

**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.

<b>Sr. No.</b>	<b>Implementation of E- governance in its areas of operation</b>	<b>Page numbers</b>
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*Principal*  
Principal  
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



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

**Annual Performance Assessment Report**  
As per clause 7(c)(ii)(B) of S.C. No. 1616-2011-C.A. 26/03/2011  
- dated 07<sup>th</sup> March, 2011

For Academic Year: 20.... - 20....

Institute / College	
Teacher's Name	
Designation	
Department	

Name: \_\_\_\_\_ Department: \_\_\_\_\_ Year: \_\_\_\_\_

**Self-Assessment Form-Performance Appraisal Form  
API - PEAS Proforma**

Name of the Institute/College: .....

Name of the Department: .....

Under C.A.S Promotion In: ..... Degree/Level (Applicable)  
For .....

Faculty of: .....

Institution of the Government of India, Establishment: Post 1979 Service Rules of July 2014  
and Government of Maharashtra (G.O. No. 102/2010/1000) dated 01<sup>st</sup> March, 2011  
Government of Maharashtra (G.O. No. 102/2010/1000) dated 01<sup>st</sup> March, 2011

**ACADEMIC YEAR: \_\_\_\_\_**

**PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND**

1	Name (in Block Letters)	
2	Department	
3	Current Designation & Academic Level	
4	Date of last Promotion	
5	Current position and Academic Level of an applicant under C.A.S.	
6	The designation and grade pay applied for under C.A.S.	
7	Date of eligibility for promotion	
8	Address (with Pin code)	
	Telephone / Mobile No.	
	E-mail	

**B. Academic Qualifications (from U.E.C. All Post Graduates)**

Examination	Name of the Board/University	Year of Passing	Percentage of Marks Obtained	Division/Class/Grade	Subject


Name: \_\_\_\_\_ Department: \_\_\_\_\_ Year: \_\_\_\_\_

## II. Recognition of Achievements and Felicitation of Faculties


**MILESTONES**

**MILESTONE (25 Years of service)**


**Degree College**



**Dr. Vanita V. Banjan**  
Associate Professor  
Politics




**Dr. Santosh B. Katariya**  
Associate Professor  
Chemistry




**Ms. Nitya R. Mahajan**  
Associate Professor  
Commerce

**Junior College**




**Mr. Vivekanand Bam**  
Mathematics




**Mr. Karunanidhi Rai**  
Hindi

**ADIEU (RETIRED STAFF)**


**Degree College**



**Mr. Vinod Menon**  
Associate Professor  
Physics




**Ms. Rekha Watve Paradkar**  
Associate Professor  
Mathematics




**Dr. Manju Phadke**  
Associate Professor  
Microbiology

**Junior College**




**Mr. Sharad Narayan Deore**  
Vice-Principal


**Non-Teaching Staff**



**Mr. Raghavendra L.**  
Registrar



**Ms. Geetha V.**  
Head Clerk



**Mr. Shankar V Tirmare**  
Lab. Assistant, Statistics

**RESEARCH LUMINARIES**

**Dr. Suveera Bellary**



*Awarded the Doctoral Degree in Biochemistry for the thesis titled "Designing Microbial Conversion of Lignin" from the Institute of Chemical Technology, Mumbai in February 2024.*

**Dr. Pramod Kamble**



*Awarded the Doctoral Degree in Microbiology for the thesis titled "The effect of Ayurvedic plant extracts on biofilm forming pathogenic microorganisms" from the University of Mumbai in February 2024.*

**Dr. Prajith Nambiar**



*Awarded the Doctoral Degree in Microbiology for the thesis titled "Study of Marine oligotrophic bacteria for the production of lipase and peroxidase enzymes and their applications" from the University of Mumbai in March 2024.*

