



Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY



Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar

स.स. प्र. मंडल, स.स. प्र. मंडल

Mob.No. 7774036749 Ph. : (0241) 2423640 | Email : bpharmacydnjp@gmail.com | Website : bpharmacy.sspronline.org DTE Code : 5451 | AISHE Code C-59365 | PCI.2002

6.3: Faculty Empowerment Strategies

6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

6.3.1 What steps is the institution doing to improve the professional growth of its teaching and non-teaching staff?

- Participation in the FDP and other workshops is encouraged for faculty.
- For academic members who are actively doing research, study leaves are arranged.
- Faculty has access to the most recent ICT tools and methodologies.
- The involvement of faculty in multidisciplinary initiatives is encouraged.
- To encourage students to share their expertise, the faculty organizes cross-disciplinary talks.



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The institution has a structured framework in place for offering introduction and refresher courses. It is largely made possible through DTE, a division of the University of SPPU,PUNE. Faculty are required to participate in a minimum these programs. Other institutions, like as PDVVPP'S ,AHMEDNAGAR.

To provide the faculty with the most recent methodology in instruction, DTE regularly holds workshops on teaching techniques.

1. The institution has a structured framework in place for offering introduction and refresher courses. It is largely made possible through DTE, a division of the University of SPPU,PUNE.
2. Faculty are required to participate in a minimum these programs.

The faculty is given access to adequate infrastructure, including a wireless campus, internet access, a computer lab, a direct connection to the E- library, etc.

3. On a rotating basis, the teacher is exposed to a variety of duties such as dormitory warden, theoretical test supervisor, central evaluation center coordinator, etc. This enhances employment opportunities and boosts self-assurance.
4. Members drawn from the teaching and non-teaching personnel help the administrative head of diverse job categories. This promotes a strong sense of community among the college students.




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Index

Sr. No	Title
1.	Appraisal form of teaching
2.	Appraisal form of non-teaching




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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF. ASSISTANT PROF.

FACULTY PROFILE

ACADEMIC YEAR 20 -

Performance Appraisal System for Teaching Staff

1. Name : -----
2. Age :-----
3. Designation :-----
Current Designation:-----
4. Experience :-----

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date




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○ Research (No. of Years) :

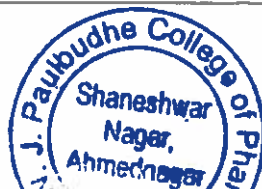
○ Consultation :

5. Academic Qualification :

- Under Graduate :
- Post Graduate :
- Doctorate :
- Post Doctorate :
- Others (Certification if any):

6. Academic Performance :

Sr. No.	Parameters	Proposed	University Result Percentage	
			Conducted	
A	No. of lectures conducted (Name of Subject):			
B.	Using innovative teaching techniques for updating content for course improvement			
C.	Evaluation: Paper setting Invigilation Evaluation Assessment of Answer book			
D.	Professional Development activities i.e. Faculty Development Programs attended Seminars/Workshops			




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	attended Guest Lecture delivered Professional Membership			
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7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Local : Other:	
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summery)	
C.	Patent or Copy Rights filed :	
D.	Books Authored : Books Co-authored : Books chapter written :	
E.	Sponsored or funded Research Projects : (Please attach summery)	
F.	Consultation : To Industry : To Academics : To Other bodies :	
G.	Research Guidance for : M.Pharm. Ph.D.	

8. Administrations :



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Sr.No	Parameter	
A	Working Committees Details (Please attach summary)	<ul style="list-style-type: none"> • Academic In –Charge of the first half • Training and Placement

9. Award /Reward Received:-

Awarded Ph.D :

10. Faculty Development Plan:-What according to you are your key accomplishment in the last year

- Successfully completed Ph.D from Savitribai Phule University
- Actively involved in training and placement cell
- Actively involved in B.Pharm. Academic teaching learning

Areas of Improvement: In which areas could you have been more effective or could have achieved more

- Number of research paper publication
- Participation in conferences and workshop

Principal


Remarks: _____

Signature		
Faculty Signature		Date:
HOD Signature		Date:
Principal Signature		Date:
Faculty Signature		Date:



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Filled Performance Appraisal System for Teaching Staff



