Ref. No.MU/RO/2017/1282-A

24/10/2017

# Subject: Constitution of APAR Committee

APAR (Annual Performance Appraisal) committee is constituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives with different parameters as specified in Appraisal policy Committee members are mentioned below:

Name	Post
Prof.(Dr.) V.N.R. Pillai -Vice Chancellor	Chairman
	Member
	Member secretary
	NameProf.(Dr.) V.N.R. Pillai -Vice ChancellorMr. D.K. Sharma Dean AcademicsConcerned Dean of FacultyConcerned Head of the DepartmentNominee of BOMMr. H. Widhani OSDDr. T.N. Mathur- Registrar

Gangrar, (Chittorgarh)

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IT Section/Accounts Dept./All Staff

Coordinator – IQAC Cell

**Record** File

Ref. No.MU/RO/2018/1146-A

12/09/2018

# Sub.:- Subject: Reconstitution of APAR Committee

APAR (Annual Performance Appraisal) committee is reconstituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives. Committee members are mentioned below:

Sr.No.	Name	Post
1	Prof.(Dr.) Vijay Kumar Vaidya -Vice Chancellor	Chairman
2	Mr. D.K. Sharma Dean Academics	Member
3	Concerned Dean of Faculty	Member
4	Concerned Head of the Department	Member
5	Nominee of BOM	Member
6	Mr. H. Widhani OSD	Member
7	Dr. Venkata VPRP- Registrar	Member

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No. MU/Admin/2020/876

Dated: 29 9 2000

### **OFFICE ORDER**

### Subject: Reconstitution of APAR Committee

APAR (Annual Performance Appraisal) committee is reconstituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives. Committee members are mentioned below:

S.No.	Name	Responsibility	
1	Prof. Kaushal K Chandrul- Vice Chancellor-Acting	Chairman	
2	Mr. D. K. Sharma-Dean -Academics	Member	
3	Concerned Dean of faculty	Member	
4	Concerned Head of the Department	Member	
5	Nominee of BOM	Member	
7	Mr. H. Widhani, OSD		
8	Registrar	Member	

Registrar Mewar University ing tan (Chittor

- 1. PS to Hon'ble Chairperson for Kind information. 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/CoE for Information. 4. HoDs/Ar (Research) for information.
- Coordinator, 10/10/08/11
   Admission/Accounts/Examination/Stores/IT Suport/Library/
- 7. Wardens/Maint.I-C/Receptionist
- 8. Record File



No. MU/Admin/2021/1969

Dated: 5/10/2021

### **OFFICE ORDER**

# Subject: Reconstitution of APAR Committee

APAR Committee is reconstituted to evaluate the performance and outcome of an employee on the basis of the predefined parameter. Following are the members of the

committ	66.	Designation
S.No.	Name	Chairman
1	Prof. K.S. Rana- Vice Chancellor	Member
2	Mr. Dhwaj Kirti Sharma-Dean -Academics	Member
3	BOM-Nominee	Member
4	Concerned Dean of faculty(s)	Member
5	Concerned Head of the Department(s)	Member
6	BOM-Nominee	Member
7	Mr. Hundal Widhani, OSD	Member
8	Ms. Deepti Shastri-Deputy Registrar	

- 1. PS to Hon'ble Chairperson for Kind information. 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/CoE for Information.
- 4. HoDs/Ar (Research) for information.
- Admission/Accounts/Examination/Stores/IT Suport/Library/
- 7. Wardens/Maint.I-C/Receptionist
- 8. Record File

Ref. No.MU/R0/2018/1146-A

12/09/2018

### Sub .:- Subject: Reconstitution of APAR Committee

APAR (Annual Performance Appraisal) committee is reconstituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives. Committee members are mentioned below:

