



# Solapur University, Solapur

PART - A

FROM - C

YEAR OF PERFORMANCE APPRAISAL: 2020-21

## SECTION-A: GENERAL

|    |                                 |   |                                    |
|----|---------------------------------|---|------------------------------------|
| 1. | Name                            | : | SONKAMBLE RATNADEEP YADAVRAO       |
| 2. | Designation                     | : | Assistant Professor                |
| 3. | Name of the Department / Centre | : | Law                                |
| 4. | Communication Address           | : | Rajarshi Shahu Law College, Barshi |
| 5. | Email                           | : | ratnakamal@gmail.com               |
| 6. | Telephone                       | : | --                                 |
| 7. | Mobile Number                   | : | 9422669013                         |

## SECTION-B:

### CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

| Sr. No.             | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|---------------------|--|--|--------------------------|--------------------|
| a                   | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| b                   | Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| c                   | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |
| <b>Total of (I)</b> |  | <b>100/95/90</b>                           | <b>90</b>                | <b>90</b>          |

- a) i) For Assistance Professor : Actual hours spent per academic year ÷ 7.5 ii) For Asso. Professor / Professor : Actual hours spent per academic year ÷ 7.75  
b) Actual hours spent per academic year ÷ 10  
c) Actual hours spent per academic year ÷ 10

| Designation         | Direct Teaching Hours per week |
|---------------------|--------------------------------|
| Assistant Professor | 16                             |
| Associate Professor | 14                             |
| Professor           | 14                             |

Note :

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals/Project Supervision/Field Work.
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of

students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

### CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR ANDEXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

| Sr. No.              | Nature of Activity   | Maximum API Score allotted | Self-appraisal API Score | Verified API Score |
|----------------------|--|----------------------------|--------------------------|--------------------|
| a.                   | Student related co-curricular, extension and field based activities.<br>(i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public/popular lectures/talks/seminars etc.)   | 15                         | 15                       | 15                 |
| b.                   | Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.<br>i. Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in charge/similar other duties that require regular office hrs for its discharge)<br>(ii). Participation in Board of Studies, Academic and Administrative Committees | 15                         | 10                       | 10                 |
| c.                   | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures   | 15                         | 15                       | 15                 |
| <b>Total of (II)</b> |  | <b>45</b>                  | <b>40</b>                | <b>40</b>          |

a, b, c = Actual hours spent per academic year ÷ 10

### CATEGORY-III: RESEARCH AND ACADMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

| Category                                     | Activity | Faculty of Sciences /Engineering / Agriculture / Medical / Veterinary Sciences / Pharmacy | Faculties of Languages / Humanities / Arts / Social Sciences / Library /Education/ Physical Education/Commerce/ Management/Law | Maximum score for University / College teacher* | Self-appraisal API Score | Verified API Score |
|--|----------|---|--|---|--------------------------|--------------------|
| <b>III (A) RESEARCH PAPERS PUBLISHED IN:</b> |          |   |  |   |                          |                    |
|  |          | Refereed Journals as notified by the UGC#   | Refereed Journals as notified by the UGC#  | 25 per Publication                              | 25                       | 25                 |
|  |          | Other Reputed Journals as notified by the UGC#  | Other Reputed Journals as notified by the UGC #  | 10 per Publication                              | 10X3= 30                 | 30                 |

| <b>III (B) PUBLICATIONS OTHER THAN JOURNAL ARTICLES (BOOKS, CHAPTERS IN BOOKS)</b> |  |  |  |                               |     |     |
|--|--|--|--|-------------------------------|-----|-----|
|  |  | Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | 30 per Book for Single Author | Nil | Nil |

|  |   |  |     |     |
|--|---|--|-----|-----|
| Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC. | Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publican -tions as approved by the University and posted on its website. The List will be intimated to UGC. | 20 per Book for Single Author                              | Nil | Nil |
| Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.  | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.   | 15 per Book for Single Author                              | Nil | Nil |
| Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimate d to UGC.                | Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.                  | International – 10 per Chapter<br>National – 5 per Chapter | Nil | Nil |

### III (C) RESEARCH PROJECTS

|                |                    |  |  |                |     |     |
|----------------|--------------------|--|--|----------------|-----|-----|
| III (C)<br>(i) | Sponsored Projects | (a)Major Projects with grants above Rs. 30 lakhs                   | Major Projects with grants above Rs. 5 lakhs                   | 20 per Project | Nil | Nil |
|                |                    | (b)Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs | Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs | 15 per Project | Nil | Nil |
|                |                    | (c)Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs   | Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs  | 10 per Project | Nil | Nil |

|                 |                      |  |  |   |     |     |
|-----------------|----------------------|--|--|---|-----|-----|
| III (C)<br>(ii) | Consultancy Projects | Amount mobilized with a minimum of Rs.10 lakhs | Amount mobilized with a minimum of Rs. 2 lakhs | 10 for every Rs.10 lakhs and Rs.2 lakhs, respectively | Nil | Nil |
|-----------------|----------------------|--|--|---|-----|-----|

|                  |                            |  |  |   |     |     |
|------------------|----------------------------|--|--|---|-----|-----|
| III (C)<br>(iii) | Projects Outcome / Outputs | Patent / Technology transfer / Product / Process | Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies | 30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government 20 State Govt.-10 Local bodies - 5 | Nil | Nil |
|------------------|----------------------------|--|--|---|-----|-----|

**III (D) RESEARCH GUIDANCE**

|                 |         |                                   |                                   |                     |     |     |
|-----------------|---------|-----------------------------------|-----------------------------------|---------------------|-----|-----|
| III (D)<br>(i)  | M.Phil. | Degree awarded                    | Degree awarded                    | 5 per candidate     | Nil | Nil |
| III (D)<br>(ii) | Ph.D.   | Degree awarded / Thesis submitted | Degree awarded / Thesis submitted | 15/10 per candidate | Nil | Nil |

**III (E) FELLOWSHIPS, AWARDS AND INVITED LECTURES DELIVERED IN CONFERENCES / SEMINARS**

|                |                           |   |  |                                       |     |     |
|----------------|---------------------------|---|--|---------------------------------------|-----|-----|
| III(E)<br>(i)  | Fellowships / Awards      | International Award/Fellowship from academic bodies | International Award / Fellowship from academic bodies/associations | 15 per Award / 15 per Fellowship      | Nil | Nil |
|                |                           | National Award/Fellowship from academic bodies      | National Award/Fellowship from academic bodies/associations        | 10 per Award / 10 per Fellowship      | Nil | Nil |
|                |                           | State/University level Award from academic bodies   | State/University level Award from academic bodies/associations     | 5 Per Award                           | Nil | Nil |
| III(E)<br>(ii) | Invited lectures / papers | International                                       | International  | 7 per lecture / 5 per paper presented | Nil | Nil |
|                |                           | National level                                      | National level   | 5 per lecture / 3 per paper presented | 06  | 06  |
|                |                           | State/University level                              | State/University level   | 3 per lecture / 2 per paper presented | Nil | Nil |

The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period

**III (F) DEVELOPMENT OF E-LEARNING DELIVERY PROCESS/MATERIAL. (10 PER MODULE)**

|       |  |       |  |      |     |
|-------|--|-------|--|------|-----|
| ----- |  | ----- |  | ---- | --- |
|-------|--|-------|--|------|-----|

• Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

# The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

#### APPENDIX - III TABLE - II (A)

**MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

| Category | Activity   | Assistant Professor / equivalent cadres: (Stage 1 to Stage 2) | Assistant Professor / equivalent cadres: (Stage 2 to Stage 3) | Assistant Professor (Stage3) to Assoc. Professor/ equivalent Cadres: (Stage 4) | Associate Professor (Stage 4) to Professor /equivalent cadres(Stage 5) | Professor (Stage 5) to Professor (Stage 6) |
|----------|--|---|---|--|--|--|
| I        | Teaching-learning, Evaluation Related Activities   | 80/Year   | 80/year   | 75/year  | 70/year  | 70/year                                    |
| II       | Professional Development and Extension activities - Minimum score required to be assessed cumulatively | 50 / Assessment period  | 50 / Assessment period  | 50 / Assessment period   | 50 / Assessment period   | 100 / Assessment period                    |
| III      | Research and Academic Contributions- Minimum Score required - to be assessed cumulatively              | 20 / Assessment period  | 50 / Assessment period  | 75 / Assessment period   | 100 / Assessment period  | 400 / Assessment period                    |

|          |  |  |  |  |   |  |
|----------|--|--|--|--|---|--|
| II + III | Minimum total API Score under Categories II and III*   | 90 / Assessment period                                       | 120 / Assessment period                                      | 150 / Assessment period  | 180 / Assessment period   | 600 / Assessment period  |
| IV       | Expert Assessment System   | Screening cum evaluation committee                           | Screening cum evaluation committee                           | Selection Committee  | Selection Committee   | Expert Committee   |
| V        | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening Committee to verify API Scores | 30% - Research Contribution<br>50% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>30% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>50%- Performance evaluation and other credential by referral procedure |

\* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

#### APPENDIX - III TABLE - II(B)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

|  | Assistant Professor(Stage 1)   | Associate Professor (Stage 4)   | Professor (Stage 5)  |
|--|--|---|--|
| Minimum API  | Minimum  | Consolidated API score requirement  | Consolidated API score   |
| Scores   | Qualification as stipulated in these regulations   | of 300 points from categories II & III of APIs (cumulative)   | requirement of 400 points from categories II & III of APIs(cumulative)   |
| Selection Committee criteria/ weightages (Total Weightages= 100) | a)Academic Record and Research Performance (50%)<br>b)Assessment of Domain Knowledge & Teaching Skills (30%) | a) Academic Background (20%)<br>b) Research performance based on API score and quality of publications (40%)<br>c) Assessment of Domain Knowledge and Teaching Skills | a)Academic Background (20%)<br>b)Research performance based on API score and quality of publications (40%).<br>c)Assessment of Domain knowledge and Teaching Skills (20%). |

|  |                                |  |                                 |
|--|--------------------------------|--|---------------------------------|
|  | c) Interview performance (20%) | (20%)<br>d) Interview performance: (20%) | d) Interview performance: (20%) |
|--|--------------------------------|--|---------------------------------|

**APPENDIX-III - TABLE: III**  
**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR**  
**PROMOTION OF**  
**TEACHERS IN UNIVERSITIES AND COLLEGES**

| Sr. No. | Promotion of Teachers through CAS                              | Service requirement  | Minimum Academic Performance Requirements and Screening/Selection Criteria   |
|---------|--|--|--|
| 1       | Assistant Professor/ equivalent cadres from Stage 1 to Stage 2 | Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M. Phil / PG Degree in Professional Courses such as LLM, M. Tech, M.V. Sc., M.D., or six years of service who are without Ph. D/ M. Phil / PG Degree in Professional courses | (i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).<br>(ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration.<br>(iii) Screening cum Verification process for recommending promotion  |
|         | Assistant Professor/ equivalent cadres from Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2.   | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A)<br>(ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.<br>(iii) Screening cum Verification process for recommending promotion.  |
|         | Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professors with three years of completed service in Stage 3.   | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).<br>(ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders.<br>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty |



|    |  |   |  |
|----|--|---|--|
|    |  |   | Development Programmes of minimum one week duration.<br>(iv) A selection committee process as stipulated in the regulation and in Tables II(A).  |
|    | Associate Professor (Stage 4) to Professor (Stage 5) | Associate Professor with three years of completed service in Stage 4. | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.<br>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.<br>(iii) A selection committee process as stipulated in the regulation and in Tables II (A).  |
| 5. | Professor (Stage 5) to Professor (Stage 6).          | Professor with ten years of completed service (universities only)     | (i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).<br>(ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,<br>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A).. |

### 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 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/ Head of the Department of the work done under each head of activity:

Assessment of Teaching, Extension and Research activities should be based on Verified API Score under respective category as mentioned in Part "A" and shall be made in the following manner.

| Teaching (Category I of Part 'A') |                    |            |       | Extension (Category II of Part 'A') |                    |
|-----------------------------------|--------------------|------------|-------|-------------------------------------|--------------------|
| Grade                             | Verified API Score |            |       | Grade                               | Verified API Score |
|                                   | Asst.Prof.         | Asso Prof. | Prof. |                                     |                    |
| <b>Outstanding</b>                | 92-100             | 87-95      | 83-90 | <b>Outstanding</b>                  | 41-45              |
| <b>Very Good</b>                  | 84-91              | 80-86      | 75-82 | <b>Very Good</b>                    | 37-40              |
| <b>Positively Good</b>            | 76-83              | 72-79      | 68-74 | <b>Positively Good</b>              | 34-36              |
| <b>Good</b>                       | 68-75              | 65-71      | 61-67 | <b>Good</b>                         | 32-33              |
| <b>Average</b>                    | 60-67              | 57-64      | 54-60 | <b>Average</b>                      | 27-29              |
| <b>Below Average</b>              | 0-59               | 0-56       | 0-53  | <b>Below Average</b>                | 0-26               |

|                | Outstanding<br>(A+) | Very Good<br>(A) | Positively Good<br>(B+) | Good<br>(B) | Average<br>(B-) | Below<br>Average<br>(C) |
|----------------|---------------------|------------------|-------------------------|-------------|-----------------|-------------------------|
| Teaching       |                     |                  |                         |             |                 |                         |
| Extension      |                     |                  |                         |             |                 |                         |
| Research       |                     |                  |                         |             |                 |                         |
| Administration |                     |                  |                         |             |                 |                         |

(b) Grading: [General Assessment on the basis of the assessment made in Clause 2(a) above]  
 (A+) Outstanding, (A) Very Good, (B+) Positively Good, (B) Good, (B-) Average, (C) Below Average

(c) Justification of assessment of work as outstanding/below average:

3. Comments of the Vice-Chancellor/Head of the Department on (1) (b) (and) (c) :

4. Remarks and suggestions:

7/11/21  
 Signature  
 (Head of the Department)

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

7/11/21  
 Coordinator – IQAC  
 Stamp



7/11/21  
 Principal  
 Signature of Principal College  
 Barshi-413411, Dist-Solapur..



