

Rayat Shikshan Sanstha's,



MAHATMA PHULE MAHAVIDYALAYA

Pimpri, Pune - 411 017.

Reaccredited at 'A' Grade with CGPA : 3.16 by NAAC Bengaluru /
DST - FIST Funded / An ISO 9001 : 2015 Certified College



Founder : Padmabhushan Dr. Karmaveer Bhaurao Patil

Principal
Dr. Jagdale Kailas B.
M.Sc., Ph.D.

Savitribai Phule Pune University, Pune. Registration No. : ID.PU/PN/ACS/053-(1983)
Junior College Code No. : J.11.16008

Dy. Director of Education, Pune Region, Pune - 1. No.: HS/2/PD/90-91 Dt. 13-12-90
Yashwantrao Chavan Maharashtra Open University Nashik Centre No. : 6206A


Career Advancement Policy (System) for Teaching Community

The policy statement on Career Advancement Scheme for teaching fraternity of the college has been devised in the light of the guidelines concerned of the UGC and the orders passed from time to time in this regard by the affiliating university. It is strictly in accordance with promotional framework from the position of Assistant Professor to positions of Associate Professor and Professor.

The newly appointed eligible individual candidate possesses the position of Assistant Professor and further he or she acquires the next promotional designation of Associate Professor by passing through the consecutive academic levels from 10 to 11, 11 to 12 and 12 to 13 A for the position of Associate Professor on the basis of his or her academic performance assessed through the Performance Based Appraisal System. The top designation of Professor it is 13 A to 14. It is acquired through the similar process as mentioned earlier for Associate Professor level.

The mechanism of execution of the policy is administered by the authorities concern of the affiliating university. The eligible individual teacher applies when his or her turn comes. It takes place in response to the circular from the university. The experts' committee is constituted by the university as per the UGC guidelines concerned and the pattern formed therein by the affiliating university. The IQAC plays the crucial role to compose a separate committee and coordinate with it to look after the college level task in this regard.





PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.

Rayat Shikshan Sanstha's
Mahatma Phule Mahavidyalaya Pimpri Pune
Promotion list: Teaching staff

Sr. No.	Name of Teacher	Designation	Designation after promotion	Date of promotion
1	Prof. Yadav Bharati	Associate Professor	Professor	06-08-2022
2	Prof. Bhosale Pandurang I.	Associate Professor	Professor	15-09-2022
3	Prof. Ahiwale Sangeeta S.	Associate Professor	Professor	15-09-2022
4	Prof. Surve Kamayani	Associate Professor	Professor	15-09-2022
5	Prof. Lohote Pandurang	Assistant Professor (AGP- 7000)	Assistant Professor (AGP- 8000)	15-09-2022




PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.



SAVITRIBAI PHULE PUNE UNIVERSITY

PART 'A'
YEAR OF PERFORMANCE APPRAISAL: 2021-2022

SECTION - A: GENERAL

1.	Name	:	Dr.Kamayani Gajanan Surve
2.	Designation	:	Associate Professor
3.	Name of the Department	:	Department of Hindi, Mahatma Phule Mahavidyalaya, Pimpri,Pune-411017
4.	Communication Address	:	104,Sangam Heritage, Bhoir Colony, Chinchwad,Pune-411033
5.	Email Telephone / Mobile number	:	hikamayani@gmail.com drskamayani11@gmail.com 9975187771 94224966147
6.	YEAR OF PERFORMANCE APPRAISAL	:	2021-22

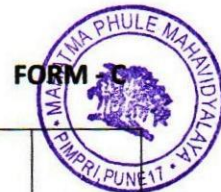
SECTION - B:

Appendix -II

Table 1
Assessment criteria and methodology for college teachers

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

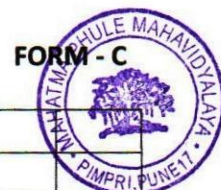
Sr.No.	Activity	Grading Criteria		Self-appraisal grading		Verifying Grading
1.	Teaching: (Number of classes taught/total classes assigned)x 100% (Classes taught includes Sessions on tutorials, lab and other teaching related activities)	80% & above	Good	Total classes Assigned 06	04 FYBA FYBCom SYBA TYBA MAI MAII	
		Below 80% but 70% & above	Satisfactory	No. of Classes Taught 06	06 FYBA FYBCom SYBA TYBA MAI	
		Less than 70%	Not Satisfactory	% of classes Taught 100%	100%	
				Grade Good	Good	
2.	Involvement in The University/College Students related activities/research activities: a) Administrative responsibilities such as Head, Chairperson/Dean/Director/ Co-ordinator, Warden etc. b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.	Involvement in at least 3 activities	Good	Sr.No	Yes/ No	
		1-2 activities	Satisfactory	a)	Yes 1.HoD, Hindi 2.Member, CDC 3.Chairperson,42 Short Term Courses 4.Chairperson,NAAC Criterion II	
				b)	Yes 1.Chairman,Paper Setting SPPU (F.Y.B.Com., MA II) 2.External Senior Supervisor 3.Junior Supervisor 4.Supervision of Research Projects 5. Assessment of Internal Examination and Marks Entry on SPPU website 6.Google Class	



	Research Papers in Peer-Reviewed or UGC listed Journals		‘असंगघोष की कविता में सामाजिक समता के स्वर’ शोध दिशा 56 Oct.-Dec. 2021 UGC CARE listed Journal ISSN 0975-735X p.52-57	10	
The Research score for research papers would be augmented as follows: Peer-Reviewed or UGC-listed journals (Impact factor to be determined as per Thomson Reuter’s list):					
1	i) Paper in refereed journals without impact factor			5 Points	
	ii) Papers with impact factor less than 1			10 Points	
	iii) Papers with impact factor between 1 and 2			15 Points	
	iv) Papers with impact factor between 2 and 5			20 Points	
	v) Papers with impact factor between 5 and 10			25 Points	25
	वैश्वीकरण का प्रतिबिंब : दौड़ उपन्यास में परिवर्तित नारी जीवनमूल्य published in 'शोध ऋतु' ISSN2454-6283 International Research Journal with Impact Factor 6.586 Aug. 2021, P.196-198				
	vi) Papers with impact factor > 10			30 Points	
a) Two authors : 70% of total value of publication for each author					
b) More than two authors : 70% of total value of publication for the first/principal/ corresponding author and 30% of total value of publication for each of the joint author					
Total				35	
Publication (Other than Research papers)					
(a) Books authored which are published by					
2	International publishers	12		12	
	National publishers	10		10	
	Chapter in Edited Book	05		05	
	Editor of Book by International Publisher	10		10	
	Editor of Book by National Publisher	08		08	
	(b) Translation works in Indian and Foreign Language by qualified faculties				
Chapter or Research paper		03		03	
Book		08		08	
Total				35	
Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula					
3	(a) Development of Innovative pedagogy	05		05 Mind Map, Padlet Group .Discussion. Classroom Seminar	05
	(b) Design of new curricula and courses	02 per curricula /course		02 per curricula/ course	A Certificate Course in



