





College of Commerce Affiliated to Savitribai Phule Pune University

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Chairman: Chetan Rathod Secretary: Shailesh G Mehta

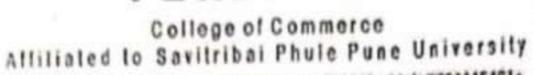
PUNCODE: CAAP014880 AISHE CODE: C-41344 NAAC: B++

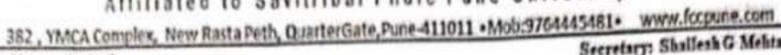
CRITERION 6					
KEY INDICATOR	6.3 Faculty Empowerment Strategies				
METRIC NO.	6.3.5				

INSTITUTIONS PERFORMANCE APPRAISAL SYSTEM FOR TEACHING AND NONTEACHING STAFF DURING THE YEAR 2023-24

Dnyanoday Prashikshan Sevabhavi Sanstha's 10.No. PU/PN/C/371/2009

FORESIGHT





Secretary: Shallesh G Mehta

Chairman: Chetan Rathod

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023 - 2024

PART 'A'

1	Name	: 1	Armaan Shaikh
2	Designation	: 1	Asst. Professor
3	Name of the Department / Centre	:	BBA
4	Email/ Telephone / Mobile number	: 3	8657564458
5	YEAR OF PERFORMANCE APPRAISAL		2023-2014

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	8	
	classes assigned 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	:	Satisfactory		
	*	Less than 70%	:	Not . Satisfactory		
	169-	Total Classes	s Ass	signed :		

	No. of Classes Taught :	1 1	- 1
	% of Classes Taught :	1 1	
	Grade	1	
Involvement in the college student related activities/research activities: [a) Administrative responsibilities such as head, chairperson /Dean / Director/Coordinator etc. b) Admission Related Work. c) Time Table and Faculty Coordination		9 10 8	Α
 d) Examination and evaluation duties assigned by the college of attending the examination paper evaluation 		8	
e) Internal Marks Entry on SPPU portal		7	
f) Handling Exam Grievances		8	
g) Student related co-curricular extension and field based activities such as student study visits, stude seminars and other events, culture sports, NCC, NSS and communications.	nt al,	9	
h) Organization of seminars conference/ workshop/webinars/FDP, ot college activities.	her	9	
i) Evidence of activity involved guiding PhD students. j) Evidence of activity involved	d In	7	
guiding Projects/Dissertations UG/PG students. k) Conducting minor or major	for	.8	
research projects.	*	8	
I) Sponsored by national or international agencies. m) Contribution towards IQAC NAAC)	OCE OF COMPERED OT COMPERED OF COMPERED OF COMPERED OF COMPERED OT	9	
n) Documentation rated to ran	FORESTON	10	

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o) Contribution towards college magazine	6	9
p) Counseling and mentoring of the students.		9
		,
At least one single or joint publication in peer-reviewed or UGC list of journals.		

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

patent filing and approval letters, students' Ph.D. award etc.)

ten	t filing and approval letters, students' P	h.D. award etc.		Self	Verified
it.	Academic / Research Activity	Faculty of Sciences	Faculty of Languages / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines	appraisal Score	Score
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
					1
	Publication (other than Research paper	ers)			
	(a) Books authored which are published	by:	T	_	
	International publishers		-	_	1
	National Publishers		-	_	
	Chapter in Edited Book				_
	Editor of Book by International Publisher			_	+
2.	Selitor of book by National Publisher		no it white	_	+
	(b) Transaction works in Indian and Fore	eign languages by o	qualified faculties	_	+
	Chapter of Research Paper				
	Book				
	Creation of ICT mediated Teaching Learning new and innovative course and curricula (a) Development of Innovative pedagogy (b) Design of new curricula and course	e	ent and development of		
1		•			
1	(c) MOOCs	4			
	Development of complete MOOCs in quadrants (4 credit course) (In case of MOOC of lesser credits 05 marks /credit)				
	MOOCs (developed in 4 quadrant p module/lecture	M-	S OF CO	Maria	

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,	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
3.	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
	(c) E-Content	1.1
	Development of e-Content in 4 quadrants for a complete course/ebook.	
	e-Content(developed 4 quadrant) per module	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
	Editor of e-content for complete course/paper/e-book	

	(a) Research guidance			
	Ph. D	10 per degree awarded	10per degree awarded	_
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
4,	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			-
	(a) Patents			
	International			
	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government)			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government)			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International			
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	er presentation in Seminars	/ Conferences/ full paper	
5.	International National (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ papin Conference Proceeding (Paper present)	er presentation in Seminars	/ Conferences/ full paper	
	International (b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ papin Conference Proceeding (Paper present paper in Conference Proceedings will be conference Pro	er presentation in Seminars	/ Conferences/ full paper	
5.	International (b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ papin Conference Proceeding (Paper present paper in Conference Proceedings will be conference International (Abroad)	er presentation in Seminars	/ Conferences/ full paper	

Signature of Principal/HOD

LOWESTON CONTRACTOR CO

Signature of the teacher

Date:

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

Pres -Reviewed or UGC - listed Journals (Impact factor to be determined as per Thomson Reuter's Rst) :

Paper in referred Journals without impact factor - 05 Points Paper with impact factor less than 1 10 Points Paper with impact factor between 1 and 2 143 15 Points Paper with impact factor between 2 and 5 - 20 Points Paper with impact factor between 5 and 10 v) - 25 Points Paper with impact factor > 10 30 Points

- 70% of total value of publication for each author Two author a)

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of b)

total value of publication for each of the joint author

- 70% of total value of publication for each author Joint Project

Note:

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and G. Co-supervisor, both shall get 7 marks each. Invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

- Assessment Crit	eria ana mener		Verified Gradin
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory	*	

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down In these regulations and as per the acts, ordinances of the parent institution.

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b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions:

(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) Principal

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Secretary: Shaileth G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023-24 PART 'A'

Ms. Heena Shaikh. Name Designation BBA-CA Name of the Department / Centre heenashaikh.foresightcalleze@gmailion Email/ Telephone / Mobile number 2023-24 YEAR OF PERFORMANCE APPRAISAL

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appro Gradin (Rating S 1-10)	g cale	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	9		
	classes assigned ×× 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	:	Satisfactory			
		Less than 70%	**	Not Satisfactory			
	4	Total Classes	Ass	igned :			

	No. of Classes Taught : :		
	Grade		
Involvement in the college student		9	
related activities/research activities			
2. (a) Administrative responsibilities such as head, chairperson		9	
/Dean / Director/Co- ordinator etc.		5	
b) Admission Related Work.	**	a	
c) Time Table and Faculty Coordination		,	
d) Examination and evaluation duties assigned by the college or		10	
attending the examination paper evaluation		10	
e) Internal Marks Entry on SPPU		10	
f) Handling Exam Grievances		10	
		07	
g) Student related co-curricular, extension and field based activities such as student study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.	*	8	
h) Organization of seminars / conference/		9	
workshop/webinars/FDP, other college activities.		_	
i) Evidence of activity involved in guiding PhD students.		10	
j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.	ON COLLEGE	5	
k) Conducting minor or major research projects.	E S S S S S S S S S S S S S S S S S S S	_	
Sponsored by national or international agencies.	THE BOOK	10	
m) Contribution towards IQAC (NAAC)			
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.	M-	10	

o) Contribution towards college magazine	9
p) Counseling and mentoring of the students.	10
At least one single or joint publication in peer-reviewed or UGC list of journals.	8m

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for patent filing and approval letters, students' Ph.D. award etc.) Verified

Self **Faculty of Languages** Faculty of Academic / Research Activity Score appraisal / Art / Social / Sr. Sciences Score Science /Library / No. Education / Commerce / Management & other related disciplines 10 1 (*) Research Paper in Peer-Reviewed or UGC 10 per paper 08 per paper listed Journals Publication (other than Research papers) Books authored which are published by: International publishers National Publishers 10 Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher Transaction works in Indian and Foreign languages by qualified faculties Chapter of Research Paper Book Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula Innovative Development of (a) pedagogy Design of new curricula and courses (c) MOOCS Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) MOOCs (developed in 4 quadrant per RESIGNY module/lecture

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Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	_
(c) E-Content	
Development of e-Content in 4 quadrants for a complete course/ebook.	
e-Content(developed 4 quadrant) per module	
Contribution to development of e-content module in complete course/paper/e-book (at	_
least one quadrant) Editor of e-content for complete	_
course/paper/e-book	