Form - D

**Solapur University, Solapur****PBAS Proforma for Promotion under CAS****PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND****2020-21**

|     |  |  |
|-----|--|--|
| 1.  | Name (in Block Letters)                                      | <b>Dr. Sonkamble Ratnadeep Yadavrao</b>                          |
| 2.  | Father's Name/ Mother's Name                                 | Sonkamble Yadavrao Gangaramji                                    |
| 3.  | Department   | <b>Law</b>   |
| 4.  | Current Designation & Grade Pay                              | <b>Assistant Professor</b><br>Grade Pay : Rs. 7000/-             |
| 5.  | Date of Last Promotion                                       | 03/05/2016   |
| 6.  | Which Position and grade pay are you an applicant under CAS? | Associate Professor<br>Grade Pay : Rs. 8000/-                    |
| 7.  | Date of eligibility for promotion                            | Dated on 03/05/2021  |
| 8.  | Date and Place of Birth                                      | Date : 15.01.1981<br>Place: Degloor, Dist. – Nanded              |
| 9.  | Sex  | Male   |
| 10. | Marital status   | Married  |
| 11. | Nationality  | Indian   |
| 12. | Indicate whether belongs to SC/ST/OBC category               | SC   |
| 13. | Address for correspondence (with Pincode)                    | Rajarshi Shahu Law College, Barshi, Dist. Solapur.<br>PIN 413411 |
| 14. | Telephone No.  | 9422669013   |
| 15. | Email  | <a href="mailto:ratnakamal@gmail.com">ratnakamal@gmail.com</a>   |

**16. Academic Qualifications**

a) Matric to till Post Graduation

| Sr. No. | Examinations | Name of the Board University                            | Year of passing | Percentage of marks obtained | Division/ Class/Grade | Subject   |
|---------|--------------|---|-----------------|------------------------------|-----------------------|---|
| 1       | SSC          | Aurangabad, Board                                       | 1997            | 56.13%                       | II                    | Marathi, Hindi, English, Science, Maths, Social Sci.    |
| 2       | HSC          | Latur, Board  | 1999            | 62.33 %                      | I                     | English, Marathi, Music, Poli. Sci., Pol.Sci., History. |
| 3       | BSL          | Dr Babasaheb Ambedkar Marathwada University, Aurangabad | 2003            | 55.25%                       | II                    | Law   |

|   |       |   |      |           |     |     |
|---|-------|---|------|-----------|-----|-----|
| 4 | LL.B  | Dr Balasaheb Ambedkar<br>Marathwada University,<br>Aurangabad | 2005 | 58.44%    | II  | Law |
| 5 | LL.M  | Pune University, Pune.  | 2008 | 54.25     | II  | Law |
| 6 | NET   | UGC   | 2008 | Qualified | NET | Law |
| 7 | Ph.D. | SRTM University, Nanded.                                      | 2020 | Awarded   | -   | LAW |

**b) Research Degrees:-**

| Degrees        | Title  | Date of award | University               |
|----------------|--|---------------|--------------------------|
| Ph. D./D. Phil | Advisory Jurisdiction Of Supreme Court & Its Impact On Indian Legal System- A Critical Analysis. | 11/02/2020    | SRTM University, Nanded. |

17) Appointments held prior to joining this institution:-

| Designation | Name of Employer | Date of Joining |         | Salary with Grade | Reason of leaving |
|-------------|------------------|-----------------|---------|-------------------|-------------------|
|             |                  | Joining         | Leaving |                   |                   |
| -----       | -----            | -----           | -----   | -----             | -----             |

18) Posts held after appointment at this institution :-

| Designation         | Department | Date of Actual Joining |            | Grade                                      |
|---------------------|------------|------------------------|------------|--|
|                     |            | From                   | To         |  |
| Assistant Professor | Law        | 15/10/2008             | Till today | Basic Pay Rs.<br>15600-39100<br>(AGP-7000) |

19) Period of teaching experience :- (a) U.G. Classes ( in years) **13 years.**

(b) P.G. Classes (in years) ----

20) Research Experience excluding years spent in M. Phil/Ph. D (in years)

21) Fields of Specialization under the Subject / Discipline

(a) **Constitutional Law**

(b) **International Human Rights**

22) Academic Staff College Orientation / Refresher Course / Short terms attended:

| Name of the Course / Summer School | Place   | Duration   |            | Sponsoring Agency |
|------------------------------------|---|------------|------------|-------------------|
|                                    |   | From       | To         |                   |
| FDP                                | Ramanujan College, Delhi University, PMMMNMTT | 29/05/2020 | 03/06/2020 | PMMMNMTT.         |
| FDP                                | Ramanujan College, Delhi University, PMMMNMTT | 23/06/2020 | 29/06/2020 | PMMMNMTT.         |
| FDP                                | Ramanujan College, Delhi University,          | 13/04/2021 | 19/04/2021 | PMMMNMTT.         |

|  |         |  |  |  |
|--|---------|--|--|--|
|  | PMMMNTT |  |  |  |
|--|---------|--|--|--|

**PART B : ACADEMIC PERFORMANCE INDICATORS**

(Please see detailed instructions of this PBAS Proforma before filling out this section)

Form - D

**CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

**a. Direct teaching:**

Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

| Sr. No. | Course / Paper | Level | Mode of Teaching | Hours per week allotted | % of classes taken as per documented record |
|---------|----------------|-------|------------------|-------------------------|---|
| 1.      | LL.B. I        | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 2.      | LL.B. II       | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 3.      | LL.B. III      | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |

**\* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)**

|  | API Score |
|--|-----------|
| (a) Classes Taken ( for 100% performance & proportionate score) up to 80% performance, below which no score may be given | 60        |
| (b) Teaching Load in excess of UGC norm (max score : 10)   | Nil       |
| <b>Total Score (Maximum Score Alloted for Assistant Prof.=70, Associate Prof. = 60 and Professor = 60 )</b>              |           |

**b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment**

| Sr. No. | Type of Examination Duties | Duties Assigned   | Extent to which carried out (%) | API Score |
|---------|----------------------------|---|---------------------------------|-----------|
| 1.      | Paper Setting              | 05  | 100%                            | 05        |
| 2.      | Invigilation               | Junior supervision 01<br>External Senior supervisor<br>18/04/2018 to 28/04/2018 | 100%                            | 05        |
|         |                            |   | 100%                            | 05        |

|  |           |                   |      |           |
|--|-----------|-------------------|------|-----------|
|  |           |                   |      |           |
| 3  | Evolution | LL.B. I, II, III. | 100% | 05        |
| <b>Total Score (Maximum Score for Assistant Prof.=20, Associate Prof. = 20 and Professor =10 )</b> |           |                   |      | <b>20</b> |

**c. Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.**  
(Reading / Instructional material consulted and additional knowledge resources provided to students)

| Sr. No.  | Course / Paper | Details of Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc. | API Score |
|--|----------------|--|-----------|
| 1.   | LL.B. I        | Reading, Study material, Use multimedia  | 03        |
| 2.   | LL.B. II       | Reading, Study material, Use multimedia  | 03        |
| 3.   | LL.B. III      | Reading, Study material, Use multimedia  | 04        |
| <b>Total Score (Maximum Score for Assistant Prof.=10, Associate Prof. = 15 and Professor =20 )</b> |                |  | <b>10</b> |

**Summary of Category – I:**

| Sr. No.                      | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|------------------------------|--|--|--------------------------|--------------------|
| <b>a</b>                     | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| <b>b</b>                     | Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| <b>c</b>                     | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |
| <b>Total of Category - I</b> |  | <b>100/95/90</b>                           | <b>90</b>                | <b>90</b>          |

**CATEGORY : II. PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES**

Please mention your contribution to any of the following

| Sr. No. | Nature of Activity  | Average Hrs/week                               | API Score        |
|---------|---|--|------------------|
| a.      | <b>Student related co-curricular, extension and field based activities.</b>   |  |                  |
|         | (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.)   |  |                  |
|         | 1. Career counselling   | 05Hours  | 2                |
|         | 2. Student Seminar  | 10 Hours                                       | 2                |
|         | 3. Field Works  | 10 Hours                                       | 2                |
|         | (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)<br>Association & birth Anniversary  | 05Hours  | 2                |
|         | (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)   | 05 Hours                                       | 2                |
|         | 1. Moot Court, Aviskar  | 10 Hours                                       | 2                |
|         | 2. library and Online Resources information   | 05 Hours                                       | 2                |
|         | <b>Total (Maximum API Score : 15)</b>   |  |                  |
| b.      | <b>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.</b>          | <b>Yearly / Semester wise responsibilities</b> | <b>API Score</b> |
|         | (i) Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) |  |                  |
|         | Member of Cultural Activates Committee.   | Yearly   | 3                |
|         | Member of CDC   | Yearly   | 3                |
|         | Member of BC Cell   | Yearly   | 3                |
|         | Co-ordinator of IQAC  | Yearly   | 5                |
|         | Co ordinator Aviskar Committee  | Yearly   | 5                |
|         | Co-ordinator Human Rights Cell  | Yearly   | 5                |
|         | Co ordinator – Anti Raging Committee  | Yearly   | 5                |
|         | Member of BC Cell   | Yearly   | 3                |



|   |  |        |           |
|---|--|--------|-----------|
|   | Member of Library Advisory Committee   | Yearly | 3         |
| <b>Total (Maximum API Score : 15)</b>                   |  |        |           |
| <b>c.</b>   | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures |        |           |
|   | Attend 3 Seminars and workshop   |        |           |
| <b>Total (Maximum API Score : 15)</b>                   |  |        | <b>15</b> |
| <b>Total Score (a + b + c) (Maximum API Score : 45)</b> |  |        | <b>40</b> |

### CATEGORY : III. RESEARCH AND ACADEMIC CONTRIBUTIONS

#### A) Research Papers Published in :

| Sr. No. | Title with page Nos.  | Journal   | ISSN/ISBN No.   | Whether peer reviewed. Impact Factor, if any | No. of co-authors | Whether you are the main author | API Score |
|---------|---|---|-----------------|--|-------------------|---------------------------------|-----------|
| 1.      | Impact of climate challenge on marginalised population- issues & challenges         | Journal of Research & development, Jalgoan. 02/2021 | ISSN- 2230-9578 | 5.13   | 1                 | Yes                             | 10        |
| 2.      | Indian Justice Report vis- vis Justice delivery system in India- Issue & Challenges | Journal of Research & development, Jalgoan. 04/2021 | ISSN- 2230-9578 | 5.13   | 1                 | Yes                             | 10        |

#### B) Publications other than Journal articles (books, Chapter in books)

| Sr. No. | Title with page Nos. | Book Title, editor & publisher | ISSN/ISBN No. | Whether peer reviewed | No of co-authors | Whether you are the main author | API Score |
|---------|----------------------|--------------------------------|---------------|-----------------------|------------------|---------------------------------|-----------|
| -       | -                    | -                              | -             | -                     | -                | -                               | -         |

### III (C) RESEARCH PROJECTS

#### (i) Sponsored Projects

| Sr. No. | Title | Agency | Period | Grant/Amount Mobilized (Rs. Lakh) | API Score |
|---------|-------|--------|--------|-----------------------------------|-----------|
| 1       | Nil   | Nil    | Nil    | Nil                               | Nil       |

#### (ii) Consultancy Projects

| Sr. No. | Title | Agency | Period | Grant / Amount Mobilized (Rs. Lakh) | Whether policy document / patent as outcome | API Score |
|---------|-------|--------|--------|-------------------------------------|---|-----------|
|         | Nil   |        | Nil    | Nil                                 | Nil   | Nil       |

#### (iii) Projects Outcome / Outputs

| Sr. No. | Title | Agency | Period | Details of Outcome / Output | API Score |
|---------|-------|--------|--------|-----------------------------|-----------|
|         | Nil   | Nil    | Nil    | Nil                         | Nil       |

#### III (D) Research Guidance

| Sr. No.               | Number Enrolled | Thesis Submitted | Degree awarded | API Score |
|-----------------------|-----------------|------------------|----------------|-----------|
| M. Phil or equivalent | Nil             | Nil              | Nil            | Nil       |
| Ph. D. or equivalent  | Nil             | Nil              | Nil            | Nil       |

#### III (E) Fellowships, Awards and Invited lectures delivered in conferences / seminars

##### (i) Fellowships / Awards

| Sr. No. | Details of Fellowships / Awards | API Score |
|---------|---------------------------------|-----------|
|         | Nil                             | Nil       |