**MSK 2024**



**Dr. Pramod Ghogare**  
Head, Department of Microbiology



**Ms. Geeta Paluskar**  
Head, Department of Mathematics

### 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.

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

Research Details													
Sr. No.	Employee ID	Name	Name of the Institute	Designation	Department	Research publication/ Title of research project	First/ Second Author	Title of Journal ISSN/ISBN Number	Year of Publication (for example 2023)	Type of Journal UGC-CARE list or Scopus/ WOS Level of the journal	Quartile	Amount sanctioned	Incentive (As per no. of Author)
1	13046	Prajith Nambiar	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Microbial Bioinfectant based nanozemulsion and their applications- A review	First - Subi Yousof Second - Prajith Nambiar	Journal of Surfactants and Detergents	Dec-23	WOS: Science Citation Index Expanded	Q3	20000	10000
	13046	Prajith Nambiar	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Screening of Plant Growth Promoting Properties and Heavy Metal Tolerance of Rhizospheric Microorganisms in the Mangrove Ecosystems	First - Mahvash Fatima Second - Manika Sarwat Third - Subi Yousof Fourth - Prajith Nambiar Fifth - Sarang Bhargava Sixth - Apurva Gupta Seventh - Sumita Singh	Annals of plant and soil research, Online ISSN: 2347-6036, Print ISSN:0972-1959	24-May	UGC-CARE	Q4	15000	2143
2	13036	Subi Yousof	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Microbial bioinfectant based nanozemulsions and their applications: a review.	First - Subi Yousof Second - Prajith Nambiar	Journal of Surfactants and Detergents (Online ISSN:1158-9293, Print ISSN:1097-3918)	23-Dec	Scopus	Q3	20000	10000
	13036	Subi Yousof	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Screening of Plant Growth Promoting Properties and Heavy Metal Tolerance of Rhizospheric Microorganisms in the Mangrove Ecosystems	First - Mahvash Fatima Second - Manika Sarwat Third - Subi Yousof Fourth - Prajith Nambiar Fifth - Sarang Bhargava Sixth - Apurva Gupta Seventh - Sumita Singh	Annals of plant and soil research, Online ISSN: 2347-6036, Print ISSN:0972-1959	24-May	UGC-CARE	Q4	15000	2143
3	13035	Pranod Kumbha	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Use of checkerboard assay to determine the synergy between essential oils extracted from leaves of <i>Agave mammosus</i> and <i>xylinin</i> against <i>Candida albicans</i>	First - Pranod Kumbha Second - Manju Plandia	AVU, Online ISSN: 0976-9382	23-Mar	UGC-CARE	Q4	15000	7500
4	13095	Richa Singh	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Biotechnology	Antibacterial Activity of Biosilver Nanoparticles in Combination with Antibiotics	First - Richa Singh Second - NIL	Indian 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 Son (West)	Assistant Professor	Biotechnology	Naturally occurring nanoparticles (NONPs): A review	First - Sailee S. Raut Second - Richa Singh Third - Utkarsha M. Lakshak	Next Sustainability (Online ISSN: 2949-8236)	April, 2024	Peer-reviewed (Elsevier New Journal)	Q4	15000	5000

