

**Faculty Performance Appraisal and Development  
System (FPADS)**

**&**

**Career Advancement Scheme (CAS)**

*(With effect from Academic Year 2016-2017)*

**Padm. Dr. V. B. Kolte College of Engineering, Malkapur**

**(Affiliated to MSBTE, Mumbai, approved by AICTE and DTE, Mumbai Govt. of Maharashtra)**

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## **Institute Vision**

To be an Organization providing quality Education to the masses to bring about a social change in the region by establishing and nurturing the technical and allied institutions to become center of excellence.

## **Institute Mission**

**M1.** To nurture and maintain quality environment for academic excellence, research and development of entrepreneurship, through dedicated staff and transparent management for bringing about a social change, through affordable education.

**M2.** To impart holistic training to all students so that they develop right kind of attitude, knowledge & skills which will help them to serve the nation in a better way.

**M3.** To imbibe in the students, basic human values in order to help them, develop individually.

**M4.** To provide education at reasonable expenditure, especially for middle class population.

**M5.** To provide up-to-date and trained professionals to industry who will serve as an entrepreneur and will lead their companies successfully.

## **FACULTY PERFORMANCE APPRISAL AND DEVELOPMENT SYSTEM (FPADS)**

### **Process:**

- i. Faculty submits performance based appraisal system (PBAS) form as prescribed by AICTE for diploma staff and submits to concern head of department at the end of academic year.
- ii. Head of department collects and submits PBAS form of all faculties along with student feedback report and confidential report to principal.
- iii. Principal forms a screening committee at institute level to evaluate the self-evaluation report.
- iv. Overall appraisal of the faculty is done on following basis:
  - 50% for assessment of self-appraisal –(Minimum API score as per AICTE norms should be required)
  - 30% for the students feedback – (Minimum 70% feedback should be required)
  - 20% for assessment by HOD –( Based on confidential report by HOD)
- v. Recommendations of committee shall be submitted to management and or governing council for final approval.
- vi. The same PBAS proforma is considered to career advancement scheme (CAS) also.

## CAREER ADVANCEMENT SCHEME (CAS)

### **Eligibility Criteria:**

Rules & Regulation for career advancement Schemes for teachers is followed as per AICTE gazette notification dated 8<sup>th</sup> Nov 2012 regarding pay scales, service condition and qualification for teachers and other academic staff in technical institution ( Diploma) regulation , 2012.


### **Process of Career Advancement Scheme**

- i. A faculty who wishes to be considered for promotions under CAS should submit in writing to the principal.
- ii. The faculty should submit PBAS proforma duly supported by all credential as per API guidelines set out by AICTE.
- iii. Principal forms expert assessment system as per the AICTE guidelines.

<b>Sr. No.</b>	<b>Post / Pay Scale</b>	<b>Pay Band + AGP</b>	<b>Expert Assessment System</b>
1	Lecturer	Lecturer 15600-39100+ AGP Rs. 5000	Screening Committee
2	Lecturer (Sr. Scale)	Lecturer (Sr. Scale) 15600-39100+ AGP Rs. 7000	Screening Committee
3	Lecturer (Selection Grade) (below 3 years of service in this scale)	Lecturer (Selection Grade) 15600-39100+ AGP Rs. 8000	Screening Committee
4	Lecturer (Selection Grade) (3 years or more than 3 years' service in this scale)	Lecturer (Selection Grade) Rs 37400-67000+AGP Rs. 9000	Screening Committee

- iv. Recommendation given by committee is submitted to management or Governing Council for final approval.



  
**Principal,**  
**Pdm. Dr. V. B. Kotte College of**  
**Engineering, MALKAPUR.**  
**Dist. Buldana. (M. S.)**