Nutan Vidya Mandir Education Society's

Late Sow Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani

[B. A., B. Com., B.C.A., B. Voc. (F.T.), M. A. (Music), M. Com., M.Sc. (C.S.) and M.Voc. (F.T.)]
Affiliated to S. R. T. M. University, Nanded   Study Center: Y. C. M. University, Nashik
Reaccredited with NAAC 'B++' Grade, UGC – College with Potential For Excellence, ISO 9001:2015

Shri. Hemantrao Jamkar	Adv. Kiran Subhedar	Shri. Vijayrao Jamkar	Dr. Vasant Bhosle
President	Vice-President	Secretary	Principal

Ref. No. MMVP/2022-23/____   INTERNAL QUALITY ASSURANCE CELL (IQAC)   Date: ___/___/2023

Criterion VI

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

Describe the functioning status of the Performance Appraisal System for teaching and non-teaching staff within a maximum of 200 words.

Performance Appraisal System for Teaching Staff

Teaching staff performance appraisal system is very transparent. For promotion by CAS, the performance of teachers is evaluated through contribution in academic, administrative, extra-curricular, research and social activities as per Government, UGC and University guidelines. At the end of academic year, IQAC collects the teachers' PBAS. API Verification Committee, IQAC and Principal analyse and evaluate PBAS and put their opinion on it. For excellent performance, Principal felicitates the teacher with positive comments. If not satisfied, communication is made with stakeholders for better performance. They are briefed as per PBAS analysis report and encouraged to publish papers in UGC listed journals, books/chapters in edited books, participate in conferences/seminars etc. and present papers and get higher qualification. Appraisal reports are considered for performance based promotion.

Performance Appraisal System for Non-Teaching Staff

Confidential Reports are collected using a structured questionnaire and sent to Principal. Evaluation of non-teaching staff is based on comments and feedback. The performance of non-teaching staff is monitored through civil service codes, grading, pending work, students' feedback, teachers and peers. Accordingly,

Nutan Vidya Mandir Education Society's

Late Sow Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani

[B. A., B. Com., B.C.A., B. Voc. (F.T.), M. A. (Music), M. Com., M.Sc. (C.S.) and M.Voc. (F.T.)]
Affiliated to S. R. T. M. University, Nanded   Study Center: Y. C. M. University, Nashik
Reaccredited with NAAC 'B++' Grade, UGC – College with Potential For Excellence, ISO 9001:2015

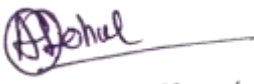| Shri. Hemantrao Jamkar	Adv. Kiran Subhedar	Shri. Vijayrao Jamkar	Dr. Vasant Bhosle
President	Vice-President	Secretary	Principal

Ref. No. MMVP/2022-23/____   INTERNAL QUALITY ASSURANCE CELL (IQAC)   Date: ___/___/2023

Criterion VI

Principal encourages and acknowledges them for their good performance. Guidance and instructions are given to the concerned non- teaching staff as per requirement.

Link for the evidence:

IQAC Coordinator
Late Sow. Kamaltai Jamkar
Mahila Mahavidyalaya,
Parbhani

Principal
Late Sow. Kamaltai Jamkar
Mahila Mahavidyalaya, Parbhani

6.35

Swami Ramanand Teerth Marathwada University,
NANDED-431 606
Name of College: Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani

Self-Assessment-Cum-Performance Appraisal Forms
API - PBAS Proforma

CAS Promotion for Assistant Professor/ Associate Professor / Professor and
Direct Recruitment of Associate Professor / Professor in Universities and Colleges
For
Faculty of *Humanities / Sciences & Technology/ Commerce & Management/ Interdisciplinary*

ACADEMIC YEAR: 2022- 2023

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

1	Name (in Block Letters)	:	DR. RAVINDRA RAMBHAUJI INGALE
2	Department	:	MUSIC
3	Current Designation & Academic Level	:	Assistant Professor and Head Dept. Of Music (Academic Level 12(79800-211500)
4	Date of last Promotion	:	17.06.2020
5	Which position and Academic Level are you an applicant under CAS	:	Assistant Professor and Head Dept. Of Music (Academic Level 13A)
6	Date of eligibility for promotion	:	16.06.2023
7	Address (With Pin code)	:	Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani 431401
	Telephone / Mobile No	:	9921235665
	E-mail	:	ravindraingale38@gmail.com

8 **Academic Qualifications (from S.S.C. till Post-Graduation):**

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
High School / S.S.C.	Nagpur	1990	38%	III	Mar, Hind, Eng, Math, Sci, Soc Sci.
Intermediate / H.S.C.	Nagpur	1995	40.00%	III	Mar, Eng, Hist., Geo, Pol sci
U.G. B.A.	Nagpur	2000	45.00%	II	Mar, Eng. Hist.
B.A. Additional in Music	Amravati	2005	67.00%	I	Music
P.G.	Amravati	2007	56.25%	Higher II	Music
Other examination, if any	NET (UGC Delhi)	2007	Passed	-	Music
	MSCIT (Mumbai)	2001	58%	Passed	Computer

9 Research Degree(s):

Degrees	Title	Date of Award	Name of University
M. Phil.			
Ph.D. / D.Phil.	पंडित वि .ना .भातखण्डे रचित हिं .क .पु .मा .भाग तीन ते सहा मधील काही श्रीदव रागांच्या निबदक बंदिशीतून व्यक्त होणारे स्वरसंवाद व स्वातीन सौंदर्यात्मकता- एक चिकित्सक अध्ययन	Awarded 01.01.2021	Nagpur
D.Sc.D.Litt. / Any other			