			Fashion Designing-02	
(c) MOOCs				
Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20		
MOOCs (developed in 4 quadrant) per module/lecture	05	05		
Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
Course coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	08	08		
(d) E-Content				
Development of e-Content in 4 quadrant for a complete course/e-book	12	12	02 You Tube Videos 02X02=04 1. https://youtu.be/ChgFw3i8Syk 2. https://youtu.be/TVxtYMHP_P4	
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02	00	
Editor of e-content for complete course/paper/e-book	10	10	00	
Total			11	
4	(a) Research Guidance			
	Ph. D.	10/degree awarded	10/degree awarded	
		05/ thesis submitted	05/thesis submitted	
	M. Phil/P.G. dissertation	02/degree awarded	02/degree awarded 02 M.Phil.	
	Note: 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.			
	(b) Research Projects Completed			
More than 10 lakhs	10	10		
Less than 10 lakhs	05	05		
Research Projects On-going				
More than 10 lakhs	05	05		
Less than 10 lakhs	02	02		
Note: Joint Projects: Principal Investigator and Co-investigator would get 50% each				
(c) Consultancy	03	03		
Total				
5	(a) Patents			



	International	10	10	
	National	07	07	
	(b)* Policy documents (Submitted to an International body /organization like UNO/UNESCO/World Bank/International Monetary Fund etc. Or Central Government or State Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	Awards/ Fellowship			
	International	07	07	
	National	05	05	
	Total			Nil
6	*Invited lectures/Resource Person/paper presentation in seminars/ Conferences/full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	02Resource PersonX05	10
	National	03	01Resource Person 03	03
	State/University	02	05x02=10	10
	*For the purpose of calculating score of the teacher, the combined research score from the categories of '5(b)'. Policy document and '6'. Invited lectures/Resource person/paper presentations shall have an upper capping of 30% of the total research score of the teacher concerned. The research score shall be from the minimum of three categories out of six categories.			
	Total			23

**** Separate Sheet attached**

Sr. No.	Academic /Research Score	Self-appraisal Score	Verified Score
1	Research Papers in Peer-Reviewed or UGC listed Journals	10+25=35	
2	Publication (Other than Research papers)	Nil	
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula	11	
4	a) Research Guidance/ b) Research Projects Completed/ c) Research Projects On-going/ d) Consultancy	Nil	
5	a) Patents/ b) Policy documents/ c) Awards/ Fellowship	Nil	
6	Invited lectures/Resource Person/paper presentation in seminars/Conferences/full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)	23	



Total of- III (1+2+3+4+5+6)	69
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Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students the formula shall be 70/30. First Supervisor shall get 7 marks and co-supervisor 3 marks.
- In development of e-content in 4 quadrants for a complete course/e-book may be assigned points equivalent to authoring a book at national level, contribution to development of e-content modules in complete course/paper/e-book may be awarded points same as that of contributed chapters in edited book and editor of e-content for complete course/paper/e-book may be awarded points same as that for editor of a book by National Publisher.
- Development of various quadrants of complete MOOCs may be given the weightage similar to authoring a book, contribution to development of modules in a complete MOOCs may be awarded points same as contributed chapters in edited book and coordinator of MOOCs for complete course may be awarded points same as that for editor of a book by National Publisher.
- For the purpose of calculating research score of the person, the combined research score from the categories of Policy Document and Invited lectures / Resource Person /paper presentation shall have an upper capping of 30% of the total research score of the person.
- The research score shall be from the minimum of 3 categories out of 6 categories.

**Signature of the Faculty
with Designation, place and Date**

Associate Professor
Pimpri, Pune - 01/06/2022

**Signature of HOD
HEAD**

Dept. of Hindi
Mahatma Phule Mahavidyalaya
Pimpri, Pune-411 017.

I certify that the information provided is correct as per records available with the college and/or documents enclosed along with the duly filled PBAS proforma.

Date: 01/06/2022

Place : Pimpri, Pune

Good and Promising Academic performance

(Dr. Neelkanth Dahale)

Coordinator, IQAC
Mahatma Phule Mahavidyalaya
Pimpri, Pune-411 017.

College Seal



Principal

PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.

**Accompaniment to Government Resolution
Higher and Technical Education Department No.Resolution No.Misc-2018/**

C.R.56/18/UNI-1, Dated 08 March 2019

PROFORMA FOR CAS FIXATION OF PAY

Name of the College : Mahatma Phule Mahavidyalaya,Pimpri,Pune-17

Name of the Teacher : DR. SURVE KAMAYANI GAJANAN

Sr.No	Disription	Relavant Information
1	Designation of the post in which pay is to be fixed as on September 15,2022 or on (latter date)	Associate Professor
2	Status (Substantive/officiating)	Substantive
3	Pre-revised Pay Band and Academic Grade Pay or Scale	Level 13A 131400 217100
4	Existing Emolument as on 01.01.2016 (as per pre revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade pay or Basic Pay	161600
	b. Dearness Allownce	53346
	c. Existing emuloment (a + B)	214946
5	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or basic pay) in the pre-revised structure as on September 15,2022	156900
6	Applicable Level in Pay Matrix corresponding to Pay Band andand Grade Pay or Scale shown at Sr.No.3	Level 14
7	Amount arrived by Giving one notional increment	166400
8	Applicable Cell in the Level either equal to or just above the Amount at Sr.No.7	Level 14 Row No.06
9	Revised Basic Pay (as per Sr.No. 8)	167200
10	Stepped up pay with reference to the revided pay of Junior,if applicable.Name and pay of the junior also to be indicated distinctly.	NA
11	Revised Pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post,if applicable.	NA
12	Personal Pay,if any	NA
13	Date of next Increment and pay after grant of increment.	01.07.2023 172200
14	Any other relevant information	NA

