

Ph. / Fax : 624846  
College Code No. : 013

SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**

[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

6, Koregaon Road,  
Pune - 411 001. [INDIA]

**Dr. G.H.GIDWANI**  
Principal

FORM FOR APPOINTMENT OF A TEACHER

REF.NO. **K-3(mm)/106**

DATE: **26.6.2000**

To,  
**Smt. Meenakshi Waghmare,**

Sub: Appointment to the post of Lecturer  
in Commerce (Subject)

Sir/Madam,

In response to our advertisement dated 23.5.2000 you had applied for the post of Lecturer in Commerce. You were interviewed for the above post by the Selection Committee Constituted by the Management.

I am pleased to inform you that the Management has appointed you on the said post in St. Mira's College for Girls, Pune 1, in the scale of Rs. 8000-275-13500 with effect from 27.6.2000. Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and Rules and Regulations laid down by the University of Pune and State Government from time to time.
- 2.a. You are appointed in clear vacancy on time basis on probation for a period of year(s) from the date of joining.
- b. Your appointment is purely temporary for a period of year(s) i.e. from year(s) to year(s).
- c. Your appointment is on the leave vacancy for the period of from 27.6.2000 to 31.3.2002.
- d. The post is reserved for category. Since you belong to the said category, you are appointed on full-time basis on probation for a period of year(s) from the date of joining.
- e. The post is reserved for category. Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of year(s). You shall not have any claim on the said post in future.
- f. This temporary vacancy is caused by category. Hence you are appointed full-time on purely temporary basis for a period of year(s).
- g. Your appointment is on part-time/clock hour basis only.



*eSign*

Signed by: Jaya Rajagopalan  
Reason: NAAC  
DOCUMENTATION  
Location: Pune, India  
Date: 13-Dec-2023 (03:26 PM)



SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**

[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

Dr. (Miss) G.H. GIDWANI  
Principal

6, Koregaon Road,  
Pune - 411 001. [INDIA]

= 2 =

3. (i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and G.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/ Director of Medical Education & Research/Joint Director of Higher Education as the case may be.
4. (a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications (M.Phil/Ph.D., M.D./M.S., M.D.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheet, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc. before joining your duties.
7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the statutes at the time of joining the duties.
8. You will be allowed to join the duties on producing of :-
  - (i) Two passport size photographs,
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.





SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**

[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

Dr. (Miss) G.H. GIDWANI  
Principal

6, Koregaon Road,  
Pune - 411 001. [INDIA]

- 3 -

10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (READ) on the address given, shall be deemed to have been acknowledged duly signed by you,
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your service are transfereable to any other college/institutions run by the Management.
14. Your appointment may be terminated, at any time, by either side/ party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
15. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
16. You have to communicate your acceptance to the Management/College Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully;

*G. H. Gidwani*  
Secretary/Principal.

- To: 1. Waghmare. Minakshi. S
2. The secretary, St. Mira's College for Girls Board, Pune 411 001.
  3. Accounts Section.
  4. The Chairperson, Sadhu Vaswani Mission Pune 411 001.



*eSign*  
Signed by: Jaya Rajagopalan  
Reason: NAAC  
DOCUMENTATION  
Location: Pune, India  
Date: 13-Dec-2023 (03:26 PM)



KINDLE THE LIGHT

SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**  
[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

Ph. / Fax : 6124846  
College Code No. : 013

Dr. G. H. GIDWANI  
Principal

6, Koregaon Road  
Pune - 411 001. [INDIA]

FORM FOR APPOINTMENT OF A TEACHER

REF NO E-1/ CV2

DATE 5 8 2002

TO

Shri/Smt

Miss Meenakshi Wagnmare

Sub Appointment to the post of LECTURER  
in ECONOMICS ( subject)

Sir/Madam,

In response to our advertisement dated 7.6.2002 you had applied for the post of LECTURER. You were interviewed for the above post by the Selection Committee Constituted by the Management

I am pleased to inform you that the Management has appointed you on the said post in St. Mira's College for Girls, Pune-1 in the scale of Rs. 8000-275-13500 with effect from 6.8.2002. Your appointment is subject to the following terms and conditions -

1 Your services will be governed by the Maharashtra Universities Act 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune and State Government from time to time

2 (a) You are appointed in clear vacancy on full-time basis on probation for a period of 2 year(s) from the date of joining

(b) Your appointment is purely temporary for a period of                      i.e. from                      to                     .

