

### SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (EMPOWERED AUTONOMOUS), SION (W), MUMBAI -400 022 AQAR 2023-2024

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

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SIES College of Arts, Science & Commerce (Autonomous) Sion (West), Mumbai - 400 022.

Principal

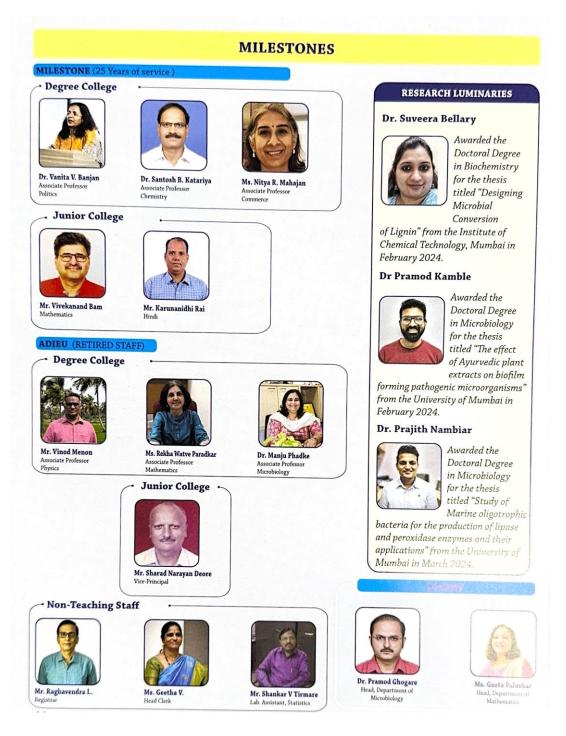
#### 6.3.1 Faculty empowerment strategies

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

I. Institutional performance appraisal system for teaching staff

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### II. Recognition of Achievements and Felicitation of Faculties



III. Recognition of research engagement and achievements of faculties



Dr Kirtikumar Badgujar, Department of Chemistry, has been conferred the Prof. MM Sharma Award of Science and Technology-2023.



Dr D K Pawar, Department of Chemistry, has been awarded Certificate of Registration of Design, by The Patent Office, Government of India on Water Purification Device, dated 01-02-2024.

						Re	search Details						
Sr. No.	Employee ID	Name	Name of the Institute	Designation	Department	Research publication/ Tiitle of research project	First/ Second Author	Title of Journal ISSN/ISBN Number	Year of Publication (for example	Type of Journal UGC-CARE list or Scopus/ WOS Level of the journal	Quartile	Amount sanctioned	Incentive (As per no. of Authors)
	13046	Prajith Nambiar	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Microbial Biosurfactant based nancemulsion and their applications- A review	First - Subi Yoosuf Second - Prajith Nambiar	Journal of Surfactants and Detergents	Dec-23	WOS: Science Citation Index Expanded	Q3	20000	10000
1	13046	Prajith Nambiar	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Screening of Plant Growth Promoting Properties and Hearry Metal Tolerance of Rhinospharic Microorganisms in the Mangrove Ecosystem	Third - Subi Yoosuf Fourth - Prajith Nambiar Fifth - Sarang Bhagwat Sixth - Arpita Gupte		24-May	UGC-CARE	Q4	15000	2143
	13036	Subi Yoosuf	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Microbial biosurfactant based nanoenmisions and their applications: a review.	First - Subi Yoosuf Second - Prajith Nambiar	Journal of Surfactants and Detergents (Online ISSN:1538- 9293, Print ISSN:1097-3958)	23-Dec	Scopus	Q3	20000	10000
2	13036	Subi Yoosuf	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Rhizospheric Microorganisms in the Mangrove Ecosystem	Third - Subi Yoosuf	ISSN: 2347-6036, Print ISSN:0972-	24-May	UGC-CARE	Q4	15000	2143
3	13035	Pramod Kamble	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Use of checkerboard assay to determine the symergy between essential oils extracted from leaves of Aegle manuelos and mystatin against Candida albicans	First - Pramod Kamble Second - Maniu Pladle		23-Mar	UGC-CARE	04	15000	7500
4	13095	Richa Singh	SIES College of Arts, Science and Commerce		Biotechnology	Antibacterial Activity of Biosilver Nanoparticles in Combination with Antibiotics		Iranian Journal of Materials Science and Engineering (Online ISSN : 2383- 3882)	March, 2024	Scopus	Q4	15000	15000
	13095	Richa Singh	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Biotechnology	Naturally occurring nanoparticles (NONPs): A review		Next Sustainability (Online ISSN: 2949- 8236)	April, 2024	Peer-reviewed (Elsevier New Journal)	Q4	15000	5000