Name	Post
Prof.(Dr.) Vijay Kumar Vaidya -Vice Chancellor	Chairman
Mr. D.K. Sharma Dean Academics	Member
Concerned Dean of Faculty	Member
Concerned Head of the Department	Member
Nominee of BOM	Member
Mr. H. Widhani OSD	Member
Dr. Venkata VPRP- Registrar	Member
	Prof.(Dr.) Vijay Kumar Vaidya -Vice Chancellor Mr. D.K. Sharma Dean Academics Concerned Dean of Faculty Concerned Head of the Department Nominee of BOM Mr. H. Widhani OSD

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PS to Hon'ble Chancellor (for kind information) PS to Hon'ble President/Vice Chancellor(for kind information) All Officers/Deans/Directors/Hod's IT Section/Accounts Dept./All Staff Coordinator – IQAC Cell

Record File

# Ref. No.: MU/Admin(AC)/2018/1624-A

02-Dec-2018

Notice

# Sub:-Meeting of APAR Committee -Agenda Items

APAR Committee meeting is scheduled to be held on 12/12/2018 at 11:00 AM at the VC Office under the Chairmanship of the Hon'ble President / Vice-Chancellor. The Agenda items of the meeting are as under:

- i. Approval of the list of Teaching staff members for the Annual performance appraisal
- ii. Approval of the list of non-teaching staff members for Annual performance appraisal
- iii. Finalize the parameters to be considered for the annual performance appraisal.
- iv. Any other Matter with the permission of the Chairperson.

All the APAR committee members are requested to attend the meeting & submit the Agenda accordingly as scheduled.

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- 1. PS to Hon'ble Chairman for kind information
- 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/HoDs for information and circulation to all concerned
- 4. Accounts/Examination/Stores/Security/Library/Warden
- 5. All Staff/All Notice Boards.

### Minutes of the meeting of the APAR Committee Date: 12/12/2018 at 11 AM at Vice Chancellor's Office

First, the Chairman of the Committee welcomed all the members attending the meeting. Following Members attended the meeting:

The Chairman of the Committee asked the Member-Secretary to submit the agenda items for consideration and discussion. The discussion and decision on Agenda items are as follows:

# Agenda Item-1. Confirmation of the minutes of the Meeting of APAR Committee on dated 7/12/2017

It was informed the last meeting of the APAR Committee was held on 7/12/2017 and the minutes of the meeting were sent to all the members. Nothing has been heard from any member of the Committee about any suggestions or comments. Therefore, it is proposed that the minutes of the APAR Committee may be approved.

The Committee RESOLVED that since nobody has objected or sent any suggestion, the minutes of the meetings were APPROVED.

### Agenda Item-2: Action Taken Report (ATR) of the minutes of the meeting dt 7/12/2017

All committee members noted the contents of the ATR and APPROVED it.

# Agenda item No. 3- Approval of the list of Teaching staff members for the performance appraisal

All Concerned Deans/HoDs placed the list of faculty members who have completed one year or more than one year on 31<sup>st</sup> December 2017. The list of Faculty members was considered by the Committee members.

Departmental Heads were instructed to collect the Duly filled self-appraisal form from all the faculty members to place before the committee members.

It is resolved that a Duly filled Self-appraisal form of all Teaching staff members will be submitted to the Dean-Academics for verification & validation before submission to the Registrar-Member secretary of the APAR Committee for further Recommendation and necessary action.

Agenda item No. 4- Approval of the list of Non-Teaching staff members for the performance appraisal

All Concerned Sectional Heads placed the list of their staff members who have completed one year or more than one year on 31<sup>st</sup> December 2017. The list of staff members was considered by the Committee members.

Concerned Sectional Heads were instructed to collect the Duly filled self-appraisal form from all the staff members to place before the committee members.

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It is resolved that a Duly filled Self-appraisal form of all Non-Teaching staff members will be submitted to the Registrar- Member secretary of the APAR Committee for further Recommendation and necessary action.

Agenda No. 5 - Finalize the parameters to be considered for the annual performance appraisal.

