



Savitribai Phule Pune University, Pune.
ILS LAW COLLEGE, PUNE



YEAR OF PERFORMANCE APPRAISAL: 2020-2021

SECTION - A: GENERAL

1.	Name	:	Kendre Dnyaneshwar Pralhadrao
2.	Designation	:	Assistant Professor
3.	Date of Joining and Name of the Department / Centre	:	1 st December 2011 Law
4.	Communication Address	:	ILS Law College, Chiplunkar Road (Law College Road) Pune -411004
5.	Email Telephone / Mobile number	:	9403606299
6.	Current Designation & Grade Pay	:	Assistant Professor level-11 Rs. 7000/-
7.	Designation of Promotion with Due Date of Eligibility	:	Assistant Professor Selection Grade
8.	Assessment Period (Without Break)	:	Five Years

SECTION - B

Appendix II

TABLE 1
Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria		Self-appraisal Grading		Verified 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	:	460	<i>Good</i>
		Below 80 % but 70 % & above	:	Satisfactory	No. of Classes Taught	:	438	
		Less than 70%	:	Not satisfactory	% of Classes Taught	:	95.21%	
					Grade	:	Good	

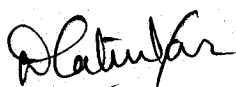
Sr.	Activity	Grading Criteria		Self-appraisal Grading			Verified Grading		
			:		Sr.	:		Yes/No	
2.	<p>Involvement in the university /college student related activities /research activities:</p> <p>(a) Administrative responsibilities such as head, chairperson/ Dean / Director /Coordinator, warden etc.</p> <p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(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.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project Sponsored by national or international agencies.</p> <p>(g) At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	Involvement in at least 3 activities	:	Good	(a)	:	Yes	Good	
		1-2 activities	:	Satisfactory	(b)	:	Yes		
		Not involved / undertaken any of the activities	:	Not satisfactory	(c)	:	Yes		
					(d)	:	Yes		
					(e)	:	No		
					(f)	:	Yes		
		Note: Number of activities can be within or across the broad categories of activities				(g)	:		No
						Grade			Good

TABLE 2**Methodology for University and 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, and utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

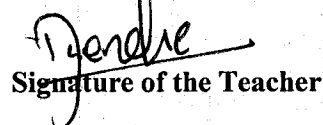
Sr. No.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	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		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(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		
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
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			
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	10	10			
	Less than 10 lakhs	05	05			
	(c) Research Projects Ongoing:					
	More than 10 lakhs	05	05	05	5	
	Less than 10 lakhs	02	02			
5.	(d) Consultancy		03	03		
	(a) Patents					
	International	10	10			
	National	07	07			
	(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	10	10			
	National	07	07			
	State	04	04			
	(c) Awards/Fellowship					
	International	07	07			
National	05	05				
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)	07	07			
	International (within Country)	05	05			
	National	03	03			
	State/ University	02	02			
Total (1 + 2 + 3 + 4 + 5 + 6)				05	5	



Signature of HOD / Director

Date:


Signature of the Teacher

The Research score for research papers and would be augmented as follows:

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

- 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 authors: 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: Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of 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 score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of **thirty percent** of the total research score of the teacher concerned.**
- **The research score shall be from the minimum of three categories out of six categories.**

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned)

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

Over all Grading for TABLE 1

Assessment Criteria and Methodology for University and College Teachers

Over all Grading:			
Good in teaching and satisfactory or good in activity at SI. No.2	Good		<i>Good</i>
Satisfactory in teaching and good or satisfactory in activity at SI.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. 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 CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</p>			

- (b) Justification of assessment of work as not satisfactory:

2. Comments of the Vice-Chancellor/Head of the Department on Table 1 and Table 2 :
3. Remarks and Suggestion:

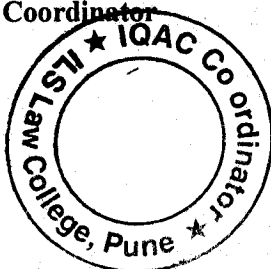
well done .