## IV. 7 teachers of self-financed department receive incentive for their academic research achievements

r. No.	Employee ID	Name	Name of the Institute	Designation		Research publication/ Tütle of research project	First/ Second Author		Year of Publication (for example	Type of Journal UGC-CARE list or Scopus/ WOS Level of the journal	Quartile	Amount sanctioned	Incentive (As per no. o Authors)
5	13141	Pracheta S	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor	Bioanalytical Sciences	Nanobiotechnology in	First - Pracheta Salunkhe Second - Chandni Krishnan Third - Marthy Chavali Fourth - Daruhini Trivedi	Chapter in book titled Biotechnology for Advance applications, CRC Press, ebook ISBN 9781003362258	24-Mar	Peer-reviewed (Taylor and Frasis publication)	(UGC care not index in anywhere above)	10000	2500
	16174	Ms. Megha	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor		its utility in support		ISSN: 2584: 0142	19-Jun-24		(UGC care not index in anywhere above)	10000	5000
6	16174	Ms. Megha	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor		multisystem analysis of factors contributing to body image development in adolescence	First - Megha Tiwari Second - Krishti Kar Third - Hasita Ivaturi Fourth - Bhavi Mehta Fifth - Abhishek Agarwal		5th February 2024			10000	2000
	16174		SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor		The Spiral Process of Change in Therapy	First - Megha Tiwari Second - Mrunmayee Oak Third - Bhavi Mehm		5th February 2024	Book chapter in a		10000	3333
7	13062	Ms. Amruta	SIES College of Arts, Science and Commerce Sion (West)	Assistant Professor		A critical analysis of pathway to mental health care in Low Middle- Income Countries: An overview of Mental Healthcare Pathways and its utility in support provision for educational institutions.	Second - Amruta Padhye	ISSN: 2584: 0142	19-Jun-24	Book chapter in a peer reiniswed edited book	(UGC care not index in anywhere above)	10000	5000

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V. Recognizing the initiative taken by the Non-Teaching Staff and featuring it in the college magazine



The non-teaching staff of the Department of Physics has initiated sustainable development by creating key apparatus for the Department from waste material.

Dakshinayanam 2023-2024

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# VI. SIES ASC Employees' Co-op. Credit Society Ltd Loan disbursal List

