

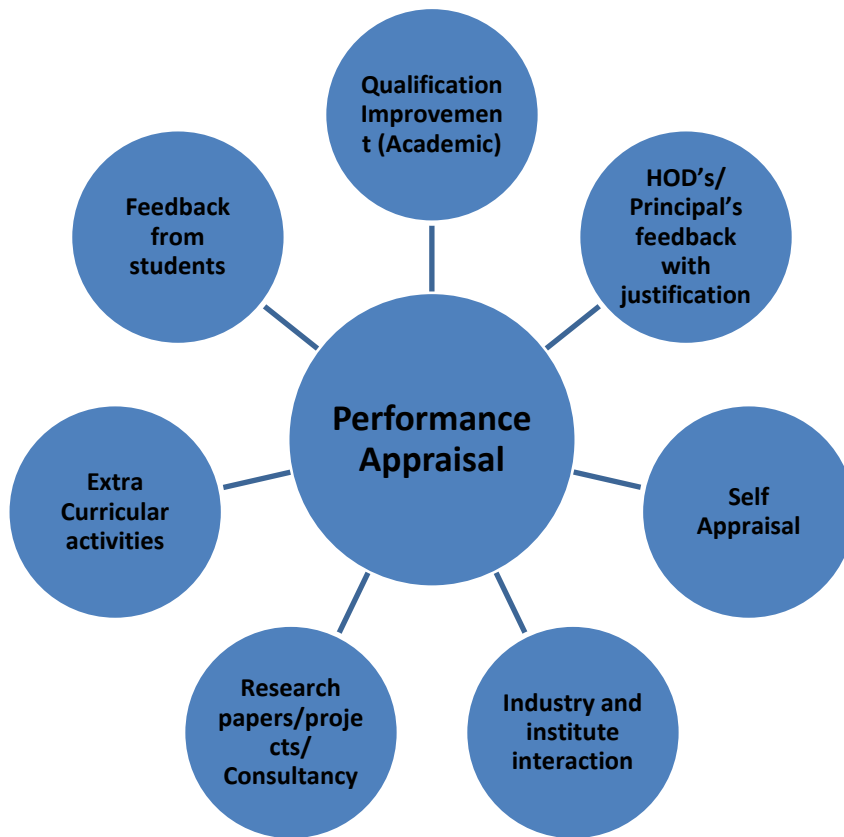


Criterion 6

6.3.5 Institutions Performance Appraisal System for Teaching and Non-Teaching Staff

Sr. No.	Evidence Head	Page No
1.	Performance Based Appraisal System	02
2.	Evaluation form for the Performance of Teaching Faculty	03
3.	Evaluation form for the Performance of Non-Teaching Faculty	11
4.	Promotions to Higher Posts/ Increments based on Completion of Higher Education	12

Performance Based Appraisal System



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Evaluation form for the Performance of Teaching Faculty



**PES's Modern College of Engineering
Faculty Performance Evaluation Form**

Name of the Department	
Name of the Faculty	
Current Designation	
Category (UGC/ Ad hoc)	
Date of Joining	
Address for Correspondence	
Permanent Address	
Contact No. & Email-id	
Emergency Contact No.	
Whether acquired any degree / certification during the period If yes give details	Yes/No

[A] Academic Appraisal

1. a) Teaching and Learning

Sr. No.	Course / Paper (Code)	Level (UG/ PG)	Mode Of teaching * (L/P/T)	No. Of Classes Allotted Week	No of Classes conducted	Result in %
Term II of previous Academic Year						



**Progressive Education Society's
Modern College of Engineering, Pune-05.**

Term I of Current Academic Year						
Term II of Current Academic Year						
						Not Applicable

* L- Lecture, P- Practical, T-Tutorial

b) Average Feedback Score:

	Term-II of Previous Academic Year	Term-I of Current Academic Year	Average
Average % Student Feedback Score			
Average % Peer Feedback Score			
Average of Both			

c) Efforts taken for Effective Curriculum Delivery. Describe



Progressive Education Society's
Modern College of Engineering, Pune-05.

2. a) Publications in Journals/Conferences [Current Academic Year]

Sr. No	Paper Title	Journal/Conference (L/S/N/I)*	Name of Journal /Conference	ISSN/ ISBN No	Whether you are main Author (Y/N)	Indexed in SCI/Scopus/ etc for Google Scholar/ any other

*L- Local, S- State, N-National, I-International



b) Books(s)/Article/Chapter(s) published

Sr. No	Title with Page nos.	Book Title, Editor and publisher	ISSN/ ISBN No.	Whether Peer Reviewed	No. of co-authors	Whether you are main author	Publishing Year
1.							
2.							