10. Appointments held prior - joining this institution: (Please attach relevant certificates of service / experience)

Designation	Name of Employer	Essential Qualifications for the post at the time of Appointment	Nature of Appointment (Regular/ Fixed term / Temporary / Adhoc)	Nature of Duties	Date of Joining	Date of Leaving	Salary with Grade	Reason of leaving

11. Posts held after appointment at this institution:

Designation	Department	Date of Joining		Grade Pay / Pay Matrix Level
		From	To	

·12   Period of teaching experience :

P.G. Classes (In Years):   14 Years

U.G. Classes (In Years):   14 Years

13   Research Experience excluding years spent in M. Phil. / Ph. D. (In Years): 12 Years

14   Fields of Specialization under the Subject / Discipline : (a) Vocal Classical

(b) Light music, Ghazal Singing

15   Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC / One-Two week courses attended so far:

Name of the Course	Place	Duration	Name of Organizer
one week Faculty Development Programme "ACADEMIC RESEARCH WRITING" Page No. 183	Online Teaching Learning Centre, Ramanujan College University of Delhi	05 to 11 September, 2022	T. L. Centre, Ramanujan College University of Delhi PMMMNMTT

PART B: ACADEMIC PERFORMANCE INDICATORS (API):

Based on the teacher's self-assessment, API scores are proposed for (1) teaching related activities; domain knowledge; (2) Involvement in University / College student's related activities / research activities. The minimum API score required by teachers from this category is different for different levels of promotion. The self- assessment score should be based on objectively verifiable records. It shall be finalized by the Screening Cum Evaluation / Selection Committee. University may detail the activities, in case institutional specificities require, and adjust the weightages without changing the minimum total API scores required under this category.

Table 1

Assessment Criteria and Methodology for University/College Teachers

1. Teaching

Category	Name of Activity	Unit of Calculation		Self-Appraisal Grading	Verified API Grading by Committee
		Actual Class spent per year	% of Teaching	For Assistant Professor/ Associate Professor/ Professor	
	(1)	(2)	(3)	(4)	
	Teaching: (Number of classes taught/total classes assigned) ×100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)			i) Good: 80 % & above ii) Satisfactory: Below 80% but 70% & above iii) Not satisfactory: Less than 70%	
1	Teaching: Black board	185			
	Teaching: ICT based	155			
	Practical / Laboratory	140			
	Tutorials / Assignments / Project	60			
	Field Work				
	Group Discussion	30			
	Seminars	30			
	Remedial Teaching				
	Clarifying doubts within and outside the class hours				
	Additional teaching to support counseling and mentoring	20			
	Total Actual hours spent	620	98%	Good	

2. Involvement in the University/College students related activities/research activities

	Activities	Specify Actual participation in year	Total days Spent per year	Self-Appraisal Grading For Assistant Professor/ Associate Professor / Professor	Verified API Grading by Committee
2	(1)	(2)	(3)	(4)	
	Involvement in the University/College students related activities/research activities	MA Project Work	30	i) Good : Involved in at least 3 activities ii) Satisfactory :1-2 activities iii) Not-satisfactory: Not involved/ undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities	
	(a) Administrative responsibilities such as Head, Chairperson/ Dean / Director / Coordinator, Warden,	a)Head 150 b)IQAC VI CRITERION	150	Good	

		INCHARGE			
	etc.				
	(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.	SRTMU Exam Squad Duty	70		
	i) Question Paper Setting	30			
	ii) Invigilation/ Supervision	20			
	iii) Flying Squad	30			
	iv) CS/ ACS/ Custodian	180			
	v) CAP Director/ Assistant Director				
	vi) Unfair Menace Committee				
	vii) Grievance Committee		320		
	viii) Internal Assessment	20			
	ix) External Assessment	20			
	x) Re-valuation				
	xi) Result Preparation (College Level for Internal Assessment)	20			
	xii) M. Phil., Ph. D. Thesis evaluation / any other				
	(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.	Online Net guidance for PG students, Cultural Committee Head, Yuva Mahotsav-2021 SGBAU Examiner	60		
	(d) Organizing seminars/ conferences/ workshops, etc and other college/university activities.				
	(e) Evidence of actively involved in guiding Ph.D. students i) No. of Registered candidate ii) No. of Awarded Candidates.				
	(f) Conducting Minor Or Major Research Project sponsored by national or international agencies. i) Above 10 Lacs: ii) Below 10 Lacs				
	(g) At least one single or joint publication in peer- reviewed or UGC list of Journals. i) No. of Papers Published (Single author): ii) No. of Papers Published(Joint author):	2	20		

Overall Grading:

Good: *Good in teaching and satisfactory or good in activity at S.No.2. Or*
Satisfactory: *Satisfactory in teaching and good or satisfactory in activity at S.No.2.*
Not Satisfactory: *If neither good nor satisfactory in overall grading*

Good

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration

which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave. Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The 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.

Table 2
Methodology for University and College Teachers for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc,.)

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.