(c) Your appointment is on the leave vacancy for the period of from                      to                     .

(d) The post is reserved for                     . Since you belong to the said category, you are appointed on full-time basis on probation for a period of                      year(s) from the date of joining.

(e) The post is reserved for                     . Since you belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of                     . You shall not have any claim on the said post in future

(f) This temporary vacancy is caused by                     . Hence you are appointed on purely temporary basis for a period of                     .

(g) Your appointment is on part-time/clock hour basis only



Signed by: Jaya Rajagopalan  
Reason: NAAC  
DOCUMENTATION  
Location: Pune, India  
Date: 13-Dec-2023 (03:26 PM)

eSign



KINDLE THE LIGHT

SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**  
[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

Ph. / Fax : 6124846  
College Code No. : 013

**Dr. G. H. GIDWANI**  
Principal

6, Koregaon Road  
Pune - 411 001. [INDIA]

2

3. (I) You will be paid basic pay of Rs 8,000/- per month in the scale indicated above. You will also be entitled to Dearness allowance, House Rent allowance, and C.L.A. at the rates prescribed by the state government from time to time. In case you are appointed for a period of more than one year you shall earn annual increment.
- (II) You will be paid remuneration at the rate of Rs \_\_\_\_\_ per lecture/per hour
- (III) Your appointment and salary shall be subject to approval by the University of Pune and ~~Director of Technical Education / Director of Medical Education and Research / Joint Director of Higher Education~~ as the case may be.
4. (a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University of the State Government/ UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualification \_\_\_\_\_ ( M.Phil/Ph.D./M.D./M.S. / M.E. etc as prescribed by the University/ State Govt. or the Central Councils concerned within the \_\_\_\_\_ period
5. Your appointment is subject to the minimum number of students and the work load prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheet, experience certificate, discharge/relieving certificate, last pay certificate, Caste certificate, change of name certificate (if any, etc. before joining your duties)
7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the statutes at the time of joining the duties
8. You will be allowed to join the duties on producing of :-
- (I) Two passport size photographs.
- (II) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer
- (III) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of medical certificate stating that you are free from any contagious disease and that you are physically fit for employment on \_\_\_\_\_ college/institution.



Signed by: Jaya Rajagopalan  
Reason: NAAC  
DOCUMENTATION  
Location: Pune, India  
Date: 13-Dec-2023 (03:26 PM)



KINDLE THE LIGHT

SADHU VASWANI MISSION'S  
**ST. MIRA'S COLLEGE FOR GIRLS**  
[ARTS & COMMERCE]  
[FOUNDER : SADHU T. L. VASWANI]

Ph. / Fax : 6124846  
College Code No. : 013

**Dr. G. H. GIDWANI**  
Principal

6, Koregaon Road  
Pune - 411 001. [INDIA]

3

- 10 You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (READ) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11 You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12 You will not engage yourself in any other job paid full-time, part time or otherwise during the continuance of your service, without the permission of the competent authority/Management.
- 13 Your services are transferable to any other college/institutions run by the Management.
- 14 Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one months pay in lieu of notice period in case the period spent in service is more than six months.
- 15 If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
- 16 You have to communicate your acceptance to the Management/College Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully

*G. H. Gidwani*

Secretary/Principal

Principal,  
St. Mira's College for Girls, Pune

- To 1. Miss Meenakshi Waghmare  
2. The Chairperson, St. Mira's College  
for Girls Board, Pune-411001.  
3. The Secretary, St. Mira's College  
for Girls Board, Pune - 411001.  
4. Accounts Section

*eSign*

Signed by: Jaya Rajagopalan  
Reason: NAAC  
DOCUMENTATION  
Location: Pune, India  
Date: 13-Dec-2023 (03:26 PM)

# University of Pune

Ganeshkhind,  
PUNE-411 007.