3. Knowledge Enhancement Programs Attended

Title of the STTP/FDP/Workshop/ Training Programs/	Place	Duration	Organizer
--	-------	----------	-----------



Conferences/ Seminar			

4. Knowledge Enhancement Programs Organized

Title of the STTP/FDP/Workshop/ Training Programs/ Conferences/ Seminar	Duration

5. Sponsored Research

Scheme	Agency	Status (Awarded/ Submitted)	Date of (Award/ Submission)	Grant Received

6. Consultancy/Internal Revenue Generation (IRG)

Nature of Work	Agency	Duration of Work (Mention start & End Date)	Amount Received in Rs.



7. Efforts taken for Intellectual Property Rights

	Count	Status Applied/Granted	Date of Application	Commercialized Y/N
Patents				
Copyrights				
Trademarks				

8. Examination Duties Assigned & Performed

Sr.No.	Type of Examination duties	Duties assigned by	
		University	Institute
1.	Invigilation , flying squad duties/ any exam related duties		
2.	Evaluation of Answer Scripts		
3.	Question Paper Setting		

9. Co-curricular, Extra-curricular, Professional Development related activities

	Type of Activity (only mention name activity)
	Extra-curricular/ Co-Curricular Activities (NSS, Cultural fest, technical fest, educational tour, industrial visit, publication of magazine/newspaper, Professional Society Chapter, Student Activity Club, T&P, ISR)
1.	
2.	
3.	
4.	
5.	
6.	



10. Major Responsibilities Handled

Sr. No	Nature of work	
1.	Department Level Work	
2.	Institute Level Work	

[B] Any other Special Achievement [Documentary evidence to be attached]

S. No.	Achievement
1.	
2.	

[C] Appraisal Evaluation Summary

S.No.	Appraisal Parameters	Maximum Marks	Marks Scored																																			
[A]	Academic Appraisal	[210]																																				
1.	Teaching & Learning	[35]																																				
	Average % Result (Theory):																																					
	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>UG</th> <th>6</th> <th>5</th> <th>4</th> <th>3</th> <th>2</th> <th>1</th> </tr> </thead> <tbody> <tr> <td>I</td> <td>90-100</td> <td>80-89</td> <td>70-79</td> <td>60-69</td> <td>55-59</td> <td>50-54</td> </tr> <tr> <td>II</td> <td>90-100</td> <td>80-89</td> <td>70-79</td> <td>60-69</td> <td>55-59</td> <td>50-54</td> </tr> <tr> <td>III</td> <td>96-100</td> <td>90-95</td> <td>80-89</td> <td>70-79</td> <td>60-69</td> <td>55-59</td> </tr> <tr> <td>IV</td> <td>96-100</td> <td>90-95</td> <td>85-89</td> <td>80-84</td> <td>75-79</td> <td>70-74</td> </tr> </tbody> </table>	UG	6	5	4	3	2	1	I	90-100	80-89	70-79	60-69	55-59	50-54	II	90-100	80-89	70-79	60-69	55-59	50-54	III	96-100	90-95	80-89	70-79	60-69	55-59	IV	96-100	90-95	85-89	80-84	75-79	70-74	6	
UG	6	5	4	3	2	1																																
I	90-100	80-89	70-79	60-69	55-59	50-54																																
II	90-100	80-89	70-79	60-69	55-59	50-54																																
III	96-100	90-95	80-89	70-79	60-69	55-59																																
IV	96-100	90-95	85-89	80-84	75-79	70-74																																
	PG	6	5	4	3	2	1																															
	I	96-100	90-95	80-89	70-79	60-69	55-59																															
	II	96-100	90-95	85-89	80-84	75-79	70-74																															
	Average % Class Engagement							7																														
	7	6	5	4	3	2	1																															
	96-100	90-95	85-89	80-84	75-79	70-74	65-69																															
	Average % Student Feedback Score							6																														
	6	5	4	3	2	1																																
	96-100	90-95	80-89	75-79	70-74	65-69																																



Progressive Education Society's
Modern College of Engineering, Pune-05.