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25,733.00         INTEREST ON BANK LOAN         97,563.76         NORME         NORME         NORME           8,420.00         PRINTING & STATIONARY EXP.         5,565.00         18,25,2663.00         INTEREST ON MEM. LOAN         18,46,269.00           5,140.00         CONVEYANCE         4,660.00         -         DIVIDEND RECD. FR. BANK         22,018.00           24,000.00         HONARIUM EXP. TO DIRECTORS         24,000.00         -         DIVIDEND RECD. FR. BANK         22,018.00           3,708.14         BANK CHARGES         1,640.28         1,640.28         -         -           3,7875.00         A.G. M. EXP.         28,600.00         -         -         -         -           60,000.00         ACCOUNT CHARGES         60,000.00         -         -         -         -         -         -           16.000.00         STATUTORY AUDIT FEES         20,000.00         -						1979 - C.	1
8,420.00         PRINTING & STATIONARY EXP.         5,565.00         10,32,003.00         INTEREST FROM BANK FIX. DEP.         2,55,895.0           5,140.00         CONVEYANCE         4,660.00         0.101/DED RECTO, FR. BANK FIX. DEP.         2,55,895.0           24,000.00         HONARIUM EXP. TO DIRECTORS         24,000.00         0.101/DED RECD, FR. BANK FIX. DEP.         2,55,895.0           37,875.01         A. G. M. EXP.         28,600.00         9,150.00         MISC. INCOME         13,150.0           60,000.00         ACCOUNT CHARGES         60,000.00         -         -         -         -           16,000.00         STATUTORY AUDIT FEES         20,000.00         - <t< td=""><td></td><td></td><td></td><td>2022 - 2023</td><td>INCOME</td><td></td><td></td></t<>				2022 - 2023	INCOME		
5,140.00         CONVEYANCE         4,660.00         INTEREST PAID ON FIXED DEP.         22,018.00           24,000.00         HONARIUM EXP. TO DIRECTORS         24,000.00         9,150.00         MISC. INCOME         13,150.00           37,875.00         A. G. M. EXP.         28,600.00         9,150.00         MISC. INCOME         13,150.00           60,000.00         ACCOUNT CHARGES         60,000.00         16,000.00         16,000.00         10,000.00         16,000.00         16,000.00         16,000.00         16,000.00         10,100.00         10,100.00         10,100.00         10,000.00         1				18,52,663.00	INTEREST ON MEM. LOAN		18,46,269.0
24,000.00         HONARIUM EXP. TO DIRECTORS         24,000.00         9,150.00         MISC. INCOME         13,150.00           37,875.00         A. G. M. EXP.         28,600.00         MISC. INCOME         13,150.00           60,000.00         ACCOUNT CHARGES         60,000.00         MISC. EXPENSES         60,000.00           16,000.00         STATUTORY AUDIT FEES         20,000.00         10,000.00         10,000.00           2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00         10,255,000         10,255,000           2,28,940.00         INTEREST PAID ON REC. DEP.         56,265.00         10,000         10,000         10,000	8,420.00	PRINTING & STATIONARY EXP.	5,565.00	68,416.00	INTEREST FROM BANK FIX. DE	P.	2,55,895.0
3,708.14         BANK CHARGES         1,640.28         3,150.00         NIGC. INCOME         1,640.28           37,875.00         A. G. M. EXP.         28,600.00         0	5,140.00	CONVEYANCE	4,660.00	-	DIVIDEND RECD. FR. BANK		22,018.0
3,708.14       BANK CHARGES       1,640.28         37,875.00       A. G. M. EXP.       28,600.00         60,000.00       ACCOUNT CHARGES       60,000.00         16,000.00       STATUTORY AUDIT FEES       20,000.00         MISC. EXPENSES       7,126.00         2,33,824.00       INTEREST PAID ON FIXED DEP.       4,11,010.00         3,85,825.00       INTEREST PAID ON CUM. DEP. (8 %)       4,55,610.00         2,28,040.00       INTEREST PAID ON REC. DEP.       56,265.00	24,000.00	HONARIUM EXP. TO DIRECTORS	24,000.00			U. MARKING AT	13,150.0
60.000.00         ACCOUNT CHARGES         60.000.00           16.000.00         STATUTORY AUDIT FEES         20,000.00           MISC. EXPENSES         7,126.00           2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00           3,85,825.00         INTEREST PAID ON CUM. DEP. (8 %)         4,55,610.00           2,28,940.00         INTEREST PAID ON REC. DEP.         56,265.00	3,708.14	BANK CHARGES	1,640.28			2 (48) 7-(4) 12	1 1 1 7 1 1 Stu 19
60,000.00         ACCOUNT CHARGES         60,000.00           16,000.00         STATUTORY AUDIT FEES         20,000.00           MISC. EXPENSES         7,126.00           2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00           3,85,825.00         INTEREST PAID ON CUM. DEP. (8%)         4,55,610.00           2,28,040.00         INTEREST PAID ON REC. DEP.         56,265.00	37,875.00	A. G. M. EXP.	28,600.00			(1=20 UV0)	101159
16,000.00         STATUTORY AUDIT FEES         20,000.00           MISC. EXPENSES         7,126.00           2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00           3,85,825.00         INTEREST PAID ON CUM. DEP. (8 %)         4,55,610.00           2,28,940.00         INTEREST PAID ON REC. DEP.         56,265.00	60,000.00	ACCOUNT CHARGES	60,000,00			Contraction of	C. Personal Contraction