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Faculty Assessment form
FOR PROF / ASSOCIATE PROF / ASSISTANT PROF

FACULTY PROFILE
ACADEMIC YEAR 2020-21

Performance Appraisal System for Teaching Staff


1. Name : Tavade Vijay Dnyanendra
2. Age : 30
3. Designation : Asst. Prof.
- Current Designation : Asst. prof.
4. Experience : 7 years


o Industry (No. of Years):

Sr. No.	Industry Name	Joining Date	Relieving Date
-	-	-	-
-	-	-	-
-	-	-	-

o Teaching (No. of Years):

Sr. No.	Institute Name	Joining Date	Relieving Date
1.	A.R.C.O.Ph. Bodnagad	2015	2016
2.	D.N.J.co.ph. A. Nagar	2016	2017
3.	Dr. N. J. Co Ph. B Ph. A. Nagar	2017	Till Now




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o Research (No. of Years)

o Consultation:

5. Academic Qualification:

- Under Graduate: SPPU pune - 2012 (60.00%)
- Post Graduate: SPPU pune - 2015 (73.57%)
- ~~Ph.D.~~
- ~~Ph.D.~~ Doctorate: Bhagwant university - 2022 (0 gate)
- Others (Certification if any):

6. Academic Performance:

Sr. No.	Parameters	University Result Percentage	
		Proposed	Conducted
A	No. of lectures conducted (Name of Subject)		
①	Pharmaceutical Engineering	45	47 69.09%
②	Bio-technology	45	46 81.22%
B.	Using innovative teaching techniques for updating content for course improvement	give notes written from Resource & course	
C.	Evaluation: Paper setting Invigilation Evaluation Assessment of Answer book	Pharmaceutical Engineering	done
D.	Professional Development activities i.e. Faculty Development Programs attended Seminars/Workshops attended Guest Lecture delivered Professional Membership	① IIT Delhi Kharagpur. ② ASPIRE - A multidisciplinary international conference	2022. 20 th 621 th Nov-2020 done



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7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State : Local : Other :	Nil
B.	Research paper publish in national, international Journals, ISSN, ISBN publication : Name and year of publication (please attach summary)	ICTE sponsored national level seminar on
C.	Patent or Copy Rights filed :	Nil
D.	Books Authored : Books Co-authored : Books chapter written :	Nil
E.	Sponsored or funded Research Projects : (Please attach summary)	Nil
F.	Consultation : To Industry : To Academics : To Other bodies :	Nil
G.	Research Guidance for : M.Pharm. Ph.D.	Nil

8. Administrations :

Sr.No	Parameter	
A	Working Committees Details (Please attach summary) AZCTE, DTE, MAHAROST; AISHA; PMS; FRA	<ul style="list-style-type: none"> Academic in -Charge of the first half Training and Placement

9. Award/Reward Received:-
Awarded Ph.D.:



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10. Faculty Development Plan:-What according to you are your key accomplishment in the last year





- Successfully completed Ph.D from SavitribaiPhule University
- Actively involved in training and placement cell
- Actively involved in B.Pharm Academic teaching learning ✓

Areas of Improvement:-In which areas could you have been more effective or could have achieved more


- Number of research paper publication - 03
- Participation in conferences and workshop - 03

Principal

Remarks: Faculty is enthusiastic work.

Signature		Date
Faculty Signature		22/08/2024
HOD Signature		27/08/2024
Principal Signature		27/08/2024
Faculty Signature		22/08/2024




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Non Teaching Performance

This Annual Confidential report is for all employees falling under non teaching staff category.

For the purpose of annual appraisal, all non teaching staff are divided into 3 categories:

1. Managerial cadre staff- are those who are heading the departments at the level of Dy. Director, HOD or Librarian.
2. Supervisory staff- those employee who are working on important positions in the dept. and may be handling small team of people in the dept.
3. Support staff- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2018-19

Employee Profile :-

1. Name: *Ashar Dorat Jagannath*
2. Age: *24*
3. Department: *Pharmaceutical Chemistry Lab*
4. Date of Joining: *22-Nov-2018*
5. Current designation: *Lab Technician*
6. Designation at the time of joining: *Lab Technician*
7. Experience (No. of years): *3 years eight months*
8. Academic (tick whichever is applicable):
 Undergraduate
 Graduate
 Postgraduate
 Others (Certifications if any)
 PG Diploma