	(a) Research guidance		10per degree awarded	
	Ph. D	10 per degree awarded	05 per thesis submitted	
	3.00	05 per thesis submitted	02 per degree awarded	
	M.Phit/P.G. dissertation	02 per degree awarded	Uz per degree annual	
4.	(b) Research Projects Completed:			
	at a 10 table			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
				-
	(a) Patents			-
	International			-
	International			
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	-
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government)	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	
5.	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International	to an International onetary Fund etc. or Cen	body/organization like tral Government or State	_
	National (b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper print Conference Proceeding (Paper presented in	resentation in Seminars/	Conferences/ full paper	-
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper printernational (Paper presented in paper in Conference Proceedings will be counted to the paper in Conference Proceedings will be	resentation in Seminars/	Conferences/ full paper	
1	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper prin Conference Proceeding (Paper presented in paper in Conference Proceedings will be counternational (Abroad)	resentation in Seminars/	Conferences/ full paper	
1	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper proceeding (Paper presented in paper in Conference Proceedings will be counternational (Abroad) International (Within Country)	resentation in Seminars/	Conferences/ full paper	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International M Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper prin Conference Proceeding (Paper presented in paper in Conference Proceedings will be counternational (Abroad)	resentation in Seminars/	Conferences/ full paper	

Signature of Principal/HOD



Signature of the teacher

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

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

Paper in refereed journals without impact factor - 05 Points

- 10 Points Paper with impact factor less than 1 協

- 15 Points Paper with impact factor between 1 and 2 16) - 20 Points

Paper with impact factor between 2 and 5 w

- 25 Points Paper with impact factor between 5 and 10 s)

- 30 Points Paper with impact factor > 10 νÜ

- 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of aì b)

total value of publication for each of the joint author

- 70% of total value of publication for each author Joint Project 43

Note: Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Folicy Document and 6. Co-supervisor, both shall get 7 marks each.

Invited lecture concerned. The research score shall be from the minimum of three categories out of six categories.

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(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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Assessment Crit	teria and metrico	ology for College To	Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity \$1. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory		
lote: or the purpose of assessing the grad erial No.2 all such periods of duratio eacher on different kinds of paid leav are leave, Study Leave, Medical Leav Deputation shall be excluded from the	res such as mater e, Extraordinary l e grading assessm	nity Leave. Child Leave and nent.	
The teacher shall be assessed for the the same be extrapolated for the enti of the teacher. The teacher on such le	re shall not asses	sed for the grading	

to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.

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b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions:

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) CONTRACTOR OF CO

Principal
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Dnyanoday Prashikshan Sevabhavi Sanstha's 10.No. PU/PN/C/371/2009

FORESIGHT

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Chairman: Chetan Rathed

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023-24

PART 'A'

		Edul Adamson
1	Name	: Tajeshree Tawara
2	Designation	: Asst . Pro
3	Name of the Department / Centre	: R.B.A. (CA)
4	Email/Telephone / Mobile number	9545267501
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	٦	
	classes assigned XX 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	**	Satisfactory		
		Less than 70%	***	Not Satisfactory		
		Total Classe	s As	signed :		

	No. of Classes Taught :		
	Grade .		
Involvement in the college student related activities/research activities	79.7	,	
(a) Administrative responsibilities such as head, chairperson		8	
/Dean / Director/Co- ordinator etc.		9	
b) Admission Related Work.		7	
c) Time Table and Faculty Coordination		6	
d) Examination and evaluation duties assigned by the college or attending the examination paper		6	
evaluation		8	N
e) Internal Marks Entry on SPPU portal		9	
f) Handling Exam Grievances			
g) Student related co-curricular extension and field based activities such as student study visits, student seminars and other events, cultural sports, NCC, NSS and community services.	t .	7	
h) Organization of seminars conference/		٦	
workshop/webinars/FDP, other college activities.		8	
i) Evidence of activity involved guiding PhD students.		8	
 j) Evidence of activity involved guiding Projects/Dissertations for UG/PG students. 	or	a	
k) Conducting minor or major research projects.		(
I) Sponsored by national or international agencies.	OULEGE OF CO.	6	
m) Contribution towards IQAC (NAAC)	THOUSE OF THE PARTY OF THE PART		
n) Documentation rated to rankir NIRF/TIMES/AISCHE etc.	W WOOT	5	

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of Contribution towards college magazine	9
p) Counseling and mentoring of the students.	8
At least one single or joint publication in peer-reviewed or UGC list of Journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

pat	ent filing and approval letters, students'	Ph.D. award etc.			
Sr. No.	Academic / Research Activity	Faculty of Sciences	Faculty of Languages / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Verified
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	. 10
_	Publication (other than Research pap	ers)			11
	(a) Books authored which are published	by:			
	International publishers				
	National Publishers				
	Chapter in Edited Book				
V	Editor of Book by International Publisher				
2.	Editor of book by National Publisher				
1	(b) Transaction works in Indian and Fore	gn languages by qua	lified faculties		-
ŀ	Chapter of Research Paper				-
\neg	Book				1
ŀ	Creation of ICT mediated Teaching Learning penew and innovative course and curricula (a) Development of Innovative pedagogy	dagogy and content	and development of		
	(b) Design of new curricula and courses			+	+
	(c) MOOCs			-	+
- 1	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit)				
	MOOCs (developed in 4 quadrant per module/lecture	EGE OF CO	1		,

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Contents writer/subject matter expert for each module of MODEs (at least one quadrant)	
Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
(c) E-Content	1
Development of e-Content in 4 quadrants for a complete course/ebook	
e-Content(developed 4 quadrant) per module	
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
Editor of e-content for complete course/paper/e-book	

	(a) Research guidance Fh. D	10 per decree supplied	10mm deepen supplied	
	1.19.8	10 per degree awarded 05 per thesis submitted	10per degree awarded 05 per thesis submitted	
4.	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:	or he nether awarded	Oz per degree awarded	
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
_	(d) Consultancy			
_	(a) Patents			
	International			_
	National			
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International	ed to an International Il Monetary Fund etc. or Cer	body/organization like stral Government or State	
5.	UNO/UNESCO/World Bank/ International Government) International National State	ed to an International	body/organization like ntral Government or State	
5.	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	ed to an International	body/organization like ntral Government or State	
5.	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	ed to an International	body/organization like	
5.	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	ed to an International	body/organization like	
5.	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	per presentation in Seminars	/ Conferences/ full paper	
	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pagin Conference Proceeding (Paper present	per presentation in Seminars	/ Conferences/ full paper	
	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pagin Conference Proceeding (Paper present paper in Conference Proceedings will be a	per presentation in Seminars	/ Conferences/ full paper	
	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pagin Conference Proceeding (Paper present paper in Conference Proceedings will be international (Abroad)	per presentation in Seminars	/ Conferences/ full paper	
5.	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pagin Conference Proceeding (Paper present paper in Conference Proceedings will be international (Abroad) International (within Country)	per presentation in Seminars	/ Conferences/ full paper	
	UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pagin Conference Proceeding (Paper present paper in Conference Proceedings will be international (Abroad) International (within Country) National	per presentation in Seminars	/ Conferences/ full paper	

Signature of Principal/HOD



Signature of the teacher

Date:

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

Peer -Reviewerf or USC - listed journals (Impact factor to be determined as per Thomson fleuter's list) :

Paper in refereed journals without impact factor - 05 Points Paper with impact factor less than 1 - 10 Points Paper with impact factor between 1 and 2 - 15 Points Paper with impact factor between 2 and 5 IV) - 20 Points Paper with impact factor between 5 and 10 ¥3 - 25 Points Paper with impact factor > 10: - 30 Points

- 70% of total value of publication for each author

a) More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of bl

total value of publication for each of the joint author

13

5. - 70% of total value of publication for each author Joint Project

Note:

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and 6. Co-supervisor, both shall get 7 marks each. invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

Good in teaching and satisfactory or good in activity at \$1 No.2	Good
Satisfactory in teaching and good or satisfactory in activity SI, No.2	Satisfactory
If Neither good nor satisfactory in overall grading	Not Satisfactory

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down In these regulations and as per the acts, ordinances of the parent

institution.

