I , Sem- I Oct-Nov-2021 2. Paper setting B.A.-I , Sem. I &II March- April-2022 3. Paper Evaluation (B.A.-I, Sem I&II) 4. Internal & external senior supervisor Oct-Nov, March-April-2021-22 5. Paper evaluation , B.Com. -II 			
(c)	<p>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>Number of activities :..... :- 15</p> <ol style="list-style-type: none"> 1. Arranged guest lecture : 1 2. NCC Activities : 13 3. Students seminar & Research project : 25 4. Organized study tour for industry visit 			
(d)	<p>Organizing seminars/conferences/ Workshops, other college/university activities.</p> <p>Number of activities :-</p>			
(e)	<p>Evidence of actively involved in guiding Ph.D. Students.</p> <p>Number of Students :.....</p>			
(f)	<p>Conducting minor or Major research project Sponsored by national or international agencies.</p> <p>Number of Projects : Major :..... Minor :.....</p>			




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(g)	<p>At least one single or joint publication in peer reviewed or UGC list of Journals .</p> <p>Number of Publication : 04</p> <ol style="list-style-type: none"> 1. "Environmental Management and sustainable development", GRADIVA REVIEW JOURNAL, ISSN NO: 0363-8057, Volume -8, Issue-3,2022. 2. "Human Right and Education", Lifelong learning issues and challenges, (ebook) ISBN: 978-93-5620-680-9, Publisher : Dr. Eknath Mundhe, S.M.Joshi college, Hadapsar,pune-28, 15 th may, 2022. 3. "Sustainable Development Goals and Indicators", 'Transforming India vision and challenges, ISBN:978-93-91908-94-2, Kunal books, New Delhi-110002,feb. 2022. 4. "Characteristics of Indian population", Journal of Research and Development, ISSN-2230-9578, Peer Reviewed Journal, Sept. 2022. 			
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Grading Criteria : Good – Involved in at least 3 activities

Satisfactory – 1-2 activities

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

Note : i) Number of activities can be within or across the broad categories of activities

ii) Strike out whichever is not applicable.

Overall Grading :

Sr.No.	Grade	Criteria
1	Good	Good in teaching (Table 1.1) and satisfactory or good in activity at Table 1.2.
2	Satisfactory	Satisfactory in teaching (Table 1.1) and good or satisfactory In activity at Table 1.2.
3	Not Satisfactory	If neither good nor satisfactory in overall grading

Note : For the purpose of assessing the grading of Activity at Table 1.1 and Table 1.2, 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. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of

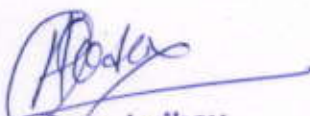
D:\API Placement\DEC 2016\API 25 September 2013.sss\API 2017\7 Pay API\29 June 2019\Final\Assit Professor ASAR-Final.docx




(Signature)
I/C PRINCIPAL
Sahakarbhushan S.K.Patil
College, Kurundwad.

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.

Overall Grading				
Sr.No.	Grade Claimed	Overall Grade Claimed	Grade Verified	Overall Grade Verified
Table -1.1	Good	Good	Good/ Satisfactory/ Not Satisfactory	Good/ Satisfactory/ Not Satisfactory
Table - 1.2	Good		Good/ Satisfactory/ Not Satisfactory	


Left: Dr. A. D. Jadhav
 Signature of the Faculty's
 Head Dept. of Economics
 Sahakarbhushan S.K. Patil College
 Kurundwad Tal. Kurund Dist. Kolhapur


Left: Dr. A. D. Jadhav
 Signature of HOD/Director/Co-ordinator
 Sahakarbhushan S.K. Patil College
 Kurundwad Tal. Kurund Dist. Kolhapur

Signature of Principal/ Director/ Vice Chancellor




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 College, Kurundwad.

परिशिष्ट क

Ephemeral Roll for the Year. 2021-2022

वर्षाकरिता कच्चे टिपण

08/11/22

instructed

No adverse Remark

Office of the

यांचे कार्यालय

सहकारभूषण एस. के. पाटील कॉलेज कुरुंदवाड.

Full Name

Madhukar Krishnath Power hb. Assistant.

(In Block Letters)

ठळक अक्षरात

पूर्ण नांव

Date 31-4-2022

SUPERINTENDENT
Sahakarbhushan S. K. Patil
College, KURUNDWAD

I/C PRINCIPAL
Sahakarbhushan S K Patil
College, Kurundwad



I/C PRINCIPAL
Sahakarbhushan S.K. Patil
College, Kurundwad.

