

**UNIVERSITY GRANTS COMMISSION**  
**Human Resource Development Centre (HRDC)**

**Jadavpur University**  
**Kolkata**



**UGC Sponsored Faculty Induction Programme (Guru Dakshta)**

This is to certify that

*Sanjay Dawn*  
(Name of the Participant)

*Assistant Professor I*  
(Designation)

*Naba Ballygunge Mahavidyalaya*  
(College / University)

*Kolkata*  
(Place)

affiliated to.....*Calcutta*.....University, has participated in **11<sup>th</sup> Faculty Induction**

Programme from **4<sup>th</sup> January 2023 to 7<sup>th</sup> February 2023** and obtained Grade.....*A+*.....

Director

Date: 7<sup>th</sup> February, 2023

Coordinator(s)

Vice-Chancellor / Registrar

**The grades should be as follows :**

<b>A+</b>	: 85 percent and above
<b>A</b>	: 70 per cent to less than or equal to 84 percent
<b>B</b>	: 60 per cent to less than or equal to 69 per cent
<b>C</b>	: 50 per cent to less than or equal to 59 per cent
<b>F</b>	: Below 49 per cent

Those teacher participants who get F grades are required to repeat the programme after a gap of one year without financial commitment to UGC-HRDC.

**The total marks are to be fixed at 100 and the same may be decided in the following manner :**

Overall response	: 20
Seminars	: 20
Project/survey/others	: 20
Micro-teaching/participation	: 20
Multiple-choice objective tests	: 20