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Verified Grading

b) Justification of assessment of work as not satisfactory:

2. Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: -

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director)



Principal
Foresight College of Commerce
Pune



Dnyanoday Prashikshan Savabhavi Sanstha's

ID.No. PU/PH/C/373/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



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Chairman: Chetan Rathed

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023 - 2024

PART 'A'

1	Name	;	Saniya Sayyed
2	Designation	:	Asst-Professor
3	Name of the Department / Centre	:	BBA (CA)
4	Email/ Telephone / Mobile number	:	Sanigasayyed foresign comege (
5	YEAR OF PERFORMANCE APPRAISAL	:	2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above		Good	9	Com
	(Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	**	Satisfactory		
		Less than 70%	**	Not Satisfactory	Q1	
		Total Classe	s As	signed :		

	No. of Classes Taught :		
	% of Classes Taught :		
	Grade		
Involvement in the college student related activities/research activities : 2. (a) Administrative		9	
responsibilities such as head, chairperson /Dean / Director/Co- ordinator etc.		8	
b) Admission Related Work.			-
c) Time Table and Faculty Coordination		9	-7
d) Examination and evaluation duties assigned by the college or		10	A,
attending the examination paper evaluation		8	
e) Internal Marks Entry on SPPU portal		8	
f) Handling Exam Grievances			
g) Student related co-curricula extension and field based activities such as student study visits, student seminars and other events, cultural sports, NCC, NSS and community services.	st I,	9	8
h) Organization of seminars conference/ workshop/webinars/FDP, oth		8	
college activities. i) Evidence of activity involved		8	
guiding PhD students. j) Evidence of activity involved guiding Projects/Dissertations	in	9	
UG/PG students. k) Conducting minor or major		·9	Ą
research projects.		7	4
I) Sponsored by national or		7	1
m) Contribution towards IQAC (TO BO	9	1
n) Documentation rated to rank NIRF/TIMES/AISCHE etc.	ing Control of the co	. 10	10

Principal

Principal

Principal

Principal

Pune

9

Table 2

Methodology for College Teacher for calculating Academic / Research Score

ŧ.

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

Verified Self **Faculty of Languages** Faculty of Academic / Research Activity Score appraisal Sr. / Art / Social / Sciences No. Science /Library / Score Education / Commerce / Management & other related disciplines - 10 1 (*) Research Paper in Peer-Reviewed or UGC 10 per paper 08 per paper listed Journals Publication (other than Research papers) Books authored which are published by : (a) International publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher Transaction works in Indian and Foreign languages by qualified faculties Chapter of Research Paper Book Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula Innovative Development of pedagogy Design of new curricula and courses (b) (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) MOOCs (developed in 4 quadrant per module/lecture Principal

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3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
3.	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
	(c) E-Content	
	Development of e Content in 4 quadrants for a complete course/ebook.	
	e-Content(developed 4 quadrant) per module	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
	Editor of e-content for complete course/paper/e-book	

	Ph.D	10 per degree awarded	10per degree awarded	
4	The Control of the Co	05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
	More than 10 lakhs			
-	Less than 10 lakhs			
	(C) Research Projects Ongoing:		1	
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			
	International			1
5.	National			
	Latera Marcal			
	International			
	National			
	National State			
	National State (c) Awards/Fellowship			
	National State (c) Awards/Fellowship International			
	National State (c) Awards/Fellowship			
	National State (c) Awards/Fellowship International	ented in Seminars/Conferences		
	National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ print Conference Proceeding (Paper present)	ented in Seminars/Conferences		
6.	National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ print Conference Proceeding (Paper present paper in Conference Proceedings will be paper in Conference Proceedings will be	ented in Seminars/Conferences		
ý.	State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ proceeding (Paper preservation of the Conference Proceedings will be International (Abroad)	ented in Seminars/Conferences		
i.	State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ p in Conference Proceeding (Paper prese paper in Conference Proceedings will b International (Abroad) International (within Country)	ented in Seminars/Conferences		

Signature of Principal/HOD



Signature of the teacher

Date:

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

Peer -Reviewed or UGC - listed journals (impact factor to bit determined as per Thomson Reuter's Int)

		The state of the s		
¥,		Paper in referend journals without impact factor.	•	OS Polists
į	à ·	Paper with impact factor less than 1		10 Polists
	190	Paper with impact factor between 1 and 2		15 Points
	10)	Paper with impact factor between 2 and 5		20 Points
	v)	Paper with impact factor between 5 and 10		25 Points
		Paper with impact factor > 10	ı	30 Points

- 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author

👢 - 70% of total value of publication for each author Joint Project

Note:

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and 6. invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person concerned.)

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

		ology for Conege lea	Verified Gradin
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory	3	

For the purpose of assessing the grading of Activity Serial No.2 all such periods of duration which have been spent by the teacher on different kinds of pald 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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down In these regulations and as per the acts, ordinances of the parent institution.

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b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

3. Remarks and suggestions:

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) Foresight College of Commerce Pune



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ID.No. PU/PN/C/371/2009

FORESIGHT

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Chairman: Chetan Rathed

Secretary: Shallesh G Mehta

AISHE CODE: C-41344 PUNCODE: CAAP014880

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023-2024

PART 'A'

1	Name	:	Miss Archana Mhaske	
2	Designation	:	Asst. Professor	
3	Name of the Department / Centre	:	BBA(CA)	
4	Email/ Telephone / Mobile number	:	: 9975579654	
5	YEAR OF PERFORMANCE APPRAISAL	1	2023-2024	

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total classes assigned × × 100%	80% & above	4	Good	8	
	classes assigned ^ 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	***	Satisfactory		
		Less than 70%	:	Not . Satisfactory		
		Total Classe	s As	signed :		

1	No. of Classes Taught :	1 1	
	% of Classes Taught :	1	4
	Grade		
Involvement in the college student related activities/research activities		4	
responsibilities such as head, chairperson /Dean / Director/Co- ordinator etc.		9	
b) Admission Related Work.		10	
c) Time Table and Faculty Coordination		8	
d) Examination and evaluation duties assigned by the college or		7	
attending the examination paper evaluation		7	
e) Internal Marks Entry on SPPU portal		8	
f) Handling Exam Grievances			
g) Student related co-curricular, extension and field based activities such as student study visits, student		9	
seminars and other events, cultural, sports, NCC, NSS and community services.		8	
h) Organization of seminars / conference/ workshop/webinars/FDP, other		q	
i) Evidence of activity involved in guiding PhD students.		1	
Evidence of activity involved in guiding Projects/Dissertations for			
JG/PG students.		8.	
) Conducting minor or major esearch projects.		8	
Sponsored by national or nternational agencies.	Sege OF CO.	7	
n) Contribution towards IQAC (THE COUNTY OF SERVICE		
	101	. 6	

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Pune

o) Contribution towards college magazine	8
p) Counseling and mentoring of the students.	7
	•
At least one single or joint publication in peer-reviewed or UGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

patent filing and approval letters, students' Ph.D. award etc.) Verified Self **Faculty of Languages** Faculty of Academic / Research Activity Score appraisal Sr. / Art / Social / Sciences Science /Library / Score No. Education / Commerce / Management & other related disciplines - 10 1 (*) Research Paper in Peer-Reviewed or UGC 10 per paper 08 per paper listed Journals Publication (other than Research papers) Books authored which are published by: International publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher Transaction works in Indian and Foreign languages by qualified faculties Chapter of Research Paper Book Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula Innovative Development of (a) pedagogy Design of new curricula and courses (c) MOOCS Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) MOOCs (developed in 4 quadrant per EGE OF COM module/lecture VERC. Principal Foresight College of Commerce

Pune

	Contents writer/subject matter expert for each module of MODCs (at least one quadrant)	
	Course Coordinator for MODC (4 credit course)(In case of MODCs of lesser credits 05 marks/credit)	
1	(c) E-Content	
	Development of e-Content in 4 quadrants for a complete course/ebook.	
Ī	e-Content(developed 4 quadrant) per module	
l	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
I	Editor of e-content for complete course/paper/e-book	

	(a) Research guldance	10 per degree awarded	10per degree awarded	
	Ph. D	05 per thesis submitted	05 per thesis submitted	
		02 per degree awarded	02 per degree awarded	
	M.Phil/P.G. dissertation	UZ per degree awardes	OE per degree	
	(b) Research Projects Completed:	_		
4.	More than 10 lakhs	_		
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
		-1		
	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government)		body/organization like tral Government or State	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) .			
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National			
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State			
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship			
i.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State			
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship			
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National	Monetary Fund etc. or Cen	tral Government or State	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National	Monetary Fund etc. or Cen	Conferences/ full paper	
1	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented)	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	
1	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented)	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	
1	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presenter paper in Conference Proceedings will be	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	
1	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented)	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	
1	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presenter paper in Conference Proceedings will be co- International (Abroad)	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	
<u> </u>	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conferented in International (Abroad) International (Within Country)	r presentation in Seminars/d in Seminars/Conferences a	Conferences/ full paper	

Signature of Principal/HOD



Signature of the teacher

Date:

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

Peer -Reviewed or UGC - listed Journals Empact factor to be determined as per Thomson Reuter's list) :

Paper in referred journals without impact factor . 05 Points 10 Points Paper with impact factor less than I 11 . 15 Points Paper with Impact factor between 1 and 2 - 20 Points Paper with Impact factor between 2 and 5 W - 25 Points Paper with Impact factor between 5 and 10

- 30 Polets Paper with impact factor > 10

- 70% of total value of publication for each author More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author - 70% of total value of publication for each author Joint Project

Note:

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

Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of 5(b). Policy Document and 5. invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART BT

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

			Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory		
eacher on different kinds of paid leave are leave, Study Leave, Medical Leave, eputation shall be excluded from the paid ne teacher shall be assessed for the re-	Extraordinary I grading assessm	leave and lent.	•
e same be extrapolated for the entire the teacher. The teacher on such leav ove shall not be put to any disadvant: his/her absence from his/her teachin	shall not assess es or deputation age for promoting g responsibilities	n as mentioned on under Cast due es subject to the	
ndition that such leave/ deputation w proval of the competent authority fol	as undertaken	with the prior edures laid down	

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Pune

in these regulations and as per the acts, ordinances of the parent

institution.

b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: •

Signature
(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

DX/

Signature (Director) GE OF CONMERCE

Principal Foresight College of Commerce
Pune



Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PH/C/371/2009

FORESIGHT

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Chairman: Chetan Rathod

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

2023 - 24 YEAR ____

PART 'A'

1	Name	: Surjit Kumar
2	Designation	: Asst Prol
3	Name of the Department / Centre	: R. Com
4	Email/ Telephone / Mobile number	: 9654241917
5	YEAR OF PERFORMANCE APPRAISAL	2023 - 24

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% &	:	Good	6	
	classes assigned ×× 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	**	Satisfactory		
		Less than 70%	:	Not Satisfactory		
	200	Total Classes	Ass	igned :	,	

	No. of Classes Taught : Sof Classes Taught : Grade		
Involvement in the college student related activities/research activities		4	
2. (a) Administrative responsibilities such as head, chairperson		٦	
/Dean / Director/Co- ordinator etc.		8	2
b) Admission Related Work.	*	9	
c) Time Table and Faculty Coordination		C.	
d) Examination and evaluation duties assigned by the college or attending the examination paper		9	
evaluation	343	8	
e) Internal Marks Entry on SPPU portal	*	٦	
f) Handling Exam Grievances			
g) Student related co-curricular, extension and field based activities such as student study visits, student seminars and other events, cultural,		6	
sports, NCC, NSS and community services.		6	- (
h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.		7	
i) Evidence of activity involved in		,	
guiding PhD students. j) Evidence of activity involved in		8	
guiding Projects/Dissertations for UG/PG students.	GE OF	.0	
k) Conducting minor or major research projects.	S 28839	9	×.
Sponsored by national or international agencies.	HOLES OF THE PARTY	9	
m) Contribution towards IQAC (NAAC)	M	6	
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.	Foresight College of Commerce Pune	7	

o) Contribution towards college magazine	6
p) Counseling and mentoring of the students.	5
At least one single or joint publication in peer-reviewed or JGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

patent filing and approval letters, students' Ph.D. award etc.) Verified Self **Faculty of Languages** Faculty of Academic / Research Activity Score appraisal / Art / Social / Sr. Sciences Science /Library / Score No. Education / Commerce / Management & other related disciplines - 10 1 (*) Research Paper in Peer-Reviewed or UGC 10 per paper 08 per paper listed Journals Publication (other than Research papers) Books authored which are published by: International publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher Transaction works in Indian and Foreign languages by qualified faculties Chapter of Research Paper Book Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula Innovative Development of pedagogy Design of new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) COLLEGE MOOCs (developed in 4 quadrant per module/lecture Principal Foresight College of Commerce

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3.	Contents writer/subject matter expert for each module of MOOEs (at least one quadrant)	
3.	Course Coordinator for MODC (4 credit course)(In case of MODCs of lesser credits 05 marks/credit)	
	(c) E-Content	
	Development of e-Content in 4 quadrants for a complete course/ebook.	
	e Content(developed 4 quadrant) per module	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
	Editor of e-content for complete course/paper/e-book	

	(a) Research guidance Ph. D	10 per degree awarded	10per degree awarded	
	11000000	05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
4.	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			
	International		- 5	
	UNO/UNESCO/World Bank/ Internationa	d to an International I Monetary Fund etc. or Cer		
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ Internationa Government)			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ Internationa Government) - International			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government)			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) - International National State			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) - International National State (c) Awards/Fellowship			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) - International National State (c) Awards/Fellowship International			
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National	Monetary Fund etc. or Cer	ntral Government or State	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) - International National State (c) Awards/Fellowship International National National National National	er presentation in Seminars	s/ Conferences/ full paper	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be con	er presentation in Seminars	s/ Conferences/ full paper	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be of International (Abroad)	er presentation in Seminars	s/ Conferences/ full paper	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be conference International (Abroad) International (within Country)	er presentation in Seminars	s/ Conferences/ full paper	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be of International (Abroad)	er presentation in Seminars	s/ Conferences/ full paper	

Signature of Principal/HOD



Signature of the teacher

Date:

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

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

Paper in refereed journals without Impact factor - 05 Points

Paper with impact factor less than 1 11)

Paper with impact factor between 1 and 2 111) - 15 Points

Paper with impact factor between 2 and 5 W - 20 Points Paper with impact factor between 5 and 10 43

- 25 Polots Paper with impact factor > 20 - 30 Points

2) Two author - 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of **b**]

total value of publication for each of the joint author

Joint Project 70% of total value of publication for each author

Note:

institution.

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of 5(b). Policy Document and 6. Invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person concerned.)

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

			Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2 Satisfactory in teaching and good or satisfactory in activity SI. No.2	Good Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory		
for the purpose of assessing the gradi- serial No.2 all such periods of duration eacher on different kinds of paid leave care leave, Study Leave, Medical Leave Deputation shall be excluded from the of the teacher shall be assessed for the re- the same be extrapolated for the enti- of the teacher. The teacher on such leabove shall not be put to any disadvan	es such as mater e, Extraordinary e grading assessn remaining period re shall not asses	en spent by the enity Leave. Child Leave and ent. I of duration and esed for the grading	*

Principal

Foresight College of Commerce

Pune

b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: •

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director)

Principal
Foresight College of Commerce
Pune



Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PN/C/371/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



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Chairman: Chetan Rathod

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023- 2024 PART 'A'

Name	: Miss Gawo Jadhar
Designation	: Asst Professor
Name of the Department / Centre	: BBA
Email/ Telephone / Mobile number	:9823657422
YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity	Grading Criteria			Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	10	
	classes assigned ×× 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	:	Satisfactory		
		Less than 70%	:	Not Satisfactory		
	* 19	Total Classe	s As	signed :		2 3

		No. of Classes Taught :		
		Grade		
	Involvement in the college student related activities/research activities		,	
2.	(a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.		8	
	2-700 F100 C 2000 E100 F2000 E100 E100 E100 E100 E100 E100 E100		.9	
	b) Admission Related Work. c) Time Table and Faculty		10	
	d) Examination and evaluation duties assigned by the college or		7	
	attending the examination paper evaluation		10	
	e) Internal Marks Entry on SPPU portal		8	
	f) Handling Exam Grievances		8	
	g) Student related co-curricular, extension and field based activities such as student study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.		.7	
	h) Organization of seminars / conference/ workshop/webinars/FDP, other		7	*
	college activities.		8	
	 i) Evidence of activity involved in guiding PhD students. 		8	
	 j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students. 		1,7	
	k) Conducting minor or major research projects.			-
	Sponsored by national or international agencies.	COLLEGE	+	
	m) Contribution towards IQAC (NAAC)	Series Constitution of the series of the ser	8	
		O TOTAL STORY	+	
	n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.	0		

Principal
Foresight College of Commerce
Pune

o) Contribution towards college magazine	8
p) Counseling and mentoring of the students.	8
	,
At least one single or joint publication in peer-reviewed or UGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for tudents' Ph.D. award etc.)