[Signature]
Signature

(Head of the Department)

Remark of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)

[Signature]
IQAC Coordinator



[Signature]

Principal

ACTING PRINCIPAL
ILS Law College, Pune.



Savitribai Phule Pune University, Pune.

ILS Law College, Pune



YEAR OF PERFORMANCE APPRAISAL: 2020-21

SECTION – A: GENERAL

1.	Name	:	DR SUVARNA SHAILESH NILAKH
2.	Designation	:	ASSISTANT PROFESSOR
3.	Date of Joining and Name of the Department / Centre	:	15 November 2011
4.	Communication Address	:	Flat No 9, Savali Apartment, Prabhat Film Co Rd, Law College Rd, Pune, 411004
5.	Email Telephone / Mobile number	:	Email – suvarnasnilakh@gmail.com / suvarna.nilakh@ilslaw.in Mobile No – 9822335884
6.	Current Designation & Grade Pay	:	Assistant Professor (Senior scale) Grade Pay : Rs 7000
7.	Designation of Promotion with Due Date of Eligibility	:	Assistant Professor (Selection Grade) Date of Eligibility: 26 July 2021
8.	Assessment Period (Without Break)	:	25 July 2016 to 26 July 2021

SECTION - B

Appendix II

TABLE 1

Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria		Self-appraisal Grading		Verified 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	: 371	Good
		Below 80 % but 70 % & above	: Satisfactory	No. of Classes Taught	: 371	
		Less than 70%	: Not satisfactory	% of Classes Taught	: 100	
				Grade	: Good	

Sr.	Activity	Grading Criteria		Self-appraisal Grading			Verified Grading	
2.	Involvement in the university /college student related activities /research activities: (a) Administrative responsibilities such as head, chairperson/ Dean / Director /Coordinator, 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. (d) Organization seminars / conference /workshop, other college /university activities. (e) Evidence of activity involved in guiding PhD students. (f) Conducting minor or major research project Sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of journals.	Involved in at least 3 activities	: Good	Sr.	:	Yes/No	Good	
		1-2 activities	: Satisfactory	(a)	:	Yes		
		Not involved / undertaken any of the activities	: Not satisfactory	(b)	:	Yes		
				(c)	:	Yes		
				(d)	:	Yes		
				(e)	:	Yes		
				(f)	:	No		
				(g)	:	Yes		
		Note: Number of activities can be within or across the broad categories of activities		Grade		Good		

TABLE 2

Methodology for University and 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, and utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sr. No.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	20	20
2.	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		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(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		
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
	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			

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	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
5.	(d) Consultancy				
		03	03		
	(a) Patents				
	International	10	10		
	National	07	07		
	(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	10	10		
	National	07	07		
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	(c) Awards/Fellowship				
International	07	07			
National	05	05			
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)	07	07		
	International (within Country)	05	05		
	National	03	03	6	6
	State/ University	02	02	2	2
Total (1 + 2 + 3 + 4 + 5 + 6)			28	28	

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Signature of HOD / Director

Date: 20/6/2023

ACTING PRINCIPAL

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 authors: 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: Principal Investigator and Co-investigator would get 50% each		

NOTE:

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



Suvaraj
Signature of the Teacher

- 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 score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of **thirty percent** of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned)

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

Over all Grading for TABLE 1

Assessment Criteria and Methodology for University and College Teachers

Over all Grading:			
Good in teaching and satisfactory or good in activity at SI. No.2	Good		
Satisfactory in teaching and good or satisfactory in activity at SI.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. 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 CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</p>			Good

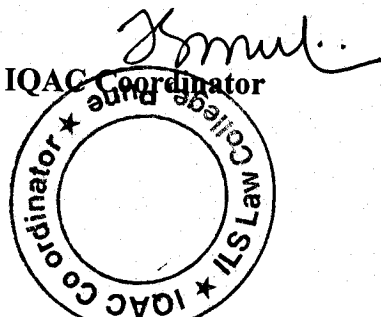
(b) **Justification of assessment of work as not satisfactory:**

2. **Comments of the Vice-Chancellor/Head of the Department on Table 1 and Table 2 :**
3. **Remarks and Suggestion:**

Dattaraj
Signature
(Head of the Department)

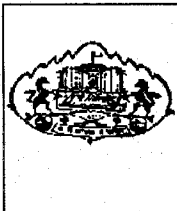
Uses very interactive teaching methods.