Date of Increment	Pay after increment in applicable Level of Pay Matrix
01/07/2023	172200
Verified	

Date :
Place: Pimpri,Pune-17

**Accounts officer
Higher Education (Grants)
Pune Region, Pune -1**

**PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE - 411 017**

**Administrative Officer
to Joint Director Higher Education,**

**Joint Director,
(Higher Education)
Pune Regional Office**

**Accompaniment to Government Resolution
Higher and Technical Education Department No.Resolution No.Misc-2018/
C.R.56/18/UNI-1, Dated 08 March 2019
PROFORMA FOR FIXATION OF PAY**

Name of the College : Mahatma Phule Mahavidyalaya,Pimpri,Pune-17

Name of the Teacher : DR. AHIWALE SANGEETA SANJAY

Sr.No	Disription	Relavant Information
1	Designation of the post in which pay is to be fixed as on September 15,2022 or on (latter date)	Associate Professor
2	Status (Substantive/officiating)	Substantive
3	Pre-revised Pay Band and Academic Grade Pay or Scale	Level 13A 131400-217100
4	Existing Emolument as on 01.01.2016 (as per pre revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade pay or Basic Pay	156900
	b. Dearness Allownce	53346
	c. Existing emuloment (a + B)	210246
5	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or basic pay) in the pre-revised structure as on September 15,2022	156900
6	Applicable Level in Pay Matrix corresponding to Pay Band andand Grade Pay or Scale shown at Sr.No.3	Level 14
7	Amount arrived by Giving one notional increment	161600
8	Applicable Cell in the Level either equal to or just above the Amount at Sr.No 7	Level 14 Row No.06
9	Revised Basic Pay (as per Sr.No. 8)	162300
10	Stepped up pay with reference to the revided pay of Junior,if applicable.Name and pay of the junior also to be indicated distinctly.	NA
11	Revised Pay with reference to the Substantive Pay in case where the pay fixed in the officiatting post is lower than the pay fixed in the substantive post,if applicable.	NA
12	Personal Pay,if any	NA
13	Date of next Increment and pay after grant of increment.	01.07.2023 167200
14	Any other relevant information	NA

Date of Increment	Pay after increment in applicable Level of Pay Matrix
01/07/2023	167200

Verified

Date :

Place: Pimpri,Pune-17

**Accounts officer
Higher Education (Grants)
Pune Region, Pune -1**

**Principal
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE - 411 017.**

Administrative Officer
to Joint Director, Higher Education,
Pune Region, Pune - 411 001

**Joint Director,
(Higher Education)
Pune Regional Office
Pune-411 001.**



**Accompaniment to Government Resolution
Higher and Technical Education Department No.Resolution No.Misc-2018/
C.R.56/18/UNI-1, Dated 08 March 2019
PROFORMA FOR CAS FIXATION OF PAY**

Name of the College : Mahatma Phule Mahavidyalaya, Pimpri, Pune-17

Name of the Teacher : SHRI. LOHOTE PANDURANG KISAN

Sr.No	Disription	Relavant Information
1	Designation of the post in which pay is to be fixed as on 15 September ,2022 or on (latter date)	Director of Physical Education
2	Pre-revised Pay Band and Academic Grade Pay or Scale	
3	Existing Emolument as on 15.09.2022 (as per pre revised scale)	Level 12 79800-211500
	a. Basic Pay (Pay in applicable Pay Band plus applicable	95300
	b. Dearness Allownce	27132
	c. Existing emuloment (a + B)	122432
4	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or basic pay) in the pre-revised structure as on 14/09/2019	95300
5	Applicable Level in Pay Matrix corresponding to Pay Band andand Grade Pay or Scale shown at Sr.No.3	Level 13A
6	Amount arrived at byGiving one notional increment	98200
7	Applicable Cell in the Level either equal to or just above the Amount at Sr.No.7	Level 13A Row No.1
8	Revised Basic Pay (as per Sr.No. 8)	131400
9	Stepped up pay with reference to the revided pay of Junior,if applicable.Name and pay of the junior also to be indicated distinctly.	NA
10	Revised Pay with reference to the Substantive Pay in case where the pay fixed in the officiatting post is lower than the pay fixed in the substantive post,if applicable.	NA
11	Personal Pay,if any	NA
12	Date of next Increment and pay after grant of increment.	01/07/2023 135300
13	Any other relevant information	NA

Date of Increment	Pay after increment in applicable Level of Pay Matrix
01/07/2023	135300

Date :

Place: Pimpri, Pune-17

Abhishek
Administrative Officer
to Joint Director Higher Education,
Pune Region, Pune-411 001

Sanjay
Joint Director
(Higher Education)
Pune Regional Office

Sanjay
PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE - 411 017.



FORM - C

**SAVITRIBAI PHULE PUNE UNIVERSITY****YEAR OF PERFORMANCE APPRAISAL: 2020-2021
PART 'A'****SECTION - A: GENERAL**

1.	Name	:	DR. LOHOTE PANDURANG KISAN
2.	Designation	:	ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS
3.	Name of the Department	:	PHYSICAL EDUCATION AND SPORTS
4.	Communication Address	:	Rayat Shikshan sanstha's Mahatma Phule, Pimpri, Pune- 411017
5.	Email Telephone / Mobile number	:	pklohote@gmail.com 9763707678
6.	YEAR OF PERFORMANCE APPRAISAL	:	2020-21

SECTION - B:

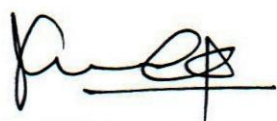
**Table 5
Assessment Criteria and Methodology for Directors of Physical Education and Sports**

Sr. No.	Activity	Grading Criteria	Self-appraisal grading	Verified Grading
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.	Good (86.58%)	
2	Organizing intra college competition - Fit India Freedom Run - Certificate & list attachment	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory	Good	Good
3	Institution participating in external Competitions -Selection letter attach	Good - National level competition in at least one discipline plus State/District level competition in at least 3 Disciplines. Satisfactory- State level competition in at least one discipline plus district level Competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor Satisfactory	Good	Good
4	Up-gradation of sports and physical training Infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion Committee.	Good	Good

5	<p>i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>ii) Being invited for coaching at state/national level.</p> <p>iii) Organizing at least three workshops in a year.</p> <p>iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory: Not involved/ Undertaken any of the activities.</p>	Good	Good
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	Good	Good	


Note:

- 1) It is recommended to use ICT technology to monitor the attendance of sports and Physical Education and compute the criteria of assessment.
- 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
- 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.