##### (iii) Invited Lectures / Papers Presented

| Sr No | Title of Lecture / Academic Session etc | Organized by | Whether International /National / State/ Uni. | API Score |
|-------|---|--------------|---|-----------|
|       |   |              |   |           |

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| - | - | - | - | - | - |
|---|---|---|---|---|---|

### III (F) Development of e-learning delivery process / material

| Sr. No. | Details of e-learning delivery process / material developed | API Score |
|---------|---|-----------|
| -----   | -----   | -----     |

### IV. SUMMARY OF API SCORES FOR ASSESSMENT PERIOD

| Criteria   | 2016-2017<br>I                   | 2017-2018<br>II      | 2018-2019<br>III | 2019-2020<br>IV | 2020-2021<br>V | Total | Average |
|--|----------------------------------|----------------------|------------------|-----------------|----------------|-------|---------|
| I Teaching, Learning and Evaluation related activities   | 110                              | 90                   | 90               | 90              | 90             | 470   | 94.00%  |
| II Professional development Co-curricular, Extension Activities  | 49                               | 40                   | 40               | 40              | 40             | 209   | 41.8%   |
| III Research and Academic Contributions  | 37.5                             | 13                   | 39               | 34              | 20             | 143.5 | 28.7%   |
| I + II Teaching, Learning and Evaluation related activities + Professional development Co-curricular, Extension Activities | 159                              | 130                  | 130              | 130             | 130            | 679   | 135.8%  |
| II + III Professional development Co-curricular, Extension Activities + Research and Academic Contributions                | Not applicable as per old format | 53 As per new format | 79               | 74              | 60             | 266   | 65.5%   |

• A. Y. : Assessment year 2020-21

**PART C : OTHER RELEVANT INFORMATION**

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

| Sr. No. | Details (Mention Year, value etc. where relevant) |
|---------|---|
| 1.      |   |

**LIST OF ENCLOSURES :** (Please attach, copies of certificates, sanction orders, papers etc, wherever necessary)



|   |  |
|---|--|
| 1 | Time Table 2020-21                         |
| 2 | List of College Administrative Committees  |
| 3 | Seminar, Workshop attendance certificate   |
| 4 | Exam duty, attendance letters              |
| 5 | Research paper, publication Photostat copy |

7/15,  
Coordinator – IQAC  
Stamp

7/15,  
Head of the Department



7/15,  
Signature of Principal  
Rajarshi Shahu Law College  
Barshi-413411 Dist. Solapur.

|  |  |  |
|--|--|--|
|                                 | Shri Shivaji Shikshan Prasarak Mandal, Barshi's<br><b>RAJARSHI SHAHU LAW COLLEGE, BARSHI.</b><br>Barshi - 413411, Dist. - Solapur, MH - India<br><b>Prin. Dr. M. Krishnamurthy,</b><br>M.A M. L., Ph. D. |  |
| ☎ Off. : (02184) 224832 ● Email : <a href="mailto:rslawcollegebarshi@gmail.com">rslawcollegebarshi@gmail.com</a> |  |  |
| RLB/   | Date:  |  |

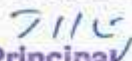
## *Certificate Regarding the Category I*



*(Academic Year-2020-21)*

This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Completed 100% syllabus with the help of Lectures, Seminars, tutorials, etc. and he has also taken teaching load exceeding UGC norms.
- II. Achieved the 100% compliance in Preparation & Imparting of knowledge / instruction as per curriculum and also provided the additional resources to students.
- III. Used the participatory & innovative teaching-learning methodologies; updating of subject content, course improvement, etc.
- IV. Rendered the Examination duties (invigilation; Question paper setting, evaluation/ assessment of answer scripts) as per allotment with 100% compliance.

His contribution towards overall excellence of the college is highly appreciated.

**Dr. M. Krishnamurthy**  
  
**Principal**  
**Rajarshi Shahu Law College**  
**Barshi-413411 Dist.-Solapur.**

|  |  |  |
|--|--|--|
|                                 | <p>Shri Shivaji Shikshan Prasarak Mandal, Barshi's<br/><b>RAJARSHI SHAHU LAW COLLEGE, BARSHI.</b><br/>Barshi - 413411, Dist. - Solapur, MH - India<br/>Prin. Dr. M. Krishnamurthy,<br/>M.A M. L., Ph. D.</p> |  |
| ☎ Off. : (02184) 224832 ● Email : <a href="mailto:rslawcollegebarshi@gmail.com">rslawcollegebarshi@gmail.com</a> |  |  |
| RLB/   |  | Date:  |

## *Certificate Regarding the Category II*

*(Academic Year-2020-21)*

This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Actively participated in co-curricular extension activities etc. with 60% compliance.
- II. Contributed to corporate life and management of the institution with his Sincere efforts
- III. Engaged the professional development activities related to NGO, subject association, university committees etc. and conferences/seminars.

His contribution towards overall excellence of the college is highly appreciated.

**Dr. M. Krishnamurthy**

*7/11/21*  
Principal

Rajarshi Shahu Law College  
Barshi-413411 Dist. Solapur.



# Solapur University, Solapur

PART - A

FROM - C

YEAR OF PERFORMANCE APPRAISAL: 2019-20

## SECTION-A: GENERAL

|    |                                 |   |                                    |
|----|---------------------------------|---|------------------------------------|
| 1. | Name                            | : | SONKAMBLE RATNADEEP YADAVRAO       |
| 2. | Designation                     | : | Assistant Professor                |
| 3. | Name of the Department / Centre | : | Law                                |
| 4. | Communication Address           | : | Rajarshi Shahu Law College, Barshi |
| 5. | Email                           | : | ratnakamal@gmail.com               |
| 6. | Telephone                       | : | --                                 |
| 7. | Mobile Number                   | : | 9422669013                         |

## SECTION-B:

### CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

| Sr. No.             | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|---------------------|--|--|--------------------------|--------------------|
| a                   | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| b                   | Examination duties (question paper setting, invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| c                   | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |
| <b>Total of (I)</b> |  | <b>100/95/90</b>                           | <b>90</b>                | <b>90</b>          |

- a) i) For Assistance Professor : Actual hours spent per academic year ÷ 7.5 ii) For Asso. Professor / Professor : Actual hours spent per academic year ÷ 7.75  
b) Actual hours spent per academic year + 10  
c) Actual hours spent per academic year + 10

| Designation         | Direct Teaching Hours per week |
|---------------------|--------------------------------|
| Assistant Professor | 16                             |
| Associate Professor | 14                             |
| Professor           | 14                             |

Note :

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals/Project Supervision/Field Work.
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of

students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

### CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR ANDEXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

| Sr. No.              | Nature of Activity  | Maximum API Score allotted | Self-appraisal API Score | Verified API Score |
|----------------------|---|----------------------------|--------------------------|--------------------|
| a.                   | Student related co-curricular, extension and field based activities.<br>(i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public/popular lectures/talks/seminars etc.)  | 15                         | 15                       | 15                 |
| b.                   | Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.<br>i). Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in charge/similar other duties that require regular office hrs for its discharge)<br>(ii). Participation in Board of Studies, Academic and Administrative Committees | 15                         | 10                       | 10                 |
| c.                   | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures  | 15                         | 15                       | 15                 |
| <b>Total of (II)</b> |   | <b>45</b>                  | <b>40</b>                | <b>40</b>          |

a, b, c = Actual hours spent per academic year + 10



### CATEGORY-III: RESEARCH AND ACADMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

| Category                                     | Activity | Faculty of Sciences /Engineering / Agriculture / Medical / Veterinary Sciences / Pharmacy | Faculties of Languages / Humanities / Arts / Social Sciences / Library /Education/ Physical Education/Commerce/ Management/Law | Maximum score for University / College teacher* | Self-appraisal API Score | Verified API Score |
|--|----------|---|--|---|--------------------------|--------------------|
| <b>III (A) RESEARCH PAPERS PUBLISHED IN:</b> |          |   |  |   |                          |                    |
|  |          | Refereed Journals as notified by the UGC#   | Refereed Journals as notified by the UGC#  | 25 per Publication                              | 25                       | 25                 |
|  |          | Other Reputed Journals as notified by the UGC#  | Other Reputed Journals as notified by the UGC #  | 10 per Publication                              | 10X3= 30                 | 30                 |

| <b>III (B) PUBLICATIONS OTHER THAN JOURNAL ARTICLES (BOOKS, CHAPTERS IN BOOKS)</b> |  |  |  |                               |     |     |
|--|--|--|--|-------------------------------|-----|-----|
|  |  | Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | 30 per Book for Single Author | Nil | Nil |

|  |   |  |     |     |
|--|---|--|-----|-----|
| Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC. | Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publican -tions as approved by the University and posted on its website. The List will be intimated to UGC. | 20 per Book for Single Author                              | Nil | Nil |
| Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.  | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.   | 15 per Book for Single Author                              | Nil | Nil |
| Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimate d to UGC.                | Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.                  | International – 10 per Chapter<br>National – 5 per Chapter | Nil | Nil |

**III (C) RESEARCH PROJECTS**

|                |                    |  |  |                |     |     |
|----------------|--------------------|--|--|----------------|-----|-----|
| III (C)<br>(i) | Sponsored Projects | (a)Major Projects with grants above Rs. 30 lakhs                   | Major Projects with grants above Rs. 5 lakhs                   | 20 per Project | Nil | Nil |
|                |                    | (b)Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs | Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs | 15 per Project | Nil | Nil |
|                |                    | (c)Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs   | Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs  | 10 per Project | Nil | Nil |



• Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

# The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

### APPENDIX - III TABLE - II (A)

**MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

| Category | Activity   | Assistant Professor / equivalent cadres: (Stage 1 to Stage 2) | Assistant Professor / equivalent cadres: (Stage 2 to Stage 3) | Assistant Professor (Stage3) to Assoc. Professor/ equivalent Cadres: (Stage 4) | Associate Professor (Stage 4) to Professor /equivalent cadres(Stage 5) | Professor (Stage 5) to Professor (Stage 6) |
|----------|--|---|---|--|--|--|
| I        | Teaching-learning, Evaluation Related Activities   | 80/Year   | 80/year   | 75/year  | 70/year  | 70/year                                    |
| II       | Professional Development and Extension activities - Minimum score required to be assessed cumulatively | 50 / Assessment period  | 50 / Assessment period  | 50 / Assessment period   | 50 / Assessment period   | 100 / Assessment period                    |
| III      | Research and Academic Contributions- Minimum Score required - to be assessed cumulatively              | 20 / Assessment period  | 50 / Assessment period  | 75 / Assessment period   | 100 / Assessment period  | 400 / Assessment period                    |

|          |  |  |  |  |   |   |
|----------|--|--|--|--|---|---|
| II + III | Minimum total API Score under Categories II and III*   | 90 / Assessment period                                       | 120 / Assessment period                                      | 150 / Assessment period  | 180 / Assessment period   | 600 / Assessment period   |
| IV       | Expert Assessment System   | Screening cum evaluation committee                           | Screening cum evaluation committee                           | Selection Committee  | Selection Committee   | Expert Committee  |
| V        | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening Committee to verify API Scores | 30% - Research Contribution<br>50% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>30% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>50% - Performance evaluation and other credential by referral procedure |

\* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

#### APPENDIX - III TABLE - II(B)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

|   | Assistant Professor (Stage 1)  | Associate Professor (Stage 4)   | Professor (Stage 5)   |
|---|--|---|---|
| Minimum API   | Minimum  | Consolidated API score requirement  | Consolidated API score  |
| Scores  | Qualification as stipulated in these regulations   | of 300 points from categories II & III of APIs (cumulative)   | requirement of 400 points from categories II & III of APIs (cumulative)   |
| Selection Committee criteria/ weightages (Total Weightages = 100) | a) Academic Record and Research Performance (50%)<br>b) Assessment of Domain Knowledge & Teaching Skills (30%) | a) Academic Background (20%)<br>b) Research performance based on API score and quality of publications (40%)<br>c) Assessment of Domain Knowledge and Teaching Skills | a) Academic Background (20%)<br>b) Research performance based on API score and quality of publications (40%).<br>c) Assessment of Domain knowledge and Teaching Skills (20%). |

|  |                                |  |                                |
|--|--------------------------------|--|--------------------------------|
|  | c) Interview performance (20%) | (20%)<br>d) Interview performance: (20%) | d) Interview performance:(20%) |
|--|--------------------------------|--|--------------------------------|

**APPENDIX-III - TABLE: III**  
**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR**  
**PROMOTION OF**  
**TEACHERS IN UNIVERSITIES AND COLLEGES**

| Sr. No. | Promotion of Teachers through CAS                              | Service requirement  | Minimum Academic Performance Requirements and Screening/Selection Criteria   |
|---------|--|--|--|
| 1       | Assistant Professor/ equivalent cadres from Stage 1 to Stage 2 | Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M. Phil / PG Degree in Professional Courses such as LLM, M. Tech, M.V. Sc., M.D., or six years of service who are without Ph. D/ M. Phil / PG Degree in Professional courses | (i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).<br>(ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration.<br>(iii) Screening cum Verification process for recommending promotion  |
|         | Assistant Professor/ equivalent cadres from Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2.   | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A)<br>(ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.<br>(iii) Screening cum Verification process for recommending promotion.  |
|         | Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professors with three years of completed service in Stage 3.   | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).<br>(ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders.<br>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty |

|    |  |   |  |
|----|--|---|--|
|    |  |   | Development Programmes of minimum one week duration.<br>(iv) A selection committee process as stipulated in the regulation and in Tables II(A).  |
|    | Associate Professor (Stage 4) to Professor (Stage 5) | Associate Professor with three years of completed service in Stage 4. | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.<br>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.<br>(iii) A selection committee process as stipulated in the regulation and in Tables II (A).  |
| 5. | Professor (Stage 5) to Professor (Stage 6).          | Professor with ten years of completed service (universities only)     | (i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).<br>(ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,<br>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A).. |