t filing and approval letters, students' Ph Academic / Research Activity	Faculty of Sciences	Faculty of Languages / Art / Social / Science /Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Score			
(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10			
The state of the Passageh name	rs) .			,			
Publication (other than Research paper	ov:						
10.2				+			
				+			
HEROTE LAND				+-			
Editor of Book by International Publisher				+			
Editor of book by National Publisher				_			
Editor of book by National Publisher (b) Transaction works in Indian and Foreign languages by qualified faculties							
7 7			_	+			
the state of the s							
(a) Development of Innovative pedagogy		tent and development of					
Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOC	5			1			
	n	1	DLLEG				
	(*) Research Paper in Peer-Reviewed or UGC listed Journals Publication (other than Research paper (a) Books authored which are published international publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher (b) Transaction works in Indian and Forei Chapter of Research Paper Book Creation of ICT mediated Teaching Learning p new and innovative course and curricula (a) Development of Innovative pedagogy (b) Design of new curricula and courses (c) MOOCs Development of complete MOOCs in a quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) MOOCs (developed in 4 quadrant per	(*) Research Paper in Peer-Reviewed or UGC Ilisted Journals Publication (other than Research papers) (a) Books authored which are published by: International publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (b) Transaction works in Indian and Foreign languages by international Publisher (c) Moocs (d) Transacti	Academic / Research Activity Sciences / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines (*) Research Paper in Peer-Reviewed or UGC listed Journals Publication (other than Research papers) (a) Books authored which are published by: International publishers National Publishers Chapter in Edited Book Editor of Book by International Publisher Editor of book by National Publisher (b) Transaction works in Indian and Foreign languages by qualified faculties Chapter of Research Paper Book Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula (a) Development of Innovative pedagogy (b) Design of new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit) MOOCs (developed in 4 quadrant per	Academic / Research Activity Sciences Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines Art / Social / Science / Library / Education / Commerce / Management & other related disciplines International for the publisher Library /			

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Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
(c) E-Content	1
Development of e-Content in 4 quadrants for a complete course/ebook.	
e-Content(developed 4 quadrant) per module	
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
Editor of e-content for complete course/paper/e-book	

	(a) Research guldance Ph. D	10 per degree awarded	10per degree awarded	
	1140	05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed :			
4.	More than 10 lakhs			
70	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 takhs			
	Less than 10 lakhs			
	(d) Consultancy			
_	(u) conserver			
	(a) Patents	10		
	International			
	National			
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ Internationa Government)	d to an International I Monetary Fund etc. or Cer	body/organization like htral Government or State	
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government)	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	d to an International I Monetary Fund etc. or Cer	- Year Control (1997年) - Control (1997年)	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	er presentation in Seminars	/ Conferences/ full paper	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ papin Conference Proceeding (Paper present	er presentation in Seminars	/ Conferences/ full paper	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be con	er presentation in Seminars	/ Conferences/ full paper	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be conference International (Abroad)	er presentation in Seminars	/ Conferences/ full paper	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be conference International (Abroad) International (within Country)	er presentation in Seminars	/ Conferences/ full paper	

Signature of Principal/HOD

TEGE OF CONTRACTOR

Signature of the teacher

pate:

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

reer -Reviewed or UGC - listed Journals (impact factor to be determined as per Thomson Reuter's list) : Paper in refereed journals without impact factor - 05 Points

Paper with impact factor less than 1 · 10 Points

Paper with impact factor between 1 and 2 - 15 Points Paper with impact factor between 2 and 5

- 20 Points Paper with impact factor between 5 and 10 - 25 Points Paper with impact factor > 10 - 30 Points

Two author - 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author Joint Project - 70% of total value of publication for each author

Note:

(2)

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of 5(b). Policy Document and 6. Invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PARL'B

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person concerned.)

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

Good in teaching and satisfactory or good in activity at SI No.2	Good
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory
If Neither good nor satisfactory in overall grading	Not Satisfactory

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.

> Principal Foresight College of Commerce Pune



Verified Grading

b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: •

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

03

Signature (Director)



Principal

Foresight College of Commerce
Pune



Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PN/C/373/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



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Secretary: Shallesh G Mehta

Chairman: Chetan Rathod

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023- 2024

PART 'A'

1	Name	: Disha Shah
2	Designation	: Asst. Professor
3	Name of the Department / Centre	BBACCA)
4	Email/ Telephone / Mobile number	dishoshoh. foresight college @ gmail.com
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity	Grading Criteria		Self-appraisal Grading (Rating Scale 1-10)	Verified Grading	
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	8	
	(Classes assigned XX 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above		Satisfactory		
		Less than 70%	:	Not Satisfactory	+	
		Total Classes	Ass	igned :	•	1

	No. of Classes Taught	:	
	% of Classes Taught	:	
	Grade		
	747		
Involvement in the college student			
related activities/research activities			1 .
(a) Administrative		1 ×	
responsibilities such			9
as head, chairperson			, ,
/Dean / Director/Co-			1 1
ordinator etc.			
			8
b) Admission Related Work.			
c) Time Table and Faculty			9
Coordination			, ,
			10
d) Examination and evaluation			10
duties assigned by the college or			
attending the examination paper			
evaluation			10
e) Internal Marks Entry on SPPU			, ,
portal			9
* State of the sta			37
f) Handling Exam Grievances			
g) Student related co-curricular,			8
extension and field based activities			
such as student study visits, student	1		
seminars and other events, cultural,			
sports, NCC, NSS and community			0
services.			8
h) Organization of seminars ?			
conference/			
workshop/webinars/FDP, other			9
college activities.			
A R. C.			
i) Evidence of activity involved in	1		10
guiding PhD students.			1.00
j) Evidence of activity involved in			
guiding Projects/Dissertations for			
UG/PG students.			0
			.8
k) Conducting minor or major		EGEOF	
research projects.		3 08 Pg	
W.C		0 000	0
Sponsored by national or International agencies		15/10/13	9
international agencies.		13 mm	
m) Contribution towards IQAC (1 -	1901	0
NAAC)			9
		M.	
	/	1	
and the second s		Principal	10
 E) Documentation rated to ranking NIRF/TIMES/AISCHE etc. 	Sausiaht C	ollege of Commerce	10
THE PARTY OF THE PARTY OF THE	(Managine C	Pune	1 1

o) Contribution towards college magazine	7
p) Counseling and mentoring of the students.	8
	*
At least one single or joint	
publication in peer-reviewed or UGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

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

pate	ent filing and approval letters, students'	Ph.D. award etc.	Fourth of Languages	Self	Verified
Sr. No.	AND SALE MARKET CONTRACT OF THE PARTY OF THE	Faculty of Sciences	Faculty of Languages / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines	appraisal Score	Score
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
\equiv		-1		_	1
1	Publication (other than Research pape	ers)			
	(a) Books authored which are published	by:			
L	International publishers				
L	National Publishers			+	
	Chapter in Edited Book			-	_
T	Editor of Book by International Publisher			_	-
. 1	Editor of book by National Publisher				-
1	b) Transaction works in Indian and Foreig	n languages by qua	lified faculties		-
To	hapter of Research Paper				+
	look				
Ci	reation of ICT mediated Teaching Learning peo	dagogy and content	and development of		_
(a	Development of Innovative	,		-	-
(b)	Design of new curricula and courses				+-
	(c) MOOCs				+-
qua	velopment of complete MOOCs in 4 adrants (4 credit course) (In case of MOOCs lesser credits 05 marks /credit)				
	OCs (developed in 4 quadrant per dule/lecture	E OF COM	Mu	-	;
	SHIT CO.	EROCK PROCES	Princip Foresight College	al of Comme	rce

Pune

Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
(c) E-Content	
Development of e-Content in 4 quadrants for a complete course/ebook.	
e-Content(developed 4 quadrant) per module	
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
Editor of e-content for complete course/paper/e-book	

	(a) Research guldance	The territory	10per degree awarded	
	Ph. D	10 per degree awarded	05 per thesis submitted	
1		05 per thesis submitted	02 per degree awarded	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
4,	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
		-1		
	(a) Patents			
	International			
	National	d to an International	body/organization like	
	International			
	National			
	National State			
	National State (c) Awards/Fellowship			
	National State (c) Awards/Fellowship International			
	National State (c) Awards/Fellowship			
- 11	National State (c) Awards/Fellowship International	d in Seminars/Conferences	/ Conferences/ full paper and also published as full	
11	National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented)	d in Seminars/Conferences	/ Conferences/ full paper and also published as full	
11	State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be confer	d in Seminars/Conferences	/ Conferences/ full paper and also published as full	
11	State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference International (Abroad)	d in Seminars/Conferences	/ Conferences/ full paper and also published as full	
11	State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference International (Abroad) International (within Country)	d in Seminars/Conferences	/ Conferences/ full paper and also published as full	

Signature of Principal/HOD



Signature of the teacher

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

ner -Brylewed or UGC - listed journals (impact factor to be determined as per Thomson Reuter's list) : Paper in refereed Journals without impact factor - 05 Points

Paper with impact factor less than 1

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Paper with impact factor between 2 and 5 - 20 Points Paper with impact factor between 5 and 10

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Two author - 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author - 70% of total value of publication for each author

Note:

Joint Project

(3

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and 5. invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person concerned.)