Signature of the teacher


Signature of HOD




Signature of Principal
PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
CIMPRI, PUNE-411 017.



FORM - C

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score
 (Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledge for patent filing and approval letters, students Ph.D. awarded letter etc.)

S N	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/Medical/ Veterinary Sciences	Faculty of languages/ Humanities/Arts/Social Sciences/ Library/ Education/ Physical Education/ Commerce/Management & other related disciplines	Self-appraisal Score	Verified Score
	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	10X2=20 7 X2= 14 Total= 34	
	The Research score for research papers would be augmented as follows: Peer-Reviewed or UGC-listed journals (Impact factor to be determined as per Thomson Reuter's list):				
1	i) Paper in refereed journals without impact factor : 5 Points				
	ii) Papers with impact factor less than 1 : 10 Points				
	iii) Papers with impact factor between 1 and 2 : 15 Points				
	iv) Papers with impact factor between 2 and 5 : 20 Points				
	v) Papers with impact factor between 5 and 10 : 25 Points				
	vi) Papers with impact factor > 10 : 30 Points				
	a) Two authors : 70% of total value of publication for each author				
	b) More than two authors : 70% of total value of publication for the first/principal/ corresponding author and 30% of total value of publication for each of the joint author				
	Total				34
	Publication (Other than Research papers)				
	(a) Books authored which are published by				
	International publishers	12	12		
	National publishers	10	10		
	Chapter in Edited Book	05	05	05	05
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Language by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		



		Total	05		
Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula					
3	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula /course	02 per curricula/ course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02		
Editor of e-content for complete course/paper/e-book	10	10			
Total				Nil	
4	(a) Research Guidance				
	Ph. D.	10/degree awarded	10/degree awarded		
		05/ thesis submitted	05/thesis submitted		
	M. Phil/P.G. dissertation	02/degree awarded	02/degree awarded		
	Note: 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.				
(b) Research Projects Completed					
More than 10 lakhs	10	10			
Less than 10 lakhs	05	05			
Research Projects On-going					



	Less than 10 lakhs	05	05		
	Research Projects On-going				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
	Note: Joint Projects: Principal Investigator and Co-investigator would get 50% each				
	(c) Consultancy	03	03		
	Total			Nil ✓	
5	(a) Patents				
	International	10	10		
	National	07	07		
	(b)* Policy documents (Submitted to an International body /organization like UNO/UNESCO/World Bank/International Monetary Fund etc. Or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	Awards/ Fellowship				
	International	07	07		
	National	05	05		
	Total			Nil	
6	Invited lectures/Resource Person/paper presentation in seminars/ Conferences/ full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05	10	10
	National	03	03		
	State/University	02	02		
	*For the purpose of calculating score of the teacher, the combined research score from the categories of '5(b)'. Policy document and '6'. Invited lectures/Resource person/paper presentations shall have an upper capping of 30% of the total research score of the teacher concerned. The research score shall be from the minimum of three categories out of six categories.				
	Total			10 10	



FORM - C

Sl. No.	Academic /Research Score	Self-appraisal Score	Verified Score
1	Research Papers in Peer-Reviewed or UGC listed Journals	34	34
2	Publication (Other than Research papers)	05	05
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula	Nil	—
4	a) Research Guidance/ b) Research Projects Completed/ c) Research Projects On-going/ d) Consultancy	Nil	—
5	a) Patents/ b) Policy documents/ c) Awards/ Fellowship	Nil	—
6	Invited lectures/Resource Person/paper presentation in seminars/Conferences/full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)	10	10
	Total of- III (1+2+3+4+5+6)	49	49

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students the formula shall be 70/30. First Supervisor shall get 7 marks and co-supervisor 3 marks.
- In development of e-content in 4 quadrants for a complete course/e-book may be assigned points equivalent to authoring a book at national level, contribution to development of e-content modules in complete course/paper/e-book may be awarded points same as that of contributed chapters in edited book and editor of e-content for complete course/paper/e-book may be awarded points same as that for editor of a book by National Publisher.
- Development of various quadrants of complete MOOCs may be given the weightage similar to authoring a book, contribution to development of modules in a complete MOOCs may be awarded points same as contributed chapters in edited book and coordinator of MOOCs for complete course may be awarded points same as that for editor of a book by National Publisher.
- For the purpose of calculating research score of the person, the combined research score from the categories of Policy Document and Invited lectures / Resource Person /paper presentation shall have an upper capping of 30% of the total research score of the person.
- The research score shall be from the minimum of 3 categories out of 6 categories.

I certify that the information provided is correct as per records available with the college and/or documents enclosed along with the duly filled PBAS proforma.



FORM - C

Date: / /

Place: Pimpri, Pune- 17

Signature of the Faculty
with Designation, place and Date

Signature of HOD

(Dr. Neelkanth Dahale)
Coordinator, IQAC
Mahatma Phule Mahavidyalaya
Pimpri, Pune-411 017.

College Seal



Principal
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.



