**BLDE ASSOCIATION, VIJAYAPUR**

**Yearly Performance Evaluation of**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Professors |  | Associate Professors |  | Assistant Professors\* |  |

[\*with **more than EIGHT** years of experience]

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Academic Year** | **Discipline** | | | |
|  | Arts | Commerce | MBA | Education |

**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) | **10** |  |  |
| **03** | **Research Guidance** (UG mini projects, PG and Ph. D Projects) | **05** |  |  |
| **04** | **Copy rights (**Filed: 5 points, Granted: 10 points) | **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 to100% | **30** |  |  |
| **02** | Students passing rate of 51 to75% | **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 1 Lakh: 3 points , above 1 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**