(1) Research Papers in Peer-Reviewed or UGC listed Journals: (Please refer points as per UGC notification)

Sr. No.	Title of paper	Journal Name, Page nos., Vol. no., Issue no., Year of publication	ISSN / ISBN NO.	Impact Factor if any	No. of Co-Authors	Whether Principal Author / Supervisor/ Co-supervisor	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1	संगीत सम्राट तानसेन की नवराग निर्मिती	शोध संहिता, Page No. 69,70,71 Published in Vol.- IX, Issue II (III), July 2022	ISBN 2277-7067 Peer-Reviewed Refereed & UGC-Care List Group I	4.95	~~Single~~	Principal Author	30		184 to 189
2	बिलावल अंगके प्रचलित प्रकार Jan23	Rabindra Bharati Journal of Philosophy Page No.56 to 60 Vol-XXIV, January 2023	ISSN: 0973-0087 Peer-Reviewed Refereed & UGC-Care List	5.4	~~Single~~	Principal Author	35		190 to197
						Total (1)	65		

(2) (a) Publications (other than Research papers) (Books, Chapters in Books)
(i) Books Published with ISSN / ISBN number
International Publisher: 12 points per Book for Single Author
National Publisher: 10 points per Book for Single Author

Sr. No.	Title of Book with no. of pages	Publishers name with	International / National Publisher	No. of Co-Authors	Whether Principal Author /	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents

		ISSN / ISBN NO.			Co-Author			
				Sub Total: (2)(a)(i):				

(2) (a)(ii) Chapter in Edited Book with ISSN / ISBN   (5 points per Chapter)

Sr. No.	Title of Chapter with Page Nos.	Name of Book	Publisher Name & ISSN / ISBN NO.	No. of Co-Authors	Whether Principal Author / Co-Author	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
			Sub Total: (2)(a)(ii)					

(2) (a) (iii) Editor of Book with ISSN / ISBN number
Editor of Book by International Publisher: 10 points per Book for Single Author
Editor of Book by National Publisher: 8 points per Book for Single Author

Sr. No.	Title of Book with Page Nos.	Publisher Name & ISSN / ISBN NO.	International / National Publisher	No. of Co- Authors	Whether Principal Author / Co-Author	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
			Sub Total (2)(a)(iii)					

(2) (b) Translation works in Indian and Foreign Languages by qualified faculties
(3 points per Chapter or Research paper)
(8 points per Book)

Sr. No.	Original Title of Chapter or Research paper / Book with Page Nos. Nos. ISSN / ISBN NO.	Name Of Original Author	Translated Title of Chapter or Research paper / Book with Page Nos. ISSN / ISBN NO.	No. of Translated Co-Authors	Whether Principal Author / Co- Author	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
				Sub Total (2)(b)				
	Total (2) : (2)(a)(i) + (2)(a)(ii) + (2)(a)(iii) + (2)(b)							

(3) Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula

(3)(a) Development of Innovative pedagogy: (5 points per Innovative pedagogy)

Sr. No.	Title of Innovative pedagogy	Sponsored Agency if any	Types of Teaching-Learning Environments: Face-to-face/ Networked/ Open and distance/ Virtual / if any	Specify ICTs resources: web link : YouTube Videos-Audios/ Smart Classroom / Simulation Games/ Blogging/ Online Discussion Forums / Virtual Laboratories / Telecast / Picture / Models /Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No of Relevant Documents
								Subtotal (3)(a)			

(3) (b) Design of new curricula and courses: (02 points per curricula / Course)

Sr. No.	Name of Programme where curricula introduced	Title of new curricula and courses	Specify ICTs resources: web link / You tube link: Audio/ Video/ Telecast / Picture / Models/Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
				Subtotal (3)(b)				

(3) (c) MOOCs:

(3) (c) (i) Development of complete MOOCs in 4 quadrants (4 credit course) (20 per curricula / Course) (In case of MOOCs of lesser credits 05 marks / credit)

Sr. No.	Name of Programme where curricula introduced	Course Credits	Title of new MOOC curricula	Specify ICTs resources: web link / You tube link: Audio/ Video/ Telecast / Picture / Models/Charts if any	Date of approval from authority if any	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No of Relevant Documents
1									
2									
						Subtotal (3)(c)(i)			

(3) (c) (ii) MOOCs (developed in 4 quadrant) per module/lecture (5points per module / lecture)

Sr. No.	Name of Programme & Course where curricula introduced	Course Credits	Title of new MOOC curricula	Specify ICTs resources: web link / You tube link; Audio/ Video/ Telecast / Picture / Models/Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
						Subtotal (3)(c)(ii)			

(3) (c) (iii) Content writer/subject matter expert for each module of MOOCs (at least one quadrant)
(2 points per curricula / Course)

Sr. No.	Name of Programme & Course where Content is introduced	Course Credits	Title of new MOOC Content curricula	Specify ICTs resources: web link / You tube link: Audio/ Video Telecast : Picture Models Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
						Subtotal (3)(c)(iii)			

(3) (c) (iv) Course Coordinator for MOOCs (4 credit course) (8 points per curricula / Course)
(In case of MOOCs of lesser credits 02 marks / credit)

Sr. No.	Name of Programme & Course	Course Credits	Title of MOOC curricula	Specify ICTs resources: web link / You tube link: Audio/ Video/ Telecast / Picture / Models/Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
						Subtotal (3)(c)(iv)			

Total (3)(c) : (3)(c)(i) + (3)(c)(ii) + (3)(c)(iii) + (3)(c)(iv)

(3) (d) : E-Content

(3) (d) (i) Development of e-Content in 4 quadrants for a complete course/e-book (12 points per curricula / Course)

Sr. No.	Title of e-Content course/ e-book with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources: web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author / Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
						Sub Total: (3)(d)(i)			