**Accompaniment to Government Resolution
Higher and Technical Education Department No.Resolution No.Misc-2018/
C.R.56/18/UNI-1, Dated 08 March 2019
PROFORMA FOR CAS FIXATION OF PAY**

Name of the College : Mahatma Phule Mahavidyalaya, Pimpri, Pune-17

Name of the Teacher : SHRI. LOHOTE PANDURANG KISAN

Sr.No	Disription	Relavant Information
1	Designation of the post in which pay is to be fixed as on 14 September ,2019 or on (latter date)	Director of Physical Education
3	Pre-revised Pay Band and Academic Grade Pay or Scale	Level 11 68900-205500
	Existing Emolument as on 14.09.2019 (as per pre revised scale)	
4	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade pay or Basic Pay	82300
	b. Dearness Allownce	8508
	c. Existing emuloment (a + B)	90808
5	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or basic pay) in the pre-revised structure as on 14/09/2019	82300
6	Applicable Level in Pay Matrix corresponding to Pay Band andand Grade Pay or Scale shown at Sr.No.3	Level 12
7	Amount arrived at byGiving one notional increment	84800
8	Applicable Cell in the Level either equal to or just above the Amount at Sr.No.7	Level 12 Row No.4
9	Revised Basic Pay (as per Sr.No. 8)	87200
10	Stepped up pay with reference to the revided pay of Junior,if applicable.Name and pay of the junior also to be indicated distinctly.	NA
11	Revised Pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post,if applicable.	NA
12	Personal Pay,if any	NA
13	Date of next Increment and pay after grant of increment.	01/07/2020 89800
14	Any other relevant information	NA

Date of Increment	Pay after increment in applicable Level of Pay Matrix
01/07/2020	89800

Date :
Place: Pimpri,Pune-17

**Accounts officer
(Higher Educa. Grants)
Pune Region, Pune**

Asoshade
**Administrative Officer
to Joint Director Higher Education
Pune Region Pune-1**

oto
**Joint Director
(Higher Education)
Pune Regional Office
Pune-411 001**



G.M.
**PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.**

**Accompaniment to Government Resolution
Higher and Technical Education Department No.Resolution No.Misc-2018/
C.R.56/18/UNI-1, Dated 08 March 2019**



PROFORMA FOR FIXATION OF PAY

Name of the College : Mahatma Phule Mahavidyalaya, Pimpri, Pune-17

Name of the Teacher : SHRI.SANDEEP PUNDLIK NANNAWARE

Sr.No	Disription	Relavant Information
1	Designation of the post in which pay is to be fixed as on 29 December ,2020 or on (latter date)	Assistant Professor
3	Pre-revised Pay Band and Academic Grade Pay or Scale	Level 11 68900-205500
4	Existing Emolument as on 06.09.2016 (as per pre revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade pay or Basic Pay	82300
	b. Dearness Allownce	23044
	c. Existing emuloment (a + B)	105344
5	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or basic pay) in the pre-revised structure as on 06/12/2020	82300
6	Applicable Level in Pay Matrix corresponding to Pay Band andand Grade Pay or Scale shown at Sr.No.3	Level 12
7	Amount arrived at by Giving one notional increment	84800
8	Applicable Cell in the Level either equal to or just above the Amount at Sr.No.7	Level 12 Row No.4
9	Revised Basic Pay (as per Sr.No. 8)	87200
10	Stepped up pay with reference to the revided pay of Junior,if applicable.Name and pay of the junior also to be indicated distinctly.	NA
11	Revised Pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post,if applicable.	NA
12	Personal Pay,if any	NA
13	Date of next Increment and pay after grant of increment.	01/07/2021 89800
14	Any other relevant information	NA

Date of Increment	Pay after increment in applicable Level of Pay Matrix
01/07/2021	89800
01/07/2022	92500

Date :

Place: Pimpri, Pune-17

Verified

**Accounts officer
(Higher Education Grants)
Pune Region, Pune-1**

**Joint Director
(Higher Education)
Pune Regional Office
Pune - 411 001**

**Administrative Officer
to Joint Director Higher Education,
Pune Region, Pune-411.001**

**PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE - 411 017.**

प्राचार्य / संचालक, महाविद्यालये व संस्था यांचेसाठी कार्यमान मानके तपासणी अहवाल नमुना
(Key Performance Indicator)

Year- 2020-21



प्राचार्यांचे नाव :

महाविद्यालयाचे नाव :

अ.नं.	तपशिल		गुण	स्वयंमूल्यमापन गुण	तपासणी समिती गुण
१	महाविद्यालयाच्या परिसरात शिक्षक व शिक्षकेतर कर्मचारी यांच्याकरीता शिस्त प्रस्थापित करणे. अ. शिक्षकेतर कर्मचारी यांची वेळेवर उपस्थिती ब. शिक्षक कर्मचारी यांची वेळेवर उपस्थिती क. शिक्षक कर्मचारी ५ तासांपेक्षा अधिक वेळ थांबतात का? ड. शिक्षक व शिक्षकेतर कर्मचाऱ्यांबाबत तक्रारीची दखल घेऊन त्यावर कारवाई करणे. (शिक्षक व शिक्षकेतर कर्मचारी यांचेसाठी जास्तीत जास्त प्रत्येकी ३ गुण याप्रमाणे)	> ७५% < ७५% > ७५% < ७५% ११०% १००% ७५%-९९% < ७५% १००% ७५%-९९% < ७५%	३ ० ३ ० ५ ४ २ ० ६ ३ ०		
२	विद्यार्थी व शिक्षकांच्या उपस्थितीच्या अनुषंगाने अध्यापकांचे 'अ', 'ब' आणि 'क' असे वर्गीकरण करणे (गोपनीय अहवालाच्या सुत्राप्रमाणे) - १. अध्यापनाचे १८० दिवस भरल्यास २. अध्यापनाचे १८० दिवसापेक्षा कमी भरल्यास ३. बी.एड. महाविद्यालयाकरीता २१० दिवस भरल्यास ४. बी.एड. महाविद्यालयाकरीता २१० पेक्षा कमी दिवस भरल्यास ५. सर्व अध्यापकांनी ३ गुण मिळविल्यास ६. सर्वांचे सरासरी गुण ३ पेक्षा कमी आल्यास ७. विद्यार्थ्यांची उपस्थिती	> १८० < १८० > २१० < २१० - - > ७५% < ७५%	४ ० ४ ० ५ ० ३ ०		
३	विद्यार्थ्यांच्या सत्र परीक्षेच्या निकालाच्या अनुषंगाने मूल्यमापन (स्वयंमूल्य निर्धारण अहवालाच्या सुत्राप्रमाणे) निकाल	९०%-१००% ८०%-८९% ७०%-७९% ६०%-६९% ५०%-५९% < ५०%	८ ७ ६ ५ ४ ३		



