

**PERFORMANCE APPRAISAL FOR
R.M.O. / M.O. / ASSIT. PROFESSOR / ASSO. PROFESSOR / PROFESSOR**

A GENERAL INFORMATION :

- 1 Name : _____
- 2 Date of Birth : _____
- 3 Address : _____

- Phone : _____
- 4 Qualification : _____
- 5 Name of Department : _____
- 6 Designation : _____
- 7 Date of Appointment : _____
a) In the Institution : _____
b) In the present post : _____
- 8 Total Experience : _____
- 9 Duration of appraisal : _____
- 10 Leave record (Availed) : CL :- _____ ML :- _____ EL :- _____
OD :- _____ DL :- _____ Others :- _____
- 11 a) Number of seminar, conference, workshop, ROTP & CME attended. :- _____
b) Number of articles, papers published. :- _____
c) Number of work as resource person in other institutes :- _____

B PERFORMANCE OF ENGAGING LECTURES / PRACTICAL :

Sr. No.	Class / Course	Subject taught	No. of Lectures target	Lectures Actually engaged	Percentage target achieved	Average of col. (6)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
01							Excellent -1.0 (100-91)	
02							Good-0.7 (90-71)	
03							Average 0.5 (70-51)	
							Poor-0.2 (50-00)	

C PERFORMANCE OF STUDENTS' ATTENDANCE :

Sr. No.	Class / Course	Subject taught	Sum of students Present	Lectures Actually engaged	Student on Roll	Average of Attendance = $(4) \times 100 \div (5) \times (6)$	Performance (Average of Col. 7)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
01								Excellent 1.0 (100-81)	
02						Good-0.7 (80-61)			
03						Average 0.5 (60-41)			
04						Poor-0.2 (40-00)			

D PERFORMANCE OF RESULT

Sr. No.	Class / Course	Subject taught	Average % of result in last 2 exam.	Average % of students securing marks above 60% in last 2 exam.	Performance (Average of Col. 4)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01						Excellent 1.0 (100-91)	
02				Good-0.7 (90-71)			
03				Average 0.5 (70-51)			
04				Poor-0.2 (50-00)			

Total points achieved in tables B, C & D =

* Achievements by students if any, (Gold medals / awards & national / international publication etc.)

Sign of Candidate with date

OTHER PERFORMANCE

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
1.	<p>Class Room Planning and control :</p> <p>a) Planning of lessons throughout the academic year b) Effective communication of subject matter and clarity of speech c) Management of lecture and class control d) Involvement of students in learning process e) Use of media such as charts, models, transparencies, OHP, VCR, TV.</p> <p>Or</p> <p>a) Planning of clinical teaching / activity b) Communication with patients / students c) IPR with patients / students d) Management & control of present situation e) Involvement of students in learning process</p>				
2.	<p>Curricular activity</p> <p>a) Arranging special lectures, camp of eminent persons b) Conducting special training for low profile students c) Attitude towards maintaining cleanliness & aesthetics d) Interaction with teachers, physicians other than his own discipline e) Preparation and display of instructional material, charts, models etc.</p>				
3.	<p>Students' guidance and counseling :</p> <p>a) About books and literature b) About higher education / career planning c) About job opportunities / entrepreneurship d) For preparing interviews / personality development e) For independence study technique</p>				
4.	<p>Assignments / Evaluations :</p> <p>a) Giving assignments regular and assessing promptly b) Maintaining quality and standard of questions / evaluations. c) Providing feedback to the students about shortcomings d) Innovations in paper setting / evaluations e) Record keeping of students' profile</p>				
	<p>Curriculum / Learning Resources Development :</p> <p>a) Interest shown in curriculum development or preparation of syllabi Or Interest shown in development / innovation in clinical activity / Hosp. b) Preparing question bank Or Initiation / involvement in preventive & social health of the area c) Motivating students for study / research d) Preparing handouts / laboratory manuals / writing books, case studies etc. e) Innovation in methodology / technology</p>				
5.	<p>Seminars / Training :</p> <p>a) Use of library books, periodicals, journals etc. b) Attendance in seminars / conferences work shops c) Writing articles in state or national level periodicals d) Delivering speech in other institutions e) Membership of professional bodies awards and honors</p>				

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
7.	Co-Curricular Activities : a) Consultancy any testing in relevance of work area or organizing continuing education programme for revenue generations b) Organizing seminar conference, workshop / camp c) Organizing industrial visits / study tours for students or taking interest in NSS / Blood donation / plantation / medical camps etc. d) Contributions to maintaining student discipline in general e) Ability to work as a resource person				
8.	Administrative functions : a) Contribution to conduct of sports & cultural activities b) Worked as examination / academic / admission / clinical activity in-charge c) Maintenance of students or general discipline or work as rector / warden d) Work as in-charge for housekeeping / environmental hygiene / cleanness of class rooms / premises / gardens / security. e) Interest taken in activities related to canteen, Co-operative stores etc. or Willingness to take up higher or any responsibility				