(3) (d) (ii) e-Content (developed in 4 quadrants) per module (5 points per module / Course)

Sr. No.	Title of e-Content module with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources: web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author / Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents

176

1									
					Sub Total: (3)(d)(ii)				

(3) (d) (iii) Contribution to development of e-content module in complete course/paper/e-book
(at least one quadrant)   (2 points per module / Course)

Sr. No.	Title of e-Content module with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources: web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author / Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
					Sub Total: (3)(d)(iii)				

(3) (d) (iv) Editor of e-content for complete course/ paper /e-book   (10 points per Course / paper)

Sr. No.	Title of e-Content Course with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources: web link	Whether Peer reviewed	No. of Co-Editors	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
				Sub Total: (3)(d)(iv)				
Total (3) (d):		(3)(d)(i) + (3)(d)(ii) + (3)(d)(iii) + (3)(d)(iv)						
Total (3):		(3)(a) + (3)(b) + (3)(c) + (3) (d)						

(4)   Research Score:
(4) (a) Research guidance: (Ph.D. : 10 points per degree awarded & 05 per thesis submitted)
(M. Phil. / P.G dissertation: 2 points per degree awarded

Sr. No.	Sr. No.	Number of Candidate Enrolled	No. of Thesis Submitted with dates	No. of Candidate Degree Awarded with dates	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
	M. Phil. / P.G. Dissertation	01	--	--	02		
	Ph.D.						
				Sub Total: (4)(a)	02		

(4) (b) Research Projects Completed: A: More than 10 lakhs (10 points per Project)
B: Less than 10 lakhs (5 points per Project)

Sr. No.	Type of Project : A / B	Title of Project	Sponsored Agency	Date of Completion	Whether Co-PI	Grant Received (Rs.)	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
						Sub Total: (4)(b)			

(4) (c) Research Projects Ongoing: A: More than 10 lakhs   (5 points per Project)
B: Less than 10 lakhs   (2 points per Project)

Sr. No.	Type of Project : A / B	Title of Project	Sponsored Agency	Duration of Project	Date of Starting	Whether Co-PI	Grant Received (Rs.)	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1										
							Sub Total: (4)(c)			

(4) (d) Consultancy:

(3 points per Consultancy Project)

Sr. No.	Title of Consultancy Project	Sponsored Agency	Date of Starting	Amount Mobilized (Rs. Lakh)	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1							
Sub Total: (4)(d)							
Total (4) : (4)(a) + (4)(b) + (4)(c) + (4)(d)							

(5) (a) Patents :

(10 points per International Patent and 7 points per National Patent)

Sr. No.	Title of patent Project	Patent Number	Sponsored Agency if any	Date of Award	International / National	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
Sub Total: (5)(a)								

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

A: International   (10 points per Policy Document)
B: National   (7 points per Policy Document)
C: State   (5 points per Policy Document)

Sr. No.	Title of Policy Document	Name of Submitted Agency	International / National / State	Policy Document Number	Date of Acceptance	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
Sub Total: (5)(b)								

(5) (c) Awards/Fellowship: A: International   (7 points per Awards/Fellowship)
B: National   (5 points per Awards/Fellowship)

Sr. No.	Name of Award / Fellowship	Date of Received	International / National	Name of Awarders Academic Body / Association	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1							
2							
Sub Total: (5)(c)							
Total (5) : (5)(a) + (5)(b) + (5)(c)							

(6) *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): (7 points per Seminars/ Conferences)
International (within Country): (5 points per Seminars/ Conferences)
National: (3 points per Seminars/ Conferences)
State / University Level: (2 points per Seminars/ Conferences)

Sr. No.	Title of Presentation in Academic Session	Title of Conference / Seminar	Mode of Presentation: Invited lectures / Resource Person / Paper presentation	Name of Organizer	Whether International (Abroad) / International (within Country) / National / State / University Level	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
					Total (6) :			

Note: 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 category

Summary of Table 2 (Category III)
Academic / Research Score

Details of Academic & Research activities	Self-Appraisal Score	API Score Verified by Committee	Remarks
(1) Research Papers in Peer-Reviewed or UGC listed Journals	65		.
(2) Publications (other than Research papers)			
(3) Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula			
(4) Research guidance/ Projects Completed / Projects Ongoing/ Consultancy	02		
(5) Patents / Policy Document / Awards/Fellowship			
(6) Invited lectures / Resource Person/ paper presentation in Seminars /Conferences/full paper in Conference Proceedings			
Grand Total of Table 2	67		

IV   SUMMARY OF API SCORES:

Category	Criteria	Annual API Score
Table 1	Activities: Overall Grading 1. Teaching 2. Involvement in the University / College students related activities / research activities	Good
Table 2 (Category III)	Academic/Research Score	67

List of Enclosures: (Please attach copies of certificates and / or letters sanction orders, papers etc. wherever Necessary)

1. Subject Expert Letters	2. Internal Assessment and Assessment Documents
3. MPSC Exam duty Letters	4. Health Department Exam duty
5. Paper setting Letters	6. Election Duty Letters
7. External Examiner Letters	8. Examination Flying Squad Letter
9. Workshop, Webinar Certificates	10. Paper Publication and Certificate
11. Resource Person letter	
	12.

UNDERTAKING

I Dr./Mr. / Mrs. **Ravindra Rambhauji Ingale**..................... Under takes that the information provided is correct as per records submitted by me to College / Institute / University and documents enclosed along with the duly filled in PBAS Proforma.

