



S.T. Educational Society & Co-Op. Educational Society Ltd's
Affiliated To S.N.D.T. Women's University, Mumbai
Sr. Arts Mahila Mahavidyalaya,
Shahada, Dist - Nandurbar
(NAAC Reaccredited Grade – B CGPA 2.07)

Dr.Sopan B. Borate
(M.A, Ph.D.)
Principal

Phone No.- 02565 223532
College Code- 070
artsshahada070@gmail.com

Shri. M.F. Patil
(M.Sc. Agri.)
Chairman

O/W No:- 30/2021-22

Date- 21/8/2021

Institutions Performance Appraisal System for teaching and non- teaching staff

• **Teaching Staff**

- The performance of each faculty member is assessed according to the Annual Self Assessment for the Performance Based Appraisal System (PBAS).
- Promotions are based on the PBAS proforma for UGC Career Advancement Scheme(CAS) that is based on the API score.
- The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary.
- The faculty members are informed well in advance of their due promotion.
- The PBAS proforma filled by the Faculty Member is checked and verified by the Heads of the Departments, followed by the Dean, Secretary, IQAC & the Director.
- Faculty members are recommended to calculate their API score and are required to check the quality benchmark.

• **Non-Teaching Staff**

All non-teaching staff is also assessed through annual confidential reports and annual performance appraisals. The comprehensive Annual Confidential Report comprises 32 parameters. Each one of them is graded on a seven-point scale, The Annual Confidential Report and the Performance Appraisal System have significantly helped in the evaluation of the performance of employees, in motivating them, analyzing their strengths and weaknesses, and ensuring better performance.


Coordinator
Internal Quality Assurance Cell
S.T.Co-op. Edu. Society Ltd's
Sr. Arts Mahila Mahavidyalaya
SHAHADA, Dist.Nandurbar




PRINCIPAL
S.T.Co-op. Edu. Society Ltd's
Sr. Arts Mahila Mahavidyalaya
SHAHADA, Dist.Nandurbar