



Reg. No. MAII/706/BS (H)
University Code - 519
DTE Institute Code - 4269

Shri Sadashivrao Patil Shikshan Sansitha, Kamptee's

ANURAG COLLEGE OF PHARMACY (Bachelor in Pharmacy)

[Approved by Pharmacy Council of India, New Delhi] [AI Institute Council for Technical Education, New Delhi]
[Directorate of Technical Education, Maharashtra State, Mumbai] [Affiliated to R. T. M. Nagpur University, Nagpur & Recognized by M. A. S. Govt., Mumbai]

Dr. S. P. Wate
Principal

Shri. S. Y. Bhojar
Secretary

Smt. K. Y. Bhojar
President

6.3.5

Institutions Performance Appraisal System for teaching and non- teaching staff



Smt. K. Y. Bhojar
Principal
Anurag College of Pharmacy
Warthi, Bhandara.

WELFARE MEASURES

WELFARE MEASURES FOR TEACHING AND NON TEACHING FACULTY

The welfare measures taken by the institution for teaching and non-teaching faculties are as follows:

1. The institute provides an ethical, healthy, competitive, academics driven, focused and supportive, professional work environment to its faculty.
2. Facilities such as infrastructure, equipment, etc. are provided for undertaking research work.
3. Prevalence assistances are provided for participating in scientific events.
4. Concession in tuition fees for all teaching and supporting staff member's children if they get admission in Anurag College of Pharmacy Warthi.
5. Welfare fund: Provided financial assistance for staff member of Anurag college of Pharmacy in case of emergency financial need
6. Insurance scheme and EPF scheme: All teaching, non-teaching and students of Anurag college of Pharmacy, warthi are covered by meitreal accident insurance and also provide the EPF facility,
7. Faculty gets appreciation for their note-worthy achievements from the management.
8. Free ambulance and bus facility provide by institute to all teaching and supporting staff members.
9. Maternity and paternity leave for all teaching and supporting staff members.
10. Employment Regulations and Benefits: Privileges were extended to the employees of Anurag College of Pharmacy, Warthi. These have been explained in notices related to working during the COVID-19 period.
11. Salary: During COVID-19 period all staff were paid salary as per the Government of Maharashtra standard

For Professional Development of Teaching staff

The institute makes the following efforts:

1. Staff members were encouraged to enhance their skills and upgrade their education by participating, attending, and presenting in specialist training, workshops, seminars, and faculty development programs. Staff and Student members were provided with fees concession towards the registration fee.




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2. Promotes faculty to write, publish and present research papers by providing assistance.
3. Promotes faculty to undertake Ph.D. research work and Major/Minor research projects. Concession in Ph. D fees for faculty members at the institute.
4. Arranges internal faculty improvement programs for increasing teaching skills.
5. Arranges staff development program which provides platform for young staff members to meet and interact with renowned researchers.

For professional development of Non Teaching staff

1. The institute makes the following efforts:
2. Encourage non-teaching staff to attend laboratory training program as well as library staff to attend library training program.
3. Encourage staff to develop computer literacy.
4. Non-teaching staff is benefited if they acquire higher qualification additional certification.




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FACULTY APPRAISAL FORM

2023-2024

Name : -----

Designation: -----

Department: -----

1. Teaching Learning and Evaluation.

1.1 Lecture Conducted (25 points)

Sr.No.	Class/ course	Subject Taught	No. of Lecture targeted	Lecture Actually Conducted	% target Achieved	Average of Column (6)	Performances & Multiplying Factors.	Maximum points (Weight age)	Score claimed (8x9)	Verified score
1	2	3	4	5	6	7	8	9	10	11
								20		



[Signature]

Principal

**Anurag College of Pharmacy
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K. Y. Bhandara Road, Railway Station, Warthi, Tah-Mohadi, Dist. Bhandara - 441 905 (M.S.)
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1.2 Completion of syllabus (20)

Sr.no.	Class/ Course	Subject Taught	No. of syllabus covered	Average of column	Performances & Multiplying Factors	Maximum points (Weightage)	Score claimed (6x7)	Verified score
1.	2	3	4	5	6	7	8	9
						20		

1.3 performance in result (Theory Subject) (20 points)

Sr.no.	Class/ Course	Subject Taught	% Result of subject in the institute.	Average of column (4)	Performances & Multiplying Factors	Maximum points (Weightage)	Score claimed (6x7)	Verified score
1.	2	3	4	5	6	7	8	9
						20		



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Dr. S. P. Wate Principal
Shri. G. Y. Bhojkar Secretary

1.4 Lectures and Academic Duties in Excess of UGC Norms (20 points)

Sr. no.	Types of Activity	Max. Points allotted.	Score Claimed	Verified score
1.	Tutorials/ Remedial Coaching	05		
2.	GPAT Preparation	05		
3.	Soft Skill Training	05		
4.	Career/ General Counselling	05		
5.	Preparation of Notes	05		
6.	Preparations of Lab Manuals	05		
7.	Preparations of Questions Bank	05		
8.	Any other Task Duty	05		

1.6 Innovative Teaching Learning Methods (Max. 20 Points)

Sr. No.	Types of Activity	Max. Points allotted	Score Claimed	Verified score
	2	3	4	5
1	PowerPoint presentation	05		
2	Model	05		
3	Flip Class Room	05		
4	Screen Cast-o- matic	05		
5	Think pair	05		
6	Rubrics	05		
7	Case studies	05		
8	Any other Novel teaching technique used	05		

