

BLDE ASSOCIATION, VIJAYAPUR

Yearly Performance Evaluation of

Professors <input type="checkbox"/>	Associate Professors <input type="checkbox"/>	Assistant Professors* <input type="checkbox"/>
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[*with **more than EIGHT** years of experience]

Academic Year	Discipline				
	Science	Pharmacy	Nursing	Engineering	Ayurveda

Name of staff member: _____

Name of the College: _____

Department: _____, **Biometric ID No.** _____

Current Designation: _____, **Total Teaching Experience:** _____

Academic Qualifications:

Examination	Name of the Board/University	Year of passing	% of marks obtained	Division/Class/Grade
UG				
PG				
PhD				
Any other				

PART I: Principal Evaluation (Max Points: 30)

Sl. No	Key performance indicators	Max points	Points scored
01	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30	
	Total	30	

PART II: HOD's Evaluation (Max Points: 20)

Sl. No	Key performance indicators	Max points	Points scored
01	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5	
02	Ability of teaching: Capable of making the subject more clear for students Syllabus coverage within stipulated time Dedication for students Availability for students to clear doubts	5	
03	Work culture in the department Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5	
04	Compliance with exam related activities Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5	
	Total	20	

PART III: Evaluation of academic excellence (Max Points: 25)

Sl. No	Key performance indicators	Max points	Points scored	Encl. No.
01	Teaching innovations Ability to use of ICT enabled teaching, If any other	05		
02	Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10		
03	Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	05		
04	Contributions in student's placements/counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	05		
	Total	25		

PART IV: Evaluation of professional excellence (Max Points: 30)

Sl. No	Key performance indicators	Max points	Points scored	Encl. No.
01	Guest lectures delivered in conference/seminars/others (Relevancy should be considered)	05		
02	For presenting paper in conference/seminars/chairing session/serving as evaluator. Conference/seminars should be either state/national/international level and it should be relevant to the profession. The presenting author/supervisor/mentor will get the following points. State/National conference: 2.5points International conference: 5 points For chairing session/serving as evaluator: 5 points OR FDP attended (minimum of one week) Online FDP (minimum of six weeks)	05		
03	Research Guidance (UG mini projects, PG and Ph. D Projects)/ Guidance to internship Projects	10		
04	Patents/Copy rights/trademarks/GI (Filed: 5 points, Granted: 10 points) [For Nursing & Ayurveda faculty: Copy right & GI]	05		
05	Serving as reviewer for reputed journals* National indexed journals ISSN No: 2.5 point International indexed journals with ISSN No: 5 points * In case of open access journals, only reputed and indexed journals are considered. OR Serving as editor/editorial board member for reputed journals* National indexed journal with ISSN No: 2.5 points International indexed journals with ISSN No: 5 points * In case of open access journals, only reputed and indexed journals are considered.	05		
	Total	30		

PART V: Students feed-back for faculty evaluation (Max Points: 10)

Sl. No	Key performance indicators	Max points	Points scored
01	A standard feed-back from students has to be collected at the end of academic year. Minimum of 80% of students should be present for evaluation procedure. Those students should have at least 80% attendance in their academic year. (above 80% 10 points, 70-79% 8 points, 60-69% 6 points, 50-59% 4 points and below 50% 2 points)	10	
Total		10	

PART VI: Examination results (Max Points: 30)

Sl. No	Key performance indicators	Max points	Points scored	Encl No.
01	Students passing rate of 76 to 100%	30		
02	Students passing rate of 51 to 75%	25		
03	Students passing rate of below 50%	10		
Total		30		

PART VII: Publications (Max Points: 45)

Sl. No	Key performance indicators	Max points	Points scored	Encl. No.
01	Original research papers/ Review articles published in indexed journals of repute with impact factor per paper**; 0 to 1: 10 points 1 to 2: 15 points 2 to 5: 20 points >5 : 25 points * Impact factors calculated by Thomson Reuters/JCR will be considered; journals own impact factor calculation will not be taken into consideration. * * The points for joint publications shall be calculated in the following manner: Of the total score of publication by the concerned teacher, the First and corresponding author /supervisor /mentor would share 70% of the total points and the remaining 30% would be shared equally by all other authors**.	25		
02	Original research papers published in UGC approved journal of repute with ISSN (5 points per paper)	10		
03	Books/Book chapters Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.	10		
Total		45		

PART VIII: Research grants/Funded projects & Consultancy (Max Points: 10)

Sl. No	Key performance indicators	Max points	Points scored	Encl. No.
01	The principal investigator will get the following points for research grants received from external funding agencies/internal funding. Research proposals submitted: 1.5 points (only one per year is considered) Research Grants Received: Up to 2 Lakh: 3 points , above 2.0 Lakh: 5 points	05		
02	Consultancy work (Paid/Honorary)	05		
	Total	10		

** Please enclose relevant documents whenever necessary.*

Grand total: Part I+II+III+IV+V+VI+VII+VIII = 200 points

	Part-I (30)	Part-II (20)	Part-III (25)	Part-IV (30)	Part-V (10)	Part-VI (30)	Part-VII (45)	Part-VIII (10)	TOTAL
Self Score									
Evaluators Score									

Total points scored:

Scale:

Scale Bar for Performance Evaluation

To evaluate the performance of staff members, the quantitative and qualitative measures will be taken into consideration. The scale of 1-5 will be used for the performance measurement as follows.

1: Poor, 2: Average, 3: Above-Average, 4: Good, and 5: Excellent.

Table: Scale bar for performance evaluation

Scale	Description	Teaching staff points
1	Poor	110 and Below
2	Average	111-130
3	Above-Average	131-150
4	Good	151-170
5	Excellent	171 and Above

Signature of Staff

Signature of HOD

Principal