Registrar put up before the committee various parameters to be considered for appraisal. After detailed discussion following parameters were finalized to consider in the appraisal of any of the staff members:

- i. Punctuality
- ii. Accountability
- iii. Quality of Teaching (For teaching staff only)
- iv. Quantity of work
- v. Time management
- vi. Teamwork
- vii. Communication abilities
- vili. Leadership capabilities (Especially for those seeking management positions)
- ix. Research & other allied Activities (For teaching staff only)
- x. Book Published & Patent published/granted (For teaching staff only)

Another potential factor that an employee demonstrates in their daily job.

After detailed discussion, It is RESOLVED to consider the above parameters for the annual performance appraisal of employees and is APPROVED

Hon'ble President, Chairman of APAR Committee, advised considering all the parameters strictly with no bias. They also mentioned that the appointments along with salaries of the appointees have been fixed on the basis of existing provisions, qualifications, and experience.

RESOLVED after consideration that the appointments made by the Hon'ble Chairperson are on the basis of need-based and salaries have also been fixed as per the qualifications and experience and are APPROVED.

Agenda No. 6- Any other Matter with the permission of the Chairperson.

No other matter was discussed.

The meeting ended with a vote of thanks to the chair.

Member-Secretary

Mewar University Sangrat, ichittorgarh

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Ref. No.MU/R0/2018/1146-A

12/09/2018

# Sub.:- Subject: Reconstitution of APAR Committee

APAR (Annual Performance Appraisal) committee is reconstituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives. Committee members are mentioned below:

Sr.No.	Name Post	
1	Prof.(Dr.) Vijay Kumar Vaidya -Vice Chancellor	Chairman
2	Mr. D.K. Sharma Dean Academics	Member
3	Concerned Dean of Faculty	Member
4	Concerned Head of the Department	Member
5	Nominee of BOM	Member
6	Mr. H. Widhani OSD	Member
7	Dr. Venkata VPRP- Registrar	Member

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Ref. No.: MU/Admin(AC)/2019/ 3419 - A

29-Nov-2019

#### Notice

### Sub:- Agenda items for Meeting of APAR Committee

APAR Committee meeting is scheduled to be held on 07/12/2019 at 03:00 PM at the President's Office, under the Chairmanship of the Hon'ble President.

The Agenda items of the meeting are as under:

- i. Confirmation of the minutes of the Meeting of APAR Committee on dated 12/12/2018 \*
- ii. Action Taken Report (ATR) of the minutes of the meeting dt 12/12/2018
- iii. To approve the performance appraisal Policy to be considered for the appraisal
- iv. To approve the list of faculty members for the performance appraisal
- v. To approval the list of non-academic staff members for the performance appraisal
- vi. Any other item with the permission of the Chair.

All the APAR committee members are requested to attend the meeting.

All are also requested to submit the Agenda items Timely as scheduled.

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- 1. PS to Hon'ble Chairman for kind information
- 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/HoDs for information and circulation to all concerned
- 4. Accounts/Examination/Stores/Security/Library/Warden
- 5. All Staff/All Notice Boards.

# Minutes of the meeting of the APAR Committee Date: 07/12/2019 at 11 AM at Vice Chancellor's Office

At the outset, the Chairman of the Committee welcomed all the members of APAR Committee attending the meeting. Following Members attended the meeting:

The Chairman of the Committee asked the Member-Secretary to present the agenda items for consideration and discussion.

The discussion and decision on Agenda items are as follows:

### Agenda Item-1. Confirmation of the minutes of the Meeting of APAR Committee on dated 12/12/2018

It was informed the last meeting of the Annual Performance Appraisal Committee was held on 12/12/2018 and the minutes of the meeting were sent to all the members.<sup>2</sup> it is proposed that the minutes of the APAR Committee may be approved.

The Committee RESOLVED that since The body have sent any suggestions, the minutes of the meetings were APPROVED.

### Agenda Item-2: Action Taken Report (ATR) of the minutes of the meeting dt 12/12/2018

Action Taken Report was read by Member Secretary and All committee members noted the contents of the ATR and APPROVED it.