	Average % Peer Feedback Score							
	6	5	4	3	2	1	6	
	96-100	90-95	80-89	75-79	70-74	60-69		
	Efforts taken for Effective Curriculum Delivery [Minimum 1 expected]							
	1 Effort		> 1 Effort				10	
	5		10					
2.	Publications						[45]	
	Journals:							
	Indexed in SCI/Scopus/Google Scholar / any other			No index			20	
	20			10				
	Conferences :							
	Indexed in SCI/Scopus/Google Scholar / any other			No index			15	
	10			5				
	Books/ Book Chapter							
	Book			Book Chapter			10	
	10			5				
3.	Knowledge Enhancement Programs Attended						[10]	
	Minimum 1 Week			< 1 Week				
	10			5				
4	Knowledge Enhancement Programs Organized						[10]	
	Main Organizer			Organizing Committee Member				
	10			5				
5.	Sponsored Research						[30]	
	In-house			External Agency (With R&D Cell)				
	Awarded	Submitted	Awarded	Submitted			30	
	10	5	20	10				
6.	Consultancy – Amount						[10]	
	2+ Lacs	1+ Lacs	50 K+	25 K+			10	
	10	5	3	2				
7.	Efforts taken for IPR [Minimum 1 expected in each category]						[40]	
	Patent		Copy right		Trade Mark		40	
	20		10		10			



**Progressive Education Society's
Modern College of Engineering, Pune-05.**

8.	Examination Duties Assigned (Minimum 1 expected in each category)		[10]	
	College Level	University Level		
	5	5		
9	Co-curricular, Extra-curricular activities Organized (Minimum 1 expected in each category)		[10]	
	Co-curricular	Extra-curricular		
	5	5		
10.	Responsibilities Handled (5 Marks/Responsibility, Maximum 2 Responsibility)		[10]	
	Total: [A]		[210]	
[B]	Any other Special Achievement (5 Marks/Achievement, Maximum 2 Achievement)		[10]	
	Total: [B]		[10]	
	Total: [A]-[B]		[220]	

Name of the faculty member: _____

Department: _____

Overall Grading Marks		[Out of 220]	Marks & Grade Scored
Outstanding	≥ 90%	198	
Excellent	≥ 80%	176	
Very Good	≥ 70%	154	
Satisfactory	≥ 60%	132	
Average	< 60%	<132	

Signature & Name of the Assessing Officer

Concurrence of the Principal:

Do you agree with the assessment of the assessing officer: YES / NO

If NO, reasons thereof:

Signature & Seal of the Principal/Director

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Evaluation form for the Performance of Non-Teaching Staff



P.E.S's
Modern College of Engineering
Shivajinagar, PUNE - 5

दिनांक :

हंगामी शिक्षकेतर सेवकांचा गोपनीय अहवाल

नाव : श्री / श्रीमती / कु. : _____
महाविद्यालयामधील विभाग : _____
कर्मचा-याचे पद : _____
सेवाखंडीत केलेला कालावधी : _____
कर्मचा-याचे वागणूकीसंबंधीचे विश्लेषण :

क्र	कामाचे स्वरूप दर्जा	रूप चांगले अ	चांगले ब	ठीक क	सर्वसाधारण ड	सर्वसाधारणपेक्षा कमी - इ
१.	स्वतःहून करणे					
२.	नीट नेटके					
३.	बिनचूक					
४.	काम करण्याची तत्परता					
५.	व्यवस्थित व शिस्तीने					
६.	तत्परतेने काम हातावेगळे करणे					
७.	नियमित हजेरी					
८.	वरीष्ठांशी वागणूक					
९.	सहकान्यांशी वागणूक					
१०.	अवलंबून राहावे किंवा-कसे					
११.	काम करण्याची क्षमता					

ब) मान्यतेबाबत

- १) सध्याचे पदावर काम करण्यास योग्य / अयोग्य
- २) पुढील नियुक्ती आदेश देण्यात यावा / येवू नये.

दिनांक :

विभागप्रमुखाची सही :

विभागप्रमुखाचे नाव : _____

प्राचार्या

संचालक



Progressive Education Society's
Modern College of Engineering, Pune-05.