Sr. No.	Employee ID	Name	Name of the Institute	Designation	Department	Research publication/ Title of research project	First/ Second Author	Title of Journal ISSN/ISBN Number	Year of Publication (for example 2023)	Type of Journal UGC-CARE list or Scopus/ WOS Level of the journal	Quartile	Amount sanctioned	Incentive (As per no. of Author)
5	13141	Pracheta S Sahukhe	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Bioanalytical Sciences	Nanobiotechnology in Agriculture	First - Pracheta Sahukhe Second - Chandni Krishnan Third - Mridha Chavali Fourth - Darshini Tirwadi	Chapter in book titled Biotechnology for Advance applications, CRC Press, ebook ISBN 9781003362258	24-Mar	Peer-reviewed (Taylor and Francis publication)	(UGC care not index in anywhere above)	10000	2500
6	16174	Ms. Megha Tiwari	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Psychology	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.	First - Megha Tiwari Second - Anurita Padhye	ISSN: 2584-0142	19-Jun-24	Book chapter in a peer reviewed edited book	(UGC care not index in anywhere above)	10000	5000
	16174	Ms. Megha Tiwari	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Psychology	Body Image Formation: A multi-system analysis of factors contributing to body image development in adolescence	First - Megha Tiwari Second - Kritishi Kar Third - Hasini Ivanani Fourth - Bharti Mehra Fifth - Abhishek Agrawal	ISBN : 978-81-963786-4-6	5th February 2024	Book chapter in a peer reviewed edited book	(UGC care not index in anywhere above)	10000	2000
	16174	Ms. Megha Tiwari	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Psychology	The Spiral Process of Change in Therapy	First - Megha Tiwari Second - Mrunmayee Oak Third - Bharti Mehra	ISBN : 978-81-963786-4-7	5th February 2024	Book chapter in a peer reviewed edited book	(UGC care not index in anywhere above)	10000	3333
7	13062	Ms. Anurita Padhye	SIES College of Arts, Science and Commerce Son (West)	Assistant Professor	Psychology	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.	First - Megha Tiwari Second - Anurita Padhye	ISSN: 2584-0142	19-Jun-24	Book chapter in a peer reviewed edited book	(UGC care not index in anywhere above)	10000	5000
												1,65,000	69,619



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



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

एस.आय.ई.एस.कोलेज एम्प्लॉयज को-ऑपरेटिव्ह क्रेडिट सोसायटी लि.

### BALANCE SHEET 2023-2024

2022-2023		2023-2024	
AMOUNT	LIABILITIES		AMOUNT
1,00,00,000.00	AUTHORISED CAPITAL		2,00,00,000.00
	PAID UP SHARE CAPITAL		
62,36,000.00	SHARE CAPITAL	62,36,000.00	
	ADD : DURING THE YEAR	1,65,500.00	
	LESS : PAID DURING THE YEAR	5,60,500.00	58,41,000.00
	RESERVE FUNDS & OTHER FUNDS		
16,24,394.00	RESERVE FUND	16,24,394.00	
	ADD : ENT. FEE & NOMINAL ENT. FEE	400.00	
	ADD : TR.FR. PROFIT 2019-2020	1,75,253.00	
	ADD : UNPAID SHARE & DEP.	3,708.00	
		18,03,755.00	
1,84,300.00	DIVIDEND EQU FUND	1,89,300.00	
2,19,331.00	MEMBER WELFARE FUND	2,14,167.00	
22,582.00	CO-OP TRAINING FUND	23,478.00	
2,80,000.00	BAD DEBT'S RESERVE	3,50,000.00	
21,690.00	ELECTION FUND	21,690.00	26,02,388.00
	MEMBERS DEPOSIT		
53,29,652.00	CUMULATIVE DEPOSIT	60,93,352.00	
58,89,519.00	FIXED DEPOSIT	40,45,538.00	
6,84,500.00	RECURRING DEPOSIT	8,13,500.00	1,09,52,390.00
	BANK LOAN		
	- M.D.C.C. BANK OVERDRAFT		21,36,165.76
	CURRENT LIABILITIES & PROVISION		
1,140.00	SECURITY DEP.	1,140.00	
1,000.00	EDUCATION FUND PAYABLE	1,000.00	
19,096.00	STATUTORY AUDIT FEES PAYABLE	21,136.00	
37,947.07	INSURANCE PAYABLE	37,947.07	
2,84,000.00	SURETY RECOVERY	3,65,034.00	
57,742.99	SUNDRY CREDITORS	73,652.17	
32,000.00	INTERNAL AUDIT FEE PAYABLE	32,000.00	
10,61,061.00	INTEREST PAYABLE ON DEP.	11,71,357.00	
18,260.00	DIVIDEND PAYABLE	22,782.00	
2,000.00	HON. PAYABLE	2,000.00	
76,261.00	RECOVERY RECEIVABLE		17,28,058.24
	PROFIT & LOSS		
7,01,101.46	EXCESS OF INCOME OVER EXP.	424.46	
2,27,93,532.52	ADD : C. Y. PROFIT 2022-2023	7,31,694.96	7,32,119.42
	TOTAL		2,39,94,121.42

१४ वा वार्षिक अहवाल सन् २०२३-२०२४

एस.आय.ई.एस.कोलेज एम्प्लॉयज को-ऑपरेटिव्ह क्रेडिट सोसायटी लि.