# Agenda item No. 3- To approve the performance appraisal Policy to be considered for the appraisal

Registrar, Member Secretary of the APAR Committee placed a performance appraisal policy for Teaching & Non-Teaching staff members. The policy read by the Member- Secretary which includes Various Factors to be considered for Performance Appraisal. Major factors are:

- i. Punctuality
- ii. Accountability
- iii. Quality of Teaching (For teaching staff only)
- iv. Quantity of work
- v. Time management
- vi. Teamwork
- vii. Communication abilities

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- viii. Leadership capabilities (Especially for those seeking management positions)
- ix. Research & other allied Activities (For teaching staff only)
- x. Book Published & Patent published/granted (For teaching staff only)

After deliberated & detailed discussion, It is RESOLVED to consider the above factors for annual performance appraisal of Teaching & Non-Teaching Staff members of the University. Performance Appraisal Policy containing all above factors accepted & resolved Unanimously by all the members of the APAR Committee.

Hon'ble Vice Chancellor, Chairman of APAR Committee, advised to include 360 Degree Feedback System in the performance appraisal. They also advised to inculcate it in the Performance Appraisal Policy.

They also mentioned that the Performance appraisal policy must be followed strictly.

# Agenda item No. 4- To approve the list of Faculty members for the performance appraisal

All Concerned Deans & departmental Heads placed the list of faculty members who are going to complete at least one year or more than one year of their tenure at Mewar University on 31<sup>st</sup> December 2019. The list of Faculty members was considered by the Committee members.

Concerned HoDs were instructed to collect the Duly filled self-appraisal form in specified proforma from all the faculty members to place before the committee members.

It is also resolved that a Duly filled Self-appraisal form of all Faculty members will be submitted to the Dean-Academics for verification of filled Data before submission to the Registrar-Member secretary of the APAR Committee for further Recommendation and necessary action.

### Agenda item No. 5- To approve the list of Non-Academic staff members for performance appraisal

Concerned Sectional Heads placed a list of their staff members who have completed at least one year or more than one year of working at Mewar University on 31<sup>st</sup> December 2019. The list of staff members was considered by the Committee members.

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All Sectional Heads were instructed to collect the Duly filled self-appraisal form in specified proforma from all the staff members to place before the committee members.

It is resolved that a Duly filled Self-appraisal form of all Non-Teaching staff members must be verified by sectional Heads prior to the submission o the Registrar- Member secretary of the APAR Committee for further Recommendation and necessary action.

Agenda No. 6- Any other item with the permission of the Chair.

No other item was discussed other than agenda items was discussed.

The meeting ended with a vote of thanks to the chair.

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Registrar Mewar University Gangrar, (Chittorga

No. MU/Admin/2021/1469

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Dated: 5 /10/2021

# OFFICE ORDER

# Subject: Reconstitution of APAR Committee

APAR Committee is reconstituted to evaluate the performance and outcome of an employee on the basis of the predefined parameter. Following are the members of the committee:

S.No.	Name	Designation
1	Prof. K.S. Rana- Vice Chancellor	Chairman
2	Mr. Dhwaj Kirti Sharma-Dean -Academics	Member
3	BOM-Nominee	Member
4	Concerned Dean of faculty(s)	Member
5	Concerned Head of the Department(s)	Member
6	BOM-Nominee	Member
7	Mr. Hundal Widhani, OSD	Member
8	Ms. Deepti Shastri-Deputy Registrar	Member

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- 1. PS to Hon'ble Chairperson for Kind information.
- 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/CoE for Information.
- 4. HoDs/Ar (Research) for information.
- 5. Coordinator, IQAC Cell.
- 6. Admission/Accounts/Examination/Stores/IT Suport/Library/
- 7. Wardens/Maint.I-C/Receptionist
- 8. Record File

Ref. No.: MU/Admin(AC)/2021/ \기억 &

02/12/2021

#### Agenda Note

#### Sub:- Agenda items for Meeting of APAR Committee

APAR Committee meeting is scheduled to be held on 19/12/2021 at 02:00 PM at the President's Office under the Chairmanship of the Hon'ble President.