Date: 30/06/2022
Place: Parbhani.
....

Signature of the faculty with
Designation

Date: 30/06/2022
Place: Parbhani

Signature
Head of Department

Date: 30/06/2022
Place: Parbhani

Signature
IQAC Coordinator
Late Sow. Kamaltai Jamkar
Mahila Mahavidyalaya,
Parbhani

Signature of Principal

N.B.: The individual PBAS Performa duly filled along with all enclosures, submitted for CAS promotions will be verified by the College / Institute / University as necessary and placed before the Screening Cum Evaluation Committee or Selection Committee for Assessment Verification.

181

कै. सौ. कमलताई जामकर महिला महाविद्यालय, परभणी

(कविता, नांदेड.)

परिशिष्ट – 'ब' (भाग-१)

गोपनीय प्रतिवेदनाचा नमुना

FORM OF CONFIDENTIAL REPORT

Full Name
पुर्ण नांव

गाडगे वैजनाथ तुकाराम

Father's Name
वडीलांचे नांव

गाडगे तुकाराम नारायणराव

Date of Birth
जन्म तारीख   12.07.1984

- Village/ गांव ... मु. पो. ब्राह्मणगांव

- Town/ शहर ...... परभणी

- Taluka/ तालुका ..... परभणी

- District/ जिल्हा. .... परभणी

Nationality and Religion
राष्ट्रीयत्व व धर्म

भारतीय – हिंदू

Whether belong to   Schedule Castes/
                     Schedule Tribes/
                     Other Backward Classes

अनुसूचित जातीतील
अनुसचित जमातीतील
इतर मागासवर्गातील

आहे काय ? - ..... नाही

Home of Family
कुटूंबाचे मुळ ठिकाण

मु. पो. ब्राह्मणगांव ता. जि. परभणी

Permanent Address
कायमचा पत्ता

मु. पो. ब्राह्मणगांव ता. जि. परभणी

Whether any immovable property held
कोणतीही स्थावर मालमत्ता आहे काय ?

नाही

If so, what and where ?
असल्यास कोणती व कोठे ?

Date of Joining Government Service
शासकीय सेवेत प्रविष्ट झाल्याची तारीख

03.11.2009

(P.T.O.)

If service is not continuous, details of
previous Government Service
सेवा अखंडित नसल्यास, पूर्वीच्या शासकीय सेवेचा तपशील - ....

Mother Tongue

मातृभाषा   मराठी

Language Known   मराठी, हिंदी, इंग्रजी
अवगत असलेल्या भाषा

Qualification and Degrees अर्हता व पदव्या	University विद्यापीठ/ संस्था	Year वर्ष
S.S.C.	औरंगाबाद	2000
H.S.C.	औरंगाबाद	2002
B.COM.	स्वा. रा. ती. म. विद्यापीठ, नांदेड	2008
G.DC & A	Govt. Diploma in Co-operation & Accountancy Board, Pune	मे. 2009

देकर.दृ.—...........—२-२००-(-रुरुद)*—एस)१८८
रा.वि. म. प्र. वि. ड्र. सीएआर-१२२०/प्र. क्र. १६/९५/१३, दि. १-२-९६ ;
रा.वि. म. प्र. वि. ड्र. सीएआर-१२९८/प्र. क्र. २/तेरा, दि. १९-३-९९ ;
रा एड म. प्र. वि. ड्र. सीएआर-१२९८/प्र. क्र. २/तेरा, दि. २६-३-९९ व
ड्र. सीएआर-१२०९/३८२/तेरा, दि. ७-५-२००२ अन्वये सुधारित.]

परिशिष्ट-ब (भाग-२)

गट " अ " ते गट " क " चे शासकीय अधिकारी/कर्मचारी यांच्यासाठी गोपनीय अहवालाचे स्वयंमूल्यनिर्धारण अहवाल प्रपत्र

स्वयंमूल्यनिर्धारण अहवाल लिहिणाऱ्या अधिकाऱ्यांना/कर्मचाऱ्यांना सूचना

१. जर उद्दिष्टे ठरवून देण्यात आली असतील तर ती उद्दिष्टे सर्वसाधारण सूचनांनुसार अथवा विशेष सूचनांनुसार ठरवून देण्यात आली होती की आपापसातील चर्चेनुसार ठरविण्यात आली होती.

२. सर्व दैनंदिन कामाची यादी येथे देऊ नये. फक्त ठळक, वैशिष्ट्यपूर्ण व उल्लेखनीय कामगिरीचा उल्लेख करावा. (उद्दिष्टे ठरवून देण्यात आली असल्यास उद्दिष्टांचा संदर्भ देऊन) संदिग्ध विधाने टाळावीत व नेमके विधान करावे.

३. तुमच्या कामगिरीबाबतचे तुमचे अभिप्राय दिलेल्या जागेएवढेच मर्यादित ठेवावेत. काहीही सहपत्रे त्यास जोडू नयेत. ती गोपनीय अहवालाच्या नस्तीत ठेवली जाणार नाहीत व कर्मचाऱ्यास परत करण्यात येतील.

४. " मी माझ्या वरिष्ठांचे समाधान/पूर्ण समाधान होईपर्यंत काम केले " किंवा " वरिष्ठांनी माझे काम नाबाजले " अशी किंवा अशा सारखी विधाने करू नयेत. अशी विधाने केल्यास ती दुर्लक्षित करण्यात येतील.

