



Dnyanoday Prashikshan Sevabhavi Sanstha's

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

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



382, YMCA Complex, New Rasta Peth, Quarter Gate, Pune-411011 • Mob: 9764445481 • www.fccpune.com

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 NON- TEACHING STAFF DURING THE YEAR 2023-24



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PERFORMANCE APPRAISAL

YEAR 2023-2024

PART 'A'

1	Name	: Armaan Shaikh
2	Designation	: Asst. Professor
3	Name of the Department / Centre	: BBA
4	Email/ Telephone / Mobile number	: 8657564458
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned $\times \times$ 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	8	
80% & above	: Good									
Below 80% but 70% & above	: Satisfactory									
Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

	No. of Classes Taught	% of Classes Taught	Grade	
	Involvement in the college student related activities/research activities			8
	2. (a) Administrative 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 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, student seminars and other events, cultural, sports, NCC, NSS and community services.			9	
h) Organization of seminars / conference / workshop/webinars/FDP, other college activities.			9	
i) Evidence of activity involved in guiding PhD students.			7	
j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.			8	
k) Conducting minor or major research projects.			8	
l) Sponsored by national or international agencies.			9	
m) Contribution towards IQAC (NAAC)			10	
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.				



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o) Contribution towards college magazine		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.)

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
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				
2.	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 module/lecture				

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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				

4.	(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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
(c) Research Projects Ongoing :				
More than 10 lakhs				
Less than 10 lakhs				
(d) Consultancy				
5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
(c) Awards/Fellowship				
International				
National				
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4+ 5+6=				

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) :

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
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 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor > 10 - 30 Points
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- a) Two author - 70% of total value of publication for each author
 - b) 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
 - c) Joint Project - 70% of total value of publication for each author

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 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.)

1. (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

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl No.2	Good	
Satisfactory in teaching and good or satisfactory in activity Sl. 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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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 :


Signature
(Head of the Department)

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


Signature
(Director)


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PERFORMANCE APPRAISAL

YEAR 2023-24

PART 'A'

1	Name	: Ms. Meena Shaikh.
2	Designation	: Assistant Professor / MOD
3	Name of the Department / Centre	: BBA-CA
4	Email/ Telephone / Mobile number	: heenashaikh.foresightcollege@gmail.com
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-24

SECTION - B



Appendix II

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Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
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80% & above	: Good									
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Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

No. of Classes Taught	:	
% of Classes Taught	:	
Grade		

<p>Involvement in the college student related activities/research activities :</p> <p>2. (a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.</p> <p>b) Admission Related Work.</p> <p>c) Time Table and Faculty Coordination</p> <p>d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation</p> <p>e) Internal Marks Entry on SPPU portal</p> <p>f) Handling Exam Grievances</p> <p>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.</p> <p>h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.</p> <p>i) Evidence of activity involved in guiding PhD students.</p> <p>j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.</p> <p>k) Conducting minor or major research projects.</p> <p>l) Sponsored by national or international agencies.</p> <p>m) Contribution towards IQAC (NAAC)</p> <p>n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.</p>	 	<p>9</p> <p>9</p> <p>5</p> <p>9</p> <p>10</p> <p>10</p> <p>10</p> <p>8</p> <p>9</p> <p>1</p> <p>10</p> <p>5</p> <p>1</p> <p>10</p> <p>10</p>	
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o) Contribution towards college magazine		9	
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At least one single or joint publication in peer-reviewed or UGC list of journals.		9	

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
Publication (other than Research papers)					
(a) Books authored which are published by :					
	International publishers	✓			
	National Publishers				
	Chapter in Edited Book	1			10
	Editor of Book by International Publisher				
2.	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			1	
	(b) Design of new curricula and courses			5	
(c) MOOCs					
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit)			1	
	MOOCs (developed in 4 quadrant per module/lecture)				

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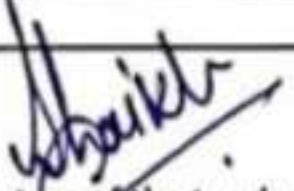


3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)			—	
	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)			—	
(c) E-Content					
	Development of e-Content in 4 quadrants for a complete course/ebook.			—	
	e-Content(developed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

4.	(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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
(c) Research Projects Ongoing :				
More than 10 lakhs				
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(d) Consultancy				
5.	(a) Patents			
	International			—
	National			—
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			—
	National			—
	State			—
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International			—	
National			2	
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4 + 5 + 6 =				


Signature of Principal/HOD




Signature of the teacher

Date :

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


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PERFORMANCE APPRAISAL

YEAR 2023-24

PART 'A'