FINAL ASSESSMENT :

Particulars			Points achieved
a)	Total points achieved in tables (B, C & D) (Consider total points for MO are 11)		
	Points for other performance	No. of tick marks	Multiplying factor
b)	Excellent		2.0
c)	Good		1.4
d)	Average		1.0
e)	Poor		0.4
f)	Special points given by reporting officer (Max.5)		
Total points achieved out of 100			
In words :			

Note : The special points maximum of 5 may be awarded by reporting officer for the extra ordinary contribution (mention activities for which special points are given)

100-81	: Excellent	80-71	: Very good
70-61	: Good	60-51	: Average
50-35	: Below average	34-00	: Poor

General assessment & evaluation with remark by HOD :

Grade : _____

Sign of HOD with date

General assessment & evaluation with remark by Principal / Coordinator

Sign of Coordinator

Sign of Principal with Date

*CRITERIA FOR THE SCORE TO BE AUGMENTED

The assessment of the teacher in the given academic year should be done based on his work under six headings mentioned in the Faculty Evaluation Proforma. The teachers have opportunity to score marks under all headings, but keeping in view the role of teacher in the higher education system the score should be proportionately divided in all categories. Hence, the upper capping limit for all six parameters is decided and mentioned in the criteria given below.

Parameter		Instructions/Evidences/Score calculation	Upper Capping
I. Academic Engagement			30
a	Performance of Engaging Lectures / Practical:	<ul style="list-style-type: none"> In column no 7, take average of all Courses Divide the percentage of classes by 10 (e.g., percentage of classes taken are 78 % then the score would be 7.8) 	
b	MET Training Attended	<ul style="list-style-type: none"> Any other training related to Medical Education should be accredited by govt./university/SRA 	
c	Curriculum Enrichment:		
	i) e-content development	<ul style="list-style-type: none"> Any e content except PowerPoint presentations which is developed as an educational resource or literature and published on any platform (e.g. you tube, website, LMS, SWAYAM etc.) for the benefit of the academic community 	
	ii) Innovative Pedagogy	<ul style="list-style-type: none"> Innovative Pedagogy (e.g. Blended Learning, Problem based Learning, Scenario Based learning, Peer teaching etc. or using technologies like Google Classroom) should be approved by College Curriculum Committee or College Council and should not cross the academic framework decided by University or Statutory Regulatory Authority (SRA). 	
	iii) Continuous Internal Assessment (CIA)	<ul style="list-style-type: none"> The CIA tool should be approved and adapted by college authorities and should fit in framework decided by University or Statutory Regulatory Authority (SRA). 	
d	Contribution towards advanced learners and slow performers program	<ul style="list-style-type: none"> A measurable criterion to identify slow performers and advanced learners should be developed and adopted by the college. The teachers contribution in the development of criteria or implementation of program should be certified by the Head of the Institute. 	
e	Invited Lectures / Resource Person / Paper Presentation in Seminars	<ul style="list-style-type: none"> Invitation letter and certificate for the same signed by competent authority shall be valid evidence. 	

	Conferences/Panel Discussion :		
f	Any other Academic Engagement not listed above	<ul style="list-style-type: none"> Head of the Institute shall certify the relevance of academic engagement to be counted here at par with the academic work assigned to the teacher. Focus should be on academic work, not on the administrative work and other activities. 	
2	Research		20
a	Research Guidance	<p>Score should be calculated as follows-</p> <ul style="list-style-type: none"> Ph.D - 10 per degree awarded, 05 per thesis submitted PG - 05 per degree awarded Other guidance for UG students for ICMR or any sponsored project from registered body - 02 per student guided (Completed Projects). For joint supervision of research students, the formula shall be 70% of the total score of the respective category for Supervisor and Cosupervisor. (e.g. for guide and co-guide for one Ph.D. awarded the score should be 7 for each guide and coguide) 	
b	Research Projects Completed:	<ul style="list-style-type: none"> Sanction Letter, Project Report and Utilization Certificate (UC) shall be a valid proof. 	
c	Research Projects Ongoing:	<ul style="list-style-type: none"> Sanction Letter, Fund Received Details and Progress Reports shall be valid Proof Joint Projects: Principal Investigator and Co-investigator would get 50% each. 	
d	Consultancy	<ul style="list-style-type: none"> Revenue generated by the staff to himself as well as to the institute by offering expertise/ consultancy outside the institute for any purpose. (Do not consider the examination related work here) 	
e	Intellectual Property Rights (IPR)	<ul style="list-style-type: none"> IPR Publication or Grant details or certificates 	
3)	Publications		20
a)	Books authored which are published by:	<ul style="list-style-type: none"> Non ISSN books to be omitted All authors will carry equal weightage 	
b)	Paper Publications:	<ul style="list-style-type: none"> Two authors: 70% of total value of publication for each author. More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors. 	
c)	Member of Editorial Board / Reviewer / Editor of any Journal	<ul style="list-style-type: none"> Nomination/Appointment letter/Certificate from the publisher as per the claim. Non ISSN journals not to be counted. Marks shall be counted only once irrespective of number of memberships. 	