४	<p>शिक्षकांच्या वर्गात शिकविल्या जाणाऱ्या टाचणाची तपासणी दरमहा करण्यासाठी केलेली उपाययोजना-</p> <p>अ. वेळापत्रका प्रमाणे मान्य अभ्यासक्रम शिकविणे.</p> <p>ब. टाचणाची गुणवत्ता विद्यार्थ्यांचे प्रत्याभरण (Students Feedback)</p> <p>i) विषयाचा आशय</p> <p>ii) शिकविण्याच्या पध्दतीसंबंधी</p>	<p>शिकविणे</p> <p>१००% ९०% ८०% ७०%</p> <p>१००% चांगली प्रतिक्रिया ९०% चांगली प्रतिक्रिया ८०% चांगली प्रतिक्रिया ७०% चांगली प्रतिक्रिया</p> <p>१००% चांगली प्रतिक्रिया ९०% चांगली प्रतिक्रिया ८०% चांगली प्रतिक्रिया ७०% चांगली प्रतिक्रिया ६०% चांगली प्रतिक्रिया</p>	<p>६ ४ २ ०</p> <p>६ ५ ३ २ ०</p> <p>६ ५ ३ २ ०</p>		
५	<p>अ) संशोधन मोठे प्रकल्प घेणे</p> <p>ब) संशोधन लघु प्रकल्प घेणे</p> <p>क) संशोधन, मोठे व लघु प्रकल्पात दर वर्षी २५% वाढ करणे</p>	<p>४ किंवा अधिक < ४</p> <p>५ किंवा अधिक ४ ३ २ १</p> <p>--</p>	<p>८ ३</p> <p>५ ४ ३ २ १</p> <p>५</p>		
६	<p>अत्याधुनिक तंत्रज्ञानाचा वापर -</p> <p>१) (Audio, Video, Internet, DHP, LCD Screen, CDs, Invertors/Generator, CCTV, LAN etc) इ. उपलब्ध करून देणे</p> <p>२) Information Communication Technology चा वापर करणे</p>	<p>i) सर्व असल्यास ii) ५०% असल्यास iii) <५०%</p> <p>i) वापर होत</p>	<p>५ २ ० ५ ०</p>		



		असल्यास ii) नसल्यास			
७	अ. प्रवेशित विद्यार्थी व परीक्षेला बसलेले विद्यार्थी प्रमाण असल्यास ब. प्रवेशित विद्यार्थी व परीक्षेला बसलेले विद्यार्थी प्रमाण नसल्यास क. परीक्षेला बसलेले विद्यार्थी व उत्तीर्ण विद्यार्थी यांचे गुणोत्तर ड. परीक्षेला बसलेले विद्यार्थी व उत्तीर्ण विद्यार्थी यांचे गुणोत्तर	>९५% <९५% >८०% <८०%	४ १ ४ ०		
८	नॅकचे मुल्यांकन करून घेण्यासाठी नियोजनाप्रमाणे केलेली नियमित कार्यवाही	-	७		
९	शैक्षणिक दर्जा उंचाविण्यासाठी लॅबोरेटरीज, इंडस्ट्रीज, एन.जी.ओ. व सामाजिक आणि शैक्षणिक संस्था व इतर यांच्यातील समन्वय Linkages	i) ३ ii) २ iii) १	६ ४ २		
१०	अ) विविध खेळातील महाविद्यालयातील प्राविण्य-जिल्हा, राज्य, राष्ट्रीय पातळीवर (व्यक्तीगत/संघ) ब) आंतरराष्ट्रीय पातळीवर विद्यार्थी खेळल्यास क) एनसीसी मधील योगदान B प्रमाणपत्र उत्तीर्ण C प्रमाणपत्र उत्तीर्ण ड) एनएसएस मधील योगदान इ) सांस्कृतिक कार्यक्रम	i) एकूण विद्यार्थी संख्येच्या २% ii) एकूण विद्यार्थी संख्येच्या १% iii) सहभाग i) १ पेक्षा जास्त ii) १ विद्यार्थी विद्यार्थी १००% ५०% <५०% विद्यार्थी १० ५-९ ३-५ >३ राष्ट्रीय प्रतिनिधीत्व सहभाग i) बक्षिस पात्र ii) सहभाग. iii) सहभाग नाही	५ ३ १ १० ५ ३ २ १ १ ३ १ ० ५ ४ २ ० ० ३ १ ० ६ ०		
११	विद्यार्थी, शिक्षक व शिक्षकेतर कर्मचाऱ्यांच्या तक्रारी निवारणाबाबत केलेली कार्यवाही	i) प्रत्येकी १००% ii) <१००%	६ ०		



१२	उच्च शिक्षण सुधारणेबाबत प्राचार्यांचे योगदान - अ. नाविष्यपूर्ण उपक्रम ब. अभ्यासक्रमात कमकुवत विद्यार्थ्यांसाठी विशेष योजना/प्रयत्न	घेतले असल्यास घेतले नसल्यास घेतले असल्यास घेतले नसल्यास	५ ० ५ ०		
१३	अ. कॉलेजशी स्वतंत्र संकेतस्थळ (website) ठेवणे ब. संकेतस्थळ (website) नियमितरित्या अद्ययावत ठेवणे	i) असल्यास ii) नसल्यास i) केल्यास ii) न केल्यास	२ ० ५ ०		
१४	रॅगींग प्रतिबंधक उपाययोजना - अ. कायदानुसार सर्व उपाययोजना ब. रॅगींग न झाल्यास किंवा त्यासंबंधी तक्रारी न आल्यास क. आरोपी व दोषी दोन्हीवर कारवाई	i) केलेल्या असल्यास ii) केलेल्या नसल्यास -- i) केलेली असल्यास ii) केलेली नसल्यास	३ ० ५ ५ ०		
१५	अ) सर्व योजनामधून/स्रोतांमधून मिळालेल्या निधीचा त्याच प्रयोजनासाठी विनियोग करणे. ब) i) PLA मधून केवळ अनुज्ञेय खर्च केल्यास ii) PLA मधून अनुज्ञेय खर्चाशिवाय खर्च केल्यास	i) १००% ii) <१००% -- --	५ (-२) ३ (-३)		
१६	युजीसी, डीपीडीसी व इतर संस्थाकडून (शासकीय व अशासकीय) विविध योजनाकरीता महाविद्यालयास अनुदान प्राप्त करून घेतल्यास	i) ५ योजना/कामे ii) <५ योजना/कामे	५		
१७	कल्याणकारी योजना- विद्यार्थी शिक्षक व शिक्षकेतर कर्मचारी यांच्यासाठीच्या (प्रत्येकी २ योजना व जास्तीत जास्त ६ योजना)	प्रत्येक योजनेसाठी १ गुण	६		
१८	परिसर, कार्यालय, वर्ग, ग्रंथालय, प्रयोगशाळा, प्रसाधनगृहे स्वच्छते संदर्भात केलेली कार्यवाही (प्रत्येकी २ गुण)	i) स्वच्छ ii) साधारण स्वच्छ iii) अस्वच्छ	६ ३ ०		
१९	मागास, अल्पसंख्यांक व गरजू विद्यार्थ्यांसाठी राबविलेल्या विशेष योजना (प्रत्येकी २ योजना)	प्रत्येक योजनेसाठी १ गुण (जास्तीत जास्त ५ योजना)	६		
एकूण गुण			२००		