### 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 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/ Head of the Department of the work done under each head of activity:**

Assessment of Teaching, Extension and Research activities should be based on Verified API Score under respective category as mentioned in Part "A" and shall be made in the following manner.

| Teaching (Category I of Part 'A') |                    |            |       | Extension (Category II of Part 'A') |                    |
|-----------------------------------|--------------------|------------|-------|-------------------------------------|--------------------|
| Grade                             | Verified API Score |            |       | Grade                               | Verified API Score |
|                                   | Asst.Prof.         | Asso Prof. | Prof. |                                     |                    |
| Outstanding                       | 92-100             | 87-95      | 83-90 | Outstanding                         | 41-45              |
| Very Good                         | 84-91              | 80-86      | 75-82 | Very Good                           | 37-40              |
| Positively Good                   | 76-83              | 72-79      | 68-74 | Positively Good                     | 34-36              |
| Good                              | 68-75              | 65-71      | 61-67 | Good                                | 32-33              |
| Average                           | 60-67              | 57-64      | 54-60 | Average                             | 27-29              |
| Below Average                     | 0-59               | 0-56       | 0-53  | Below Average                       | 0-26               |

|                | Outstanding<br>(A+) | Very Good<br>(A) | Positively Good<br>(B+) | Good<br>(B) | Average<br>(B-) | Below<br>Average<br>(C) |
|----------------|---------------------|------------------|-------------------------|-------------|-----------------|-------------------------|
| Teaching       |                     |                  |                         |             |                 |                         |
| Extension      |                     |                  |                         |             |                 |                         |
| Research       |                     |                  |                         |             |                 |                         |
| Administration |                     |                  |                         |             |                 |                         |

(b) Grading: [General Assessment on the basis of the assessment made in Clause 2(a) above]  
 (A+) Outstanding, (A) Very Good, (B+) Positively Good, (B) Good, (B-) Average, (C) Below Average

(c) Justification of assessment of work as outstanding/below average:

3. Comments of the Vice-Chancellor/Head of the Department on (1) (b) (and) (c) :

4. Remarks and suggestions:

Signature  
 (Head of the Department)

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

Coordinator - IQAC  
 Stamp



Principal  
 Signature of Principal  
 Barshi-413411 Dist. Solapur.





Form - D

**Solapur University, Solapur**  
**PBAS Proforma for Promotion under CAS**  
**PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND**  
**2019-20**

|     |  |  |
|-----|--|--|
| 1.  | Name (in Block Letters)                                      | <b>Dr. Sonkamble Ratnadeep Yadavrao</b>                          |
| 2.  | Father's Name/ Mother's Name                                 | Sonkamble Yadavrao Gangaramji                                    |
| 3.  | Department   | <b>Law</b>   |
| 4.  | Current Designation & Grade Pay                              | <b>Assistant Professor</b><br>Grade Pay : Rs. 7000/-             |
| 5.  | Date of Last Promotion                                       | 03/05/2016   |
| 6.  | Which Position and grade pay are you an applicant under CAS? | Associate Professor<br>Grade Pay : Rs. 8000/-                    |
| 7.  | Date of eligibility for promotion                            | Dated on 03/05/2021  |
| 8.  | Date and Place of Birth                                      | Date : 15.01.1981<br>Place: Degloor, Dist. – Nanded              |
| 9.  | Sex  | Male   |
| 10. | Marital status   | Married  |
| 11. | Nationality  | Indian   |
| 12. | Indicate whether belongs to SC/ST/OBC category               | SC   |
| 13. | Address for correspondence (with Pin code)                   | Rajarshi Shahu Law College, Barshi, Dist. Solapur.<br>PIN 413411 |
| 14. | Telephone No.  | 9422669013   |
| 15. | Email  | <a href="mailto:ratnakamal@gmail.com">ratnakamal@gmail.com</a>   |

**16. Academic Qualifications**

a) Matric to till Post Graduation

| Sr. No. | Examinations | Name of the Board University | Year of passing | Percentage of marks obtained | Division/ Class/Grade | Subject   |
|---------|--------------|------------------------------|-----------------|------------------------------|-----------------------|---|
| 1       | SSC          | Aurangabad, Board            | 1997            | 56.13%                       | II                    | Marathi,Hindi, English,Science, Maths, Social Sci.      |
| 2       | HSC          | Latur, Board                 | 1999            | 62.33 %                      | I                     | English, Marathi, Music, Poli. Sci., Pol.Sci., History. |

|   |       |   |      |           |     |     |
|---|-------|---|------|-----------|-----|-----|
| 3 | BSL   | Dr Babasaheb Ambedkar Marathwada University, Aurangabad | 2003 | 55.25%    | II  | Law |
| 4 | LL.B  | Dr Balasaheb Ambedkar Marathwada University, Aurangabad | 2005 | 58.44%    | II  | Law |
| 5 | LL.M  | Pune University, Pune.                                  | 2008 | 54.25     | II  | Law |
| 6 | NET   | UGC   | 2008 | Qualified | NET | Law |
| 7 | Ph.D. | SRTM University, Nanded.                                | 2020 | Awarded   | -   | LAW |

**b) Research Degrees:-**

| Degrees        | Title  | Date of award | University               |
|----------------|--|---------------|--------------------------|
| Ph. D./D. Phil | Advisory Jurisdiction Of Supreme Court & Its Impact On Indian Legal System- A Critical Analysis. | 11/02/2020    | SRTM University, Nanded. |

17) Appointments held prior to joining this institution:-

| Designation | Name of Employer | Date of Joining |         | Salary with Grade | Reason of leaving |
|-------------|------------------|-----------------|---------|-------------------|-------------------|
|             |                  | Joining         | Leaving |                   |                   |
| -----       | -----            | -----           | -----   | -----             | -----             |

18) Posts held after appointment at this institution :-

| Designation         | Department | Date of Actual Joining |            | Grade                                |
|---------------------|------------|------------------------|------------|--------------------------------------|
|                     |            | From                   | To         |                                      |
| Assistant Professor | Law        | 15/10/2008             | Till today | Basic Pay Rs. 15600-39100 (AGP-7000) |

19) Period of teaching experience :- (a) U.G. Classes ( in years) **12 years.**  
(b) P.G. Classes (in years) ----

20) Research Experience excluding years spent in M. Phil/Ph. D (in years)

21) Fields of Specialization under the Subject / Discipline

(a) **Constitutional Law**

(b) **International Human Rights**

22) Academic Staff College Orientation / Refresher Course / Short terms attended:

| Name of the Course / Summer School | Place                                | Duration   |            | Sponsoring Agency |
|------------------------------------|--------------------------------------|------------|------------|-------------------|
|                                    |                                      | From       | To         |                   |
| FDP                                | Ramanujan College, Delhi University, | 20/04/2020 | 06/05/2020 | PMMMNTT.          |

|     |  |            |            |           |
|-----|--|------------|------------|-----------|
|     | PMMMNMTT   |            |            |           |
| FDP | Ramanujan<br>College, Delhi<br>University,<br>PMMMNMTT | 22/05/2020 | 28/05/2020 | PMMMNMTT. |

**PART B : ACADEMIC PERFORMANCE INDICATORS**

(Please see detailed instructions of this PBAS Proforma before filling out this section)

Form - D

**CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

**a. Direct teaching:**

Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

| Sr. No. | Course / Paper | Level | Mode of Teaching | Hours per week allotted | % of classes taken as per documented record |
|---------|----------------|-------|------------------|-------------------------|---|
| 1.      | LL.B. I        | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 2.      | LL.B. II       | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 3.      | LL.B. III      | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |

**\* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)**

|  | API Score |
|--|-----------|
| (a) Classes Taken ( for 100% performance & proportionate score) up to 80% performance, below which no score may be given | 60        |
| (b) Teaching Load in excess of UGC norm (max score : 10)   | Nil       |
| <b>Total Score (Maximum Score Allotted for Assistant Prof.=70, Associate Prof. = 60 and Professor = 60 )</b>             |           |

**b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment**

| Sr. No. | Type of Examination Duties | Duties Assigned | Extent to which carried out (%) | API Score |
|---------|----------------------------|-----------------|---------------------------------|-----------|
| 1.      | Paper Setting              |                 | 100%                            | 05        |

|  |              |  |      |           |
|--|--------------|--|------|-----------|
| 2.   | Invigilation | Junior supervision 01                                  | 100% | 05        |
|  |              | External Senior supervisor<br>18/04/2018 to 28/04/2018 | 100% | 05        |
| 3  | Evolution    | LL.B. I, II, III.                                      | 100% | 05        |
| <b>Total Score (Maximum Score for Assistant Prof.=20, Associate Prof. = 20 and Professor =10 )</b> |              |  |      | <b>20</b> |

c. Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.  
(Reading / Instructional material consulted and additional knowledge resources provided to students)

| Sr. No.  | Course / Paper | Details of Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc. | API Score |
|--|----------------|--|-----------|
| 1.   | LL.B. I        | Reading, Study material, Use multimedia  | 03        |
| 2.   | LL.B. II       | Reading, Study material, Use multimedia  | 03        |
| 3.   | LL.B. III      | Reading, Study material, Use multimedia  | 04        |
| <b>Total Score (Maximum Score for Assistant Prof.=10, Associate Prof. = 15 and Professor =20 )</b> |                |  | <b>10</b> |

Summary of Category – I:

| Sr. No. | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|---------|--|--|--------------------------|--------------------|
| a       | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| b       | Examination duties (question paper setting, invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| c       | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |

### CATEGORY : II. PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Please mention your contribution to any of the following

| Sr. No. | Nature of Activity  | Average Hrs/week                               | API Score        |
|---------|---|--|------------------|
| a.      | <b>Student related co-curricular, extension and field based activities.</b>   |  |                  |
|         | (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.)   |  |                  |
|         | 1. Career counselling   | 05Hours  | 2                |
|         | 2. Student Seminar  | 10 Hours                                       | 2                |
|         | 3. Field Works  | 10 Hours                                       | 2                |
|         | (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)   |  |                  |
|         | Association & birth Anniversary   | 05Hours  | 2                |
|         | (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)   |  |                  |
|         | 1. Moot Court, Aviskar  | 05 Hours                                       | 2                |
|         | 2. library and Online Resources information   | 05 Hours                                       | 2                |
|         | <b>Total (Maximum API Score : 15)</b>   |  | <b>10</b>        |
| b.      | <b>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.</b>          | <b>Yearly / Semester wise responsibilities</b> | <b>API Score</b> |
|         | (i) Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) |  |                  |
|         | Member of Cultural Activates Committee.   | Yearly   | 3                |
|         | Member of CDC   | Yearly   | 3                |
|         | Member of BC Cell   | Yearly   | 3                |
|         | Co-ordinator of IQAC  | Yearly   | 5                |
|         | Co ordinator Aviskar Committee  | Yearly   | 5                |
|         | Co-ordinator Human Rights Cell  | Yearly   | 5                |
|         | Co ordinator – Anti Raging Committee  | Yearly   | 5                |

|   |   |           |
|---|---|-----------|
| Member of BC Cell                                       | Yearly  | 3         |
| Member of Library Advisory Committee                    | Yearly  | 3         |
| <b>Total (Maximum API Score : 15)</b>                   |   |           |
| <b>c.</b>   | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures) |           |
|   | Attend 3 Seminars and workshop  |           |
| <b>Total (Maximum API Score : 15)</b>                   |   | <b>15</b> |
| <b>Total Score (a + b + c) (Maximum API Score : 45)</b> |   | <b>40</b> |

### CATEGORY : III. RESEARCH AND ACADEMIC CONTRIBUTIONS

#### A) Research Papers Published in :

| Sr. No. | Title with page Nos.                                 | Journal                 | ISSN/ISBN No.   | Whether peer reviewed.<br>Impact Factor, if any | No. of co-authors | Whether you are the main author | API Score |
|---------|--|-------------------------|-----------------|---|-------------------|---------------------------------|-----------|
| 1.      | Law & Judicial Interpretation Of The Right To Water. | Research Journey, Nasik | ISSN- 2348-7143 | 6.62  | 1                 | Yes                             | 10        |

#### B) Publications other than Journal articles (books, Chapter in books)

| Sr. No. | Title with page Nos.  | Book Title, editor & publisher                               | ISSN/ISBN No.          | Whether peer reviewed | No of co-authors | Whether you are the main author | API Score |
|---------|---|--|------------------------|-----------------------|------------------|---------------------------------|-----------|
| 1       | Higher Education- Issues Of Budgetary Allocation                | Higher Education In India: Issues Opportunities & Challenges | ISBN 978-81-944856-3-6 | Refereed              | 1                | Yes                             | 10        |
| 2.      | Use Of Information Communication Technology In Legal Profession | Integration of ICT in Higher Education                       | ISBN-878-93-89488-21-0 | -                     | 1                | Yes                             | 05        |