4)	Recognition, Achievements & Awards		15
a)	Additional Qualification	<ul style="list-style-type: none"> Degree and Diploma should be of minimum 01 year duration Only two online courses per academic year to be considered. 	
b)	Awards	<ul style="list-style-type: none"> Awards should below state level not to be considered Awards should be from registered organizations. 	
5)	Co-Curricular & Extra Curricular	<ul style="list-style-type: none"> Appointment/nomination letter of Certificate from College authority (Not below the rank of Dean/Principal/Director) for the same. Mention of duration of appointment is must in the letter. Activities claimed here should not be part of curriculum. 	10
6)	Administrative roles performed at Institute level / University level	<ul style="list-style-type: none"> Appointment letters with specific mention of tenure of appointment. 	5



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Maharashtra University of Health Sciences

Faculty Evaluation Proforma

(Methodology for University and College Teachers for calculating Academic/Research Score)

August 20..... to July 20.....

(Teacher should fill this proforma, calculate the score himself and produce the evidences before the authority for verification)

Part - A

Personal & Academic Information

Name	:	
Designation	:	
Qualification	:	
Name of Department	:	
College	:	
Address	:	
Email	:	
Mobile	:	
Phone (R)	:	
Phone (O)	:	

Part - B

PARAMETER							SCORE
1)	Academic Engagement						
a	Performance of Engaging Lectures / Practical:						
	Sr. No.	Program (MBBS/M D/BDS/BA MS/etc.	Subject	No. of Lectures assigned	No of Lectures conducted	Percentage target achieved	² Performance
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	i.						
	ii.						
	iii.						



2)	b	MET Training Attended in last 5 years			
		Basic (Once in Service can be considered)	2		
		Advanced	10		
		*Any other training related to Medical Education during assessment period (give details)	3		
	c	Curriculum Enrichment:			
		i) E-content development*	2		
		ii) Innovative Pedagogy*	2		
		iii) Continuous Internal Assessment*			
		a) Development of Assessment Tool	1		
	b) Implementation/Conduction of CIA	1			
	d	*Contribution towards advanced learners and slow performers program		2	
	e	*Invited Lectures / Resource Person / Paper Presentation in Seminars / Conferences / Panel Discussion :			
		i.	International (Abroad)	07	
		ii.	International (within country)	05	
		iii.	National	03	
		iv.	State / University	02	
	f	*Any Other Academic Engagement not listed above		03	
	2)	Research			
		a)	*Research Guidance: (Calculate the score as per given criteria)		
Ph. D.					
P. G. dissertation					
Other guidance for UG students for ICMR or any sponsored project from registered body.					
b)		*Research Projects Completed:			
		More than 10 lakhs		08	
		Less than 10 lakhs		04	
		Non-funded Research / Educational projects		02	
c)		*Research Projects Ongoing:			
	More than 10 lakhs		03		
	Less than 10 lakhs		02		
	Non-funded Research / Educational projects		01		

	d)	*Consultancy (includes non-monetary benefits)	03		
	e)	*Intellectual Property Rights (IPR)			
		Patents Published	10		
		Patent Granted	15		
		Other IPR (Trademarks, Copyrights, Designs etc)	08		
3)		Publications:			
	a)	*Books authored which are published by:			
		International Publishers	10		
		National Publishers	08		
		Chapter in Edited Book	05		
		Editor of Book by International Publisher	08		
		Editor of Book by National Publisher	06		
	b)	*Paper Publications:			
		Publication in Peer Reviewed ISSN Journals/Full length paper in conference proceedings:	08		
		Publication in UGC Care List Journals:	10		
		Publication in Pub-Med / Scopus / WOS:	12		
	c)	*Member of Editorial Board / Reviewer / Editor of any Journal	06		
4)		Recognition, Achievement & Awards (during assessment period) :			
	a)	*Additional Qualification			
		Ph.D/D.Sc.	10		
		PG Degree	07		
		PG Diploma/Fellowship	05		
		Online Courses (e.g., MOOCS, SWAYAM, COURSERA etc.)	03		
	b)	*Awards (by Registered Bodies)			
		International	05		
		National	04		
		State	03		
		Membership of Registered Society	02		