MISC. EXPENSES         7,126.00           2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00           3,85,825.00         INTEREST PAID ON CUM. DEP. (8 %)         4,55,610.00           2,28,040.00         INTEREST PAID ON REC. DEP.         56,265.00	16,000.00						
2,93,824.00         INTEREST PAID ON FIXED DEP.         4,11,010.00           3,85,825.00         INTEREST PAID ON CUM. DEP. (8 %)         4,55,610.00           2,28,040.00         INTEREST PAID ON REC. DEP.         56,265.00		MISC. EXPENSES					
3.85,825.00         INTEREST PAID ON CUM. DEP. (8 %)         4,55,610.00           2.28,040.00         INTEREST PAID ON REC. DEP.         56,265.00	2,93,824,00						And a star way
2,28,040.00 INTEREST PAID ON REC. DEP. 56,265.00							
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20,000.00 COMPOTER MAINT. 21,750.00						n ma second state	Same
13,200.00   ANNUAL REPORT PRINTING EXPENSES 16 100.00							
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53,120.00 DEPRECIATION 31,872.00			77,875.00			All	
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00	90.00		-			CONTRACTOR DATE	100000
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM			3,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	-		60,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM			15,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		DONATION	2,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		PROFESSIONAL CHARGES PAID	6,000.00			12 C 1 C 1 C 1 C 1	-
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM         -           -         ADVERTISEMENT EXP.         3,000.00           -         BAD & DOUBTFUL DEBTS         60,000.00           -         CO-OP TRAINING FUND         15,000.00           -         DONATION         2,000.00           5,000.00         PROFESSIONAL CHARGES PAID         6,000.00					70741		04 07 005 -
53,120.00         DEPRECIATION         31,872.00           47,240.00         DiWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM			7,31,694.96		IUIAL		
	- 2,93,824.00 3,85,825.00 2,28,040.00 20,000.00 15,200.00 53,120.00	MISC. EXPENSES INTEREST PAID ON FIXED DEP. INTEREST PAID ON CUM. DEP. (8 %) INTEREST PAID ON REC. DEP. COMPUTER MAINT. ANNUAL REPORT PRINTING EXPENSES DEPRECIATION	7,126.00 4,11,010.00 4,55,610.00 56,265.00 21,750.00 16,100.00 31,872.00				
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53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00			3 000 00	a strand and	ter de la source end à entre	CONTRACTOR	1454
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	-				Contract of the second s	man reliev,	
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM					STATE PARTY AND	2022	577955 (A)
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM				1			
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		PROFESSIONAL CHARGES PAID			and the second	Contraction .	
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	- 5,000.00		0,000.00				
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53,120.00       DEPRECIATION       31,872.00         47,240.00       DIWALI GIFT EXP.       77,875.00         90.00       POSTAGE & TELEGRAM       -         -       ADVERTISEMENT EXP.       3,000.00         -       BAD & DOUBTFUL DEBTS       60,000.00         -       CO-OP.TRAINING FUND       15,000.00         -       DONATION       2,000.00         5,000.00       PROFESSIONAL CHARGES PAID       6,000.00         7,01,013.86       EXCESS OF INCOME OVER EXPENSES       7,31,694.96	7,01,013.86	EXCESS OF INCOME OVER EXPENSES		19,30,229.00			
	20,000.00 15,200.00 53,120.00 47,240.00 90.00	COMPUTER MAINT. ANNUAL REPORT PRINTING EXPENSES DEPRECIATION DIWALI GIFT EXP. POSTAGE & TELEGRAM ADVERTISEMENT EXP. BAD & DOUBTFUL DEBTS	21,750.00 16,100.00 31,872.00 77,875.00 - 3,000.00 60,000.00				
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53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00			2 000 00		the first of the second se	S. Comment Page	1404
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM					CHILDRESS & MARINE LOS SPRETOW	Solary selfano.	AND ALL
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	-		60,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		CO-OP.TRAINING FUND	15,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		DONATION					
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM		PROFESSIONAL CHARGES PAID			and the second	Concernance.	
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	5,000.00		0,000.00				
53,120.00         DEPRECIATION         31,872.00           47,240.00         DiWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM			7 31 604 06		TOTAL		21 37 332 0
53,120.00         DEPRECIATION         31,872.00           47,240.00         DiWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	7,01,013.86	EXCESS OF INCOME OVER EXPENSES		19,30,229.00		Conception of the Date	21,01,002.0
53,120.00         DEPRECIATION         31,872.00           47,240.00         DIWALI GIFT EXP.         77,875.00           90.00         POSTAGE & TELEGRAM	- 5,000.00				TOTAL		21 37 332 0

Principal