



Shri Mohatadevi Shikshan Sanstha, Aurangabad.

PRAGATI MAHAVIDYALAYA

Sawkheda, Tq. Sillod, Dist. Aurangabad.

affiliated to: S.N.D.T. Women's University, Mumbai

College Code: 442 Exam. Center Code: 291

Website: www.pragatisawkheda.co.in

Email: pragatiqac2016@gmail.com, pragatimahavidyalaya442@gmail.com

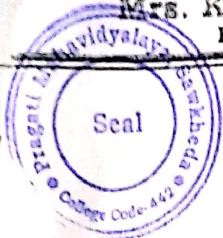
Contact: 9822021784, 8888611717

Mrs. Kaveri Palkar
President

Mrs. Archana Mukhekar
Secretary

Dr. Varsha Phalke
Principal

Date: 13/04/2023



Teacher Performance Appraisal Form:

(Tick the Grading level where numbers are given- 1 is the lowest and 5 is the highest)

Personal Details:

Name: Mr. Chandranarayan Kawadaji Waghmare.

Designation: Asst. Professor

Department: Chemistry.

Academic Qualifications: M.Sc. Chemistry

Years of Experience: 05

Evaluation Period: - 2022-23

1. Teaching Effectiveness:

Ability to communicate subject matter clearly and effectively:

1 2 3 4 5 ✓

Engagement with students in the learning process:

1 2 3 4 5 ✓

Use of innovative teaching methodologies and resources:

1 2 3 4 5 ✓



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Assessment and feedback practices

2 3 4 5

Integration of technology in teaching and learning:

1 2 3 4 5

2. Research and Scholarly Activities:

Publications in UGC journals:

New man publication

Publications in Chapter in book journals:

Bridges a "Indian Women in Ecology and Conservation"
world

3. Professional Development:

Participation in workshops, seminars, and training programs:

I have participated in workshops seminars and training programs on collaborative research funding opportunities, networking across disciplines.

Attainment of additional qualifications or certifications.

4. Institutional Engagement: I have contributed not only to personal development but also to the growth and

Participation in departmental meetings and committees: success of the institution.

Write details and attaché Annexure of it to API form

I have regularly participated in departmental meetings and committees.





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Contribution to academic planning and policy development:

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I have contribute to academic planning and policy development such as innovative teaching methodologies and resources.

Service on institutional boards or councils:

5. Student Engagement and Support:

Availability and accessibility to students outside of class hours:

1 2 3 4 5 ✓

Support for student academic and personal development:

1 2 3 4 5 ✓

Guidance and counseling for student career goals:

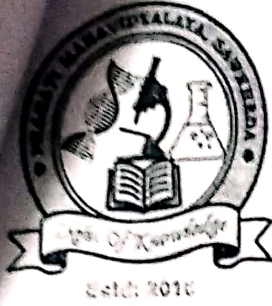
1 2 3 4 5 ✓

Response to student feedback and concerns:

1 2 3 4 5 ✓

Promotion of a positive learning environment:

1 2 3 4 5 ✓



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6. Contribution to Community and Society:

Engagement in outreach activities and community service:

Write details and attaché Annexure of it to API form

I organize and deliver public talks on relevant chemistry topics, such as climate change issues like chemical safety in everyday products.

Collaboration with local schools, NGOs, or government agencies:

Write details and attaché Annexure of it to API form

Initiatives to address social issues or promote education equity:

Write details and attaché Annexure of it to API form

Establish mentorship programs that connect underrepresented students with faculty and graduate students for academic and career guidance.

Advocacy for the profession and educational reforms:

Write details and attaché Annexure of it to API form

I organize public awareness such as curriculum innovation etc.

Representation of the institution in external forums:

Write details and attaché Annexure of it to API form

I participate in conferences and symposia hosting public lectures and outreach events.



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7. Overall Performance Assessment:

Rating Scale: 1 2 3 4 ☒ 5

Comments:

I have successfully integrated new methodologies into my courses, enhancing students engagement and fostering critical thinking about complex ecological issues.

Reviewer's Comments:

Write details and attaché Annexure of it to API form

Overall performance is satisfactory.