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5)	*Co-Curricular & Extra Curricular		
	Organized Conference / CME / CDE/ Symposium / Workshop etc. as an Organizing Secretary / Chairman / Member	08	
	Involvement in Mentorship program	04	
	Sports Committee (served as Committee member / Coordinator / In charge)	04	
	Cultural Committee (served as Committee member / Coordinator / In charge)	04	
	Involvement in NSS/Extension Activities	03	
6)	*Administrative roles performed at Institute level / University level:		
	Principal/Dean/Director	05	
	Head of the Dept.	04	
	Member of College level statutory Committee	03	
	Member of College level non statutory committee	02	
	Member of University or Govt. committees	04	
	Any other administrative responsibility	02	

***Refer to "criteria for the score to be augmented"**

Signature of Teacher

Signature of Head of Department

Signature of Dean / Principal

Maharashtra University of Health Sciences

Faculty Evaluation Proforma

(Methodology for University and College Teachers for calculating Academic/Research Score)

August 20²³ to July 20²⁴

(Teacher should fill this proforma, calculate the score himself and produce the evidences before the authority for verification)

Part - A

Personal & Academic Information

Name	:	Dr. Anpara Sandeep Pareek
Designation	:	Professor
Qualification	:	BHMS, MD(Hom), PhD Scholar
Name of Department	:	Repertory
College	:	Smt. K.B. Abad Homoeopathic Medical College
Address	:	Chandwad
Email	:	anpu-joshi@rediffmail.com
Mobile	:	8669123226
Phone (R)	:	9765310170
Phone (O)	:	(02556) 253282

Part - B

PARAMETER

SCORE

1) Academic Engagement

30

a Performance of Engaging Lectures / Practical:

Sr. No.	Program (MBBS/M D/BDS/BA MS/etc.	Subject	No. of Lectures assigned	No of Lectures conducted	Percentage target achieved	Performance
(1)	(2)	(3)	(4)	(5)	(6)	(7)
i.	IV BHMS Theory	Repertory	124	127	100	10
ii.	IV BHMS clinic	Repertory	100	100	100	
iii.	III BHMS Theory	Repertory	40	40	100	
iv.	I BHMS Theory	Repertory	21	21	100	

b	MET Training Attended in last 5 years			
	Basic (Once in Service can be considered)	2	2	
	Advanced	10	10	
	*Any other training related to Medical Education during assessment period (give details)	3		
c	Curriculum Enrichment:			
	i) E-content development*	2	2	
	ii) Innovative Pedagogy*	2	2	
	iii) Continuous Internal Assessment*	1	1	
	a) Development of Assessment Tool b) Implementation/Conduction of CIA	1 1	1 1	
d	*Contribution towards advanced learners and slow performers program	2	2	
e	*Invited Lectures / Resource Person / Paper Presentation in Seminars / Conferences / Panel Discussion :			
	i. International (Abroad)	07		
	ii. International (within country)	05	5	
	iii. National	03	3	
	iv. State / University	02	2	
f	*Any Other Academic Engagement not listed above	03		
2)	Research			15
a)	*Research Guidance: (Calculate the score as per given criteria)			
	Ph. D.			
	P. G. dissertation	3x5	15	
	Other guidance for UG students for ICMR or any sponsored project from registered body.			
b)	*Research Projects Completed:			
	More than 10 lakhs	08		
	Less than 10 lakhs	04		
	Non-funded Research / Educational projects	02	02	
c)	*Research Projects Ongoing:			
	More than 10 lakhs	03		
	Less than 10 lakhs	02		
	Non-funded Research / Educational projects	01	01	