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

SECTION - B

Appendix II

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	Grade		
Involvement in the college student related activities/research activities :			
2. (a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.			8
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h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.			7
i) Evidence of activity involved in guiding PhD students.			8
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k) Conducting minor or major research projects.			9
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m) Contribution towards IQAC (NAAC)			6
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Publication (other than Research papers)					
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	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 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					
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4.	(a) Research guidance			
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<p>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.</p> <p>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.</p>		




Principal
Foresight College of Commerce
Pune


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 :


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/PH/C/371/2009

FORESIGHT

College of Commerce
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Chairman: Chetan Rathod

Secretary: Shallesh G Melita

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B+

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	: saniyasayyed.foresightcollege@gmail.com
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned × 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	9	
80% & above	: Good									
Below 80% but 70% & above	: Satisfactory									
Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

	No. of Classes Taught	:	
	% 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.			9
b) Admission Related Work.			8
c) Time Table and Faculty Coordination			9
d) Examination and evaluation duties assigned by the college or 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.			9
h) Organization of seminars / conference/ workshop/webinars/FDP, other 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.			9
k) Conducting minor or major research projects.			9
l) Sponsored by national or international agencies.			7
m) Contribution towards IQAC (NAAC)			9
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.			10



[Handwritten Signature]

Principal
Foresight College of Commerce
Pune

o) Contribution towards college magazine		8	
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.)

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
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				
2.	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 module/lecture)				

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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				

4.	(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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
5.	(c) Research Projects Ongoing :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			
	International			
	National			
6.	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
	International			
	National			
6.	*Invited lectures / Resource Person/ paper presentation In Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4 + 5 + 6 =				



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) :

- i) Paper in refereed journals without impact factor - 05 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor > 10 - 30 Points

- a) Two author - 70% of total value of publication for each author
- b) 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
- c) Joint Project - 70% of total value of publication for each author

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 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 concerned.)

1. (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

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl No.2	Good	
Satisfactory in teaching and good or satisfactory in activity Sl. 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

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 :




Signature
(Head of the Department)

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



Signature
(Director)



Principal
Foresight College of Commerce
Pune





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Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

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	: 2023-2024

SECTION - B



Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned $\times \times$ 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	8	
80% & above	: Good									
Below 80% but 70% & above	: Satisfactory									
Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

No. of Classes Taught	:	
% of Classes Taught	:	
Grade		

<p>Involvement in the college student related activities/research activities :</p> <p>2. (a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.</p> <p>b) Admission Related Work.</p> <p>c) Time Table and Faculty Coordination</p> <p>d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation</p> <p>e) Internal Marks Entry on SPPU portal</p> <p>f) Handling Exam Grievances</p> <p>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.</p> <p>h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.</p> <p>i) Evidence of activity involved in guiding PhD students.</p> <p>j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.</p> <p>k) Conducting minor or major research projects.</p> <p>l) Sponsored by national or international agencies.</p> <p>m) Contribution towards IQAC (NAAC)</p> <p>n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.</p>	 	<p>9</p> <p>10</p> <p>8</p> <p>7</p> <p>7</p> <p>8</p> <p>9</p> <p>8</p> <p>9</p> <p>7</p> <p>8</p> <p>8</p> <p>7</p> <p>6</p>	
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Principal
Foresight College of Commerce
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.)

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
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				
2.	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 module/lecture)				



[Signature]
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Foresight College of Commerce
Pune

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				

4.	(a) Research guidance			
	Ph. D	10 per degree awarded	10 per 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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(c) Research Projects Ongoing :			
	More than 10 lakhs			
	Less than 10 lakhs			
(d) Consultancy				

5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
	International			
	National			

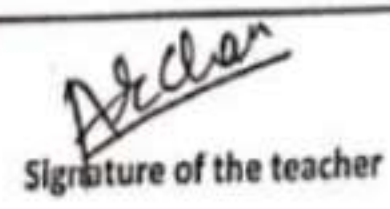
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)		
	International (within Country)		
	National		
	State		

Total 1 + 2 + 3 + 4 + 5 + 6 =



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) :

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PART 'B'

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Assessment Criteria and Methodology for College Teachers

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Principal
Foresight College of Commerce
Pune



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 :


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

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Chairman: Chetan Rathod

Secretary: Shallesh G Melita

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023-24

PART 'A'

1	Name	:	Surjit Kumar
2	Designation	:	Asst Prof
3	Name of the Department / Centre	:	B. 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.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading									
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80% & above	:	Good											
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No. of Classes Taught	:	
% 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.
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- m) Contribution towards IQAC (NAAC)
- n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.

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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 UGC list of journals.			