### AS ON 31.03.2024

2022-2023		2023-2024	
AMOUNT	ASSETS		AMOUNT
	CASH & BANK BALANCE		
	CASH IN HAND		
21,83,035.52	M.D.C.C. BANK LTD.	21,98,913.42	21,98,913.42
	INVESTMENTS		
4,36,000.00	SHARES WITH MDCC BANK	4,36,000.00	
16,30,139.00	F.D. WITH M.D.C.C. BANK (RES. FUND)	16,30,139.00	
25,00,000.00	F. D. WITH M.D.C.C. BANK	25,00,000.00	45,66,139.00
	MEMBERS LOAN		
1,55,75,403.00	MEDIUM TERM LOAN		
	OPENING BALANCE	1,55,75,403.00	
	ADD : LOAN DISBURSED	1,17,51,655.00	
	LESS : LOAN RECOVERED	1,09,70,528.00	1,63,56,530.00
2,30,777.00	EMERGENCY LOAN		
	OPENING BALANCE	2,30,777.00	
	ADD : LOAN DISBURSED	4,49,381.00	
	LESS : LOAN RECOVERED	4,71,796.00	2,08,362.00
	FIXED ASSETS		
79,680.00	COMPUTER	79,680.00	
	Add : New Software Purchase		
	LESS : Depreciation@40%	31,872.00	47,808.00
	OTHER ASSETS		
110.00	ADHESIVE STAMP	110.00	
1,42,021.00	INTEREST ACCRUED ON MEM. LOAN	1,42,948.00	
10,018.00	TDS ON MDCC BANK FD (2021-2022)	10,018.00	
6,238.00	TDS ON MDCC BANK FD (2022-2023)	6,238.00	
	TDS ON MDCC BANK FD (2023-2024)	23,432.00	
111.00	Interest Accrued on Bank FD	111.00	
	RECOVERY RECEIVABLE	4,33,514.00	6,16,369.00
2,27,93,532.52			2,39,94,121.42

१४ वा वार्षिक अहवाल सन् २०२३-२०२४

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### Income & Expenditure Statement

2022 - 2023	EXPENDITURE	2023 - 2024
25,733.00	INTEREST ON BANK LOAN	97,563.76
8,420.00	PRINTING & STATIONARY EXP.	5,565.00
5,140.00	CONVEYANCE	4,660.00
24,000.00	HONARIUM EXP. TO DIRECTORS	24,000.00
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
2,93,824.00	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
20,000.00	COMPUTER MAINT.	21,750.00
15,200.00	ANNUAL REPORT PRINTING EXPENSES	16,100.00
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
19,30,229.00	TOTAL	21,37,332.00

DEVENDRA U. GAWAD  
Govt. Certified Auditor

SHRI HARICHANDRA R. VICHARE  
Treasurer

१४ वा वार्षिक अहवाल सन् २०२३-२०२४

एस.आय.ई.एस.कोलेज एम्प्लॉयज को-ऑपरेटिव्ह क्रेडिट सोसायटी लि.

### As on 31.03.2024

2022 - 2023	INCOME	2023 - 2024
18,52,663.00	INTEREST ON MEM. LOAN	18,46,269.00
68,416.00	INTEREST FROM BANK FIX. DEP.	2,55,895.00
	- DIVIDEND RECD. FR. BANK	22,018.00
9,150.00	MISC. INCOME	13,150.00
19,30,229.00	TOTAL	21,37,332.00

SHRI VIRENDRA R. DIWAKAR  
Secretary

Dr. UMA M. SHANKAR  
Chairman

१४ वा वार्षिक अहवाल सन् २०२३-२०२४



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Principal  
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Principal