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Appraisal

Parameter	Remarks	Score		
Industriousness	Self Motivated	5	✓	5
	Painstaking hardwork	4		
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
Application	Apathetic	0		5
	Creative talented	5		
	Give personal touch	4		
	Effective organizer	3	✓	
	Perished in difficulty	2		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Lack of confidence	1		03
	No application of mind	0		
	Motivates subordinate	5		
	Extract good work	4		
	Tactful	3	✓	
Relations with colleagues and Public	Easy going	2		03
	Feel burden some	1		
	Incompetent	0		
	Considerate/Empathetic	4		
	Sympathetic	3	✓	
General Intelligence	Helpful	2		03
	Impolite	1		
	Rude	0		
	Very Sharp	4		
	Brilliant	3	✓	
Technical ability (Where relevant)	Average	2		03
	Needs elaborate explanation	1		
	Dull	0		
	Deep knowledge of subject	4		
	Adequate knowledge	3	✓	
Judgement	Needt both ends	2		03
	Routine knowledge	1		
	Inadequate knowledge	0		
	Quick and confident	5		
	Receptive	4		
	Display maturity	3	✓	




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	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4		
	Just enough	3	✓	03
	Casual	2		
	Apathetic	1		
	Non-initiative	0		
Drive	Forceful	4		
	Dashing	3		
	Carries on lifelessly	2	✓	02
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubts	4		
	Dedicated	3	✓	03
	Reliable	2		
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		
	High Moral	4	✓	
	Fairly good moral	3		04
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2	✓	01
	Moderately punctual	1		

Total Score 36.
 Percentage 70.58 %

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good		
70-79%	Positively good	✓	02
70-less	Non performance		
General assessment	well trained		



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6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Effective welfare measures in place for its teaching and non-teaching staff. The various welfare schemes are as follows:

1. Medical Allowance
2. Child Educational Allowance
3. Maternity benefits as per norms
4. Child Care
5. Leave Travel Concession
6. All the non-doctoral staff members are encouraged to get enrolled for part-time Ph.D. program.
7. Subsidized on campus medical facilities
8. Employees' Welfare Fund
9. Opportunities for international exposure, as per norms

The following facilities are also provided to employees for efficient functioning:

1. Medical leave
2. Yoga classes
3. Psychological counseling
4. 24 hour power back-up (100%) through solar power plants
5. Wi-Fi facility.
6. Workspace




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7. Computing facility
8. Crèche facility
9. Cafeterias
10. Free e-transport in campus
11. Identity cards
12. Shopping outlets managed by students
13. Sports facilities

By offering a crèche facility for staff members' children, a novel and creative approach has been taken. The school is car-free, and free e-transport is available on campus.

For the personnel, there is psychological counseling accessible. Many academic staff members have staff members' travel expenses attend conferences and institutions affiliated with the MoU on an international level.

To inspire the junior professors to pursue a fruitful research career Early in their careers, internal initiatives and seed money were given to them.

The cost of the students' uniforms is quite modest. Daily access to subsidized milk and dairy products is possible. There are affordable rental homes available with rents that are almost nonexistent. Various

Various scholarship options are offered based on merit, merit plus other factors, and for the socially disadvantaged.

Apart from the existing government programs, they come from the Institute's own resources. There are specific grants available for PhD candidates with limited financial resources.




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This Annual Confidential report is for all employees falling under non teaching staff category.

For the purpose of annual appraisal , all non teaching staff are divided into 3 categories .

1. Managerial cadre staff- are those who are heading the department at the level of Dy.Director, HOD or Librarian.
2. Supervisory staff:- those employee who are working on important positions in the dept. and may be handling small team of people in the dept.
3. Support staff:- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2020-21

Employee Profile :-

1. Name : Satpute Kamdhani Balasahab
2. Age : 28
3. Department : Pharmacognosy
4. Date of Joining : 28/09/2018
5. Current designation : Lab Technician
6. Designation at the time of joining : Lab Technician
7. Experience (No. of years): 5 years
8. Academic (tick whichever is applicable) :

Undergraduate

Graduate

Postgraduate

Others (Certifications if any)