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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				
2.	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 module/lecture)				



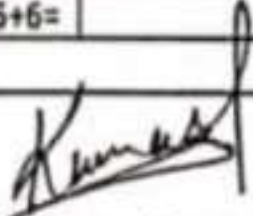
[Signature]
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Foresight College of Commerce
Pune

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				
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4.	(a) Research guidance			
	Ph. D	10 per degree awarded	10 per degree awarded	
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	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed :			
	More than 10 lakhs			
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	More than 10 lakhs			
	Less than 10 lakhs			
(d) Consultancy				
5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
International				
National				
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
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	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4 + 5 + 6 =				


Signature of Principal/HOD




Signature of the teacher

Date :

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PART 'D'

(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.)

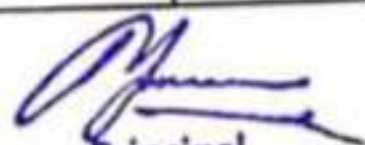
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Overall Grading for TABLE 1

Assessment Criteria and Methodology for College Teachers

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl No.2	Good	
Satisfactory in teaching and good or satisfactory in activity Sl. 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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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 :



Signature
(Head of the Department)

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



Signature
(Director)



Principal
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Pune



Dnyanoday Prashikshan Sevabhavi Sanstha's

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FORESIGHT



College of Commerce
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Chairman: Chetan Rathod

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B+

PERFORMANCE APPRAISAL

YEAR 2023-2024

PART 'A'

1	Name	: Miss. Gausi Jadhav
2	Designation	: Asst. Professor
3	Name of the Department / Centre	: BBA
4	Email/ Telephone / Mobile number	: 9823657422
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned × 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	10	
80% & above	: Good									
Below 80% but 70% & above	: Satisfactory									
Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

	Involvement in the college student related activities/research activities :	No. of Classes Taught	:	
		% of Classes Taught	:	
		Grade	:	
2.	(a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.			8
	b) Admission Related Work.			9
	c) Time Table and Faculty Coordination			10
	d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation			7
	e) Internal Marks Entry on SPPU portal			10
	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.			8
	h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.			7
	i) Evidence of activity involved in guiding PhD students.			8
	j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.			8
	k) Conducting minor or major research projects.			7
	l) Sponsored by national or international agencies.			7
	m) Contribution towards IQAC (NAAC)			8
	n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.			7



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o) Contribution towards college magazine		∞	
p) Counseling and mentoring of the students.		∞	
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.)

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
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				
2.	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 module/lecture)				

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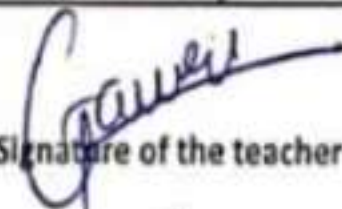


3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)				
(c) E-Content					
	Development of e-Content in 4 quadrants for a complete course/ebook.				
	e-Content(developed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

4.	(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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(C) Research Projects Ongoing :			
More than 10 lakhs				
Less than 10 lakhs				
(d) Consultancy				
5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an international body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
International				
National				
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4+ 5+6=				


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) :

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor > 10 - 30 Points
- a) Two author - 70% of total value of publication for each author
 - b) 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
 - c) Joint Project - 70% of total value of publication for each author

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 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.)

1. (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

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Note:
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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 :


Signature
(Head of the Department)

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


Signature
(Director)




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Pune



Dnyanoday Prashikshan Sevabhavi Sanstha's

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Chairman: Chetan Rathod

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PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B+

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	: dishashah.foresightcollege@gmail.com
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned $\times \times$ 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	8	
80% & above	: Good									
Below 80% but 70% & above	: Satisfactory									
Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

No. of Classes Taught	:	
% 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.
 - b) Admission Related Work.
 - c) Time Table and Faculty Coordination
 - d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation
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[Signature]
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Pune

<p>e) Contribution towards college magazine</p> <p>p) Counseling and mentoring of the students.</p> <p>At least one single or joint publication in peer-reviewed or UGC list of journals.</p>		7 8	
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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
2. 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 module/lecture				



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3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)				
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(c) E-Content					
	Development of e-Content in 4 quadrants for a complete course/ebook.				
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	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				

4.	(a) Research guidance			
	Ph. D	10 per degree awarded	10per degree awarded	
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	(b) Research Projects Completed :			
	More than 10 lakhs			
	Less than 10 lakhs			
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5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
	International			
	National			

6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			

Total 1 + 2 + 3 + 4+ 5+6=



Signature of Principal/HOD




Signature of the teacher

Date :

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

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PART 'B'


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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 :