शेरा -

वरील निकषानुसार यांच्या कामाची प्रतवारी तपासणी केली असता एकूण मिळाले आहेत. त्यामुळे त्यांच्या कामकाजाचे मुल्यमापन निर्देशक (Key Performance Indicator) साठी ' ' दर्जाची शिफारस करण्यात येत आहे.

समिती सदस्याचे नाव व पत्ता :

समिती सदस्याची सही :

तपासणी तारीख :

ठिकाण :

दिनांक : / /

Ajinkya-9-14/KPI 2021-22/Fill KPI Format



“ स्वावलंबी शिक्षण हेच आमचे ब्रीद ” - कर्मवीर

रयत शिक्षण संस्था, सातारा

महाराष्ट्र राज्य (भारत)

संस्थापक - पद्मभूषण डॉ.कर्मवीर भाऊराव पाटील, डी.लिट्.

☎ (०२१६२) २३४५६६,
२३३८५७, २३२४४४,
२२८५६६, २३४८५७

जावक नं.शि. २०२७५
दिनांक : २०/०३/२०२३

स्थापना : १९९९

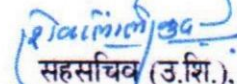
Website : www.rayatshikshan.edu • E-mail : secretary@rayatshikshan.edu

प्राचार्य,
महात्मा फुले महाविद्यालय,
पिंपरी, पुणे.

विषय :- Recruitment, Promotional Policies- Teaching and Non-Teaching यांच्या
Guidelines बाबत.

- १) रयत शिक्षण संस्थेमार्फत शिवाजी,पुणे, मुंबई व सोलापूर विद्यापीठ कार्यक्षेत्रामध्ये ३९ अनुदानित महाविद्यालये चालविली जातात.
- २) संस्थेची चारही विद्यापीठ कार्यक्षेत्रासाठी एकच बिंदूनामावली ठेवली जाते.
- ३) सदर महाविद्यालयातील शैक्षणिक वर्षाच्या ०१ ऑक्टोबर २०१७ रोजीच्या विद्यार्थी संख्येवर संबंधित मा.शिक्षण सहसंचालक (उ.शि.) यांचेकडून पदनिश्चिती केली जातात.
- ४) सदर पदे एकत्रित करून रिक्त पद भरणेसाठी बिंदूनामावलीनुसार आरक्षणाची पदे निश्चित करून संबंधित मा.शिक्षण सहसंचालक (उ.शि.) यांचेकडे ना-हरकत प्रमाणपत्राची मागणी केली जाते. गतवेळीचे ना-हरकत प्रमाणपत्र ऑनलाईन पध्दतीने मा.शिक्षण सहसंचालक (उ.शि.) कोल्हापूर विभाग कोल्हापूर यांनी दिलेले होते.
- ५) बिंदूनामावलीनुसार वेळोवेळीच्या शासन निर्देशानुसार मा.शिक्षण सहसंचालक (उ.शि.) व मा.संचालक ना-हरकत प्रमाणपत्र देतात.
- ६) या मिळालेल्या नाहरकत प्रमाणपत्रास अनुसरून शिक्षक पदासाठी संबंधित विद्यापीठनिहाय जाहिरात तयार करून विद्यापीठाकडून मान्य करून घेतली जाते. व शिक्षकेत्तर पदासाठी संस्थास्तरावर एकत्रित जाहिरात तयार केली जाते.
- ७) सदरची विद्यापीठाने मान्य केलेली जाहिरात वर्तमानपत्रात प्रसिध्द केली जाते. तसेच विविध सेवायोजन कार्यालयाकडून त्यांचेकडे नोंद असलेल्या अर्हताप्राप्त उमेदवारांची यादी मागविली जाते.
- ८) या प्रसिध्द केलेल्या जाहिरातीस अनुसरून संबंधित विद्यापीठाकडून विद्यापीठ निवड समितीची मागणी केली जाते. तसेच संबंधित मा.शिक्षण सहसंचालक (उ.शि.) यांचे प्रतिनिधीही मागविले जातात.
- ९) प्रसिध्द केलेल्या जाहिरातीस अनुसरून प्राप्त झालेल्या अर्जांची संस्थेच्या सेवाजेष्ठ प्राध्यापकाकडून छाननी केली जाते.
- १०) अर्ज छाननीनंतर पात्र उमेदवारांना तसेच विविध सेवायोजन कार्यालयाकडून प्राप्त झालेल्या यादीतील उमेदवारांना मुलाखत पत्रे पाठविली जातात.
- ११) विद्यापीठ निवड समिती, मा.शिक्षण सहसंचालक (उ.शि.) प्रतिनिधी व संस्थेचे मा.चेअरमन, गव्हर्निंग बॉडी अथवा त्यांचे प्रतिनिधी यांचेमार्फत मुलाखती घेतल्या जातात.
- १२) शिक्षकेत्तर पदासाठी वरीलप्रमाणे शासन निर्णयानुसार मा.शिक्षण सहसंचालक (उ.शि.) प्रतिनिधी व संस्थेने गठित केलेली समिती यांचेमार्फत मुलाखती घेवून कार्यवाही केली जाते.