The agenda items of the meeting are as under:

- i. Confirmation of the minutes of the Meeting of APAR Committee dated 07/12/2019
- ii. Action Taken Report (ATR) of the minutes of the meeting dt 7/12/2019.
- iii. To approve the list of faculty members for the performance appraisal
- iv. To approve the list of Non-Teaching staff members for the performance appraisal
- v. Any other item with the permission of the Chair.

All the APAR committee members are requested to attend the meeting. All are also requested to submit the Agenda items Timely as scheduled.

- 1. PS to Hon'ble Chairman for kind information
- 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/HoDs for information and circulation to all concerned
- 4. Accounts/Examination/Stores/Security/Library/Warden
- 5. All Staff/All Notice Boards.

### Minutes of the meeting of the APAR Committee Date: 19/12/2021 at 11 AM at Vice Chancellor's Office

Firstly, the Chairman of the Committee welcomed all the members of the APAR Committee to attend the meeting.

The Chairman of the Committee asked the Member-Secretary to present the agenda items for consideration and discussion.

The discussion and decision on Agenda items are as follows:

### Agenda Item-1. Confirmation of the minutes of the Meeting of APAR Committee on dated 07/12/2019

It was informed the last meeting of the Annual performance Apraisal Committee was held on 12/12/2018 and the minutes of the meeting were sent to all the members. it is proposed that the minutes of the APAR Committee may be approved.

The Committee RESOLVED, the minutes of the meetings were APPROVED.

### Agenda Item-2: Action Taken Report (ATR) of the minutes of the meeting dt 07/12/2019

Action Taken Report was read by Member Secretary and All committee members noted the contents of the ATR and APPROVED it.

### Agenda item No. 3- To approve the list of Faculty members for the performance appraisal

All Concerned Deans & departmental Heads placed the list of faculty members who are going to complete at least one year or more than one year of their tenure at Mewar University on  $31^{st}$  December 2029. The list of Faculty members was considered by the Committee members.

It is also resolved that a Duly filled Self-appraisal form of all Faculty members will be submitted to the Dean-Academics for verification of filled Data before submission to the Registrar-Member secretary of the APAR Committee for further Recommendation and necessary action.



### Agenda item No. 4- To approve the list of Non-Academic staff members for performance appraisal

Concerned Sectional Heads placed a list of their staff members who have completed at least one year or more than one year of working at Mewar University on 31<sup>st</sup> December 20**Q**. The list of staff members was considered by the Committee members.

All Sectional Heads were instructed to collect the Duly filled self-appraisal form in specified proforma from all the staff members to place before the committee members.

It is resolved that a Duly filled Self-appraisal form of all non-Teaching staff members must be verified by sectional Heads before the submission o the Registrar- Member secretary of the APAR Committee for further Recommendation and necessary action.

#### Agenda No. 6- Any other item with the permission of the Chair.

1) Hon'ble Presidents give their suggestion to follow a unified Annual appraisal policy for all the faculty & staff members. They also mention considering the activities of all staff members for the complete academic year despite Recent Events. Appraisal of all staff members shall be unbiased.

Member Secretary conveys their sincere thanks to all the committee members.

The meeting ended with a vote of thanks to the chair.