	d)	*Consultancy (includes non-monetary benefits)	03		
	e)	*Intellectual Property Rights (IPR)			
		Patents Published	10		
		Patent Granted	15	15	
		Other IPR (Trademarks, Copyrights, Designs etc)	08	08	
3)		Publications:			20
	a)	*Books authored which are published by:			
		International Publishers	10		
		National Publishers	08		
		Chapter in Edited Book	05		
		Editor of Book by International Publisher	08	08	
		Editor of Book by National Publisher	06		
	b)	*Paper Publications:			
		Publication in Peer Reviewed ISSN Journals/Full length paper in conference proceedings:	08		
		Publication in UGC Care List Journals:	10	10	
		Publication in Pub-Med / Scopus / WOS:	12		
	c)	*Member of Editorial Board / Reviewer / Editor of any Journal	06	06	
4)		Recognition, Achievement & Awards (during assessment period) :			15
	a)	*Additional Qualification			
		Ph.D./D.Sc.	10		
		PG Degree	07	07	
		PG Diploma/Fellowship	05		
		Online Courses (e.g., MOOCS, SWAYAM, COURSERA etc.)	03	03	
	b)	*Awards (by Registered Bodies)			
		International	05	05	
		National	04	04	
		State	03		
		Membership of Registered Society	02	02	

5)	*Co-Curricular & Extra Curricular			10
	Organized Conference / CME / CDE/ Symposium / Workshop etc. as an Organizing Secretary / Chairman / Member	08	08	8
	Involvement in Mentorship program	04	04	
	Sports Committee (served as Committee member / Coordinator / In charge)	04	-	
	Cultural Committee (served as Committee member / Coordinator / In charge)	04	-	
	Involvement in NSS/Extension Activities	03	03	
6)	*Administrative roles performed at Institute level / University level:			05
	Principal/Dean/Director	05		
	Head of the Dept.	04	04	
	Member of College level statutory Committee	03	03	
	Member of College level non statutory committee	02		
	Member of University or Govt. committees	04		
	Any other administrative responsibility	02	02	

*Refer to "criteria for the score to be augmented" 95

Aspapak
Signature of Teacher

Aspapak
Signature of Head of Department

S. S. S. 20.9.24.
Signature of Dean / Principal

Maharashtra University of Health Sciences

Faculty Evaluation Proforma

(Methodology for University and College Teachers for calculating Academic/Research Score)

August 20²³ to July 20²⁴

(Teacher should fill this proforma, calculate the score himself and produce the evidences before the authority for verification)

Part - A

Personal & Academic Information

Name	:	Dr. Potdar Minakshi Ashok
Designation	:	Associate professor.
Qualification	:	MD (HOM).
Name of Department	:	Practice of medicine
College	:	Smt KBA-HMC, Chandwad.
Address	:	Plot No 14, Sawitadarshewsa, Nashik Rd. Nashik
Email	:	drminakshi.potdar113@gmail.com
Mobile	:	9890795034.
Phone (R)	:	
Phone (O)	:	

Part - B

PARAMETER

SCORE

1)	Academic Engagement							
a	Performance of Engaging Lectures / Practical:							10
	Sr. No.	Program (MB.BS/M D/BDS/BA MS/etc.	Subject	No. of Lectures assigned	No of Lectures conducted	Percentage target achieved	Performance	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	
	i.	IV BHMS (Lecture)	Practice of medicine	160	165	103.12	103	
	ii.							
	iii.							


b	MET Training Attended in last 5 years			15
	Basic (Once in Service can be considered)	2	2	1
	Advanced	10	10	
	*Any other training related to Medical Education during assessment period (give details)	3	3	
c	Curriculum Enrichment:			4
	i) E-content development*	2	0	1
	ii) Innovative Pedagogy*	2	2	
	iii) Continuous Internal Assessment*	1	1	
	a) Development of Assessment Tool	1	1	
b) Implementation/Conduction of CIA	1	1		
d	*Contribution towards advanced learners and slow performers program			2
e	*Invited Lectures / Resource Person / Paper Presentation in Seminars / Conferences / Panel Discussion :			
	i. International (Abroad)	07		2
	ii. International (within country)	05		
	iii. National	03		
	iv. State / University	02		
f	*Any Other Academic Engagement not listed above			03
2)	Research			5
a)	*Research Guidance: (Calculate the score as per given criteria)			
	Ph. D.			5
	P. G. dissertation			
	Other guidance for UG students for ICMR or any sponsored project from registered body.			
b)	*Research Projects Completed:			
	More than 10 lakhs	08		1
	Less than 10 lakhs	04		
	Non-funded Research / Educational projects	02		
c)	*Research Projects Ongoing:			4
	More than 10 lakhs	03		1
	Less than 10 lakhs	02		
	Non-funded Research / Educational projects	01	1	


