



Shivaji University Kolhapur affiliated,  
Shri Siddheshwar Shikshan Prasark Sanstha, Salgare

## **Vitthal (Daji) Patil Arts, Commerce & Science Mahavidyalaya, Salgare,**

A/p.Salgare, Tal : Miraj, Dist : Sangli, Pin 416 418.  
Mob: 9970544740, E-Mail : vpacs468.cl@unishivaji.ac.in

Chairman **Shri.Tyagraj S. Patil** Mob: 9325684335

Estb: 2012



Ref. No.

Date :

### **6.3 Faculty Empowerment Strategies**

**6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non- teaching staff and avenues for career development/progression |**

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Response:

Institution's Performance Appraisal System for Teaching and Non-Teaching Staff

Self-Appraisal Report:

The self-appraisal report deals with individual teachers' self-assessment for the Performance-Based Appraisal System (PBAS) approved by the Government of Maharashtra. It covers criteria such as academic performance, research projects, seminars, conferences, attendance, paper presentations, research articles published in journals, reference book writing, contribution to teaching, participation in corporate life, and extension work.

#### **Feedback**

: Teacher assessment is obtained through student feedback. The duly filled questionnaires are analyzed by the Principal, assisted by the faculty. The findings are discussed in faculty meetings, and necessary instructions are given to improve teaching performance. The Head of Department (HOD) offers guidance to colleagues whenever necessary. In the case of new appointments, the Principal or HOD may observe the lecture and provide useful suggestions for improvement.

Confidential Report

: An annual confidential report system is followed for administrative staff, as prescribed by the state government.

Individual Suggestions by the Principal:

Counseling by the Principal is a routine part of the administration, offering individual suggestions for improvement. Birthdays of all the staff members are celebrated so that everybody is motivated and inspired.

The Institution has Effective Welfare Measures for Teaching and Non-Teaching Staff

Government of Maharashtra Welfare Scheme

- 1 Casual Leave
- 2 .Medical Leave

### **Our Institution's Welfare Measures:**

1.Motivating staff to organize and participate in conferences, seminars, workshops, and skill development programs.



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2.Encouraging attendance at Orientation/Refresher Programs and short-term courses related to curriculum and NSS.

3.Training programs, workshops, conferences, and symposiums related to the new exam system for administrative staff.

4.Skill Enhancement Programs for administrative staff.

5.Encouraging participation in ICT training, and providing Wi-Fi and broadband internet connectivity for teaching and administrative staff.

6. SHRI SIDDESHWAR SHIKSHAN PRASARAK SANSTHA SALGARE,SANCHALIT offers an 'Ideal Employee' award during the annual get-together on the occasion of VITTHAL (daji )PATIL) birth anniversary (15<sup>th</sup> March ).

7.College is creating a friendly work environment to boost the confidence of the college staff. The staff members fill the homely environment in the college.



8.Financial assistance is provided to the faculty members to attend workshops seminars conferences.

9.To the needy students. college is providing funds from the student aid fund.

10.College provides a free Wi-Fi facility to all the staff members and students.



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## *Certificate of Participation*

This is to certify that *Vikas Jagannath Patil* from *Vitthal (Daji) Patil Arts, Commerce and Science Mahavidyalaya, Salgare, Sangli* participated in the one day State Level Conference on '*Accreditation: The Way Ahead*' organised by *University of Mumbai* in association with *RUSA, Maharashtra* under *UGC HRDC, University of Mumbai* on November 11, 2022.

*Smriti Shukla*

Director  
IQAC

*Shankar*

Director  
UGC HRDC

*Cashirore*

Ag. Vice-Chancellor  
University of Mumbai

Estd : June 1998

॥ *सत्यमेव जयते* ॥

(N.G.C./3597/NMV/1697/Mashi-3)



Vishwas Shikshan Prasarak Mandal's

**Deshbhakt Anandrao Balwantrao Naik Arts & Science College Chikhali,**

**Tal Shirala, Dist Sangli. 415408 Maharashtra, India.**

Permanent affiliation to Shivaaji University, Kolhapur. NAAC Accredited (2nd Cycle ) Grade 'B+' CGPA (2.56)

Organized BY

Internal Quality Assurance Cell (IQAC)

## Certificate

This is to certify that **Sidraya Basappa Chougule** has solemnly pledged and perform excellent Performance in online "**Covid - 19 Pandemic General Awareness Quiz**" organized by Internal Quality Assurance Cell (IQAC), Deshbhakt Anandrao Balwantrao Naik Arts & Science College Chikhali, Tal. Shirala, Dist. Sangli (Maharashtra).

**Dr. G. S. Khansole**  
IQAC Coordinator

**Dr. S. R. Patil**  
Principal