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

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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	: SupriyaMalusare.foresightcollege@gmail.com
5	YEAR OF PERFORMANCE APPRAISAL	: 2023-2024

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
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	Involvement in the college student related activities/research activities	No. of Classes Taught	:	
		% of Classes Taught	:	
		Grade	:	
2.	(a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.			9
	b) Admission Related Work.			8
	c) Time Table and Faculty Coordination			8
	d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation			7
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	h) Organization of seminars / conference / workshop/webinars/FDP, other college activities.			9
	i) Evidence of activity involved in guiding PhD students.			8
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	n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.			8



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Pune

o) Contribution towards college magazine		9	
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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
Publication (other than Research papers)					
(a) Books authored which are published by :					
	International publishers				
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	Editor of Book by International Publisher				
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	Chapter of Research Paper				
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	(a) Development of Innovative pedagogy				
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Principal
Foresight College of Commerce
Pune



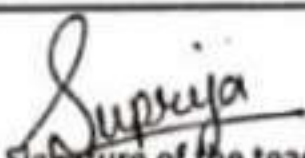
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3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)				
	(c) E-Content				
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Signature of Principal/HOD




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

1. (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

		Verified Grading
Good in teaching and satisfactory or good in activity at Sl No.2	Good	
Satisfactory in teaching and good or satisfactory in activity Sl. 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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Pune



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 :


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/PH/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: B++

PERFORMANCE APPRAISAL

YEAR 2023-24

PART 'A'

1	Name	:	Shilpa Khade
2	Designation	:	Asst. Prof. E
3	Name of the Department / Centre	:	B.B.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.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading									
1.	Teaching (Number of Classes taught/total classes assigned $\times \times$ 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>:</td> <td>Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>:</td> <td>Not Satisfactory</td> </tr> </table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not Satisfactory	9	
80% & above	:	Good											
Below 80% but 70% & above	:	Satisfactory											
Less than 70%	:	Not Satisfactory											
		Total Classes Assigned : <input type="text"/>											

	No. of Classes Taught	:	
	% of Classes Taught	:	
	Grade	:	
Involvement in the college student related activities/research activities			8
2. (a) Administrative responsibilities such as head, chairperson /Dean / Director/Co-ordinator etc.			7
b) Admission Related Work.			5
c) Time Table and Faculty Coordination			6
d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation			9
e) Internal Marks Entry on SPPU portal			8
f) Handling Exam Grievances			7
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 / workshop/webinars/FDP, other college activities.			7
i) Evidence of activity involved in guiding PhD students.			6
j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.			5
k) Conducting minor or major research projects.			9
l) Sponsored by national or international agencies.			8
m) Contribution towards IQAC (NAAC)			7
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.			



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

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
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					
2.	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 module/lecture)					


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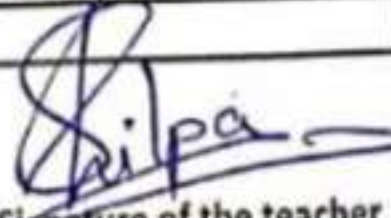


3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Course Coordinator for MOOC (4 credit course)[In case of MOOCs of lesser credits 05 marks/credit]				
(c) E-Content					
	Development of e-Content in 4 quadrants for a complete course/ebook				
	e-Content(developed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

4.	(a) Research guidance			
	Ph. D	10 per degree awarded	10 per 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 :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(c) Research Projects Ongoing :			
More than 10 lakhs				
Less than 10 lakhs				
(d) Consultancy				
5.	(a) Patents			
	International			
	National			
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
(c) Awards/Fellowship				
International				
National				
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4 + 5 + 6 =				


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) :

- i) Paper in refereed journals without impact factor - 05 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor > 10 - 30 Points

- a) Two author - 70% of total value of publication for each author
- b) 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
- c) Joint Project - 70% of total value of publication for each author

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 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.)

1. (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 Criteria and Methodology for College Teachers		Verified Grading
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Note:
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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 :


Signature
(Head of the Department)

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


Signature
(Director)


Principal
Foresight College of Commerce
Pune





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Secretary: Shallesh G. Melita

Chairman: Chetan Rathod

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

PERFORMANCE APPRAISAL

YEAR 2023-2024
PART 'A'