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

- Assessment Cri		Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2	Good	
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory	
If Neither good nor satisfactory in overall grading	Not Satisfactory	

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent &GE O institution.

Principal Foresight College of Commerce Pune

- b) Justification of assessment of work as not satisfactory:
- Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: •

Signature
(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature

(Director)

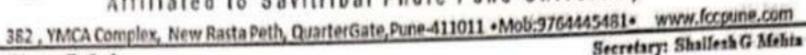
Principal
Foresight College of Commerce
Pune

Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PN/C/371/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



Chairman: Chetan Rathod

Secretary: Shallesh G Mehia

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023- 2024 PART 'A'

1	Name	:	Supriya Malusare
2	Designation	:	Asst Professor
3	Name of the Department / Centre	:	BBA
4	Email/ Telephone / Mobile number	:	Supriya Maiusare. foresighe college
5	YEAR OF PERFORMANCE APPRAISAL	:	2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	8	
	classes assigned 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	**	Satisfactory		
	*	Less than 70%		Not Satisfactory		
	-5	Total Classes	Ass	igned :		

1				
		No. of Classes Taught : :		
		Grade		
	Involvement in the college student related activities/research activities			
2.	(a) Administrative		9	
	responsibilities such as head, chairperson /Dean / Director/Co-			
١.	ordinator etc.		8	
	b) Admission Related Work. c) Time Table and Faculty		8	
	Coordination d) Examination and evaluation		7	
	duties assigned by the college or attending the examination paper			
	e) Internal Marks Entry on SPPU		6	
	portal		8	
	f) Handling Exam Grievances	290	9	
	Student related co-curricular, extension and field based activities			
	such as student study visits, student seminars and other events, cultural, sports, NCC, NSS and community			70
	services.		9	7
	h) Organization of seminars / conference/			
- 1	workshop/webinars/FDP, other college activities.		a	
	i) Evidence of activity involved in guiding PhD students.		9	
	A Syldence of activity involved in		8	
	guiding Projects/Dissertations for UG/PG students.	100	7	
	k) Conducting minor or major research projects.	COLLEGE OF CO		
) Sponsored by national or		8	
- 1	nternational agencies. n) Contribution towards IQAC (031	9	
	NAAC)		10720	
	n) Documentation rated to ranking	· · ·	8.	
1	NIRF/TIMES/AISCHE etc.	1/2		

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Pune

o) Contribution towards college magazine	9
p) Counseling and mentoring of the students.	8
At least one single or joint publication in peer-reviewed or UGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

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

Si No		Faculty of Sciences	Faculty of Languages / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Verified Score
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
	Publication (other than Research pape (a) Books authored which are published				,
	International publishers			-	-
1	National Publishers			-	-
1	Chapter in Edited Book				-
	Editor of Book by International Publisher			-	
-	Editor of book by National Publisher		Uffed faculting	+	_
-	(b) Transaction works in Indian and Foreign	n languages by qua	illified faculties	+	-
	Chapter of Research Paper			+	1
E	Book			-	_
ne (a	edagogy	agogy and content	and development of		
	(c) MOOCs		+		_
qua	velopment of complete MOOCs in 4 odrants (4 credit course) (In case of MOOCs esser credits 05 marks /credit)				
	OCs (developed in 4 quadrant per dule/lecture	ONEGEO			2

Foresight College of Commerce of Pune

M

3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
	(c) E-Content	
	Development of e-Content in 4 quadrants for a complete course/ebook.	
	e-Content(developed 4 quadrant) per module	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
	Editor of e-content for complete course/paper/e-book	

	(a) Research guldance		10per degree awarded	
	Ph. D	10 per degree awarded	05 per thesis submitted	
		05 per thesis submitted	02 per degree awarded	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree amaroco	
	(b) Research Projects Completed:			
4.	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
		-		
	(a) Patents			
	International			
	National			_
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government)	d to an International Monetary Fund etc. or Ce	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International	d to an International Monetary Fund etc. or Ce	nonit or Barrers	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government)	d to an International Monetary Fund etc. or Ce	nonit or Barrers	
i.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National	d to an International Monetary Fund etc. or Ce	nonit or Barrers	
i.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State	d to an International Monetary Fund etc. or Ce	nonit or Barrers	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	d to an International Monetary Fund etc. or Ce	nonit or Barrers	
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented)	er presentation in Seminar	ntral Government or State	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference Proceedings	er presentation in Seminar	ntral Government or State	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference International (Abroad)	er presentation in Seminar	ntral Government or State	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference International (Abroad) International (Within Country)	er presentation in Seminar	ntral Government or State	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ paper in Conference Proceeding (Paper presented paper in Conference Proceedings will be conference International (Abroad)	er presentation in Seminar	ntral Government or State	

Signature of Principal/HOD



Signature of the teacher

Date:

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

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

Paper in refereed journals without impact factor - 65 Points

Paper with impact factor less than 1 43 - 10 Points Paper with Impact factor between 1 and 2

- 15 Points Paper with Impact factor between 2 and 5

- 20 Points Paper with Impact factor between 5 and 10 - 25 Points Paper with Impact factor > 10 vi) - 30 Points

3) Two author - 70% of total value of publication for each author.

6) More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author Joint Project. - 70% of total value of publication for each author

Note:

ct

Paper presented if part of an edit book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and S. Invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

- Assessment Cit	teria aria metrio		Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity \$1. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory	1	
or the purpose of assessing the gradinarial No.2 all such periods of duration acher on different kinds of paid leave are leave, Study Leave, Medical Leave, putation shall be excluded from the p	s such as mater Extraordinary U	nity Leave. Child eave and	,
e teacher shall be assessed for the re			

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Pune

to his/her absence from his/her teaching responsibilities subject to the

approval of the competent authority following all procedures laid down

condition that such leave/ deputation was undertaken with the prior

in these regulations and as per the acts, ordinances of the parent

institution.



b) Justification of assessment of work as not satisfactory:

2. Comments of the Principal/Head of the Department on Table 1 and Table 2:

3. Remarks and suggestions:

(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) Foresight College of Commerce Pune



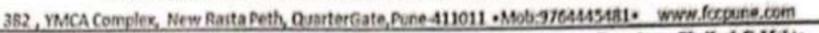


Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PH/C/371/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



Chairman: Chetan Rathed

Secretary: Shallenh G Mehta

PUNCODE: CAAPO14880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023 - 24
PART 'A'

1	Name	Shilpa Khade
2	Designation	Asst. Prol. E
3	Name of the Department / Centre	: BB.A
4	Email/ Telephone / Mobile number	: 9689050131
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total classes assigned ×× 100%	80% & above	:	Good	9	
	(Classes assigned 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	:	Satisfactory		
		Less than 70%	:	Not Satisfactory		
	40-1-	Total Classes	Ass	igned :	*	

	No. of Classes Taught : Sof Classes Taught : Grade		
Involvement in the college student related activities/research activities 2. (a) Administrative responsibilities such as head, chairperson		8	
/Dean / Director/Co- ordinator etc.		7	
b) Admission Related Work. c) Time Table and Faculty		5	
d) Examination and evaluation duties assigned by the college or attending the examination paper		6	
evaluation		9	
e) Internal Marks Entry on SPPU portal		8	
f) Handling Exam Grievances		_	
g) Student related co-curricular, extension and field based activities such as student study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.			
h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.		8	2
i) Evidence of activity involved in guiding PhD students.		7	
j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.		6	
c) Conducting minor or major		5	
esearch projects.		9	
Sponsored by national or nternational agencies.	*	0	
n) Contribution towards IQAC (8	
	· Off	٦	
Documentation rated to ranking RF/TIMES/AISCHE etc.		١.	

o) Contribution towards college magazine	9
p) Counseling and mentoring of the students.	8
	,
t least one single or joint ublication in peer-reviewed or GC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

Sr. No	5.11 C.	Faculty of Sciences	Faculty of Languages / Art / Social / Science /Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Verified
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
					1
	Publication (other than Research paper	rs)			
	(a) Books authored which are published b	y:			
	International publishers				
	National Publishers				
	Chapter in Edited Book				
	Editor of Book by International Publisher		-	+	
.	at a Marianal Publisher		in the blee	_	
1	- works in Indian and Foreign	n languages by qu	alified faculties	_	_
ŀ	(b) Transaction Works III III III III Chapter of Research Paper			_	\neg
_				-	
_	Book				
10 1	Creation of ICT mediated Teaching Learning ped new and innovative course and curricula (a) Development of Innovative pedagogy (b) Design of new curricula and courses	lagogy and conte	nt and development or		
1				_	-
q	(c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit)				_
N	MOOCs (developed in 4 quadrant per module/lecture	M		LEGEOF	