Remark of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)



Dattaraj
Principal

ACTING PRINCIPAL
ILS Law College, Pune.



Savitribai Phule Pune University, Pune.
ILS LAW COLLEGE, PUNE



YEAR OF PERFORMANCE APPRAISAL: 2021-2022

SECTION – A: GENERAL

1.	Name	:	Kendre Dnyaneshwar Pralhadrao
2.	Designation	:	Assistant Professor
3.	Date of Joining and Name of the Department / Centre	:	1 st December 2011 Law
4.	Communication Address	:	ILS Law College, Chiplunkar Road (Law College Road) Pune -411004
5.	Email Telephone / Mobile number	:	9403606299
6.	Current Designation & Grade Pay	:	Assistant Professor Rs. 7000/- level-11
7.	Designation of Promotion with Due Date of Eligibility	:	Assistant Professor Selection Grade
8.	Assessment Period (Without Break)	:	Five Years

SECTION - B

Appendix II

TABLE 1

Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria		Self-appraisal Grading		Verified 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 (One Semester)	: 193	Good
		Below 80 % but 70 % & above	: Satisfactory	No. of Classes Taught	: 190	
		Less than 70%	: Not satisfactory	% of Classes Taught	: 98.44%	

				Grade	:	Good		
Sr.	Activity	Grading Criteria		Self-appraisal Grading			Verified Grading	
2.	<p>Involvement in the university /college student related activities /research activities:</p> <p>(a) Administrative responsibilities such as head, chairperson/ Dean / Director /Coordinator, warden etc.</p> <p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(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.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project Sponsored by national or international agencies.</p> <p>(g) At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	Involvement in at least 3 activities	:	Good	Sr.	:	Yes/No	Good
		1-2 activities	:	Satisfactory	(a)	:	Yes	
					(b)	:	Yes	
		Not involved / undertaken any of the activities	:	Not satisfactory	(c)	:	Yes	
					(d)	:	Yes	
					(e)	:	No	
		<p>Note: Number of activities can be within or across the broad categories of activities</p>			(f)	:	Yes	
					(g)	:	No	
					Grade	:	Good	

TABLE 2**Methodology for University and 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, and utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sr. No.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	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		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(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		
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
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			
4.	(a) Research guidance					
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 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	10	10			
	Less than 10 lakhs	05	05			
	(c) Research Projects Ongoing:					
	More than 10 lakhs	05	05	05	5	
	Less than 10 lakhs	02	02			
5.	(d) Consultancy	03	03			
	(a) Patents					
	International	10	10			
	National	07	07			
	(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	10	10)	
	National	07	07			
	State	04	04			
	(c) Awards/Fellowship					
	International	07	07			
National	05	05				
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)	07	07			
	International (within Country)	05	05			
	National	03	03			
	State/ University	02	02	02	2	
Total (1 + 2 + 3 + 4 + 5 + 6)			07	7		

Platurkar

Signature of HOD / Director

Date:

Dendhe
Signature of the Teacher

The Research score for research papers and would be augmented as follows:

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

- 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 authors: 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: Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of 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.
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- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned)

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

Over all Grading for TABLE 1

Assessment Criteria and Methodology for University and College Teachers

Over all Grading:			
Good in teaching and satisfactory or good in activity at SI. No.2	Good		
Satisfactory in teaching and good or satisfactory in activity at SI.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. 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 CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</p>		Good	

- (b) Justification of assessment of work as not satisfactory:

2. Comments of the Vice-Chancellor/Head of the Department on Table 1 and Table 2 :
3. Remarks and Suggestion:

Appreciate the efforts .