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1.7 Content beyond the syllabus (05 points)

Sr. No.	Types of Activity	Points allotted	Score claimed	Verified Score
1	2	3	4	5
1	Theory	2.5		
2	Practical	2.5		

Total score for category (out of 110)	Minium Required	Claimed	Verified
	65		

Category II Co-curricular, Extension and professional Development (60 point)

2.1 Student Related co-curricular and field-based Activities (Max.15 Points)

Note: Committee chairman/ coordinator/ convener/ 05 point/ activity:

Member of committee-2 point/ Activity

Sr. No.	Types of Activity	Max. score Allotted	Score Claimed	Verified score
1.	NSS	5/2		
2.	National Level competition	5/2		
3.	State Level competition	5/2		
4.	Avishkar/ inter- university competition	5/2		
5.	Sports Activities	5/2		
6.	Educational Tour	5/2		
7.	Training and Placement	5/2		
8.	Cultural Activities (institutional)	5/2		
9.	Student Grievance cell	5/2		
10.	Girls Grievance cell	5/2		
11.	Anti-Ragging Cell	5/2		
12.	Woman Welfare cell	5/2		
13.	Alumni cell	5/2		



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2.2 Contribution to corporate and community (15 Point)

Note: Committee chairman/ coordinator/ convener/ 05 point/ activity:
Member of committee-2 point/ Activity

Sr. No.	Types of Activity	Max. score Allotted	Score Claimed	Verified score
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2.2.A. Community Work

1.	NGO	5/2		
2.	Flood /Drought Relief	5/2		
3.	Social Health Support	5/2		
4.	Any other Community Service	5/2		

2.2.B. Administration

1..	Head /Dear	5/2		
2.	Statutory committee of university	5/2		
3.	IQAC	5/2		
4.	Institute Advisory and Board	5/2		
5.	Purchase store and Inventory	5/2		
6..	Instruments and maintenance	5/2		
7.	Boys Hostel	5/2		
8..	Girls Hostel	5/2		
9.	Head of Department	5/2		
10.	Information and Knowledge cell	5/2		
11.	Staff Quality improvement and Appraisal	5/2		
12.	Financial Management	5/2		
13.	Right to information	5/2		
14.	Safety training	5/2		
15.	Medical and Emergency	5/2		
16.	Instrument Room	5/2		
17.	Canteen	5/2		

2.2.C Academic

1.	NAAC/NBA committee			
2.	Examination Committee			
3.	Research Committee			



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4.	Patent and Entrepreneurship			
5.	Class/ Guardian Teacher/Mentor			
6.	Piolet Plant			
7.	Animal House			
8.	Herbal Garden			
9.	Admission Committee			
10.	Any other Activity Approved by Principal			

2.3 Professional Activities (30 Points)

Note: 5 days; 10 points; 2-5 Days

Sr. No.	Types of Activity	Max. score Allotted	Score Claimed	Verified score
1.	Participating in Seminar			
2.	Participating in Workshop			
3.	Participating in Symposia/Conference			
4.	Co-convener/ Organizing secretary/ Chairman.			
5.	Co-convener/ Co-Chairman			
6.	Faculty Development Program FDP			
7.	Task Delivered in seminar/ Conference/ FDP	Max 3 Points		
8.	Editor of Journal/ Conference proceedings/ Bulletins	Max 3 Points		

Total Score for Category II (Out of 60)	Minimum Required	Claimed	Verified
	36		



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Category III Research and Academic Contribution (Minimum 60)

3.1 Paper Published in Journal

3.1	Publication in Journals	Score Claimed	Verified score
3.1.1	Journal in UGC list with ISBN/ISSN: 03 each		
3.1.2	Journal with impact factor	0.1-5 1-2=10 2-5=15 5=25	

3.2 Books, Articles, and conference Proceedings

3.2.1	Books	Score Claimed	Verified Score
	(Text Book/ Reference Book Published by International Publisher)	Author-40 Points Co-authors-10 each	
	(Text Book/ Reference Book Published by National Publisher)	Author-20 Points Co-authors-10 each	
	(Chapters in Book)	5 / Chapter	
3.2.2 Conference proceedings (Max.10)			
	Any conference	Presenting Author 2.5 Co-author-1	

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3.3 Research Projects and consultancy

3.3.1 Projects			Score Claimed	Verified Score
3.3.1	Research Projects and consultancy	In Lakhs 0-5=10 5-15=15 15-20=20 25=25 70% PI, 30% co-PI		

3.4 Research Guidance and qualification (Maximum 20)

3.4.1 Projects		Score Claimed	Verified Score
Ph.D.	Degree Awarded-10 Points Thesis Submitted- 7 Points.		

M. Pharm	4/ Students (Maximum 12 Points)		
Any Additional Qualification Acquired			
Total Score for Category III	20 Points		
Ph.D.			
PG	10 Points		
Diploma	50 Points		



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3.5 Patent/ IPR (Own by institute)

		Score Claimed	Verified Score
Patent / IPR Granted	40 Points		
Patent / IPR Applied	5 points		




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SUMMARY OF APPRAISAL SCORE

Sr. No	Category	Minimum Score Required	Score Claimed	Score Verified
1.	Teaching Learning and Evaluation			
2.	Co-curricular, Extension and Professional Activities			
3.	Research and Academic Contribution.			
Total				

Undertaking

I _____ Undertake that the information provided above is as per the records submitted and /or documents enclosed by me along with the appraisal format 10 institute is recorded.



[Signature]
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