Telephone Nos. ~~XXXXXXXXXX~~ 56 96 06 1  
~~XXXXXXXXXX~~ 56 9006 2  
~~XXXXXXXXXX~~ 56 9006 0



Telegraph - 'UNIPUNE'  
Fax - 020-~~XXXXXXXX~~ 56 938 99

Ref. No. CCO/61

Date 3.1.2003

To  
The Secretary / Principal,  
St. Mira's College for Girls  
Arts & Commerce  
6, Koregaon Rd., Pune-1.

Sub. : Approval to the appointment of Lecturer (Full-time)

Ref. : Your letter No. U-3/2002-03/1 Dated 23.9.2002

Sir / Madam,

With reference to the subject mentioned above, I am directed to inform you that the appointment of Waghmare Minakshi Shrirang as Lecturer for the subject Business Economics is hereby

(a) approved with effect from 6.8.2002

(b) approved for a period of .....

i.e. from ..... to ..... only

The College / Institute is required to follow the requisite procedure for selection and appointment of a duly qualified teacher immediately, if required.

Thanking you,

Yours faithfully,



*[Signature]*  
for Registrar

Copy to :

(1) The Principal, .....

(2) Waghmare Minakshi Shrirang  
Address : St. Mira's College for Girls,  
6, Koregaon Rd., Pune-1.




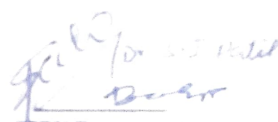



(3) The Deputy Registrar, Reservation Cell, University of Pune, Pune-411007.



Subject Mgt oms NET	Date of Appointment	Break in Service (if any)		Assessment years for Promotion under CAS	API Scores					Remarks	
		Period	Days		Year	Category I	Category II	Category III	Assessment Period II-III	Date of Eligibility	Final Remarks (Yes/No)
						75/Year	50/Assessment Period	75/Assessment Period	50 / Assessment period		
Lecturer/ Assistant Professor	06/08/2002			From	07/10/2011						70%
				To	07/10/2016	2013-14	87	20	16	36	
	Assistant Professor AGP Rs. 8000	07/10/2013			2014-15	88	27	40	67	Percentage Distribution of weight age points in the expert assessment	
					2015-16	83	26	15	41		
Associate Professor AGP Rs. 9000				Total		93	126	219	Final Remarks (Yes/No)	AGP 90 Rs. 7100	
											Placement in the Next Stage

File Publication during 2013 to 2016 in assessment period

Impact of Personal Insurance Decision Making and Assessment of Subsequent Risk Exposure pp.1-10 IJMAN Journal for Contemporary Research in Management Jan 2014, ISSN 2348-0092  
 Shift in Teaching Learning Evaluation in an IT enabled Global Era: An Analytical Study with reference to Under Graduate Students pp.18-41 International Research Journal of Commerce, Business and Social Sciences April 2014, ISSN 2277-9311  
 and Law- Amendment) Bill, 2008 in India: Legal Position of a Summery pp.12-21 Scholar's Research Journal for Interdisciplinary Studies July-Sept. 2013, ISSN 2319-4766  
 Study of the Mann Desai Mahila Sahakar Bank (MMSB): A Model of Financial Capability through Social Entrepreneurship IJA International Journal of Management and Social Sciences May 2016, ISSN 2455-2267  
 of the Indian Legislative and Judicial Mechanism with reference to Nationalization of Personal Assets: An Important Constituent of Financial Capability pp.17-27 International Journal in Management and Social Science, ISSN 2321-1784  
 Role Foundation: Model for Women Empowerment Through Human Capital Formation and Development pp.143-169 Name of the Book: Strategic Human Capital Development and Management in Emerging Economies Editor - Anshuman Bhattacharya ISSN 2327-3372

 V. C. Nominee (Res.)  
 Sub. Expert  
 Dr. D. D. Bad Saral  
 Sub. Expert  
 Dr. Kishor Jaiswar  
 SPPU Representative  
 Dr. K. P. Barisaw  
 HoD  
 Principal  
 CHAIRPERSON  
 S. P. Patil  
 SPPU Representative  
 Nominated by Hon. J. C.  
 Dr. K. P. Barisaw  
 St. Mira's College for Girls  
 SAPHU VARWANI



# Savitribai Phule Pune University



## Report of the Selection Committee: Expert Assessment

On the basis of the performance of the candidate in all the aspects, the committee unanimously puts on record the following weightage points.