Teacher's Comments and Self-Assessment:

Write details and attaché Annexure of it to API form

Useful for self evaluation in various aspects.

Development Plan:

Write details and attaché Annexure of it to API form

Teaching Enhancement, Mentorship and Advising.

Areas of strength to maintain.

Write details and attaché Annexure of it to API form

Research Accomplishment, Teaching skills.





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Areas for improvement and corresponding actions.

Write details and attaché Annexure of it to API form

Improvement Needed in managing multiple projects and time management.

Professional development goals for the next evaluation period.

Write details and attaché Annexure of it to API form

I want to Boost my innovation and creativity ideas also I want to improve my technical expertise.

Signatures:

Teacher: [Signature] Date: 13/04/2023

Reviewer: [Signature] Date: 13/04/2023



"Indian Women in Ecology and Conservation"

Mr. Chandranayan Kawaduji Waghmare

Chemistry Department

Pragati Mahavidyalaya Sawkheda.

Introduction:

India's rich biodiversity, home to a multitude of ecosystems ranging from the Himalayan mountains to coastal mangroves, is currently under severe threat due to various environmental challenges. Habitat destruction, primarily driven by urbanization, industrialization, and agriculture, has led to significant loss of flora and fauna. Climate change exacerbates these issues, resulting in altered weather patterns, rising sea levels, and increased frequency of natural disasters. This environmental degradation not only threatens the ecological balance but also impacts the livelihoods of communities, particularly those reliant on natural resources. In this context, women have emerged as pivotal players in ecology and conservation efforts across the country. Traditionally seen as custodians of their households, women in many communities have expanded their roles to become active advocates for sustainable practices and environmental protection. They are often the first to feel the impacts of environmental changes, making their involvement in conservation efforts not just beneficial but essential. Women-led initiatives are increasingly gaining recognition for their effectiveness. For instance, women in rural areas engage in reforestation projects, water conservation efforts, and sustainable agricultural practices, showcasing their commitment to environmental sustainability. Organizations like the Self-Employed Women's Association (SEWA) have mobilized women to take on leadership roles in community conservation, emphasizing the importance of local knowledge in ecological management. Women's participation in grassroots movements has brought attention to the interconnection between gender and environmental issues. They advocate for policies that recognize the role of women in conservation and promote sustainable

development. As such, empowering women in ecological efforts leads to better environmental outcomes and contributes to social equity, enhancing their status within their communities. Their contributions are critical in shaping a sustainable future for India, illustrating the need for inclusive approaches in environmental governance.

The involvement of women in ecological and conservation efforts in India has deep historical roots:

- **Traditional Knowledge:** Indigenous women have long played vital roles in managing natural resources within their communities. Their traditional ecological knowledge has been crucial for sustainable practices, resource conservation, and biodiversity management.
- **Early Pioneers:** In the mid-20th century, women like **Dr. Kamal Bawa** and **Dr. Vandana Shiva** emerged as pioneers in ecology and conservation. Their groundbreaking research and advocacy laid the foundation for future generations of women scientists and activists in India.
- **Institutional Support:** The establishment of research institutions and conservation organizations in the late 20th century provided a platform for women to engage in ecological research and advocacy. Initiatives such as the **Wildlife Institute of India** and the **Indian Institute of Science** have supported women's contributions to the field.

Notable Contributions and Initiatives:

Indian women in ecology and conservation have made significant strides across various domains:

- **Dr. Kamal Bawa:** A leading botanist and conservation biologist, Dr. Bawa co-founded the **ATREE** (Ashoka Trust for Research in Ecology and the Environment). Her research on the impact of climate change on biodiversity in the Western Ghats has been instrumental in promoting conservation strategies and policy advocacy.
- **Dr. Vandana Shiva:** An environmental activist and scholar, Dr. Shiva is renowned for her work in promoting biodiversity and sustainable agriculture. She



founded the Navdanya movement, advocating for seed sovereignty and ecological farming practices that empower local farmers, particularly women.