वरीलप्रमाणे शिक्षक व शिक्षकेत्तर पदभरती व बढतीसाठी प्रचलित नियम व वेळोवेळीचे अद्यावत शासन निर्णयानुसार मा.शिक्षण संचालक व मा.शिक्षण उपसंचालक (उ.शि.) यांच्या मान्यतेने कार्यवाही केली जाते.


सहसचिव (उ.शि.),
रयत शिक्षण संस्था, सातारा.

TRANSLATION COPY

Outward No.: H. E. 20275 dated 20-03-2023

To,
The Principal,
Mahatma Phule Mahavidyalaya,
Pimpri, Pune

Subject: Guidelines for Recruitment and Promotional Policies for Teaching and Non-Teaching Staff

1. Rayat Shikshan Sanstha conducts 39 senior colleges under the universities viz. Shivaji, Pune, Mumbai, and Solapur.
2. The institution has established a common set of guidelines for all colleges affiliated to the aforesaid four universities.
3. As per the official policy, the determination of the number of faculty positions for this college is based on the student enrollment data as of October 1, 2017. The final decision on this matter rests with the Joint Director of Education (Higher Education).
4. To appoint new positions based on the consolidated list of vacancies, a request for a 'no-objection certificate' is sent to the Joint Director of Education (Higher Education). The Joint Director of Education (Higher Education) of the Kolhapur division has previously issued 'no-objection certificates' through an online process.
5. According to the government directives and guidelines, the Director of Education (Higher Education) and the Joint Director provides the 'no-objection certificate'.
6. After receiving the no-objection certificates, the institution creates job postings for faculty positions and gets them approved by the university concerned. The institute then compiles a final advertisement on an institutional level.
7. The approved advertisements by the university are published in newspapers, and lists of eligible candidates are also collected from different *Sevayojan Karyalaya* i. e. recruiting agencies.
8. Based on the published advertisement, a selection committee is formed by the relevant university and representatives are also invited from the office of the Joint Director of Education (Higher Education) concerned.
9. As per the advertisement published, the received applications are scrutinized for selecting suitable candidates for the teaching posts in the institution.
10. After screening the applications, eligible candidates are invited for interview process.
11. The selection committee of the university, representative of the Joint Director of Higher Education, and the Chairman of institute or his representatives nominated from the governing body of the institution conduct the interviews of the eligible candidates.
12. As per the government decision, a committee comprising of representatives of the higher education department and the institution's management, including the chairman of the governing body or his representatives, conduct interviews for the post of non-teaching staff.

The authorization of the Director of Education and Joint Director of Education (Higher Education) is sought for teacher recruitment and promotions in accordance with the prevailing rules and updates from time to time based on government decisions.




PRINCIPAL
MAHATMA PHULE MAHAVIDYALAYA
PIMPRI, PUNE-411 017.

Signed
Joint Secretary (H. E.),
Rayat Shikshan Sanstha, Satara

**Rayat Shikshan Sanstha's
Mahatma Phule Mahavidyalay Pimpri Pune
Promotion list : Non-teaching staff**



Sr. No.	Name of Employee	Designation & name of college	Designation with name of Current college	Date of promotion
1.	Shewale Navnath Mahadev	Sr. Clerk (M. J. S. College Shrigonda, Ahmednagar)	Head Clerk (Mahatma Phule Mahavidyalay Pimpri, Pune)	13-02-2022
2	Bobhate Santosh Pralhad	Lib. Clerk (Annasaheb Awate College Manchar)	Asst. Librarian (Mahatma Phule Mahavidyalay Pimpri, Pune)	13-02-2022
3	Aute Rajendra Narayan	Lab. Attendant (Annasaheb Awate College Manchar)	Jr. Clerk (Mahatma Phule Mahavidyalay Pimpri, Pune)	13-02-2022
4	Date Pandharinath Kondiba	Lib. Attendant (Annasaheb Awate college Manchar)	Lab. Assistance (Mahatma Phule Mahavidyalay Pimpri, Pune)	13-02-2022
5	Smt. Zarekar Ranjana Gorakshnath	Peon (R. B. N. B. College Shrirampur)	Lab. Attendant (Mahatma Phule Mahavidyalay Pimpri, Pune)	13-02-2022
6	Murhe Rohidas Yamaji	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Annasaheb Awate college Manchar) Transfer to Mahatma Phule Mahavidyalay Pimpri)	13-02-2022
7	Bokad Ankush Sharad	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Mahatma Phule Mahavidyalay Pimpri, Pune)	13/02/2022
8	Kadbane Vaibhav Vikas	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Sharadchandra Pawar Mahavidyalay Lonand transferred to Mahatma Phule Mahavidyalay Pimpri, Pune)	13/02/2022

**Rayat Shikshan Sanstha's
Mahatma Phule Mahavidyalay Pimpri Pune
Promotion list : Non-teaching staff**



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6	Murhe Rohidas Yamaji	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Annasaheb Awate college Manchar) Transfer to Mahatma Phule Mahavidyalay Pimpri)	13-02-2022
7	Bokad Ankush Sharad	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Mahatma Phule Mahavidyalay Pimpri, Pune)	13/02/2022
8	Kadbane Vaibhav Vikas	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Sharadchandra Pawar Mahavidyalay Lonand transfered to Mahatma Phule Mahavidyalay Pimpri, Pune)	13/02/2022

9	Kambale Umesh	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lab. Attendant (Y. C. College Satara)	13-02-2022
10	Godadhe Goraksh	Lab. Attendant (Mahatma Phule Mahavidyalay Pimpri)	Lab. Assistance (K. B. P. Mahavidyalay Vashi, Navi Mumbai)	13-02-2022
11	Smt. Jagdale Manisha	Lib. Clerk (Mahatma Phule Mahavidyalay Pimpri, Pune)	Asst. Librarian (K. B. P. Mahavidyalay Vashi, Navi Mumbai)	13-02-2022
12	Smt. Talape Neeta	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lib. Attendant (S. M. Joshi College Hadapsar)	13-02-2022
13	Smt. Japhare Shobha	Jr. Clerk (Mahatma Phule Mahavidyalay Pimpri, Pune)	Sr. Clerk (Annasaheb Awate college Manchar)	13-02-2022
14	Jadhav Pandurang Dattu	Peon (Mahatma Phule Mahavidyalay Pimpri)	Lib. Attendant (Mahatma Phule Mahavidyalay Pimpri)	13-02-2022



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