Name of the Teacher: MINAKSHI SUNIL BALKAWADE

Expert Assessment for the post of Associate Professor/Professor

Contribution to research (30%)	Assessment of Domain knowledge and teaching practices (50%)	Interview performance (20%)	Total (out of 100%)
20	35	15	70

Director (H.E.)

Dr. V. J. Narbhede

V. C. Nominee (Res.)

Dr. S. M. Suryawanshi

Sub. Expert

Dr. D. D. Balsaraf

Sub. Expert

Dr. Kishor Jagtap

SPPU Representatives

Dr. K. P. Baisraj

HoD

Principal

St. Mira's College for Girls

Chairperson





# Savitribai Phule Pune University

## Report of the Selection Committee

05/05/2018

The Meeting of the Selection Committee constituted for promotion to the post of **Associate Professor/Professor** under the Career Advancement Scheme (CAS) of the UGC in accordance to the provisions of UGC Regulation No. F.3-1/2009, dated 30<sup>th</sup> June, 2010, State of Maharashtra G. R. No. NGC-298/(4619)/UNI-4, dated 11<sup>th</sup> December 1999 and subsequent amendments made by the UGC(F.1-2/2009(EC/PS) V(i) Vol-II, dated 13<sup>th</sup> June, 2013 and by the Department of Higher and Technical Education, Government of Maharashtra from time to time, was held at Ramakrishna More College of Arts, Commerce & Science on (05/05/2018) at \_\_\_\_\_ a.m./ p.m. in (Pune).

The Following committee members were present:

1. The Chairperson of the Governing Body or his/ her Nominee.
2. The Principal of the College
3. The Head of the Department of the concerned subject from the College.
4. Two University Representatives nominated by the Vice-Chancellor.
5. Two Subject Experts.
6. V.C. Nominee ( Reservation )
7. Joint Director, Higher Education, Pune, (Government Representative).

(Name of the Candidate) MINAKSHI SUNIL BALKAWADE,

(Post) Asst. Professor, (Name of College) St. Mira's College for Girls  
appeared before the selection committee for the interview:

The Selection Committee interviewed the above candidate and adjudged his merit in accordance with the requirements in terms and conditions of the provisions of the GR in this regard as well as the work done by the candidate. After taking into consideration academic record the qualifications and experience as well as performance of the candidate interviewed, the Committee unanimously resolved to recommend that the teacher be promoted to the post of **Associate Professor** (AGP Rs. 9000)/**Professor** (AGP Rs. 10000) in the St. Mira's College for Girls college, with effect from the date as mentioned below:



Sr. No.	Name of the Candidate	Date of Assistant Professor (Lecturer)	Date of promotion to the post of Associate Professor (AGP Rs. 9000)/Professor(AGP Rs. 10000)	Remark Recommended/ Not Recommended
1.	MINAKSHI SUNIL BALKAWADE	7/10/2013	7/10/2016	Recommended

Subject to the approval from the Director, Higher Education.

CHAIRPERSON

*P. A. Vaswan*

Chairperson

SADNI

SECTION

*Shalini*

Head

Department of \_\_\_\_\_

*G. H. Gidwan*

Principal of the College

St. Mira's College for Girls

*[Signature]*

Subject Expert, (Place)

Dr. D. D. Balsaraf

*[Signature]*

Subject Expert, (Place)

Dr. Kishor Jagtap

*[Signature]*

Dr. K. P. Bairagi

SPPU Representative  
(nominated by Hon. V. C.)

*[Signature]*

SPPU Representative  
(nominated by Hon. V. C.)

Dr. S. I. Patil

(Joint Director, Higher Education)

Govt. Representative, Pune

*Dr. Vijay Markhede*

Hon. V.C. Nominee (Reservation)

Dr. S. M. Suryawarshi

*[Signature]*  
Co-ordinator CAS  
Dr. M. G. Charkar