- **Dr. Madhusree Mukerjee:** An influential ecologist and science writer, Mukerjee has focused on the intersections of science, policy, and public understanding of ecological issues. Her writings advocate for conservation efforts while highlighting the significance of women's roles in these initiatives.
- **Dr. Rina Mukherji:** An expert in wildlife conservation, Dr. Mukherji has conducted extensive research on the ecology of species such as the Indian tiger and the snow leopard. Her work emphasizes the importance of community involvement in conservation efforts, empowering local women to engage in sustainable practices.
- **Nisha Joshi:** A grassroots activist, Joshi has been at the forefront of community-led conservation initiatives. Her work focuses on the importance of local knowledge in managing natural resources, emphasizing the role of women in sustaining biodiversity in their regions.

Challenges Faced by Women in Ecology and Conservation:

Despite their significant contributions, women in ecology and conservation encounter several challenges:

- **Gender Bias:** Women often face gender bias within scientific and conservation communities, affecting their recognition, funding opportunities, and leadership roles. Stereotypes about women's capabilities hinder their career advancement.
- **Work-Life Balance:** The demanding nature of fieldwork in ecology and conservation create challenges for women in balancing professional and personal responsibilities. Societal expectations regarding family roles place additional pressures on women researchers and activists.
- **Underrepresentation:** Women are often underrepresented in leadership positions within conservation organizations and research institutions.



This lack of representation limits opportunities for mentorship and advocacy for gender equality in the field.

- **Access to Resources:** Women may encounter barriers in accessing funding and resources for their research and conservation initiatives. Biases in grant allocation processes disproportionately affect women-led projects.

Triumphs and Resilience:

Despite these challenges, Indian women in ecology and conservation have demonstrated remarkable resilience and achieved significant milestones:

- **Grassroots Movements:** Many women have spearheaded grassroots movements to protect local ecosystems and advocate for environmental justice. Their efforts have empowered communities to engage in conservation practices, emphasizing the importance of local stewardship.
- **Mentorship Networks:** Initiatives focused on mentorship and networking have supported women in ecology and conservation. Organizations such as **Women in Conservation** provide platforms for women to connect, share experiences, and support one another.
- **Interdisciplinary Approaches:** Women in ecology increasingly engage in interdisciplinary research, collaborating with fields such as social science, policy, and public health. This holistic approach enriches their work and enhances the visibility of women in diverse scientific areas.
- **Public Awareness Campaigns:** Women in conservation have played crucial roles in raising public awareness about environmental issues. Through education and outreach initiatives, they engage communities and inspire action towards sustainable practices.

Institutional Support and Policy Changes:

Recognizing the importance of gender diversity in conservation, several institutions and organizations have implemented policies to support women in the field:

- **Diversity Initiatives:** Many conservation organizations have established diversity and inclusion programs aimed at promoting women's leadership in ecology. These



initiatives often include workshops, mentorship programs, and outreach efforts to attract young women to conservation careers.

- **Research Grants and Scholarships:** Organizations and foundations offer research grants and scholarships specifically for women in ecology. These financial resources empower women to conduct research and advance their careers.
- **Flexible Work Policies:** Some institutions have adopted flexible work policies, allowing researchers to balance work and personal responsibilities. These policies are crucial in supporting women's continued participation in the workforce.

The Future of Women in Ecology and Conservation in India:
The future of women in ecology and conservation in India appears promising, with several trends likely to shape their continued advancement:

- **Increasing Enrollment:** The number of women enrolling in ecology and conservation programs at universities is steadily increasing, indicating a growing interest in these fields among young women.
- **Global Collaborations:** Indian women ecologists are increasingly participating in global research collaborations, enhancing their visibility and influence in the international scientific community.
- **Emphasis on Gender Equality:** The ongoing emphasis on gender equality in conservation is likely to lead to more inclusive policies and practices within organizations, fostering a supportive environment for women ecologists.
- **Interdisciplinary Approaches:** As interdisciplinary research becomes more prominent, women ecologists will have opportunities to engage in diverse scientific inquiries, enriching their work and expanding their networks.

Conclusion:

The journey of Indian women in ecology and conservation is a testament to their resilience, determination, and contributions to environmental sustainability. Despite facing numerous



challenges, women ecologists have made significant strides in the field, breaking barriers and paving the way for future generations.

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Vashe
PRINCIPAL
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