### III (C) RESEARCH PROJECTS

#### (i) Sponsored Projects

| Sr. No. | Title | Agency | Period | Grant/Amount Mobilized (Rs. Lakh) | API Score |
|---------|-------|--------|--------|-----------------------------------|-----------|
|         | Nil   | Nil    | Nil    | Nil                               | Nil       |

#### (ii) Consultancy Projects

| Sr. No. | Title | Agency | Period | Grant / Amount Mobilized (Rs. Lakh) | Whether policy document / patent as outcome | API Score |
|---------|-------|--------|--------|-------------------------------------|---|-----------|
|         | Nil   |        | Nil    | Nil                                 | Nil   | Nil       |

#### (iii) Projects Outcome / Outputs

| Sr. No. | Title | Agency | Period | Details of Outcome / Output | API Score |
|---------|-------|--------|--------|-----------------------------|-----------|
|         | Nil   | Nil    | Nil    | Nil                         | Nil       |

#### III (D) Research Guidance

| Sr. No.               | Number Enrolled | Thesis Submitted | Degree awarded | API Score |
|-----------------------|-----------------|------------------|----------------|-----------|
| M. Phil or equivalent | Nil             | Nil              | Nil            | Nil       |
| Ph. D. or equivalent  | Nil             | Nil              | Nil            | Nil       |

#### III (E) Fellowships, Awards and Invited lectures delivered in conferences / seminars

##### (i) Fellowships / Awards

| Sr. No. | Details of Fellowships / Awards | API Score |
|---------|---------------------------------|-----------|
|         | Nil                             | Nil       |

##### (iii) Invited Lectures / Papers Presented

| Sr No | Title of Lecture / Academic Session | Title of Conference / Seminar etc | Organized by | Whether International /National / State/ Uni. | API Score |
|-------|-------------------------------------|-----------------------------------|--------------|---|-----------|
|       |                                     |                                   | Nil          |   | Nil       |



|    |   |   |  |          |    |
|----|---|---|--|----------|----|
| 1. | Gandhian Idea of Socialism.                                     | Gandhain Thought: Past, Present & future  | UGC & SRT Mahavidhyalay, Ambajogai, BEED.<br>01/10/2019  | National | 03 |
| 2  | Constitution, Multiculturalism, Indian democracy & Ambedkarism. | Dr Babasaheb Ambedkar & Democracy.  | Nagarjuna Training Institute, Indian Institute of Dalit studies & Dept of Ambedkar thoughts, RTMU Nagpur.<br>09,10/10/2019 | National | 03 |
| 3  | Cyber laws – Issues and Challenges                              | Communication & Technology For Trade, Commerce, Management, Leadership and Governance | B P Sulakhe Commerce College, Barshi<br>17/02/2020   | National | 03 |

### III (F) Development of e-learning delivery process / material

|         |   |           |
|---------|---|-----------|
| Sr. No. | Details of e-learning delivery process / material developed | API Score |
| -----   | -----   | -----     |

### IV. SUMMARY OF API SCORES FOR ASSESSMENT PERIOD

| Criteria   | 2016-2017<br>I                   | 2017-2018<br>II      | 2018-2019<br>III | 2019-2020<br>IV | Total | Average |
|--|----------------------------------|----------------------|------------------|-----------------|-------|---------|
| I Teaching, Learning and Evaluation related activities   | 110                              | 90                   | 90               | 90              | 380   | 95.00%  |
| II Professional development Co-curricular, Extension Activities  | 49                               | 40                   | 40               | 40              | 169   | 42.25%  |
| III Research and Academic Contributions  | 37.5                             | 13                   | 39               | 34              | 123.5 | 30.87%  |
| I + II Teaching, Learning and Evaluation related activities + Professional development Co-curricular, Extension Activities | 159                              | 130                  | 130              | 130             | 549   | 137.25% |
| II + III Professional development Co-curricular, Extension Activities + Research and Academic Contributions                | Not applicable as per old format | 53 As per new format | 79               | 74              | 206   | 68.66%  |

• A. Y. : Assessment year 2019-20

**PART C : OTHER RELEVANT INFORMATION**

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

| Sr. No. | Details (Mention Year, value etc. where relevant) |
|---------|---|
| 1.      |   |

**LIST OF ENCLOSURES :** (Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)

|   |  |
|---|--|
| 1 | Time Table 2019-20                         |
| 2 | List of College Administrative Committees  |
| 3 | Seminar, Workshop attendance certificate   |
| 4 | Exam duty, attendance letters              |
| 5 | Research paper, publication Photostat copy |

2115

Coordinator – IQAC  
Stamp



2115

Head of the Department



2115

Principal  
Rajarshi Shahul Law College  
Barshi-413411 Dist. Solapur.

|   |  |   |
|---|--|---|
|                                        | <p>Shri Shivaji Shikshan Prasarak Mandal, Barshi's<br/> <b>RAJARSHI SHAHU LAW COLLEGE, BARSHI.</b><br/>         Barshi - 413411, Dist. - Solapur, MH - India<br/> <b>Prin. Dr. M.Krishnamurthy,</b><br/>         M.A M. L., Ph. D.</p> |  |
| <p>☎ Off. : (02184) 224832 • Email : <a href="mailto:rslawcollegebarshi@gmail.com">rslawcollegebarshi@gmail.com</a></p> |  |   |
| RLB/  | Date:  |   |

***Certificate Regarding the Category I***  
***(Academic Year-2019-20)***

This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Completed 100% syllabus with the help of Lectures, Seminars, tutorials, etc. and he has also taken teaching load exceeding UGC norms.
- II. Achieved the 100% compliance in Preparation & Imparting of knowledge / instruction as per curriculum and also provided the additional resources to students.
- III. Used the participatory & innovative teaching-learning methodologies; updating of subject content, course improvement, etc.
- IV. Rendered the Examination duties (invigilation; Question paper setting, evaluation/ assessment of answer scripts) as per allotment with 100% compliance.

His contribution towards overall excellence of the college is highly appreciated.

7/11/20  
**Dr. M. Krishnamurthy**

**Principai**  
**Rajarshi Shahu Law College**  
**Barshi-413411 Dist.-Solapur.**



Shri Shivaji Shikshan Prasarak Mandal, Barshi's  
**RAJARSHI SHAHU LAW COLLEGE, BARSHI.**  
Barshi - 413411, Dist. - Solapur, MH - India  
**Prin. Dr. M. Krishnamurthy,**  
M.A M. L., Ph. D.



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RLB/

Date:

## *Certificate Regarding the Category II*

*(Academic Year-2019-20)*

This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Actively participated in co-curricular extension activities etc. with 60% compliance.
- II. Contributed to corporate life and management of the institution with his Sincere efforts
- III. Engaged the professional development activities related to NGO, subject association, university committees etc. and conferences/seminars.

His contribution towards overall excellence of the college is highly appreciated.

7/11/19  
**Dr. M. Krishnamurthy**

**Principal**  
Rajarshi Shahu Law College  
Barshi-413411 Dist. Solapur.



## Solapur University, Solapur

PART - A FROM - C  
YEAR OF PERFORMANCE APPRAISAL: 2018-19  
SECTION-A: GENERAL

|                                    |   |                                    |
|------------------------------------|---|------------------------------------|
| 1. Name                            | : | SONKAMBLE RATNADEEP YADAVRAO       |
| 2. Designation                     | : | Assistant Professor                |
| 3. Name of the Department / Centre | : | Law                                |
| 4. Communication Address           | : | Rajarshi Shahu Law College, Barshi |
| 5. Email                           | : | ratnakamal@gmail.com               |
| 6. Telephone                       | : | --                                 |
| 7. Mobile Number                   | : | 9422669013                         |

### SECTION-B:

#### CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

| Sr. No.             | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|---------------------|--|--|--------------------------|--------------------|
| a                   | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| b                   | Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| c                   | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |
| <b>Total of (I)</b> |  | <b>100/95/90</b>                           | 90                       | 90                 |

- a) i) For Assistance Professor: Actual hours spent per academic year  $\div$  7.5 ii) For Asso. Professor / Professor : Actual hours spent per academic year  $\div$  7.75  
b) Actual hours spent per academic year  $\div$  10  
c) Actual hours spent per academic year  $\div$  10

| Designation         | Direct Teaching Hours per week |
|---------------------|--------------------------------|
| Assistant Professor | 16                             |
| Associate Professor | 14                             |
| Professor           | 14                             |

Note :

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals/Project Supervision/Field Work.
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.

3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

### CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

| Sr. No.              | Nature of Activity  | Maximum API Score allotted | Self-appraisal API Score | Verified API Score |
|----------------------|---|----------------------------|--------------------------|--------------------|
| a.                   | Student related co-curricular, extension and field based activities.<br>(i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public/popular lectures/talks/seminars etc.)  | 15                         | 15                       | 15                 |
| b.                   | Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.<br>i). Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in charge/similar other duties that require regular office hrs for its discharge)<br>(ii). Participation in Board of Studies, Academic and Administrative Committees | 15                         | 10                       | 10                 |
| c.                   | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures)   | 15                         | 15                       | 15                 |
| <b>Total of (II)</b> |   | <b>45</b>                  | <b>40</b>                | <b>40</b>          |

a, b, c = Actual hours spent per academic year ÷ 10

### CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

| Category       | Activity                             | Faculty of Sciences /Engineering / Agriculture / Medical / Veterinary Sciences / Pharmacy | Faculties of Languages / Humanities / Arts / Social Sciences / Library /Education/ Physical Education/Commerce/ Management/Law | Maximum score for University / College teacher* | Self-appraisal API Score | Verified API Score |
|----------------|--------------------------------------|---|--|---|--------------------------|--------------------|
| <b>III (A)</b> | <b>RESEARCH PAPERS PUBLISHED IN:</b> |   |  |   |                          |                    |
|                |                                      | Refereed Journals as notified by the UGC#   | Refereed Journals as notified by the UGC#  | 25 per Publication                              | 25                       | 25                 |
|                |                                      | Other Reputed Journals as notified by the UGC#  | Other Reputed Journals as notified by the UGC #  | 10 per Publication                              | 10X4= 40                 | 40                 |

| <b>III (B)</b> | <b>PUBLICATIONS OTHER THAN JOURNAL ARTICLES (BOOKS, CHAPTERS IN BOOKS)</b> |  |   |                               |            |            |
|----------------|--|--|---|-------------------------------|------------|------------|
|                |  | Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.                | 30 per Book for Single Author | <b>Nil</b> | <b>Nil</b> |
|                |  | Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its             | Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publican -tions as approved by the University and posted on its website. The List will be | 20 per Book for Single Author | <b>Nil</b> | <b>Nil</b> |

|                                  |                      |   |   |  |     |     |
|----------------------------------|----------------------|---|---|--|-----|-----|
|                                  |                      | website. The List will be intimated to UGC.   | intimated to UGC.   |  |     |     |
|                                  |                      | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.                           | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.                             | 15 per Book for<br>Single Author                           | Nil | Nil |
|                                  |                      | Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimate d to UGC. | Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website.<br>The List will be intimated to UGC. | International – 10 per Chapter<br>National – 5 per Chapter | Nil | Nil |
| <b>III (C) RESEARCH PROJECTS</b> |                      |   |   |  |     |     |
| III (C)<br>(i)                   | Sponsored Projects   | (a)Major Projects with grants above Rs. 30 lakhs  | Major Projects with grants above Rs. 5 lakhs  | 20 per Project   | Nil | Nil |
|                                  |                      | (b)Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs  | Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs  | 15 per Project   | Nil | Nil |
|                                  |                      | (c)Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs  | Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs   | 10 per Project   | Nil | Nil |
| III (C)<br>(ii)                  | Consultancy Projects | Amount mobilized with a minimum of Rs.10 lakhs  | Amount mobilized with a minimum of Rs. 2 lakhs  | 10 for every Rs.10 lakhs and Rs.2 lakhs, respectively      | Nil | Nil |



|   |                                  |  |   |  |      |     |
|---|----------------------------------|--|---|--|------|-----|
| III (C)<br>(iii)  | Projects<br>Outcome /<br>Outputs | Patent /<br>Technology<br>transfer /<br>Product / Process    | Major Policy<br>document prepared<br>for international<br>bodies like<br>WHO/UNO/UNESC<br>O/UN ICEF etc.<br>Central / State<br>Govt./Local Bodies | 30 for each<br>International /<br>20 for each<br>national level<br>output or<br>patent. Major<br>policy<br>document of<br>International<br>bodies - 30<br>Central<br>Government 20<br>State Govt.-10<br>Local bodies - 5 | Nil  | Nil |
| <b>III (D) RESEARCH GUIDANCE</b>  |                                  |  |   |  |      |     |
| III (D)<br>(i)  | M.Phil.                          | Degree awarded   | Degree awarded  | 5 per<br>candidate   | Nil  | Nil |
| III (D)<br>(ii)   | Ph.D.                            | Degree awarded<br>/ Thesis<br>submitted                      | Degree awarded<br>/Thesis submitted   | 15/10 per<br>candidate   | Nil  | Nil |
| <b>III (E) FELLOWSHIPS, AWARDS AND INVITED LECTURES DELIVERED IN<br/>CONFERENCES / SEMINARS</b>                                 |                                  |  |   |  |      |     |
| III(E)<br>(i)   | Fellowships<br>/ Awards          | International<br>Award/Fellowship<br>from academic<br>bodies | International Award /<br>Fellowship from<br>academic<br>bodies/associations   | 15 per Award /<br>15<br>per Fellowship   | Nil  | Nil |
|   |                                  | National<br>Award/Fellowship<br>from academic<br>bodies      | National<br>Award/Fellowship<br>from academic<br>bodies/associations  | 10 per Award /<br>10<br>per Fellowship   | Nil  | Nil |
|   |                                  | State/University<br>level Award from<br>academic bodies      | State/University level<br>Award from academic<br>bodies/associations  | 5 Per Award  | Nil  | Nil |
| III(E)<br>(ii)  | Invited<br>lectures /<br>papers  | International  | International   | 7 per lecture /<br>5 per paper<br>presented  | Nil  | Nil |
|   |                                  | National level   | National level  | 5 per<br>lecture / 3<br>per paper<br>presented   | 03   | 03  |
|   |                                  | State/University<br>level                                    | State/University level  | 3 per lecture /<br>2 per paper<br>presented  | Nil  | Nil |
| The score under this sub-category shall be restricted to 20% of the minimum fixed for<br>Category III for any assessment period |                                  |  |   |  |      |     |
| <b>III (F) DEVELOPMENT OF E-LEARNING DELIVERY PROCESS/MATERIAL. (10<br/>PER MODULE)</b>   |                                  |  |   |  |      |     |
| -----   | -----                            |  |   |  | ---- | --- |