2021-2022

परिशिष्ट क

Ephemeral Roll for the Year. 2021-2022

वर्षाकरिता कच्चे टिपण

correctly instructed

Ms. Chhaveri Romaly

Office of the

यांचे कार्यालय

सहकारभूषण एस. के. पाटील कॉलेज कुरुंदवाड.

Full Name

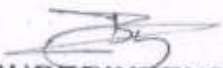
Rajay aka Pralash Shivaji Lambi - pron

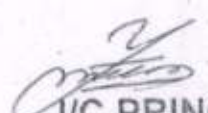
(In Block Letters)

पूर्ण नांव


ठळक अक्षरात

Date 31-1-2022


SUPERINTENDENT
Sahakarbhushan S. K. Patil
College, KURUNDWAD


I/C PRINCIPAL
Sahakarbhushan S K Patil
College, Kurundwad




I/C PRINCIPAL
Sahakarbhushan S.K. Patil
College, Kurundwad.

Personal Information
(To be filled in by the employee concerned)

Name Gautam..... Father's Name Malhari Surname Ghodake

Date of Birth as recorded in the 13-06-1976.....
service books. S. S. C. Certificate/
School Leaving Certificate.

Place of Birth Sangli Tal. Mixed Dist- Sangli.....
Village/town/Taluka/District/State

Nationality and Religion. Indian (Hindu (Maratha)).....

Whether belong to Scheduled No.....
Castes/Scheduled Tribes/
Nomadic Tribes/Other Back-
ward Classes etc.

Home Town 13th Lane House No 1719.....
(with residential address) A.P. Jaysingpur.....
Tal. Shiradi Dist. Kolhapur.....

Date of Joining College
Services and designation at the
Time of first appointment. 12-06-2001.....

Intermediary positions held
between initial appointment Positions Period from to
and present if any,
(i) JK Clerk 01-04-2021 to 31-03-2022
(ii)
(iii)

Mother Tongue Marathi.....

Language known Hindi.....

Qualification and degrees B.A. III.....

University Shiradi University Kolhapur.....

Year March-2008.....

Achievement if any



(Signature)

I/C PRINCIPAL
Sahakarbhushan S.K. Patil
College, Kurundwad.

Ghodake
(Signature of Employee)
Name Gautam Malhari Ghodake

सहकारभूषण एस. के. पाटील कॉलेज, कुरुंदवाड

१९

परिशिष्ट ब

(भाग - ४)

(Estimate of General Ability and Character of Grade 'A' to Grade 'C' officers and Employees.

(गट "अ" ते गट "क" च्या अधिका-यांची / कर्मचा-यांची सर्वसाधारण योग्यता व चरित्रा संबंधी अभिप्राय)

1. Name : Ghadake Goutam Mulhari
१. नांव : _____
2. Period of Report : 01-04-2021 to 31-03-2022
२. प्रतिवेदनाचा कालावधी : _____
3. Post or Posts held : Junior Clerk
३. धारण केलेले पद/पदे : _____
4. Industry and Application :- Good
४. उद्योगप्रियता व कार्यतत्परता : _____
5. Capacity to get work done by subordinates. : Good
५. हाताखालील व्यक्तींकडून काम करून घेण्याची क्षमता : _____
6. Relations with colleagues and :- Better
६. सहकारी व जनता यांच्याशी असलेले संबंध : _____
7. General Intelligence :- Best
७. सर्वसाधारण बुद्धीमत्ता : _____
8. Technical ability (where relevant) : Very Good
८. तांत्रिक कार्यक्षमता : _____
(जेथे संबंधित असेल तेथे)
9. Special aptitude : Very Good
९. विशेष केल : _____

Part - 5
(भाग - ५)

Remarks of the Reviewing officer.

पुनर्विलोकन अधिका-यांचे अभिप्राय

1. Length or service

01-04-2021 to 31-03-2022

under Reviewing officer .

१. पुनर्विलोकन अधिका-यांच्या हाताखालील

सेवावधी

2. Do you agree with the

Reporting officer (If not, state specifically the remarks with which you do not agree) or do you wish to nodify or add to his assessment ?

२. आपण प्रतिवेदन अधिका-याशी सहमत आहात ? (सहमत नसल्या कुठल्या अभिप्रायांशी सहमत नाही) की त्यांच्या मूल्यमापनामध्ये कांही फेरफार करण्याची किंवा भर घालण्याची आपली इच्छा आहे ?

Date :- 31-04-2022

दिनांक

Signature, Name and Designation
Reviewing Officer.