Principal Foresight College of Commerce Puna

Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
(c) E-Content	
Development of e-Content in 4 quadrants for complete course/ebook.	
-Content(developed 4 quadrant) per module	
contribution to development of e-content module in complete course/paper/e-book (at east one quadrant)	
ditor of e-content for complete	

	(a) Research guidance	- I	10per degree awarded	
	Ph. D	10 per degree awarded	05 per thesis submitted	
		05 per thesis submitted	02 per degree awarded	
	M.Phil/P.G. dissertation	02 per degree awarded	01. pt. 5-5	
4.	(b) Research Projects Completed:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
_	(a) Patents			
	(a) Patents International			
	National			
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International	d to an International Monetary Fund etc. or Ce	body/organization like ntral Government or State	
	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ Internationa Government)	d to an International Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government)	d to an International Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National	d to an International Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitte UNO/UNESCO/World Bank/ International Government) International National	d to an International i Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship	d to an International Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International	d to an International Monetary Fund etc. or Ce	ntral Government or State	
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National	Monetary Fund etc. or Co	ntral Government or State	
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5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National	Monetary Fund etc. of Co	rs/ Conferences/ full pape	r
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National National *Invited lectures / Resource Person/ pap	er presentation in Seminar	rs/ Conferences/ full pape	r
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present) paper in Conference Proceedings will be conference.	er presentation in Seminar	rs/ Conferences/ full pape	r
	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present) paper in Conference Proceedings will be conference Proceedings will be conference in Conference Pro	er presentation in Seminar	rs/ Conferences/ full pape	r
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ papin Conference Proceeding (Paper presents paper in Conference Proceedings will be conference International (Abroad) International (within Country)	er presentation in Seminar	rs/ Conferences/ full pape	r
5.	(b) *Policy Document (Submitter UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present) paper in Conference Proceedings will be conference Proceedings will be conference in Conference Pro	er presentation in Seminar	rs/ Conferences/ full pape	r

Signature of Principal/HOD



Signature of the teacher

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

peer -Reviewed or UGC - fisted journals (impact factor to be determined as per Thomson fleuter's fixt) :

Paper in refereed journals without impact factor - 05 Points - 10 Points Paper with impact factor less than 1 Paper with impact factor between 1 and 2. 15 Points

Paper with impact factor between 2 and 5 - 20 Points

Paper with impact factor between 5 and 10 25 Points - 30 Points Paper with Impact factor > 10.

- 70% of total value of publication for each author Two author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author - 70% of total value of publication for each author Joint Project

Note:

For Joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of 5(b). Policy Document and 6. Co-supervisor, both shall get 7 marks each. Invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

- Assessment Crit	teria and Metrico	ology for conego	Verified Gradin
Good in teaching and satisfactory or	Good		
good in activity at SI No.2 Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory		
If Neither good nor satisfactory in overall grading	Not Satisfactory		

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.

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b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions:

(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) Foresight College of Commercia

Pung

Dnyanoday Prashikshan Sevabhavi Sanstha's

10.No.PU/FN/C/371/2009





College of Commerce
Affiliated to Savitribai Phule Pune University

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Secretary: Shallesh G Mehta

Chairman: Chetan Rathod

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

	YEAR 2023 - 2024 PART 'A'				
1	Name	: Ananiha Pathak			
2	Designation	: Asst. Professor			
3	Name of the Department / Centre	BBA 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
4	Email/ Telephone / Mobile number	: Ananipal2. fareright Callege @ gmail-com			
5	YEAR OF PERFORMANCE APPRAISAL	: 2023 - 2024			

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity	Grading Criteria		Self-appraisal Grading (Rating Scale 1-10)	Verified Grading	
1.	Teaching (Number of Classes taught/total	80% & above	:	Good		
	classes assigned × × 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	:	Satisfactory	8	
	3-	Less than 70%	:	Not Satisfactory		
4		Total Classes	Ass	signed :		ā.

	No. of Classes Taught : % of Classes Taught : Grade		
Involvement in the college student related activities/research activities 2. [a] Administrative responsibilities such		8	
/Dean / Director/Co- ordinator etc.		10	
b) Admission Related Work. c) Time Table and Faculty Coordination	*	9	
d) Examination and evaluation duties assigned by the college or attending the examination paper		8	
e) Internal Marks Entry on SPPU portal		7	
f) Handling Exam Grievances	•		
g) Student related co-curricular, extension and field based activities such as student study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.	*	6	
h) Organization of seminars / conference/ workshop/webinars/FDP, other		9	
college activities. i) Evidence of activity involved in		8	
guiding PhD students. j) Evidence of activity involved in guiding Projects/Dissertations for		9	
k) Conducting minor or major research projects.		.8	
I) Sponsored by national or international agencies.	*	7	
m) Contribution towards IQAC (NAAC)	SIGHT COLLE	7	
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.	3 3	8	

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o) Contribution towards college magazine	9
p) Counseling and mentoring of the students.	8
	.*
At least one single or joint publication in peer-reviewed or UGC list of journals.	

Table 2

Methodology for College Teacher for calculating Academic / Research Score

(Assessment must be based on evidence produced by the teacher such as copy of publication, project Sanction letter, utilization and completion certificates issued by the College and acknowledgement for

Sr. No.	ent filing and approval letters, students' Academic / Research Activity	Faculty of Sciences	Faculty of Languages / Art / Social / Science / Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Verified Score
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
	to the Passageh name	re)			
	Publication (other than Research paper (a) Books authored which are published	by:			
1	The special state of the speci				
ļ	International publishers				
1	National Publishers				
1	Chapter in Edited Book Editor of Book by International Publisher				
-	Editor of book by National Publisher (b) Transaction works in Indian and Foreign	n languages by qua	lified faculties		
	Chapter of Research Paper				
_	Book			<u> </u>	
T	Creation of ICT mediated Teaching Learning peo new and innovative course and curricula	lagogy and content	and development or		
1	a) Development of Innovative				
-	b) Design of new curricula and courses				
F	(c) MOOCs			_	
q	evelopment of complete MOOCs in 4 uadrants (4 credit course) (In case of MOOCs lesser credits 05 marks /credit)				
M	OOCs (developed in 4 quadrant per odule/lecture	COLLEG	. /	2	*

contents writer/subject matter expert for each module of MODCs (at least one quadrant)	T	
Course Coordinator for MDOC (4 credit course)(in case of MOOCs of lesser credits 05 marks/credit)		
(c) E-Content		1
Development of a Content in 4 quadrants for a complete course/shoot		
e Content(developed & quadrant) per module		
Contribution to development of e-content module in complete course/paper/e-book (st least one quadrant)		
Editor of e-content for complete course/paper/e-book		

	(a) Research guidance			
	Ph. D	10 per degree awarded	10per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
4.	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			
	International			
	National			
5.	International			
	National			
	State			
	(c) Awards/Fellowship			
	International			
	National		3.	
6.	*Invited lectures / Resource Person/ pap in Conference Proceeding (Paper present paper in Conference Proceedings will be c	ed in Seminars/Conferences		
	International (Abroad)			
	International (within Country)			
i.	The second secon			
j.	National			
				(4)
i.	National			
_	National		Total 1+2+3+4+5+6=	

Signature of Principal/HOD



Signature of the teacher

pate:

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

poer - Reviewed or USE - listed Journals (Impact factor to be determined as per Thomson fauter's fist) :

Paper in refereed journals without impact factor - 05 Points Paper with Impact factor less than 1 11) - 10 Polots Paper with impact factor between 1 and 2 - 15 Policits Paper with impact factor between 2 and 5 W - 20 Points Paper with impact factor between 5 and 10 11 25 Polints Paper with Impact factor > 10 - 30 Poless

Two author - 70% of total value of publication for each author

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of

total value of publication for each of the joint author

th Joint Project. - 70% of total value of publication for each author

Note:

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of S(b). Policy Document and 6. Co-supervisor, both shall get 7 marks each. invited lecture concerned.