\*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15

points; (iv) papers with impact factor between 5 and 10 by 20 points: (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

# The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

#### APPENDIX - III TABLE - II (A)

**MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

| Category | Activity   | Assistant Professor / equivalent cadres: (Stage 1 to Stage 2) | Assistant Professor / equivalent cadres: (Stage 2 to Stage 3) | Assistant Professor (Stage3) to Assoc. Professor/ equivalent Cadres: (Stage 4) | Associate Professor (Stage 4) to Professor of sciences or /equivalent cadres(Stage 5) | Professor (Stage 5) to Professor (Stage 6) |
|----------|--|---|---|--|---|--|
| I        | Teaching-learning, Evaluation Related Activities   | 80/Year   | 80/year   | 75/year  | 70/year   | 70/year                                    |
| II       | Professional Development and Extension activities - Minimum score required to be assessed cumulatively | 50 / Assessment period  | 50 / Assessment period  | 50 / Assessment period   | 50 / Assessment period  | 100 / Assessment period                    |

|          |  |  |  |  |   |  |
|----------|--|--|--|--|---|--|
| III      | Research and Academic Contributions- Minimum Score required - to be assessed cumulatively  | 20 / Assessment period                                       | 50 / Assessment period                                       | 75 / Assessment period   | 100 / Assessment period   | 400 / Assessment period  |
| II + III | Minimum total API Score under Categories II and III*   | 90 / Assessment period                                       | 120 / Assessment period                                      | 150 / Assessment period  | 180 / Assessment period   | 600 / Assessment period  |
| IV       | Expert Assessment System   | Screening cum evaluation committee                           | Screening cum evaluation committee                           | Selection Committee  | Selection Committee   | Expert Committee   |
| V        | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening Committee to verify API Scores | 30% - Research Contribution<br>50% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>30% - Assessment of domain knowledge & teaching practices.<br>20% - Interview performance | 50% - Research Contribution.<br>50%- Performance evaluation and other credential by referral procedure |

\* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

#### APPENDIX - III TABLE - II(B)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

|             | Assistant Professor(Stage 1)                     | Associate Professor (Stage 4)                               | Professor (Stage 5)  |
|-------------|--|---|--|
| Minimum API | Minimum  | Consolidated API score requirement                          | Consolidated API score   |
| Scores      | Qualification as stipulated in these regulations | of 300 points from categories II & III of APIs (cumulative) | requirement of 400 points from categories II & III of APIs(cumulative) |

|  |   |  |  |
|--|---|--|--|
| Selection Committee criteria/weightages (Total Weightages = 100) | a)Academic Record and Research Performance (50%)<br>b)Assessment of Domain Knowledge & Teaching Skills (30%)<br>c)Interview performance (20%) | a) Academic Background (20%)<br>b) Research performance based on API score and quality of publications (40%)<br>c) Assessment of Domain Knowledge and Teaching Skills (20%)<br>d) Interview performance: (20%) | a)Academic Background (20%)<br>b)Research performance based on API score and quality of publications (40%).<br>c)Assessment of Domain knowledge and Teaching Skills (20%).<br>d) Interview performance:(20%) |
|--|---|--|--|

**APPENDIX-III - TABLE: III**  
**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR**  
**PROMOTION OF**  
**TEACHERS IN UNIVERSITIES AND COLLEGES**

| Sr. No | Promotion of Teachers through CAS                              | Service requirement   | Minimum Academic Performance Requirements and Screening/Selection Criteria  |
|--------|--|---|---|
| 1      | Assistant Professor/ equivalent cadres from Stage 1 to Stage 2 | Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M. Phil / PG Degree in Professional Courses such as LL.M, M. Tech, M.V. Sc., M.D., or six years of service who are without Ph. D/ M. Phil / PG Degree in Professional courses | (i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).<br>(ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration.<br>(iii) Screening cum Verification process for recommending promotion   |
|        | Assistant Professor/ equivalent cadres from Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2.  | (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A)<br>(ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.<br>(iii) Screening cum Verification process for recommending promotion. |

|  |  |   |
|--|--|---|
| Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professors with three years of completed service in Stage 3. | <p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).</p> <p>(ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders.</p> <p>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Tables II(A).</p> |
| Associate Professor (Stage 4) to Professor (Stage 5)           | Associate Professor with three years of completed service in Stage 4.  | <p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.</p> <p>(iii) A selection committee process as stipulated in the regulation and in Tables II (A).</p>  |
| 5. Professor (Stage 5) to Professor (Stage 6).                 | Professor with ten years of completed service (universities only)      | <p>(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).</p> <p>(ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A)..</p>   |

#### 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 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/ Head of the Department of the work done under each head of activity:**

Assessment of Teaching, Extension and Research activities should be based on Verified API Score under respective category as mentioned in Part "A" and shall be made in the following manner.

| Teaching (Category I of Part 'A') |                    |            |       | Extension (Category II of Part 'A') |                    |
|-----------------------------------|--------------------|------------|-------|-------------------------------------|--------------------|
| Grade                             | Verified API Score |            |       | Grade                               | Verified API Score |
|                                   | Asst.Prof.         | Asso Prof. | Prof. |                                     |                    |
| Outstanding                       | 92-100             | 87-95      | 83-90 | Outstanding                         | 41-45              |
| Very Good                         | 84-91              | 80-86      | 75-82 | Very Good                           | 37-40              |
| Positively Good                   | 76-83              | 72-79      | 68-74 | Positively Good                     | 34-36              |
| Good                              | 68-75              | 65-71      | 61-67 | Good                                | 32-33              |
| Average                           | 60-67              | 57-64      | 54-60 | Average                             | 27-29              |
| Below Average                     | 0-59               | 0-56       | 0-53  | Below Average                       | 0-26               |

|                | Outstanding (A+) | Very Good (A) | Positively Good (B+) | Good (B) | Average (B-) | Below Average (C) |
|----------------|------------------|---------------|----------------------|----------|--------------|-------------------|
| Teaching       |                  |               |                      |          |              |                   |
| Extension      |                  |               |                      |          |              |                   |
| Research       |                  |               |                      |          |              |                   |
| Administration |                  |               |                      |          |              |                   |

(b) Grading: [General Assessment on the basis of the assessment made in Clause 2(a) above] (A+) Outstanding, (A) Very Good, (B+) Positively Good, (B) Good, (B-) Average, (C) Below Average

(c) Justification of assessment of work as outstanding/below average:

3. Comments of the Vice-Chancellor/Head of the Department on (1) (b) (and) (c) :

4. Remarks and suggestions:

7/11/20  
Signature  
(Head of the Department)

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

7/11/20  
Coordinator – IQAC  
Stamp



7/11/20  
Principal  
Signature of Principal Stamp  
Rajarshi Shahu Law College  
Barshi-413411 Dist. Solapur.



Form - D

**Solapur University, Solapur****PBAS Proforma for Promotion under CAS****PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND****2018-19**

|     |  |  |
|-----|--|--|
| 1.  | Name (in Block Letters)                                      | <b>Sonkamble Ratnadeep Yadavrao</b>                              |
| 2.  | Father's Name/ Mother's Name                                 | Sonkamble Yadavrao Gangaramji                                    |
| 3.  | Department   | <b>Law</b>   |
| 4.  | Current Designation & Grade Pay                              | <b>Assistant Professor</b><br>Grade Pay : Rs. 7000/-             |
| 5.  | Date of Last Promotion                                       | 03/05/2016   |
| 6.  | Which Position and grade pay are you an applicant under CAS? | Associate Professor<br>Grade Pay : Rs. 8000/-                    |
| 7.  | Date of eligibility for promotion                            | Dated on 03/05/2021  |
| 8.  | Date and Place of Birth                                      | Date : 15.01.1981<br>Place: Degloor, Dist. - Nanded              |
| 9.  | Sex  | Male   |
| 10. | Marital status   | Married  |
| 11. | Nationality  | Indian   |
| 12. | Indicate whether belongs to SC/ST/OBC category               | SC   |
| 13. | Address for correspondence (with Pincode)                    | Rajarshi Shahu Law College, Barshi, Dist. Solapur.<br>PIN 413411 |
| 14. | Telephone No.  | 9422669013   |
| 15. | Email  | <a href="mailto:ratnakamal@gmail.com">ratnakamal@gmail.com</a>   |

## 16. Academic Qualifications

a) Matric to till Post Graduation

| Sr. No. | Examinations | Name of the Board University                            | Year of passing | Percentage of marks obtained | Division/Class/Grade | Subject   |
|---------|--------------|---|-----------------|------------------------------|----------------------|---|
| 1       | SSC          | Aurangabad, Board                                       | 1997            | 56.13%                       | II                   | Marathi,Hindi, English,Science, Maths, Social Sci.      |
| 2       | HSC          | Latur, Board  | 1999            | 62.33 %                      | I                    | English, Marathi, Music, Poli. Sci., Pol.Sci., History. |
| 3       | BSL          | Dr BabasahebAmbedkar Marathwada University, Aurangabad  | 2003            | 55.25%                       | II                   | Law   |
| 4       | LL.B         | Dr Balasaheb Ambedkar Marathwada University, Aurangabad | 2005            | 58.44%                       | II                   | Law   |
| 5       | LL.M         | Pune University, Pune.                                  | 2008            | 54.25                        | II                   | Law   |
| 6       | NET          | UGC   | 2008            | Qualified                    | NET                  | Law   |

b) Research Degrees:-

| Degrees        | Title | Date of award | University |
|----------------|-------|---------------|------------|
| Ph. D./D. Phil |       |               |            |

17) Appointments held prior to joining this institution:-

| Designation | Name of Employer | Date of Joining |         | Salary with Grade | Reason of leaving |
|-------------|------------------|-----------------|---------|-------------------|-------------------|
|             |                  | Joining         | Leaving |                   |                   |
| -----       | -----            | -----           | -----   | -----             | -----             |

18) Posts held after appointment at this institution :-

| Designation         | Department | Date of Actual Joining |            | Grade                                |
|---------------------|------------|------------------------|------------|--------------------------------------|
|                     |            | From                   | To         |                                      |
| Assistant Professor | Law        | 15/10/2008             | Till today | Basic Pay Rs. 15600-39100 (AGP-7000) |



19) Period of teaching experience :- (a) U.G. Classes ( in years) **11 years**

(b) P.G. Classes (in years) ----

20) Research Experience excluding years spent in M. Phil/Ph. D (in years)

21) Fields of Specialization under the Subject / Discipline

(a) **Constitutional Law**

(b) **International Human Rights**

22) Academic Staff College Orientation / Refresher Course / Short terms attended:

| Name of the Course<br>/ Summer School | Place | Duration |      | Sponsoring Agency |
|---------------------------------------|-------|----------|------|-------------------|
|                                       |       | From     | To   |                   |
| ----                                  | ----  | ----     | ---- | ----              |

**PART B : ACADEMIC PERFORMANCE INDICATORS**

(Please see detailed instructions of this PBAS Proforma before filling out this section)

Form - D

**CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

**a. Direct teaching:**

Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

| Sr. No. | Course / Paper | Level | Mode of Teaching | Hours per week allotted | % of classes taken as per documented record |
|---------|----------------|-------|------------------|-------------------------|---|
| 1.      | LL.B. I        | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 2.      | LL.B. II       | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |
| 3.      | LL.B. III      | UG    | Lecture          | 06<br>(Each Semester)   | 100%  |

\* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)

|   |  |           |
|---|--|-----------|
|   |  | API Score |
| (a)   | Classes Taken ( for 100% performance & proportionate score) up to 80% performance, below which no score may be given | 60        |
| (b)   | Teaching Load in excess of UGC norm (max score : 10)   | Nil       |
| Total Score (Maximum Score Allotted for Assistant Prof.=70, Associate Prof. = 60 and Professor = 60 ) |  |           |

b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment

| Sr. No.  | Type of Examination Duties | Duties Assigned  | Extent to which carried out (%) | API Score |
|--|----------------------------|--|---------------------------------|-----------|
| 1.   | Paper Setting              | 05   | 100%                            | ----      |
| 2.   | Invigilation               | Junior supervision 01                                  | 100%                            |           |
|  |                            | External Senior supervisor<br>18/04/2018 to 28/04/2018 | 100%                            |           |
| 3  | Evolution                  | L.L.B. I, II, III.                                     | 100%                            |           |
| <b>Total Score (Maximum Score for Assistant Prof.=20, Associate Prof. = 20 and Professor =10 )</b> |                            |  |                                 | <b>20</b> |

c. **Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.**  
(Reading / Instructional material consulted and additional knowledge resources provided to students)

| Sr. No.  | Course / Paper | Details of Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc. | API Score |
|--|----------------|--|-----------|
| 1.   | L.L.B. I       | Reading, Study material, Use multimedia  | 03        |
| 2.   | L.L.B. II      | Reading, Study material, Use multimedia  | 03        |
| 3.   | L.L.B. III     | Reading, Study material, Use multimedia  | 04        |
| <b>Total Score (Maximum Score for Assistant Prof.=10, Associate Prof. = 15 and Professor =20 )</b> |                |  | <b>10</b> |

**Summary of Category – I:**

| Sr. No.                      | Nature of Activity   | Maximum API Score Allotted (A.P/Asso.P/P.) | Self appraisal API Score | Verified API Score |
|------------------------------|--|--|--------------------------|--------------------|
| a                            | Direct Teaching  | 70/60/60                                   | 60                       | 60                 |
| b                            | Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment | 20/20/10                                   | 20                       | 20                 |
| c                            | Innovative Teaching – learning methodologies, updating of subject content/courses, mentoring etc.        | 10/15/20                                   | 10                       | 10                 |
| <b>Total of Category - I</b> |  | <b>100/95/90</b>                           | <b>90</b>                | <b>90</b>          |

**CATEGORY : II. PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES**

Please mention your contribution to any of the following

| Sr. No.                               | Nature of Activity  | Average Hrs/week | API Score |
|---------------------------------------|---|------------------|-----------|
| a.                                    | <b>Student related co-curricular, extension and field based activities.</b>   |                  |           |
|                                       | (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) |                  |           |
|                                       | 1. Career counselling   | 05Hours          | 2         |
|                                       | 2. Student Seminar  | 10 Hours         | 2         |
|                                       | 3. Field Works  | 10 Hours         | 2         |
|                                       | (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)   |                  |           |
|                                       | Association & birth Anniversary   | 05Hours          | 2         |
|                                       | (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)   | 05 Hours         | 2         |
|                                       | 1. Moot Court, Aviskar  | 10 Hours         | 2         |
|                                       | 2. library and Online Resources information   | 05 Hours         | 2         |
| <b>Total (Maximum API Score : 15)</b> |   |                  | <b>10</b> |

| b.  | Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.                       | Yearly / Semester wise responsibilities | API Score |
|---|---|---|-----------|
|   | (i) Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge)       |   |           |
|   | Member of Cultural/Activates Committee.   | Yearly                                  | 3         |
|   | Member of CDC   | Yearly                                  | 3         |
|   | Member of BC Cell   | Yearly                                  | 3         |
|   | Co-ordinator of IQAC  | Yearly                                  | 5         |
|   | Co ordinator Aviskar Committee  | Yearly                                  | 5         |
|   | Co-ordinator Human Rights Cell  | Yearly                                  | 5         |
|   | Co ordinator – Anti Raging Committee  | Yearly                                  | 5         |
|   | Member of BC Cell   | Yearly                                  | 3         |
|   | Member of Library Advisory Committee  | Yearly                                  | 3         |
| <b>Total (Maximum API Score : 15)</b>                   |   |   | <b>15</b> |
| c.  | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures)<br>Attend 3 Seminars and workshop |   |           |
| <b>Total (Maximum API Score : 15)</b>                   |   |   | <b>15</b> |
| <b>Total Score (a + b + c) (Maximum API Score : 45)</b> |   |   | <b>40</b> |

**CATEGORY : III. RESEARCH AND ACADEMIC CONTRIBUTIONS**

**A) Research Papers Published in :**

| Sr. No. | Title with page Nos.   | Journal  | ISSN/ISBN No.  | Whether peer reviewed. Impact Factor, if any | No. of co-authors | Whether you are the main author | API Score |
|---------|--|--|----------------|--|-------------------|---------------------------------|-----------|
| 1.      | The Hindu Women Right to Property Act-1937, Issues & Challenges Women's Right to Property & the Role of Advisory Jurisdiction of Federal Court | Ajana International Multidisciplinary Quarterly Research Journal | ISSN 2277-5730 | Refereed                                     | 01                | Yes                             | 10        |

**B) Publications other than Journal articles (books, Chapter in books)**

| Sr. No. | Title with page Nos.   | Book Title, editor & publisher  | ISSN/ISBN No.     | Whether peer reviewed | No of co-authors | Whether you are the main author | API Score |
|---------|--|---|-------------------|-----------------------|------------------|---------------------------------|-----------|
| 1       | Religious Fundamentalism a challenges before Indian Democracy  | New challenges to Indian Democracy in 21st Century: Persecutes & Strategies | 978-81-923531-3-5 |                       | Single           | Yes                             | 10        |
| 2       | Jurisdiction Interpretation of the Powers of Election Commission Of India to conduct Free & Fair Elections | Democracy, Elections & Good Governance                                      | 978-81-934270-2-6 | Revived               | Single           | Yes                             | 10        |

### III (C) RESEARCH PROJECTS

#### (i) Sponsored Projects

| Sr. No. | Title | Agency | Period | Grant/Amount Mobilized (Rs. Lakh) | API Score |
|---------|-------|--------|--------|-----------------------------------|-----------|
|         | Nil   | Nil    | Nil    | Nil                               | Nil       |

#### (ii) Consultancy Projects

| Sr. No. | Title | Agency | Period | Grant / Amount Mobilized (Rs. Lakh) | Whether policy document / patent as outcome | API Score |
|---------|-------|--------|--------|-------------------------------------|---|-----------|
|         | Nil   |        | Nil    | Nil                                 | Nil   | Nil       |

#### (iii) Projects Outcome / Outputs

| Sr. No. | Title | Agency | Period | Details of Outcome / Output | API Score |
|---------|-------|--------|--------|-----------------------------|-----------|
|         | Nil   | Nil    | Nil    | Nil                         | Nil       |

#### III (D) Research Guidance

| Sr. No.               | Number Enrolled | Thesis Submitted | Degree awarded | API Score |
|-----------------------|-----------------|------------------|----------------|-----------|
| M. Phil or equivalent | Nil             | Nil              | Nil            | Nil       |
| Ph. D. or equivalent  | Nil             | Nil              | Nil            | Nil       |

#### III (E) Fellowships, Awards and Invited lectures delivered in conferences / seminars

| (i) Fellowships / Awards                  |   |  |   |   |           | API Score |
|---|---|--|---|---|-----------|-----------|
| Details of Fellowships / Awards           |   |  |   |   |           | Nil       |
| (iii) Invited Lectures / Papers Presented |   |  |   |   |           | API Score |
| Sr No                                     | Title of Lecture / Academic Session   | Title of Conference / Seminar etc  | Organized by                                    | Whether International /National / State/ University | API Score |           |
| 1.  | Role of PESA Art in Protection of the rights Scheduled Tribes & the Issues of Protection of Environment in the Era of Globalization | Impact of Globalization on Political, Socio-Economics & Liberal Democracy in India | Ujjwal Grami Mahavidyalaya, Ghonsi,             | National  | 03        |           |
| 2   | The Tribal Rights & Tourism-Issues & Challenges   | Importance Of Historical & Geographical Tourism                                    | Shri Sant Damaji Mahavidhyalya, Mangalvedha.    | National  | 03        |           |
| 3   | Indian democracy- issues & challenges   | India after Independence   | Laxamibai Bhaurao Patil Mahavidhyalaya, Solapur | National  | 03        |           |

### III (F) Development of e-learning delivery process / material

| Details of e-learning delivery process / material developed |       | API Score |
|---|-------|-----------|
| -----   | ----- | -----     |



IV. SUMMARY OF API SCORES FOR ASSESSMENT PERIOD

|          | Criteria  | 2016-2017<br>I                   | 2017-2018<br>II        | 2018-2019<br>III | Total | Average |
|----------|---|----------------------------------|------------------------|------------------|-------|---------|
| I        | Teaching, Learning and Evaluation related activities  | 110                              | 90                     | 90               | 290   | 96.66   |
| II       | Professional development Co-curricular, Extension Activities  | 49                               | 40                     | 40               | 129   | 43      |
| III      | Research and Academic Contributions   | 37.5                             | 13                     | 39               | 89.5  | 29.83   |
| I + II   | Teaching, Learning and Evaluation related activities<br>+<br>Professional development Co-curricular, Extension Activities | 159                              | 130                    | 130              | 419   | 139.66  |
| II + III | Professional development Co-curricular, Extension Activities<br>+<br>Research and Academic Contributions                  | Not Applicable As per Old Format | 53 (As per New Format) | 79               | 132   | 66      |

• A. Y. : Assessment year 2018-19

**PART C : OTHER RELEVANT INFORMATION**

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

| Sr. No. | Details (Mention Year, value etc. where relevant) |
|---------|---|
| 1. #    | #   |

**LIST OF ENCLOSURES:** (Please attach, copies of certificates, sanction orders, papers etc, wherever necessary)

|   |  |
|---|--|
| 1 | Time Table 2018-19                         |
| 2 | List of College Administrative Committees  |
| 3 | Seminar, Workshop attendance certificate   |
| 4 | Exam duty, attendance letters              |
| 5 | Research paper, publication Photostat copy |

7/14  
Coordinator – IQAC  
Stamp

7/14  
Head of the Department



7/14  
Signature of Principal  
Rajashree Law College  
Barshi-413514 Dist. Solapur.



Shri Shivaji Shikshan Prasarak Mandal, Barshi's  
**RAJARSHI SHAHU LAW COLLEGE, BARSHI.**  
Barshi - 413411, Dist. - Solapur, MH - India  
**Prin. Dr. M. Krishnamurthy,**  
M.A M. L., Ph. D.



☎ Off. : (02184) 224832 • Email : [rslawcollegebarshi@gmail.com](mailto:rslawcollegebarshi@gmail.com)

RLB/

Date:

## *Certificate Regarding the Category I*

*(Academic Year-2018-19)*



This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Completed 100% syllabus with the help of Lectures, Seminars, tutorials, etc. and he has also taken teaching load exceeding UGC norms.
- II. Achieved the 100% compliance in Preparation & Imparting of knowledge / instruction as per curriculum and also provided the additional resources to students.
- III. Used the participatory & innovative teaching-learning methodologies; updating of subject content, course improvement, etc.
- IV. Rendered the Examination duties (invigilation; Question paper setting, evaluation/ assessment of answer scripts) as per allotment with 100% compliance.

His contribution towards overall excellence of the college is highly appreciated.

**Dr. M. Krishnamurthy**

*M. K.*  
**Principal**  
Rajarshi Shahu Law College  
Barshi-413411 Dist. Solapur.

|  |   |  |
|--|---|--|
|                                 | Shri Shivaji Shikshan Prasarak Mandal, Barshi's<br><b>RAJARSHI SHAHU LAW COLLEGE, BARSHI.</b><br>Barshi - 413411, Dist. - Solapur, MH – India<br><b>Prin. Dr. M.Krishnamurthy,</b><br>M.A M. L., Ph. D. |  |
| ☎ Off. : (02184) 224832 ● Email : <a href="mailto:rslawcollegebarshi@gmail.com">rslawcollegebarshi@gmail.com</a> |   |  |
| RLB/   | Date:   |  |

## *Certificate Regarding the Category II*

*(Academic Year-2018-19)*

This is to certify that, **Mr. Sonkamble Ratnadeep Yadavrao** has

- I. Actively participated in co-curricular extension activities etc. with 60% compliance.
- II. Contributed to corporate life and management of the institution with his Sincere efforts
- III. Engaged the professional development activities related to NGO, subject association, university committees etc. and conferences/seminars.

His contribution towards overall excellence of the college is highly appreciated.