(Memb**elose**or Gangrar, (Chit orgarh)

Ref. No.MU/RO/2017/12-82-A

24/10/2017

### Subject: Constitution of APAR Committee

APAR (Annual Performance Appraisal) committee is constituted to evaluate the employee's performance on annual basis. It involves comparing the performance of the employee against the objectives with different parameters as specified in Appraisal policy Committee members are mentioned below:

Sr.No.	Name	Post
1	Prof.(Dr.) V.N.R. Pillai -Vice Chancellor	Chairman
2	Mr. D.K. Sharma Dean Academics	Member
3	Concerned Dean of Faculty	Member
4	Concerned Head of the Department	Member
5	Nominee of BOM	Member
6	Mr. H. Widhani OSD	Member
7	Dr. T.N. Mathur- Registrar	Member secretary

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IT Section/Accounts Dept./All Staff

Coordinator – IQAC Cell

Record File

Gangrar, (Chittorgarh)

### Ref. No.: MU/Admin(AC)/2017/ 144 3

Dated: 30/11/2017

Notice

### Sub:- Agenda items for Meeting of APAR Committee

A meeting APAR Committee is scheduled to be held on 26/12/2017 at 11:00 am at the Swami Vivekananda Hall under the Chairmanship of the Hon'ble Vice-Chancellor.

### The agenda items of the meeting are as under:

- 1) To Approve the Service Rules, HR Manual & Performance Appraisal policy
- 2) To approve the list of faculty members for the performance appraisal
- 3) To approve the list of non-teaching staff members for the performance appraisal
- 4) To Approve the Self-appraisal form of Teaching & Non-Teaching staff members
- 5) Any other item with the permission of the Chair.

All the APAR committee members are requested to attend the meeting. All are also requested to submit the agenda items as soon as possible

- 1. PS to Hon'ble Chairman for kind information
- 2. PS to President/Pro President for kind information.
- 3. Deans/Directors/HoDs for information and circulation to all concerned
- 4. Accounts/Examination/Stores/Security/Library/Warden
- 5. All Staff/All Notice Boards.

to relarh Gangrar, (Ch)

### Minutes of the meeting of the APAR Committee Date: 26/12/2017 at 11:00 AM at Vice Chancellor's Office

Firstly, the Chairman of the Committee welcomed all the members of the APAR Committee to attend the meeting.

The Chairman of the Committee asked the Member-Secretary to present the agenda items for consideration and discussion.

The discussion and decision on Agenda items are as follows:

# Agenda Item-1. To Approve the Service Rules, HR Manual & Performance Appraisal policy

Service Rules, HR Manual & Annual Performance appraisal policy was presented by Mr. H. Widhani, OSD before the committee members. It was read by OSD, and after a few suggestions, It is resolved to be approved.

Efforts being made in the drafting of all the above policy and rules was well appreciated by the Hon'ble vice-chancellor of the university

# Agenda item No. 2- To approve the list of Faculty members for the performance appraisal.

All Concerned Deans & departmental Heads placed the list of faculty members who are going to complete at least one year or more than one year of their tenure at Mewar University on 31<sup>st</sup> December 2017. The list of Faculty members was considered by the Committee members.

It is also resolved that a Duly filled Self-appraisal form of all Faculty members will be submitted to the Dean-Academics for verification of filled Data before submission to the Registrar-Member secretary of the APAR Committee for further Recommendation and necessary action.

# Agenda item No. 4- To approve the list of Non-Academic staff members for performance appraisal

Concerned Sectional Heads placed a list of their staff members who have completed at least one year or more than one year of working at Mewar University on 31<sup>st</sup> December 2017. The list of staff members was considered by the Committee members.

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All Sectional Heads were instructed to collect the Duly filled self-appraisal form in specified proforma from all the staff members to place before the committee members.

It is resolved that a Duly filled Self-appraisal form of all non-Teaching staff members must be verified by sectional Heads before the submission o the Registrar- Member secretary of the APAR Committee for further Recommendation and necessary action.

# Agenda No. 6- To Approve the Self-appraisal form of Teaching & Non-Teaching staff Members

Self-appraisal forms for teaching and non Teaching staff members were placed by placed before the committee by the HR(Executive). After minor corrections, it was resolved and approved unanimously.

### Agenda No. 6- Any other item with the permission of the Chair.

There is no other matter to discuss.

Member Secretary conveys their sincere thanks to all the committee members.

The meeting ended with a vote of thanks to the chair.

(Member Spenetary)