

**BLDE ASSOCIATION, VIJAYAPUR**

**Yearly Performance Evaluation of Professors, Associate Professors and  
Assistant Professors (with more than eight years of experience)**

**Academic Year:**

**Name of staff member:**

**Department:**

**Name of the College:**

**Current Designation:**

**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 secured
01	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30	
	<b>Total</b>	<b>30</b>	

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

Sl. No	Key performance indicators	Max points	Points secured
01	<b>Punctuality:</b> Availability in college, engaging classes regularly and full hour.	5	
02	<b>Ability of teaching:</b> 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	<b>Work culture in the department</b> Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5	
04	<b>Compliance with exam related activities</b> Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5	
	<b>Total</b>	<b>20</b>	

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

<b>Sl. No</b>	<b>Key performance indicators</b>	<b>Max points</b>	<b>Points secured</b>
<b>01</b>	<b>Teaching innovations</b> Ability to use of ICT enabled teaching, If any other	<b>05</b>	
<b>02</b>	<b>Knowledge up-gradation</b> Participation in seminars/workshops (At least one in an year)	<b>10</b>	
<b>03</b>	<b>Organization of seminars/conferences/workshops</b> As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	<b>05</b>	
<b>04</b>	<b>Contributions in students placements</b>	<b>05</b>	
	<b>Total</b>	<b>25</b>	

**PART IV: Evaluation of professional excellence (Max Points: 35)**

<b>Sl. No</b>	<b>Key performance indicators</b>	<b>Max points</b>	<b>Points secured</b>
<b>01</b>	<b>Guest lecturers delivered in conference/seminars/others</b> 5 points/lecture (Relevancy should be considered)	<b>05</b>	
<b>02</b>	<b>For presenting paper in conference/seminars/chairing session/serving as evaluator.</b> 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. National conference: 2.5points International conference: 5 points For chairing session/serving as evaluator: 5 points	<b>05</b>	
<b>03</b>	<b>Patents</b> Filed: 5 points Granted: 10 points	<b>10</b>	
<b>04</b>	<b>Serving as reviewer for reputed journals*</b> 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.	<b>05</b>	
<b>05</b>	<b>Serving as editor/editorial board member for reputed journals*</b> 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.	<b>10</b>	
	<b>Total</b>	<b>35</b>	

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

Sl. No	Key performance indicators	Max points	Points secured
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.	10	
<b>Total</b>		<b>10</b>	

**PART VI: Examination results (Max Points: 30)**

Sl. No	Key performance indicators	Max points	Points secured
01	Students passage rate of 100 %	30	
02	Students passage rate of 75 to100%	25	
03	Students passage rate of 50 to75%	20	
04	Students passage rate of below 50%	10	
<b>Total</b>		<b>30</b>	

**PART VII: Publications (Max Points: 35)**

Sl. No	Key performance indicators	Max points	Points secured
01	<p><b>Original research papers/ Review articles published in indexed journals of repute with impact factor per paper;</b></p> <p>0 to 1: 5 points  1 to 2: 10 points  2 to 5: 20 points  5 to 10: 25 points</p> <p>* Impact factors calculated by Thomson Reuters/JCR will be considered; journals own impact factor calculation will not be taken into consideration.  * Papers published in non-indexed/non-referred journals will not considered.  * On-line open access journals are not considered until and unless they are indexed and possess impact factors.  * 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.</p>	25	
02	<p><b>Books/Book chapters</b></p> <p>Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.</p>	10	
<b>Total</b>		<b>35</b>	

**PART VIII: Research grants/Funded projects & Consultancy (Max Points: 15)**

<b>Sl. No</b>	<b>Key performance indicators</b>	<b>Max points</b>	<b>Points secured</b>
<b>01</b>	<b>The principal investigator will get the following points for research grants received from external funding agencies/internal funding.</b> Research proposals submitted: 2.5 points (only one per year is considered) Up to 5 Lakhs: 5 points Above 5 Lakhs: 10 points	<b>10</b>	
<b>02</b>	<b>Consultancy work (Paid/Honorary)</b>	<b>05</b>	
	<b>Total</b>	<b>15</b>	

*\* Please enclose relevant documents whenever necessary.*

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

**Total points scored:**

**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: Sub-Average, 3: Average, 4: Above-Average, and 5: Excellent.

**Table: Scale bar for performance evaluation**

<b>Scale</b>	<b>Description</b>	<b>Teaching staff points</b>
1	Poor	Below 120
2	Sub-Average	121-160
3	Average	161-180
4	Above-Average	181-190
5	Excellent	191-200