

NOTING SHEET

Case No. AIT/0012/Sch Gen/Adm

Sheet No : One

FACULTY AWARDS

1. To enhance the quality of Teaching – Learning process in AIT, it was decided to incorporate certain awards for Teaching Staff in the last Governing Body Mtg. Subsequently, HQ SC granted a one-time grant of Rs. 5.0 lac to AIT for Teaching Staff corpus, which has been invested as RBI Bonds generating 8% interest ie Rs. 40,000/- per annum. We had forwarded a proposal in early Feb 10 for these awards, out of which "Best Result Award" for each year as per norms at Appx 'A' was accepted and accordingly four teachers were awarded Rs. 5,000/- each in July 10 during the fresh Academic yr initial address by the Dir to the whole college.

2. The norms for 'Best Teacher Award' were required to be refined further to make them more objective. The College Committee deliberated upon this issue in detail and have forwarded their recommendation att as Appx 'B'. The other recommendations are also as follows :-

(a) Best Teacher Award to be at two levels :-

(i) One Award for Senior Lecturers and above ie out of 30 teachers - Rs.7,500/-.

(ii) One more Award for Lecturers ie out of bal 35 teachers – Rs. 7,500/-.

(b) 'Best Technical Support Staff Award' ie out of 22 Lab and Tech Assts - Rs. 5,000/- as per norms att at Appx 'C'.
25 *4000/-*

3. The proposal is put up for your approval please.

Mahiri

(SK Lahiri)
Brig. (Retd)
Director

02 Sep 2010

CSO (Chairman)

Approved as amended.

1. Announce through a circular & intranet.

2. Implement.

J.D. 27/9
2010

M.
2/19

06 Sep 10

CATEGORIES OF AWARDS

- [I] Best Result Awards
- [II] Best Teacher Award

[II] Best Result Awards (Already approved in Feb-10)
(4 x Rs. 5,000/-)

1. **No. of Awards :**

| | | |
|-------------------------------|---|----|
| Best FE Result | - | 01 |
| Best SE Result (All branches) | - | 01 |
| Best TE Result (All branches) | - | 01 |
| Best BE Result (All branches) | - | 01 |

2. **Nature of award :** Memento and suitable cash award.

3. **Period Under Consideration :** One academic year (Two Terms)

4. **Performance Evaluation Parameter :** Result of theory subject taught in any one semester.

5. **Criteria :**
 - (i) Percentage passing of students in subject in comparison with the average of percentage passing of same subject in three preceding years.

 - (ii) Percentage of students getting 60 and above marks in theory subject taught by a teacher in a semester.

6. **Method of Evaluation :**
 - (i) Percentage of students passed in a theory subject.
(based on total class strength and not on the actual number of appeared students): A
 - (ii) Percentage average result of same subject of three preceding academic years (based on class strength) : B
 - (iii) Percentage passing index : $C = A/B \times 100$
 - (iv) Percentage of students securing 60 and above marks in subject (based on strength) : D
 - (v) **Result Index : $R = (C+2D) / 2$**
 - (vi) Teacher with highest result index 'R' in any one of the subject in any one semester may be awarded 'Best Result Award' for FE/SE/TE/BE.
 - (vii) Minimum cut off for 'Best Result Award' is a Result Index of 65.

CATEGORIES OF AWARDS

- [I] Best Result Awards
 [II] Best Teacher Award

[III] Best Teacher Award *(To be approved)*
(2x Rs 7,500/-)

1. No. of Awards : Two in College
 Category I - Senior Lecturer and above
 (Excluding HsOD)
 Category II - Lecturer
2. Nature of Award : Memento and Cash Award
3. Period Under Consideration : One Academic Year (July to June)
4. Performance Evaluation Parameters :

| | Parameters | Max. Weightage | Weightage |
|----|---|----------------|--|
| 1. | Academic : | 80 | I=A + B + C + D |
| A) | Quantitative Result | 30 | $A = \left\{ \begin{array}{l} \text{Ave. \% Result of Theory} \\ \text{Subjects Taught in I Term} \end{array} + \begin{array}{l} \text{Ave. \% Result of Theory} \\ \text{Subjects Taught in II Term} \end{array} \right\} * 0.15$ |
| B) | Qualitative Result | 20 | $B = \left\{ \begin{array}{l} \% \text{ of Students Getting 60} \\ \text{or more Marks in Theory} \\ \text{Subjects Taught in I Term} \end{array} + \begin{array}{l} \% \text{ of Students Getting 60} \\ \text{or more Marks in Theory} \\ \text{Subjects Taught in II Term} \end{array} \right\} * 0.125$ |
| C) | No of lectures conducted | 10 | $C = \frac{\text{No of Theory Lectures Conducted in Year}}{\text{No of Theory Subjects Taught in Year} * 4.5} \quad (\text{Max 10 Marks})$ |
| D) | Innovations in teaching methods | 20 | i = Based on Proof Submitted by Faculty and Interview (10 Marks) ii = Based on Feedback of the Students (10 Marks) D= i + ii |
| 2. | Departmental and other Responsibilities : | 50 | 2 = E + F |
| E) | Contribution towards lab development | 20 | iii = 100% Equipment in Working Condition in Lab (05 Marks) = 90% and above Equipment in Working Condition in Lab (03 Marks) iv = Lab Setups Fulfilling 100% Syllabus Requirement (05 Marks) v = Self Developed Setups / Kits for Practicals in any Lab(10 Marks) Note: Sr. No. iii and iv are for the Lab of which the faculty member is incharge. E= iii + iv + v |
| F) | Departmental and college level responsibilities | 30 | vi = College Level Responsibilities (10 Marks) vii = Department Level Responsibilities (20 Marks) F= vi + vii |