५. स्वयंमूल्यनिर्धारण अहवाल अर्ध्या पानातच लिहावा.

६. स्वयंमूल्यनिर्धारण अहवाल अधिकारी/कर्मचारी यांनी त्यांना प्राप्त झाल्यापासून १५ दिवसांच्या आत प्रतिवेदन अधिकाऱ्याकडे द्यावा.

प्रतिवेदन अधिकाऱ्यांना सूचना

१. गोपनीय अहवाल लिहिताना कर्मचाऱ्यांनी भाग-३ मध्ये लिहिलेला स्वयंमूल्यनिर्धारण अहवाल विचारात घ्यावा व तसा तो घेतला गेला असल्याचा विशिष्ट उल्लेख गोपनीय अहवालात करण्यात यावा.

२. वरील सूचना क्रमांक ६ अनुसार स्वयंमूल्यनिर्धारण अहवाल प्राप्त न झाल्यास प्रतिवेदन अधिकारी स्वतः गोपनीय अंहवाल लिहू शकेल.

३. प्रतिवेदन अधिकाऱ्यांनी गोपनीय अहवालाच्या प्रपत्रात दिलेल्या पर्यायांपैकी एक पर्याय निवडून त्याभोवती वर्तुळ करावे. उदा. अ. क्र. ४ उद्योगप्रियता व कार्यतत्परता या समोर उत्कृष्ट असे शेरे द्यावयाचे असल्यास ते खालीलप्रमाणे देण्यात यावेत.

अत्युत्कृष्ट   (उत्कृष्ट)   चांगले   साधारण   साधारणपेक्षा कमी

४. मागासवर्गीय अधिकारी/कर्मचारी यांना येणाऱ्या अडचणी समजून घेऊन त्या दूर करण्याच्या दृष्टीने अधिकारी/कर्मचारी यांनी केलेले प्रयत्न व त्यांच्याबाबतचा दृष्टिकोन याबाबतची नोंद परिशिष्ट "ब" (भाग-४) मधील बाब क्रमांक १० येथे नमूद करावी.

५. (अ) गोपनीय अहवालाच्या प्रपत्रातील बाब क्र. ३, ९, १०, ११ व १८ या समोरील शेरे, तसेच प्रतवारी स्वतःच्या हस्ताक्षरात लिहावी.

(ब) प्रतवारी नमूद करताना ती अहवालातील रकान्यासमोरील अभिप्रायाशी मिळती जुळती राहील याची दक्षता घ्यावी.

(क) अत्युत्कृष्ट शेरे नोंदवितांना गोपनीय अहवाल काळातील कर्मचाऱ्याच्या कामकाजाच्या मूल्यांकनासाठी ठेवलेल्या कच्च्या टिपणावरून (Ephemeral Roll) अत्युत्कृष्ट शेऱ्याच्या पृष्ट्यर्थ वस्तुस्थितीदर्शक समर्थन गोपनीय अहवालात देणे आवश्यक आहे.

(ड) साधारण, सर्वसाधारण, बरा, ठीक, सुमार या शेऱ्यांची वर्गवारी प्रतिकूल स्वरुपाची असल्याचे प्रतिवेदन अधिकाऱ्यांनी लक्षात घ्यावे.

पुनर्विलोकन अधिकाऱ्यांना सूचना

१. अधिकारी/कर्मचारी यांच्या कामाबाबतची प्रतवारी लिहावी.

२. प्रतवारी नमूद करताना ती अहवालातील रकान्यासमोरील अभिप्रायाशी मिळती जुळती राहील याची दक्षता घ्यावी.

३. अत्युत्कृष्ट शेरे नोंदवितांना त्यांच्या पृष्ट्यर्थ वस्तुस्थितीदर्शक समर्थन नोंदवावे.

वे.क्र.रु.—.,,.,,,—२२००८(—रा.ग.)२ —एच)१८८

म. वि., म.प्र.वि., क्र. संट्रफआर-१२६०/प्र. क्र. ३६/९५/१३, दि. १-२-९६ ;

म. वि., म.प्र.वि., क्र. संट्रफआर-१२९८/प्र. क्र. २/तेरा, दि. १९-३-९९ ;

म. एच.म.प्र.वि., क्र. संट्रफआर-१२९८/प्र. क्र. २/तेरा, दि. २६-३-९९ व

क्र. संट्रफआर-१२०१/३८२/तेरा, दि. ७-५-२००२ अन्वये सुधारित.]

सर्वसा. २५४-बी म. इं.

Gen. 254-B m.e.

परिशिष्ट-ब (भाग-२)

गट " अ " ते गट " क " चे शासकीय अधिकारी/कर्मचारी यांच्यासाठी गोपनीय अहवालाचे स्वयंमूल्यनिर्धारण अहवाल प्रपत्र

स्वयंमूल्यनिर्धारण अहवाल लिहिणाऱ्या अधिकाऱ्यांना/कर्मचाऱ्यांना सूचना

१. जर उद्दिष्टे ठरवून देण्यात आली असतील तर ती उद्दिष्टे सर्वसाधारण सूचनांनुसार अथवा विशेष सूचनांनुसार ठरवून देण्यात आली होती की आपापसातील चर्चेनुसार ठरविण्यात आली होती.