d)	*Consultancy (includes non-monetary benefits)	03	3	
c)	*Intellectual Property Rights (IPR)			
	Patents Published	10		
	Patent Granted	15		
	Other IPR (Trademarks, Copyrights, Designs etc)	08		
3)	Publications:			
a)	*Books authored which are published by:			
	International Publishers	10		
	National Publishers	08		
	Chapter in Edited Book	05		
	Editor of Book by International Publisher	08		
	Editor of Book by National Publisher	06		
b)	*Paper Publications:			
	Publication in Peer Reviewed ISSN Journals/Full length paper in conference proceedings:	08	08	08
	Publication in UGC Care List Journals:	10		
	Publication in Pub-Med / Scopus / WOS:	12		
c)	*Member of Editorial Board / Reviewer / Editor of any Journal	06		
4)	Recognition, Achievement & Awards (during assessment period) :			
a)	*Additional Qualification			
	Ph.D./D.Sc.	10		10
	PG Degree	07	7	
	PG Diploma/Fellowship	05		
	Online Courses (e.g., MOOCS, SWAYAM, COURSERA etc.)	03	3	
b)	*Awards (by Registered Bodies)			
	International	05		2
	National	04		
	State	03		
	Membership of Registered Society	02	2	


5)	*Co-Curricular & Extra Curricular			16
	Organized Conference / CME / CDE/ Symposium / Workshop etc. as an Organizing Secretary / Chairman / Member	08	8	
	Involvement in Mentorship program	04	4	
	Sports Committee (served as Committee member / Coordinator / In charge)	04	4	
	Cultural Committee (served as Committee member / Coordinator / In charge)	04		
	Involvement in NSS/Extension Activities	03		
6)	*Administrative roles performed at Institute level / University level:			02
	Principal/Dean/Director	05		
	Head of the Dept.	04		
	Member of College level statutory Committee	03	3	
	Member of College level non statutory committee	02	02	
	Member of University or Govt. committees	04		
	Any other administrative responsibility	02		

*Refer to "criteria for the score to be augmented"

75%


Signature of Teacher


Signature of Head of Department


Signature of Dean / Principal

Maharashtra University of Health Sciences

Faculty Evaluation Proforma

(Methodology for University and Colleg. Teachers for calculating Academic/Research Score)

August 20²³ to July 20²⁴

(Teacher should fill this proforma, calculate the score himself and produce the evidences before the authority for verification.)

Part - A

Personal & Academic Information

Name	:	Dr. Mrs Swapna Satish Thorat
Designation	:	Assistant Professor
Qualification	:	MD. Hom (Organon of medicine)
Name of Department	:	Forensic medicine & toxicology
College	:	Smt. K. B. Abad Hom. medical college Chandwad.
Address	:	C-206, Nature pride, Mathamalabad, Nashik
Email	:	Swapnasatish143@gmail.com
Mobile	:	9423142627
Phone (R)	:	-
Phone (O)	:	-

Part - B

PARAMETER

SCORE

1) Academic Engagement

a Performance of Engaging Lectures / Practical: 23

Sr. No.	Program (MB,BS/M D/BDS/BA MS/etc.	Subject	No. of Lectures assigned	No of Lectures conducted	Percentage target achieved	Performance
(1)	(2)	(3)	(4)	(5)	(6)	(7)
i.	BHMS	FMT Theory	80	88	100%	95
ii.		Pract.	40	36	90%	
iii.						

b	MET Training Attended in last 5 years			
	Basic (Once in Service can be considered)	2	2	
	Advanced	10	-	
	*Any other training related to Medical Education during assessment period (give details)	3		
c	Curriculum Enrichment:			
	i) E-content development*	2	2	
	ii) Innovative Pedagogy*	2		
	iii) Continuous Internal Assessment*			
	a) Development of Assessment Tool	1	1	
b) Implementation/Conduction of CIA	1	1		
d	*Contribution towards advanced learners and slow performers program	2	2	
e	*Invited Lectures / Resource Person / Paper Presentation in Seminars / Conferences / Panel Discussion			
	i. International (Abroad)	07		
	ii. International (within country)	05		
	iii. National	03		
	iv. State / University	02	2	
f	*Any Other Academic Engagement not listed above	03	3	
2)	Research			18
a)	*Research Guidance: (Calculate the score as per given criteria)			
	Ph. D.			
	P. G. dissertation			
	Other guidance for UG students for ICMR or any sponsored project from registered body.	✓	2	
b)	*Research Projects Completed:			
	More than 10 lakhs	08		
	Less than 10 lakhs	04		
	Non-funded Research / Educational projects	02	2	
c)	*Research Projects Ongoing:			
	More than 10 lakhs	03		
	Less than 10 lakhs	02		
	Non-funded Research / Educational projects	01	1	