Place :-

ठिकाण :- कुरुंदवाड

पुनर्विलोकन अधिका-यांची सही, नांव व पदनाम



(Signature)

I/C PRINCIPAL
Sahakarbhushan S.K.Patil
College, Kurundwad.

Personal Information

(To be filled in by the employee concerned)

Name Waman..... Father's Name Ramchandra Surname Sahase.....

Date of Birth as recorded in the service books. S. S. C. Certificate/ School Leaving Certificate. 01/05/1967.....

Place of Birth Bhandasbodi Tal- Ramitek Dist- Nagpur
Village/town/Taluka/District/State

Nationality and Religion. Indian.....

Whether belong to Scheduled Castes/Scheduled Tribes/ Nomadic Tribes/Other Backward Classes etc. Sbc.....

Home Town (with residential address) Masathi AT- Post - Bhandasbodi Tal - Ramitek Dist - Nagpur.....

Date of Joining College Services and designation at the Time of first appointment. 08/02/2000
Jr. Clerk.....

Intermediary positions held between initial appointment and present if any, Positions Period from to

- | | | |
|-------|------------------|---------------------------------|
| (i) | <u>Jr. Clerk</u> | <u>01/04/2021 To 31/03/2022</u> |
| (ii) | | |
| (iii) | | |

Mother Tongue Masathi.....

Language known Masathi, Hindi, English.....

Qualification and degrees Hsc Passed.....

University Nagpur Div. Board, Nagpur.....

Year 1987.....

Achievement if any



[Handwritten Signature]

I/C PRINCIPAL
Sahakarbhushan S.K. Patil
College, Kurundwad.

[Handwritten Signature]
(Signature of Employee)
Name W. R. Sahase

सहकारभूषण एस. के. पाटील कॉलेज, कुरुंदवाड

१९

परिशिष्ट ब

(भाग - ४)

(Estimate of General Ability and Character of Grade 'A' to Grade 'C' officers and Employees.

(गट "अ" ते गट "क" च्या अधिका-यांची / कर्मचा-यांची सर्वसाधारण योग्यता व चरित्रा संबंधी अभिप्राय)

1. Name : Waman Ramchandra Sahase
१. नांव
2. Period of Report : 01/04/2021 To 31/03/2022
२. प्रतिवेदनाचा कालावधी
3. Post or Posts held : Jr. Clerk
३. धारण केलेले पद/पदे
4. Industry and Application :-
४. उद्यागाप्रियता व कार्यतत्परता Good
5. Capacity to get work done by subordinates.
५. हाताखालील व्यक्तींकडून काम करून घेण्याची क्षमता Good
6. Relations with colleagues and :-
६. सहकारी व जनता यांच्याशी असलेले संबंध Better
7. General Intelligence :-
७. सर्वसाधारण बुद्धीमत्ता Best
8. Technical ability (where :-
८. तांत्रिक कार्यक्षमता Very Good
(जेथे संबंधित असेल तेथे)
9. Special aptitude :-
९. विशेष केल Very Good

Part - 5
(भाग - ५)

Remarks of the Reviewing officer.

पुनर्विलोकन अधिका-यांचे अभिप्राय

१-१-२०२१ ते ३१-३-२०२२

1. Length or service :-----
under Reviewing officer .
१. पुनर्विलोकन अधिका-यांच्या हाताखालील -----
सेवावधी
2. Do you agree with the :----- *Yes*
Reporting officer (If
not, state specifically
the remarks with which
you do not agree) or do
you wish to nodify or
add to his assessment ?
२. आपण प्रतिवेदन अधिका-याशी सहमत -----
आहात ? (सहमत नसल्या कुठल्या -----
अभिप्रायांशी सहमत नाही) की त्यांच्या -----
मूल्यमापनामध्ये कांही फेरफार करण्याची -----
किंवा भर घालण्याची आपली इच्छा आहे ? -----

Date :- ३१-१-२२
दिनांक

Place :-
ठिकाण :- कुरुंदवाड



[Signature]

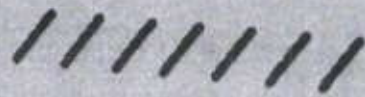
I/C PRINCIPAL
Sahakarbhushan S.K.Patil
College, Kurundwad.

[Signature]
I/C PRINCIPAL
Signature, Name and Designation
College, Kurundwad
Reviewing Officer.

पुनर्विलोकन अधिका-यांची सही, नांव व पदनाम



Suggestion
Box



I/C PRINCIPAL
Sahakarbhushan S.K.Patil
College, Kurundwad.