२. सर्व दैनंदिन कामाची यादी येथे देऊ नये. फक्त ठळक, वैशिष्ट्यपूर्ण व उल्लेखनीय कामगिरीचा उल्लेख करावा. (उद्दिष्टे ठरवून देण्यात आली असल्यास उद्दिष्टांचा संदर्भ देऊन) संदिग्ध विधाने टाळावीत व नेमके विधान करावे.

३. तुमच्या कामगिरीबाबतचे तुमचे अभिप्राय दिलेल्या जागेएवढेच मर्यादित ठेवावेत. काहीही सहपत्रे त्यास जोडू नयेत. ती गोपनीय अहवालाच्या नस्तीत ठेवली जाणार नाहीत व कर्मचाऱ्यास परत करण्यात येतील.

४. " मी माझ्या वरिष्ठांचे समाधान/पूर्ण समाधान होईपर्यंत काम केले " किंवा " वरिष्ठांनी माझे काम नावाजले " अशी किंवा अशा सारखी विधाने करू नयेत. अशी विधाने केल्यास ती दुर्लक्षित करण्यात येतील.

५. स्वयंमूल्यनिर्धारण अहवाल अर्ध्या पानातच लिहावा.

६. स्वयंमूल्यनिर्धारण अहवाल अधिकारी/कर्मचारी यांनी त्यांना प्राप्त झाल्यापासून १५ दिवसांच्या आत प्रतिवेदन अधिकाऱ्याकडे द्यावा.

प्रतिवेदन अधिकाऱ्यांना सूचना

१. गोपनीय अहवाल लिहिताना कर्मचाऱ्यांनी भाग- ३ मध्ये लिहिलेला स्वयंमूल्यनिर्धारण अहवाल विचारात घ्यावा व तसा तो घेतला गेला असल्याचा विशिष्ट उल्लेख गोपनीय अहवालात करण्यात यावा.

२. वरील सूचना क्रमांक ६ अनुसार स्वयंमूल्यनिर्धारण अहवाल प्राप्त न झाल्यास प्रतिवेदन अधिकारी स्वतः गोपनीय अंहवाल लिहू शकेल.

३. प्रतिवेदन अधिकाऱ्यांनी गोपनीय अहवालाच्या प्रपत्रात दिलेल्या पर्यायांपैकी एक पर्याय निवडून त्याभोवती वर्तुळ करावे. उदा. अ. क्र. ४ उद्योगप्रियता व कार्यतत्परता या समोर उत्कृष्ट असे शेरे द्यावयाचे असल्यास ते खालीलप्रमाणे देण्यात यावेत.

अत्युत्कृष्ट   (उत्कृष्ट)   चांगले   साधारण   साधारणपेक्षा कमी

४. मागासवर्गीय अधिकारी/कर्मचारी यांना येणाऱ्या अडचणी समजून घेऊन त्या दूर करण्याच्या दृष्टीने अधिकारी/कर्मचारी यांनी केलेले प्रयत्न व त्यांच्याबाबतचा दृष्टिकोन याबाबतची नोंद परिशिष्ट "ब" (भाग-४) मधील बाब क्रमांक १० येथे नमूद करावी.

५. (अ) गोपनीय अहवालाच्या प्रपत्रातील बाब क्र. ३, ९, १०, ११ व १८ या समोरील शेरे, तसेच प्रतवारी स्वतःच्या हस्ताक्षरात लिहावी.

(ब) प्रतवारी नमूद करताना ती अहवालातील रकान्यासमोरील अभिप्रायाशी मिळती जुळती राहील याची दक्षता घ्यावी.

(क) अत्युत्कृष्ट शेरे नोंदविताना गोपनीय अहवाल काळातील कर्मचाऱ्याच्या कामकाजाच्या मूल्यांकनासाठी ठेवलेल्या कच्च्या टिपणावरून (Ephemeral Roll) अत्युत्कृष्ट शेऱ्याच्या पृष्ट्यर्थ वस्तुस्थितीदर्शक समर्थन गोपनीय अहवालात देणे आवश्यक आहे.

(ड) साधारण, सर्वसाधारण, बरा, ठीक, सुमार या शेऱ्यांची वर्गवारी प्रतिकूल स्वरूपाची असल्याचे प्रतिवेदन अधिकाऱ्यांनी लक्षात घ्यावे.

पुनर्विलोकन अधिकाऱ्यांना सूचना

१. अधिकारी/कर्मचारी यांच्या कामाबाबतची प्रतवारी लिहावी.

२. प्रतवारी नमूद करताना ती अहवालातील रकान्यासमोरील अभिप्रायाशी मिळती जुळती राहील याची दक्षता घ्यावी.

३. अत्युत्कृष्ट शेरे नोंदविताना त्यांच्या पृष्ट्यर्थ वस्तुस्थितीदर्शक समर्थन नोंदवावे.

परिशिष्ट-ब (भाग ४)

गट " अ " ते गट " क" च्या अधिकाऱ्यांची/कर्मचाऱ्यांची सर्वसाधारण योग्यता व चारित्र्य यांसंबंधी अभिप्राय

Estimate of General Ability and Character of Grade 'A' to Grade 'C' Officers/Employees

(१) नाव
: श्री./श्रीमती/कुमारी   गाडगे वैजनाथ तुकाराम
(1) Name
: Shri / Smt. / Kum.