	d)	*Consultancy (includes non-monetary benefits)	03	3	
	e)	*Intellectual Property Rights (IPR)			
		Patents Published	10	10	
		Patent Granted	15	15	
		Other IPR (Trademarks, Copyrights, Designs etc)	08		
3)		Publications:			20
	a)	*Books authored which are published by:			
		International Publishers	10		
		National Publishers	08		
		Chapter in Edited Book	05		
		Editor of Book by International Publisher	08	8	
		Editor of Book by National Publisher	06	6	
	b)	*Paper Publications:			
		Publication in Peer Reviewed ISSN Journals/Full length paper in conference proceedings:	08	8	
		Publication in UGC Care List Journals:	10		
		Publication in Pub-Med / Scopus / WOS:	12		
	c)	*Member of Editorial Board / Reviewer / Editor of any Journal	06	6	
4)		Recognition, Achievement & Awards (during assessment period):			12
	a)	*Additional Qualification			12
		Ph.D/D.Sc.	10		
		PG Degree	07	07	
		PG Diploma/Fellowship	05		
		Online Courses (e.g, MOOCS, SWAYAM, COURSERA etc.)	03		
	b)	*Awards (by Registered Bodies)			
		International	05		
		National	04		
		State	03	3	
		Membership of Registered Society	02	2	

Evaluation by Reporting Officer		
1	Do you agree with the self assessment made by the staff?	Yes
2	Mention performance of the staff (Performance indicators & domain)	{ Poor = 1 Average = 2 Good = 3 Very good = 4 Excellent = 5 }
	A Application of skills	04
	B Inter personal relations with Students	04
	Colleagues	04
	Authorities	04
	Parents & Others	04
	C Intellectual abilities (General, technical & Special)	04
	D Administrative capability & ability (Including judgement, initiative & drive)	NA
	E Integrity, Coordination & Character	04
	F Any special work done, of special consideration	-
3	Fitness to continue in the present post	Yes.
4	Fitness for promotion	N-A.
5	General assessment	very good

Place:

Date:

S. Jayadev
Signature, Name & Designation
Of Reporting Officer. *Med-Supt.*

Remark on the Appraisal & assessment by the authority:

Recommends for increment

[Signature]
Coordinators

[Signature]

[Signature]
Principal 13.7.23

PERFORMANCE APPRAISAL FOR
R.M.O. / M.O. / ASSIT. PROFESSOR / ASSO. PROFESSOR / PROFESSOR

A GENERAL INFORMATION :

- 1 Name : Dr. Jaishree Gajananurao Wankhade.
- 2 Date of Birth : 8/10/1965
- 3 Address : Flat no 6 B Wing Ashirwad glory apt.
Manik road, Sai shivnagar, Psachivchi
Nashik - 422003
Phone: 8007679777
- 4 Qualification : BHMS MD (Hom)
- 5 Name of Department : Gynaecology & Obstetrics
- 6 Designation : Professor.
- 7 Date of Appointment :
a) In the Institution : 20/09/1993
b) In the present post : 19/02/2005
- 8 Total Experience : 30 Yrs.
- 9 Duration of appraisal : 20 Sept 22 to 19 Sept 23 Oct 23 - Sept 23
- 10 Leave record (Availed) : CL :- 10 ML :- 6 EL :- —
OD :- 2 DL :- 2 Others :- —
- 11 a) Number of seminar, conference, workshop, ROTP & CME attended. :- 04
b) Number of articles, papers published. :- 01
c) Number of work as resource person in other institutes :- —

B PERFORMANCE OF ENGAGING LECTURES / PRACTICAL :

Sr. No.	Class / Course	Subject taught	No. of Lectures target	Lectures Actually engaged	Percentage target achieved	Average of col. (6)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
01	III BHMS	Gynaec Lec	75	128	171%	$\frac{308}{3} = 102$	Excellent -1.0 (100-91)	5.0
02	IV BHMS	Gynaec Clinic	37	47	127%		Good-0.7 (90-71)	
03	II BHMS	Gynaec Clinic	60	17	19%		Average 0.5 (70-51)	
							Poor-0.2 (50-00)	

C PERFORMANCE OF STUDENTS' ATTENDANCE :

Sr. No.	Class / Course	Subject taught	Sum of students Present	Lectures Actually engaged	Student on Roll	Average of Attendance = (4)X100 + (5)X(6)	Performance (Average of Col. 7)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
01	III BAMS	Gyana Theory	10240	128	111	72.07	64.71 = 65	Excellent 1.0 (100-81)	0.7 X 5 = 3.5
02	III BAMS	Gyana Clinic	3760	47	111	72.07		Good-0.7 (80-61)	
03	II BAMS	Gyana + Obst Clinic	850	17	100	50		Average 0.5 (60-41)	
04								Poor-0.2 (40-00)	

D PERFORMANCE OF RESULT

Sr. No.	Class / Course	Subject taught	Average % of result in last 2 exam.	Average % of students securing marks above 60% in last 2 exam.	Performance (Average of Col. 4)	Performance	Points achieved (Performance X 5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01	III BAMS	Gyana + Obst	87%	39%	87%	Excellent 1.0 (100-91)	3.5
02						Good-0.7 (90-71)	
03						Average 0.5 (70-51)	
04						Poor-0.2 (50-00)	

Total points achieved in tables B, C & D = 12.00

* Achievements by students if any, (Gold medals / awards & national / international publication etc.)