The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

- Assessment Criteria and Methodology for College Teachers

- Assessment Crit	terio ano memor	ology for College Teacher	Verified Grading
Good in teaching and satisfactory or good in activity at SI No.2	Good		
Satisfactory in teaching and good or satisfactory in activity SI. No.2	Satisfactory	,	
If Neither good nor satisfactory in overall grading	Not Satisfactory		
Serial No.2 all such periods of duration leacher on different kinds of paid lead Care leave, Study Leave, Medical Lead Deputation shall be excluded from the	ves such as mater ve, Extraordinary	rnity Leave. Child Leave and	•
The teacher shall be assessed for the	STORY OF STREET STREET, STREET	트리스(1.70mm) (1.50mm) (1.50mm) (1.50mm) (1.50mm) (1.50mm) (1.50mm)	
the same be extrapolated for the ent of the teacher. The teacher on such le			
above shall not be put to any disadva to his/her absence from his/her teac		The second secon	
to his/her absence from his/her teac	hing responsibilit	ties subject to the	

condition that such leave/ deputation was undertaken with the prior

in these regulations and as per the acts, ordinances of the parent

institution.

approval of the competent authority following all procedures laid down

Principa! Foresight College of Commerce Pune

b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions:

(Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature

(Director)

Principal Foresight College of Commerce Punc

Dnyanoday Prashikshan Savabhavi Sanstha's

10.No. PU/PH/C/971/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University 382, YMCA Complex, New Rasta Peth, QuarterGate, Pune-411011 + Mob: 9764445481+ www.fccpune.com



Chairman: Chetan Rathod

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: BH

PERFORMANCE APPRAISAL

YEAR 2023 - 2024 .
PART 'A'

	- 1141
Name	: Miss: Normand Pillat
Designation	: Assistant Professor.
Name of the Department / Centre	: B.con
Email/ Telephone / Mobile number	: 7249291573
YEAR OF PERFORMANCE APPRAISAL	: 2023-2024.
	Designation Name of the Department / Centre Email/ Telephone / Mobile number

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.N o.	Activity			Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading
1.	Teaching (Number of Classes taught/total	80% & above	:	Good	9,	
	classes assigned 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	Below 80% but 70% & above	**	Satisfactory		
		Less than 70%	:	Not Satisfactory		
		Total Classe	s As	signed :		1

		No. of Classes Taught	1		
		% of Classes Taught	:		
1		Grade			
				1	
	Involvement in the college student related activities/research activities			2	
1	:	12		8	1
	(a) Administrative responsibilities such				
1	as head, chairperson				
1	/Dean / Director/Co-			17	
1	ordinator etc.			1	
1	b) Admission Related Work.			1	
1	c) Time Table and Faculty			16	1
	Coordination				1
	out of control and make the				1
	d) Examination and evaluation duties assigned by the college or			1	
	attending the examination paper			1	
	evaluation evaluation			£	
1				6	
	e) Internal Marks Entry on SPPU			0	
	portal				
ı	f) Handling Exam Grievances				1
1				8	1
1	the description of				
1	g) Student related co-curricular, extension and field based activities			1	
1	such as student study visits, student				1
- 1	seminars and other events, cultural,			01	
1	sports, NCC, NSS and community			19	
1	services.				
1					1 *
1	h) Organization of seminars /				1
1	conference/			d	
1	workshop/webinars/FDP, other			12	
1	college activities.				
1	i) Evidence of activity involved in			1 0	1
	guiding PhD students.			110	
- 1		1		, 2	
1	j) Evidence of activity involved in				
1	guiding Projects/Dissertations for			110	
1	UG/PG students.			1.0	
1	k) Conducting minor or major			a	
1	research projects.				- 1
					1
	I) Sponsored by national or	/	EGEOPC		
	international agencies.	10.	13/ 969	108	
	m) Contribution towards IQAC (10/	1	0	1
	NAAC)	151	15		
		13			1
	×		103	0.7	
	and the sealing	, ,		UF	
-1	n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.	1	3.4		

Principal

Foresight College of Commerce

Pune

o) Contribution towards college magazine	
p) Counseling and mentoring of the students.	0.3
	, ,
At least one single or joint publication in peer-reviewed or UGC list of journals.	000

Table 2

Methodology for College Teacher for calculating Academic / Research Score

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

Sr. No.	Academic / Research Activity	Faculty of Sciences	Faculty of Languages / Art / Social / Science /Library / Education / Commerce / Management & other related disciplines	Self appraisal Score	Verified Score
1.	(*) Research Paper in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1	- 10
	(a) Books authored which are published to				,
	International publishers National Publishers				
	Chapter in Edited Book				
	Editor of Book by International Publisher				
2.	Editor of book by National Publisher				
-	(b) Transaction works in Indian and Foreig	n languages by qu	alified faculties		
	Chapter of Research Paper				
	Book			Ļ	
	Creation of ICT mediated Teaching Learning peonew and innovative course and curricula	dagogy and conter	at and development of		
	(a) Development of Innovative pedagogy	,			
İ	(b) Design of new curricula and courses				
Ì	(c) MOOCs		,		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit)				
ı	MOOCs (developed in 4 quadrant per module/lecture	-	LIEG	0	

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	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)	
3.	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	
	(c) E-Content	
	Development of e-Content in 4 quadrants for a complete course/ebook.	
	e-Content(developed 4 quadrant) per module	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	
30	Editor of e-content for complete course/paper/e-book	

	(a) Research guidance			
	Ph. D	10 per degree awarded	10per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed:			
4.	More than 10 lakhs			
-	Less than 10 lakhs			
	(C) Research Projects Ongoing:			
	More than 10 takhs			
	Less than 10 lakhs			
	(d) Consultancy			
	To constitute			
	(a) Patents			_
	International			_
	UNO/UNESCO/World Bank/ Internation	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
	The Property (Submit	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government)	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship International	ted to an International nal Monetary Fund etc. or Cer	body/organization like ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship International National	nal Monetary Fund etc. or Cer	ntral Government or State	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ page 1 for a for a page 2 for a page 1 for a page 2 for a page 2 for a page 2 for a page 3 for a page	aper presentation in Seminar	s/ Conferences/ full paper	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pain Conference Proceeding (Paper present paper in Conference Proceedings will be	aper presentation in Seminar	s/ Conferences/ full paper	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pain Conference Proceeding (Paper preser paper in Conference Proceedings will be International (Abroad)	aper presentation in Seminar	s/ Conferences/ full paper	
5.	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ Internation Government) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pain Conference Proceeding (Paper present paper in Conference Proceedings will be	aper presentation in Seminar	s/ Conferences/ full paper	
	(b) *Policy Document (Submitted UNO/UNESCO/World Bank/ International Covernment) International National State (c) Awards/Fellowship International National *Invited lectures / Resource Person/ pain Conference Proceeding (Paper preservational Conference Proceedings will be International (Abroad) International (Within Country)	aper presentation in Seminar	s/ Conferences/ full paper	

Signature of Principal/HOD



Signature of the teacher

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

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

paper in refereed journals without impact factor - 05 Points

Paper with impact factor less than 1 - 10 Points

Paper with Impact factor between 1 and 2 - 15 Points

Paper with impact factor between 2 and 5 - 20 Points Paper with impact factor between \$ and 10

· 25 Points - 30 Points Paper with impact factor > 10

More than two author - 70% of total value of publication for the first/principal/corresponding author and 30% of - 70% of total value of publication for each author

total value of publication for each of the joint author - 70% of total value of publication for each author Joint Project

Note:

For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-Supervisor, Supervisor and

*For the purpose of calculating the score of the teacher, he combined research scores from the categories of 5(b). Policy Document and 6. Co-supervisor, both shall get 7 marks each.

invited lecture concerned. The research score shall be from the minimum of three categories out of six categories.

PART 'B"

(Adverse remark as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the College department with a view to make improvement in the work, by the person

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

Overall Grading for TABLE 1

	Overall Grading for TABLE 1	ollege Teachers
	Overall Grading for 19052 Assessment Criteria and Methodology for Co	Verified Grading
Good in teaching and	satisfactory or Good	
Good in teaching and	Satisfactor y or	

Good in teaching and satisfactory or	Good
good in activity at SI No.2 Satisfactory in teaching and good or	Satisfactory
satisfactory in activity SI. No.2 If Neither good nor satisfactory in overall grading	Not Satisfactory

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 be extrapolated for the entire shall not assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under Cast due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/ deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.

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b) Justification of assessment of work as not satisfactory:

Comments of the Principal/Head of the Department on Table 1 and Table 2:

Remarks and suggestions: •

Signature (Head of the Department)

Remarks of the Principal (Adverse as well as remark of appreciation)

Signature (Director) GE OF COMMENTS

Principal .

Foresight College of Commerce
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