D. Latunde

Signature

(Head of the Department)

Remark of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)

J. S. Mule

IQAC Coordinator



D. Latunde

Principal

ACTING PRINCIPAL
ILS Law College, Pune.



Savitribai Phule Pune University, Pune.
ILS LAW COLLEGE, PUNE



YEAR OF PERFORMANCE APPRAISAL: 2020-2021

SECTION – A: GENERAL

1.	Name	:	Kendre Dnyaneshwar Pralhadrao
2.	Designation	:	Assistant Professor
3.	Date of Joining and Name of the Department / Centre	:	1 st December 2011 Law
4.	Communication Address	:	ILS Law College, Chiplunkar Road (Law College Road) Pune -411004
5.	Email Telephone / Mobile number	:	9403606299
6.	Current Designation & Grade Pay	:	Assistant Professor level-11 Rs. 7000/-
7.	Designation of Promotion with Due Date of Eligibility	:	Assistant Professor Selection Grade
8.	Assessment Period (Without Break)	:	Five Years

SECTION - B

Appendix II

TABLE 1
Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria		Self-appraisal Grading		Verified 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	: 460	<i>Good</i>
		Below 80 % but 70 % & above	: Satisfactory	No. of Classes Taught	: 438	
		Less than 70%	: Not satisfactory	% of Classes Taught	: 95.21%	
				Grade	: Good	

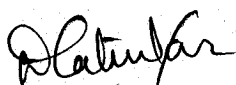
Sr.	Activity	Grading Criteria		Self-appraisal Grading			Verified Grading		
			:		Sr.	:		Yes/No	
2.	<p>Involvement in the university /college student related activities /research activities:</p> <p>(a) Administrative responsibilities such as head, chairperson/ Dean / Director /Coordinator, warden etc.</p> <p>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.</p> <p>(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.</p> <p>(d) Organization seminars / conference /workshop, other college /university activities.</p> <p>(e) Evidence of activity involved in guiding PhD students.</p> <p>(f) Conducting minor or major research project Sponsored by national or international agencies.</p> <p>(g) At least one single or joint publication in peer-reviewed or UGC list of journals.</p>	Involvement in at least 3 activities	:	Good	(a)	:	Yes	Good	
		1-2 activities	:	Satisfactory	(b)	:	Yes		
		Not involved / undertaken any of the activities	:	Not satisfactory	(c)	:	Yes		
					(d)	:	Yes		
		<p>Note: Number of activities can be within or across the broad categories of activities</p>			(e)	:	No		
					(f)	:	Yes		
					(g)	:	No		
						Grade	Good		

TABLE 2**Methodology for University and 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, and utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

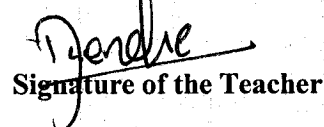
Sr. No.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	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		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(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		
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
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			
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	10	10			
	Less than 10 lakhs	05	05			
	(c) Research Projects Ongoing:					
	More than 10 lakhs	05	05	05	5	
	Less than 10 lakhs	02	02			
5.	(d) Consultancy		03	03		
	(a) Patents					
	International	10	10			
	National	07	07			
	(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	10	10			
	National	07	07			
	State	04	04			
	(c) Awards/Fellowship					
	International	07	07			
National	05	05				
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)	07	07			
	International (within Country)	05	05			
	National	03	03			
	State/ University	02	02			
			Total (1 + 2 + 3 + 4 + 5 + 6)		05	5



Signature of HOD / Director

Date:


Signature of the Teacher

The Research score for research papers and would be augmented as follows:

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

- 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 authors: 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: Principal Investigator and Co-investigator would get 50% each

NOTE:

- Paper presented if part of 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 score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of **thirty percent** of the total research score of the teacher concerned.**
- **The research score shall be from the minimum of three categories out of six categories.**

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned)