| | | | |
|----|--|------------|--|
| 3. | Research & Development Activities | 50 | 3= G + H + I |
| G) | Guidance to innovative projects / R&D activity | 20 | viii= Research/Development Type Faculty Project (10 Marks) ix=Guidance to Min two BE projects/ competition projects (10 Marks) x = Innovative Self / Student Project Winning National/ International Level Award (10 Marks) xi= Patents/ Industrial Consultancy (10 Marks) G= viii + ix + x + xi (Max 20 Marks) |
| H) | Publications (Papers/ Books) | 20 | H= No of International Journal Papers * 15 + No of National Journal Papers * 05 + No of International Conference Papers * 03 + No. of National Conference Papers * 02 + No of Books * 05 (Max 20 Marks) |
| I) | Seminars and conferences attended | 10 | I= No of International Conferences Attended Outside India (10 Marks) + No of Days of Conferences/Seminars/ Workshops Attended in India * 1.0 (Max 10 Marks) |
| 4. | Other Parameters : | 20 | 4= J + K |
| J) | Participation in University Level Activities | 10 | xii = No of Subject Chairmanship for Practical/ Oral * 03 (Max 06 Marks) xiii = No of Paper setting * 02 (Max 04 Marks) xiv= Senior Supervisor (04 Marks) xv= Asst to Senior Supervisor (02 Marks) xvi = No of Oral / Practical Examiner ship * 01 (Max 02 Marks) xvii = Member of University LIC or Similar Committee (05 Marks) xviii = University Staff Selection Committee (03 Marks) xix= Member of University Statutory Body (07 Marks) J= xii + xiii + xiv + xv + xvi + xvii + xviii + xix (Max 10 Marks) |
| K) | Counseling | 10 | xx = Feedback of the students (05 Marks) xxi= Individual Cases of Personal counseling (05 Marks) K= xx + xxi |
| | | 200 | Total Score = 1+2+3+4 |

5. **Method of Evaluation :**

- (a) The teacher, who is willing to apply for the best teacher award, must submit the data in standard format along with the attested supporting documents.
- (b) The committee appointed by Director should evaluate the individual faculty based on the submitted data and personal interview.

Presiding Officer : Prof R B Patil




Members :

1. Prof.(Mrs.) K S Surekha



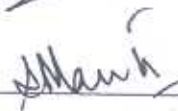
2. Prof. S R Dhore



3. Prof. D G Auradkar



4. Dr.(Mrs.) Sujata Marathe



Best Technical Support Staff Award (To be appr
(1 x Rs 4,000/-)
: One in College

1. **No. of Awards**
2. **Nature of Award** : Memento and Cash Award
3. **Period Under Consideration** : One Academic Year (July to June)
4. **Performance Evaluation Parameters :**

| | Parameters | Max. Weightage | Weightage |
|----|--|----------------|---|
| 1. | Departmental Feedback: | 60 | 1 = A + B |
| A) | C.R. Rating | 40 | C.R. Rating of Support Staff A = * 40 Highest C. R. Rating in Dept |
| B) | Rating of Lab-Incharge | 20 | B = Rating of Faculty incharge of Lab (Max.20 Marks) |
| 2. | Laboratory Responsibility : | 60 | 2 = C + D + E + F |
| C) | Equipment in Lab | 20 | C = 100% Equipment in Lab in Working Condition (20 Marks) = 90% and above Equipment in Lab in Working Condition (10 Marks) |
| D) | Innovations in Laboratory | 10 | Any Setup/Kit Developed by Support Staff (Max. 10 Marks) |
| E) | Lab Maintenance | 20 | iii =Preventive Maintenance of Lab with records. (Max. 10 Marks) iv = Breakdown Maintenance of Lab with records. (Max. 10 Marks) |
| F) | Maintenancce of Lab Record | 10 | v = Record of Laboratory Equipment (Max. 05 Marks) vi = Other Laboratory Records: Issue vouchers , Time Table, etc. |
| 3. | Other Responsibilities: | 30 | 3= G + H + I |
| G) | Direct Contribution in BE/Competitive Projects | 10 | Based on Quantitative Feedback from Students. |
| H) | Other Departmental Responsibility | 15 | With Proof. |
| I) | Other College Level Responsibility | 05 | With Proof. |
| | | 150 | Total Score = 1+2+3 |

5. **Method of Evaluation :**

- (a) The Technical Support Staff, who is willing to apply for the best Technical Support Staff award, must submit the data in standard format along with the attested supporting documents.
- (b) The committee appointed by Director should evaluate the individual Technical Support Staff based on the submitted data and personal interview.

Presiding Officer :

Prof R B Patil

Members :

1. Prof. S R Dhore
2. Ashok Katole
3. Ashish Shinde