(२) प्रतिवेदनाचा कालावधी
(2) Period of Report

: पासून	: दिवस	महिना	वर्ष	पर्यंत	: दिवस	महिना	वर्ष
: From	: Date	Month	Year	To	: Date	Month	Year
	01	04	2020		31	03	2021

(३) धारण केलेले पद/पदे
: कनिष्ठ लिपीक
(3) Post/Posts held

(४) उद्योगप्रियता व कार्यतत्परता
: अत्युत्कृष्ट (उत्कृष्ट) चांगले साधारण साधारणपेक्षा कमी
(4) Industry & Application
: Outstanding (Very good) Good Average Below Average

(५) हाताखालील कर्मचाऱ्यांकडून काम करून घेण्याची क्षमता.
: अत्युत्कृष्ट (उत्कृष्ट) चांगले साधारण साधारणपेक्षा कमी प्रश्न उद्भवत नाही
(5) Capacity to get work done by subordinates.
: Outstanding (Very good) Good Average Below Average Question does not arise

(६) सहकारी व जनता यांच्याशी असलेले संबंध
: (सहकार्याचे) सौजन्याचे मदतीचे उदासीन अमैत्रीपूर्ण
(6) Relations with colleagues & public
: (Cooperative) Courteous Helpful Indifferent Unfriendly

(७) सर्वसाधारण बुद्धिमत्ता
: अत्युत्कृष्ट (उत्कृष्ट) चांगली साधारण साधारणपेक्षा कमी
(7) General Intelligence
: Outstanding (Very good) Good Average Below Average

(८) निर्णयशक्ती, उपक्रमशीलता व धडाडी यांसह कार्यक्षमता.
अत्युत्कृष्ट (उत्कृष्ट) निश्चित चांगले चांगली साधारण साधारणपेक्षा कमी
(8) Administrative ability including judgement initiative & drive.
: Outstanding Very Good Positively Good Good Average Below Average

(९) तांत्रिक/व्यावसायिक कार्यक्षमता (संबंधित असेल तेथे) :
(9) Technical/ Professional ability (Where relevant).

(१०) मागासवर्गीयांबाबतचा दृष्टिकोन
: (मदतीचा) सहानुभूतीचा असहानुभूतीपूर्ण तटस्थ
(10) Attitude towards backward class
: (Helpful) Sympathetic Unsympathetic Neutral

(११) विशेष कल
(11) Special Attitude   :

(१२) सचोटी व चारित्र्य
(12) Integrity & Character   :

(१३) प्रदान करण्यात आलेल्या शक्तींचा पूर्णपणे वापर करतात काय ?
: (होय) अंशतः नाही
(13) Whether powers delegated are fully utilised ?
: Yes Partly No

(१४) पदोन्नतीसाठी पात्रता
: अयोग्य (ज्येष्ठतेनुसार योग्य)
(14) Fitness for Promotion
: Unfit (Fit in normal course (according to seniority))

(१५) प्रशिक्षणासाठी आवश्यक क्षेत्र
: येथे आवश्यक त्या क्षेत्राचा उल्लेख करावा.
(15) Areas of training required   :

(१६) प्रकृतिमान
: चांगले नाही चांगले (उत्कृष्ट)
(16) State of Health
: Not Good Good (Very Good)

(१७) क्षेत्रीय स्तरावर काम करण्याची योग्यता
: (आहे) नाही संबंधित नाही
(17) Fitness for field work
: (Yes) No Not relevant

(१८)	संगणकावर काम करण्याची आवड	: (आहे)	नाही	दिसून आली नाही	संबंधित नाही
(18)	Willingness to work on Computer	: Yes	No	Not seen	Not relevant
(१९)	सर्वसाधारण मूल्यमापन	:			!
(19)	General Assessment	:			

(२०) प्रतवारी : अ+ अत्युत्कृष्ट, (अ उत्कृष्ट,) ब+ निश्चित चांगली, ब चांगला, ब - साधारण, क साधारणपेक्षा कमी.
     (हाताने लिहावी)
(20) Grading · A + Outstanding, A Very good, B + Positively good, B Good, B – Average, C Below average.
     (Write in handwriting)

ठिकाण :— परभणी
Place :–

दिनांक :—

Date :–

प्रतिवेदन अधिकाऱ्याची सह
नाव व पदनाम.
Signature, Name & Designation
of the Reporting Officer.

परिशिष्ट-ब (भाग ५)

पुनर्विलोकन अधिकाऱ्याचे अभिप्राय
Remarks of the Reviewing Officer

१. पुनर्विलोकन अधिकाऱ्याच्या हाताखालील सेवावर्षी ..
1. Length of Service under Reviewing Officer ..

२. आपण प्रतिवेदन अधिकाऱ्याशी सहमत आहात ? .. होय
   (सहमत नसल्यास कुठल्या अभिप्रायाशी सहमत नाही हे
   विनिर्दिष्टपणे नमूद करावे) की त्यांच्या मूल्यमापनामध्ये काही
   सुधारणा करण्याची किंवा भर घालण्याची आपली इच्छा
   आहे ?
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 modify or
   add to his assessment ?

३. प्रतवारी : अ+ अत्युत्कृष्ट, (अ उत्कृष्ट) ब+ निश्चित चांगली, ब चांगला, ब - साधारण, क साधारणपेक्षा कमी.
   (हाताने लिहावी)
3. Grading : A + Outstanding, A Very good, B + Positively good, B Good, B – Average, C Below average.
   (Write in handwriting).

ठिकाण :— परभणी
Place :–

दिनांक :—

Date :–

पुनर्विलोकन अधिकाऱ्याची सही,
नाव व पदनाम.
Signature, Name & Designation
of the Reviewing Officer.