1	Name	: Anamika Patil
2	Designation	: Asst. Professor
3	Name of the Department / Centre	: BBA
4	Email/ Telephone / Mobile number	: Anamika12 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.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
1.	Teaching (Number of Classes taught/total classes assigned $\times \times$ 100% (Classes taught includes sessions on tutorials, lab and other teaching other teaching related activities)	<table border="1"> <tr> <td>80% & above</td> <td>: Good</td> </tr> <tr> <td>Below 80% but 70% & above</td> <td>: Satisfactory</td> </tr> <tr> <td>Less than 70%</td> <td>: Not Satisfactory</td> </tr> </table>	80% & above	: Good	Below 80% but 70% & above	: Satisfactory	Less than 70%	: Not Satisfactory	8	
80% & above	: Good									
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Less than 70%	: Not Satisfactory									
		Total Classes Assigned : <input type="text"/>								

No. of Classes Taught	:	
% 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.
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- c) Time Table and Faculty Coordination
- d) Examination and evaluation duties assigned by the college or attending the examination paper evaluation
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o) Contribution towards college magazine		9 8	
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Table 2

Methodology for College Teacher for calculating Academic / Research Score
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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
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				
2.	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 module/lecture)				



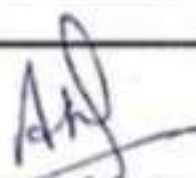
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 Principal
 Foresight College of Commerce
 Pune

3	Contents writer/subject matter expert for each module of MDOCs (at least one quadrant)				
	Course Coordinator for MDOC (4 credit course)(In case of MDOCs 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				

4.	(a) Research guidance			
	Ph. D	10 per degree awarded	10 per degree awarded	
		05 per thesis submitted	05 per thesis submitted	
	M.Phil/PG. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects Completed :			
	More than 10 lakhs			
	Less than 10 lakhs			
5.	(c) Research Projects Ongoing :			
	More than 10 lakhs			
	Less than 10 lakhs			
	(d) Consultancy			
	(a) Patents			
	International			
	National			
6.	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)			
	International			
	National			
	State			
	(c) Awards/Fellowship			
	International			
	National			
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)			
	International (within Country)			
	National			
	State			
Total 1 + 2 + 3 + 4 + 5 + 6 =				


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) :

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

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[Signature]
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Foresight College of Commerce
Pune


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 :


Signature
(Head of the Department)

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


Signature
(Director)




Principal
Foresight College of Commerce
Bana



Dnyanoday Prashikshan Sevabhavi Sanstha's

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FORESIGHT



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Chairman: Chetan Rathod

Secretary: Shallesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B+

PERFORMANCE APPRAISAL

YEAR 2023 - 2024
PART 'A'

1	Name	: Miss: Namrata Pillai
2	Designation	: Assistant Professor.
3	Name of the Department / Centre	: B.COM
4	Email/ Telephone / Mobile number	: 7249291575
5	YEAR OF PERFORMANCE APPRAISAL	: 2023 - 2024,

SECTION - B

Appendix II

TABLE I

Assessment Criteria and Methodology for College Teachers

Sr.No.	Activity	Grading Criteria	Self-appraisal Grading (Rating Scale 1-10)	Verified Grading						
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80% & above	: Good									
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		Total Classes Assigned : <input type="text"/>								

	No. of Classes Taught	:	
	% 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
b) Admission Related Work.			7
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h) Organization of seminars / conference/ workshop/webinars/FDP, other college activities.			9
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j) Evidence of activity involved in guiding Projects/Dissertations for UG/PG students.			10
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m) Contribution towards IQAC (NAAC)			7
n) Documentation rated to ranking NIRF/TIMES/AISCHE etc.			7



[Handwritten Signature]

Principal
Foresight College of Commerce
Pune

o) Contribution towards college magazine		03	
p) Counseling and mentoring of the students.		08	
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Table 2

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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
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				
2.	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				
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	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks /credit)				
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Principal
Foresight College of Commerce
Pune

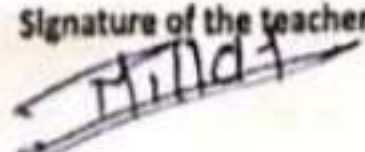


3.	Contents writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Course Coordinator for MOOC (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)				
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	Development of e-Content in 4 quadrants for a complete course/ebook.				
	e-Content(developed 4 quadrant) per module				
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Total 1 + 2 + 3 + 4 + 5 + 6 =			


Signature of Principal/HOD



Signature of the teacher


Date :

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

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- 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.)

1. (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 Criteria and Methodology for College Teachers		Verified Grading
Good in teaching and satisfactory or good in activity at Sl No.2	Good	
Satisfactory in teaching and good or satisfactory in activity Sl. No.2	Satisfactory	
If Neither good nor satisfactory in overall grading	Not Satisfactory	
<p>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.</p> <p>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.</p>		

Principal
Foresight College of Commerce
Pune



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 :



Signature
(Head of the Department)

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



Signature
(Director)



Principal
Foresight College of Commerce
Pune