**Promotions to Higher Posts/ Increments based on Completion of
Higher Education
(2021-2022)**

• Resolution from Parent Society (Sample)

PP

॥ ज्ञानमयो भव ॥

PROGRESSIVE EDUCATION SOCIETY
1186 A, Near Modern College of Engineering, Shivajinagar, Pune - 411005.
Website : www.pespune.com E-mail : pespune5@gmail.com

Dr. G. R. Ekbote
Chairman, Business Council
Phone : 25535383

Prof. S. S. Deshmukh
Secretary
Phone : 25394582

Office : 25535148
25535132
Fax : 020 - 25532102

Copy of the resolution passed by the Business Council of the Progressive Education Society, Pune 5 in its meeting held on 14th June, 2021.

MODERN COLLEGE OF ENGINEERING, SHIVAJINAGAR, PUNE 5

RESOLUTION 82 :-

That following staff members of P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5 have completed their Ph.D.

Sr. No.	Name of the employee	Designation	Department	Name of the University
1	Prof. Dr. Sandeep P. Nalawade	Assistant Professor	Mechanical	Savitribai Phule Pune University, Pune
2	Prof. Dr. Mrs. Vidula S. Jape	Assistant Professor	Electrical	Bharati Vidyapeeth (Deemed University)
3	Prof. Dr. Mrs. Kirti A. Adoni	Assistant Professor	E & T C	Savitribai Phule Pune University, Pune
4	Prof. Dr. Mrs. Shalaka N. Chaphekar	Associate Professor	Electrical	Savitribai Phule Pune University, Pune
5	Prof. Dr. Mr. Prakash M. Kene	Assistant Professor	MCA	Savitribai Phule Pune University, Pune
6	Prof. Dr. Mrs. Pradnya A. Mulay	Assistant Professor	MCA	Savitribai Phule Pune University, Pune
7	Dr. Mrs. Sandhya S. Sathe	Librarian	Library	Tilak Maharashtra Vidyapeeth

Considering request from above-mentioned staff members and recommendations from Principal, Modern College of Engineering, Shivajinagar, Pune 5, it is resolved that, three additional increments in the salary be given to above-mentioned staff members w.e.f. August, 2021 (i.e. August paid in September, 2021).

It is further resolved that these staff members be suggested to deposit an amount of Rs. 15,000/- in the central office of P.E. Society, Pune towards 'Endowment Fund' and the interest accrued thereon be utilized for giving prizes to the meritorious students of P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5.

TRUE COPY

CHAIRMAN,
PROGRESSIVE EDUCATION SOCIETY,
PUNE 411005

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Progressive Education Society's
Modern College of Engineering, Pune-05.

• Resolution from Parent Society (Sample)

1/ A/c's
VCO
01/12/20

G. R. Ekbote
Chairman, Business Council
Phone : 25535383

॥ ज्ञानमयो भव ॥


PROGRESSIVE EDUCATION SOCIETY
1186 A, Near Modern College of Engineering, Shivajinagar, Pune - 411005.
Website : www.pespune.com E-mail : pespune5@gmail.com

Prof. S. S. Deshmukh
Secretary
Phone : 25394582

Office : 25535148
25535132
Fax : 020 - 25532102

Copy of the resolutions passed by the Business Council of the Progressive Education Society, Pune 5 in its meeting held on 31st October, 2020.

MODERN COLLEGE OF ENGINEERING, SHIVAJINAGAR, PUNE 5


RESOLUTION 243 :-

That Prof. Dr. Mrs. Sheetal Borde is working in P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5 as an Asst. Professor in the department of Electronics and Telecommunication. She has completed her Ph.D. in 'Electronics and Telecommunication Engineering' from Savitribai Phule Pune University, Pune in August, 2020. It is resolved that three additional increments in the salary be given to Prof. Dr. Mrs. Sheetal Borde, Asst. Professor, P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5 w.e.f. June, 2021 (June paid in July, 2021)

RESOLUTION 244 :-

That Prof. Dr. Mrs. Sarita Deshpande is working in P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5 as an Assoc. Professor in the department of Information Technology. She has completed her Ph.D. in 'Electronics Engineering' from Dr. Babasaheb Ambedkar Marathwada University, Aurangabad in September, 2020. It is resolved that three additional increments in the salary be given to Prof. Dr. Mrs. Sarita Deshpande, Assoc. Professor, P.E. Society's Modern College of Engineering, Shivajinagar, Pune 5 w.e.f. June, 2021 (June paid in July, 2021)

TRUE COPY


CHAIRMAN,
PROGRESSIVE EDUCATION SOCIETY,
PUNE 411005

Munita

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