**Dr. M. Krishnamurthy**

  
**Principal**  
**Rajarshi Shahu Law College**  
**Barshi-413411 Dist.-Solapur.**

**Rajarshi Shahu Law College, Barshi, Solapur**  
**Performance Appraisal Form for Non-Teaching Staff**

Year- 2022-2023

1. Name of the Faculty : Shri. Kote Rajiv Gejaganan

2. Position Title : Jr. Clerk

3. Date of Entry into Service : 01/10/2008

4. No. of Years in Service : 15

5. Date of Retirement : 30/04/2023

**I. PROFESSIONAL COMPETENCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Knowledge of rules, regulation and procedure   |           | ✓    |              |         |      |
| 2       | Ability to organize work and carry it out  |           | ✓    |              |         |      |
| 3       | Ability and willingness to take up additional load in times of exigencies  |           |      | ✓            |         |      |
| 4       | Creativity and innovation  |           | ✓    |              |         |      |
| 5       | Ability to learn and perform new duties  |           | ✓    |              |         |      |
| 6       | Capacity to supervise*<br>(For Supervising Staff Only)   |           | ✓    |              |         |      |
| 7       | Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily? |           | ✓    |              |         |      |

**II. PERFORMANCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Awareness of policies and procedures of the institution? |           | ✓    |              |         |      |
| 2       | Maintenance of Files/Records                             |           | ✓    |              |         |      |
| 3       | Accuracy & Speed of work                                 |           | ✓    |              |         |      |
| 4       | Neatness & tidiness of work                              |           | ✓    |              |         |      |
| 5       | Completion of work on schedule                           |           | ✓    |              |         |      |

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| 6 | Diligence and sense of responsibility |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|

### III. PERSONAL CHARACTERISTICS

| Sl. No. |                         | Excellent | Good | Satisfactory | Average | Poor |
|---------|-------------------------|-----------|------|--------------|---------|------|
| 1       | Attendance              |           | ✓    |              |         |      |
| 2       | Punctuality             | ✓         | ✓    |              |         |      |
| 3       | Discipline              |           | ✓    | ✓            |         |      |
| 4       | Integrity and behaviour |           | ✓    |              |         |      |

### IV. ATTITUDE TOWARDS CO-WORKERS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation with your colleagues?       |           | ✓    |              |         |      |
| 2       | Mutual motivation with your colleagues? |           | ✓    |              |         |      |

### V. ATTITUDE TOWARDS PUBLIC

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)? |           | ✓    |              |         |      |
| 3       | Rapport with the public when you interact with them?  |           | ✓    |              |         |      |

### VI. STAFF/STUDENT RELATIONS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Ability to engage, motivate, supervise, and effectively work in the interest of students? |           | ✓    |              |         |      |
| 3       | Responsibility towards your tasks/ areas of management assigned to?                       |           | ✓    |              |         |      |

Shri. Kale Rajiv Gajanan  
Jr. clerk  
Mishra

**Rajarshi Shahu Law College, Barshi, Solapur**  
**Performance Appraisal Form for Non-Teaching Staff**

Year- 2021-2022

1. Name of the Faculty : Shri- Kote Rajiv Gejhanan  
 2. Position Title : Jr. clerk  
 3. Date of Entry into Service : 01/10/2008  
 4. No. of Years in Service : 15  
 5. Date of Retirement : 30/04/2043

**I. PROFESSIONAL COMPETENCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Knowledge of rules, regulation and procedure   |           | ✓    |              |         |      |
| 2       | Ability to organize work and carry it out  |           | ✓    |              |         |      |
| 3       | Ability and willingness to take up additional load in times of exigencies  |           |      | ✓            |         |      |
| 4       | Creativity and innovation  |           | ✓    |              |         |      |
| 5       | Ability to learn and perform new duties  |           | ✓    |              |         |      |
| 6       | Capacity to supervise*<br>(For Supervising Staff Only)   |           | ✓    |              |         |      |
| 7       | Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily? |           | ✓    |              |         |      |

**II. PERFORMANCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Awareness of policies and procedures of the institution? |           | ✓    |              |         |      |
| 2       | Maintenance of Files/Records                             |           | ✓    |              |         |      |
| 3       | Accuracy & Speed of work                                 |           | ✓    |              |         |      |
| 4       | Neatness & tidiness of work                              |           | ✓    |              |         |      |
| 5       | Completion of work on schedule                           |           | ✓    |              |         |      |

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| 6 | Diligence and sense of responsibility |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|

### III. PERSONAL CHARACTERISTICS

| Sl. No. |                         | Excellent | Good | Satisfactory | Average | Poor |
|---------|-------------------------|-----------|------|--------------|---------|------|
| 1       | Attendance              |           | ✓    |              |         |      |
| 2       | Punctuality             | ✓         |      |              |         |      |
| 3       | Discipline              |           | ✓    |              |         |      |
| 4       | Integrity and behaviour |           | ✓    |              |         |      |

### IV. ATTITUDE TOWARDS CO-WORKERS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation with your colleagues?       |           | ✓    |              |         |      |
| 2       | Mutual motivation with your colleagues? |           | ✓    |              |         |      |

### V. ATTITUDE TOWARDS PUBLIC

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)? |           | ✓    |              |         |      |
| 3       | Rapport with the public when you interact with them?  |           | ✓    |              |         |      |

### VI. STAFF/STUDENT RELATIONS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Ability to engage, motivate, supervise, and effectively work in the interest of students? |           | ✓    |              |         |      |
| 3       | Responsibility towards your tasks/ areas of management assigned to?                       |           | ✓    |              |         |      |

Shri. Kote Rajiv Gejagan  
Sr clerk

Wafiq



**Rajarshi Shahu Law College, Barshi, Solapur**  
**Performance Appraisal Form for Non-Teaching Staff**

Year- 2020-2021

1. Name of the Faculty : Shri. Kote Rajiv Gejanan  
 2. Position Title : Jr. Clerk  
 3. Date of Entry into Service : 01/10/2008  
 4. No. of Years in Service : 15  
 5. Date of Retirement : 30/04/2043

**I. PROFESSIONAL COMPETENCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Knowledge of rules, regulation and procedure   |           | ✓    |              |         |      |
| 2       | Ability to organize work and carry it out  |           | ✓    |              |         |      |
| 3       | Ability and willingness to take up additional load in times of exigencies  |           |      | ✓            |         |      |
| 4       | Creativity and innovation  |           | ✓    |              |         |      |
| 5       | Ability to learn and perform new duties  |           | ✓    |              |         |      |
| 6       | Capacity to supervise*<br>(For Supervising Staff Only)   |           | ✓    |              |         |      |
| 7       | Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily? |           | ✓    |              |         |      |

**II. PERFORMANCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Awareness of policies and procedures of the institution? |           | ✓    |              |         |      |
| 2       | Maintenance of Files/Records                             |           | ✓    |              |         |      |
| 3       | Accuracy & Speed of work                                 |           | ✓    |              |         |      |
| 4       | Neatness & tidiness of work                              |           | ✓    |              |         |      |
| 5       | Completion of work on schedule                           |           | ✓    |              |         |      |

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| 6 | Diligence and sense of responsibility |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|

### III. PERSONAL CHARACTERISTICS

| Sl. No. |                         | Excellent | Good | Satisfactory | Average | Poor |
|---------|-------------------------|-----------|------|--------------|---------|------|
| 1       | Attendance              |           | ✓    |              |         |      |
| 2       | Punctuality             | ✓         |      |              |         |      |
| 3       | Discipline              |           | ✓    |              |         |      |
| 4       | Integrity and behaviour |           | ✓    |              |         |      |

### IV. ATTITUDE TOWARDS CO-WORKERS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation with your colleagues?       |           | ✓    |              |         |      |
| 2       | Mutual motivation with your colleagues? |           | ✓    |              |         |      |

### V. ATTITUDE TOWARDS PUBLIC

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)? |           | ✓    |              |         |      |
| 3       | Rapport with the public when you interact with them?  |           | ✓    |              |         |      |

### VI. STAFF/STUDENT RELATIONS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Ability to engage, motivate, supervise, and effectively work in the interest of students? |           | ✓    |              |         |      |
| 3       | Responsibility towards your tasks/ areas of management assigned to?                       |           | ✓    |              |         |      |

Shri-Kate Rajiv Geyorlan  
Jr Clerk

Wet/Bar

**Rajarshi Shahu Law College, Barshi, Solapur**  
**Performance Appraisal Form for Non-Teaching Staff**

Year- 2019-2020

1. Name of the Faculty : Shri. Kote Rajiv Ganeshan  
 2. Position Title : Jr. clerk  
 3. Date of Entry into Service : 01/10/2008  
 4. No. of Years in Service : 15  
 5. Date of Retirement : 30/04/2023

**I. PROFESSIONAL COMPETENCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Knowledge of rules, regulation and procedure   |           | ✓    |              |         |      |
| 2       | Ability to organize work and carry it out  |           | ✓    |              |         |      |
| 3       | Ability and willingness to take up additional load in times of exigencies  |           |      | ✓            |         |      |
| 4       | Creativity and innovation  |           | ✓    |              |         |      |
| 5       | Ability to learn and perform new duties  |           | ✓    |              |         |      |
| 6       | Capacity to supervise*<br>(For Supervising Staff Only)   |           | ✓    |              |         |      |
| 7       | Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily? |           | ✓    |              |         |      |

**II. PERFORMANCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Awareness of policies and procedures of the institution? |           | ✓    |              |         |      |
| 2       | Maintenance of Files/Records                             |           | ✓    |              |         |      |
| 3       | Accuracy & Speed of work                                 |           | ✓    |              |         |      |
| 4       | Neatness & tidiness of work                              |           | ✓    |              |         |      |
| 5       | Completion of work on schedule                           |           | ✓    |              |         |      |

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| 6 | Diligence and sense of responsibility |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|

### III. PERSONAL CHARACTERISTICS

| Sl. No. |                         | Excellent | Good | Satisfactory | Average | Poor |
|---------|-------------------------|-----------|------|--------------|---------|------|
| 1       | Attendance              |           | ✓    |              |         |      |
| 2       | Punctuality             | ✓         |      |              |         |      |
| 3       | Discipline              |           | ✓    |              |         |      |
| 4       | Integrity and behaviour |           | ✓    |              |         |      |

### IV. ATTITUDE TOWARDS CO-WORKERS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation with your colleagues?       |           | ✓    |              |         |      |
| 2       | Mutual motivation with your colleagues? |           | ✓    |              |         |      |

### V. ATTITUDE TOWARDS PUBLIC

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)? |           | ✓    |              |         |      |
| 3       | Rapport with the public when you interact with them?  |           | ✓    |              |         |      |

### VI. STAFF/STUDENT RELATIONS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Ability to engage, motivate, supervise, and effectively work in the interest of students? |           | ✓    |              |         |      |
| 3       | Responsibility towards your tasks/ areas of management assigned to?                       |           | ✓    |              |         |      |

Shri. Kale Rajiv Gyanan  
Jr. clerk

Waybay

**Rajarshi Shahu Law College, Barshi, Solapur**  
**Performance Appraisal Form for Non-Teaching Staff**

Year- 2018-2019

1. Name of the Faculty : Shri. Kate Rajiv Gajanan  
 2. Position Title : Jm clerk  
 3. Date of Entry into Service : 01/10/2002  
 4. No. of Years in Service : 15  
 5. Date of Retirement : 20/04/2018

**I. PROFESSIONAL COMPETENCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Knowledge of rules, regulation and procedure   |           | ✓    |              |         |      |
| 2       | Ability to organize work and carry it out  |           | ✓    |              |         |      |
| 3       | Ability and willingness to take up additional load in times of exigencies  |           |      | ✓            |         |      |
| 4       | Creativity and innovation  |           | ✓    |              |         |      |
| 5       | Ability to learn and perform new duties  |           | ✓    |              |         |      |
| 6       | Capacity to supervise*<br>(For Supervising Staff Only)   |           | ✓    |              |         |      |
| 7       | Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily? |           | ✓    |              |         |      |

**II. PERFORMANCE**

| Sl. No. |  | Excellent | Good | Satisfactory | Average | Poor |
|---------|--|-----------|------|--------------|---------|------|
| 1       | Awareness of policies and procedures of the institution? |           | ✓    |              |         |      |
| 2       | Maintenance of Files/Records                             |           | ✓    |              |         |      |
| 3       | Accuracy & Speed of work                                 |           | ✓    |              |         |      |
| 4       | Neatness & tidiness of work                              |           | ✓    |              |         |      |
| 5       | Completion of work on schedule                           |           | ✓    |              |         |      |

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| 6 | Diligence and sense of responsibility |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|

### III. PERSONAL CHARACTERISTICS

| Sl. No. |                         | Excellent | Good | Satisfactory | Average | Poor |
|---------|-------------------------|-----------|------|--------------|---------|------|
| 1       | Attendance              |           | ✓    |              |         |      |
| 2       | Punctuality             | ✓         |      |              |         |      |
| 3       | Discipline              |           | ✓    |              |         |      |
| 4       | Integrity and behaviour |           | ✓    |              |         |      |

### IV. ATTITUDE TOWARDS CO-WORKERS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation with your colleagues?       |           | ✓    |              |         |      |
| 2       | Mutual motivation with your colleagues? |           | ✓    |              |         |      |

### V. ATTITUDE TOWARDS PUBLIC

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)? |           | ✓    |              |         |      |
| 3       | Rapport with the public when you interact with them?  |           | ✓    |              |         |      |

### VI. STAFF/STUDENT RELATIONS

| Sl. No. |   | Excellent | Good | Satisfactory | Average | Poor |
|---------|---|-----------|------|--------------|---------|------|
| 1       | Ability to engage, motivate, supervise, and effectively work in the interest of students? |           | ✓    |              |         |      |
| 3       | Responsibility towards your tasks/ areas of management assigned to?                       |           | ✓    |              |         |      |

Shri Kale Rajiv Gajanan  
Jr. Clerk

Asst. Clerk