Banshi
20/09/2023
Sign of Candidate with date

OTHER PERFORMANCE

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
1.	<p>Class Room-Planning and control :</p> <p>a) Planning of lessons throughout the academic year b) Effective communication of subject matter and clarity of speech c) Management of lecture and class control d) Involvement of students in learning process e) Use of media such as charts, models, transparencies, OHP, VCR, TV.</p> <p style="text-align: center;">Or</p> <p>a) Planning of clinical teaching / activity b) Communication with patients / students c) IPR with patients / students d) Management & control of present situation e) Involvement of students in learning process</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	
2.	<p>Curricular activity</p> <p>a) Arranging special lectures, camp of eminent persons b) Conducting special training for low profile students c) Attitude towards maintaining cleanliness & aesthetics d) Interaction with teachers, physicians other than his own discipline e) Preparation and display of instructional material, charts, models etc.</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		
3.	<p>Students' guidance and counseling :</p> <p>a) About books and literature b) About higher education / career planning c) About job opportunities / entrepreneurship d) For preparing interviews / personality development e) For independence study technique</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		
4.	<p>Assignments / Evaluations :</p> <p>a) Giving assignments regular and assessing promptly b) Maintaining quality and standard of questions / evaluations. c) Providing feedback to the students about shortcomings d) Innovations in paper setting / evaluations e) Record keeping of students' profile</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		
	<p>Curriculum / Learning Resources Development :</p> <p>a) Interest shown in curriculum development or preparation of syllabi Or Interest shown in development / innovation in clinical activity / Hosp. b) Preparing question bank Or Initiation / involvement in preventive & social health of the area c) Motivating students for study / research d) Preparing handouts / laboratory manuals / writing books, case studies etc. e) Innovation in methodology / technology</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	
5.	<p>Seminars / Training :</p> <p>a) Use of library books, periodicals, journals etc. b) Attendance in seminars / conferences work shops c) Writing articles in state or national level periodicals d) Delivering speech in other institutions e) Membership of professional bodies awards and honors</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	

No.	Performance indicator to be assessed	Evaluation by Reporting Officer		
		Excellent	Good	Average
7.	Co-Curricular Activities : a) Consultancy any testing in relevance of work area or organizing continuing education programme for revenue generations b) Organizing seminar conference, workshop / camp c) Organizing industrial visits / study tours for students or taking interest in NSS / Blood donation / plantation / medical camps etc. d) Contributions to maintaining student discipline in general e) Ability to work as a resource person		7 7 7 7 7	
8.	Administrative functions : a) Contribution to conduct of sports & cultural activities b) Worked as examination / academic / admission / clinical activity In-charge c) Maintenance of students or general discipline or work as rector / warden d) Work as In-charge for housekeeping / environmental hygiene / cleanness of class rooms / premises / gardens / security. e) Interest taken in activities related to canteen, Co-operative stores etc. or Willingness to take up higher or any responsibility		7 7 7 7 7	

35 5

FINAL ASSESSMENT :

Particulars			Points achieved
a)	Total points achieved in tables (B, C & D) (Consider total points for MO are 11)		12
	Points for other performance	No. of tick marks	Multiplying factor
b)	Excellent		2.0
c)	Good	35	1.4
d)	Average	5	1.0
e)	Poor		0.4
f)	Special points given by reporting officer (Max.5) SSP		4
Total points achieved out of 100			70
In words : Seventy			

Note : The special points maximum of 5 may be awarded by reporting officer for the extra ordinary contribution (mention activities for which special points are given)

100-81 : Excellent 80-71 : Very good
 70-61 : Good 60-51 : Average
 50-35 : Below average 34-00 : Poor

General assessment & evaluation with remark by HOD :

Good

Grade : _____

[Signature] 21.9.23
 Sign of HOD with date

General assessment & evaluation with remark by Principal / Coordinator

Recommends for regular increment.

[Signature]
 Sign of Coordinator

[Signature] 21.9.23
 Sign of Principal with Date