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

Over all Grading for TABLE 1

Assessment Criteria and Methodology for University and College Teachers

Over all Grading:			
Good in teaching and satisfactory or good in activity at SI. No.2	Good		<i>Good</i>
Satisfactory in teaching and good or satisfactory in activity at SI.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. 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 CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.</p>			

- (b) Justification of assessment of work as not satisfactory:

2. Comments of the Vice-Chancellor/Head of the Department on Table 1 and Table 2 :
3. Remarks and Suggestion:

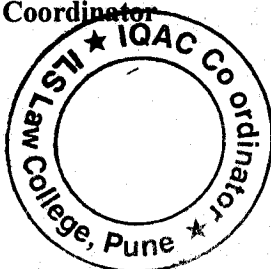
well done .

[Signature]
Signature

(Head of the Department)

Remark of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)

[Signature]
IQAC Coordinator



[Signature]

Principal

ACTING PRINCIPAL
ILS Law College, Pune.



Savitribai Phule Pune University, Pune.

ILS Law College, Pune



YEAR OF PERFORMANCE APPRAISAL: 2020-21

SECTION – A: GENERAL

1.	Name	:	DR SUVARNA SHAILESH NILAKH
2.	Designation	:	ASSISTANT PROFESSOR
3.	Date of Joining and Name of the Department / Centre	:	15 November 2011
4.	Communication Address	:	Flat No 9, Savali Apartment, Prabhat Film Co Rd, Law College Rd, Pune, 411004
5.	Email Telephone / Mobile number	:	Email – suvarnasnilakh@gmail.com / suvarna.nilakh@ilslaw.in Mobile No – 9822335884
6.	Current Designation & Grade Pay	:	Assistant Professor (Senior scale) Grade Pay : Rs 7000
7.	Designation of Promotion with Due Date of Eligibility	:	Assistant Professor (Selection Grade) Date of Eligibility: 26 July 2021
8.	Assessment Period (Without Break)	:	25 July 2016 to 26 July 2021

SECTION - B

Appendix II

TABLE 1
Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria		Self-appraisal Grading		Verified 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	:	371	Good
		Below 80 % but 70 % & above	:	Satisfactory	No. of Classes Taught	:	371	
		Less than 70%	:	Not satisfactory	% of Classes Taught	:	100	
					Grade	:	Good	

TABLE 2

Methodology for University and 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, and utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sr. No.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	20	20
2.	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		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper	03	03			
Book	08	08			
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula				
	(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		
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
	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			

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	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
5.	(d) Consultancy				
		03	03		
	(a) Patents				
	International	10	10		
	National	07	07		
	(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	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
International	07	07			
National	05	05			
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)	07	07		
	International (within Country)	05	05		
	National	03	03	6	6
	State/ University	02	02	2	2
Total (1 + 2 + 3 + 4 + 5 + 6)			28	28	

Platyan

Signature of HOD / Director

Date: 20/6/2023

ACTING PRINCIPAL

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 authors: 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: Principal Investigator and Co-investigator would get 50% each		

NOTE:

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



Suvaraj
Signature of the Teacher

- 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 score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of **thirty percent** of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned)

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

Over all Grading for TABLE 1

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Over all Grading:			
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If neither good nor satisfactory in overall grading	Not Satisfactory		
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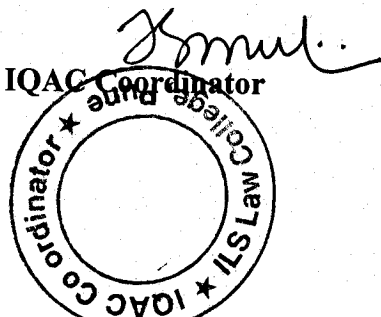
(b) **Justification of assessment of work as not satisfactory:**

2. **Comments of the Vice-Chancellor/Head of the Department on Table 1 and Table 2 :**
3. **Remarks and Suggestion:**

Dattaraj
Signature
(Head of the Department)

Uses very interactive teaching methods.

Remark of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)



Dattaraj
Principal

ACTING PRINCIPAL
ILS Law College, Pune.