PG Diploma



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Shaneshwar Nagar, Ahmednagar

Appraisal

Parameter	Remarks	Score	✓	
Industriousness	Self Motivated	5		4
	Painstaking hardwork	4	✓	
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
	Apathetic	0		
Application	Creative talented	5		3
	Give personal touch	4		
	Effective organizer	3	✓	
	Perturbed in difficulty	2		
	Lack of confidence	1		
	No application of mind	0		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Motivates subordinate	5	✓	5
	Extract good work	4		
	Tactful	3		
	Easy going	2		
	Feel burden some	1		
	Incompetent	0		
Relations with colleagues and Public	Considerate/Empathetic	4		3
	Sympathetic	3	✓	
	Helpful	2	✓	
	Impolite	1		
	Rude	0		
General Intelligence	Very Sharp	4		3
	Brilliant	3	✓	
	Average	2		
	Needs elaborate explanation	1		
	Dull	0		
Technical ability (Where relevant)	Deep knowledge of subject	4		3
	Adequate knowledge	3	✓	
	Needs both ends	2		
	Routine knowledge	1		
	Inadequate knowledge	0		
Judgement	Quick and confident	5		4
	Receptive	4	✓	
	Display maturity	3		




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	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4	✓	4
	Just enough	3		
	Casual	2		
	Apathetic	1		
	Non-initiative	0		
Drive	Forceful	4	✓	4
	Dashing	3		
	Carries on lifelessly	2		
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubts	4		2
	Dedicated	3		
	Reliable	2	✓	
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		4
	High Moral	4	✓	
	Fairly good moral	3		
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2	✓	2
	Moderately punctual	1		

Total Score

41

Percentage

80.39

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good	✓	
70-79%	Positively good		
70-less	Non performance		
General assessment	well trained lab tech.		



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Place Ahmednagar

Date 29/09/2018

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Development plan


signature of reporting officer

Areas of strength	Deep knowledge in chemistry.
Areas of development	preparation Accuracy & precision chemicals

Signatures	
Appraisee signature	Date 29/09/2018
Appraiser's signature	Date 29/09/2018
Reviewer's signature	Date 29/09/2018




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1. Managerial cadre staff- are those who are heading the department at the level of Dy. Director, HOD or Librarian.
2. Supervisory staff:- those employee who are working on important positions in the dept. and may be handling small team of people in the dept.
3. Support staff:- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2019-20

Employee Profile :-

1. Name : Swati Jalindar Kodkar
2. Age : 44
3. Department : Library
4. Date of Joining : 2007 (21/07/2007)
5. Current designation : Librarian
6. Designation at the time of joining : Librarian
7. Experience (No. of years): 10 years
8. Academic (tick whichever is applicable) :

Undergraduate

Graduate

Postgraduate

Others (Certifications if any)

PG Diploma



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Appraisal

Parameter	Remarks	Score	✓	
Industriousness	Self Motivated	5	✓	05
	Painstaking hardwork	4		
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
	Apathetic	0		
Application	Creative talented	5		03
	Give personal touch	4		
	Effective organizer	3	✓	
	Perturbed in difficulty	2		
	Lack of confidence	1		
	No application of mind	0		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Motivates subordinate	5	✓	05
	Extract good work	4		
	Tactful	3		
	Easy going	2		
	Feel burden some	1		
	Incompetent	0		
Relations with colleagues and Public	Considerate/Empathetic	4		03
	Sympathetic	3	✓	
	Helpful	2		
	Impolite	1		
	Rude	0		
General Intelligence	Very Sharp	4		03
	Brilliant	3	✓	
	Average	2		
	Needs elaborate explanation	1		
	Dull	0		
Technical ability (Where relevant)	Deep knowledge of subject	4	✓	04
	Adequate knowledge	3		
	Needs both ends	2		
	Routine knowledge	1		
	Inadequate knowledge	0		
Judgement	Quick and confident	5		04
	Receptive	4	✓	
	Display maturity	3		




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	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4	✓	04
	Just enough	3		
	Casual	2		
	Apathetic	1		
	Non-initiative	0		
Drive	Forceful	4		03
	Dashing	3	✓	
	Carries on lifelessly	2		
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubts	4		03
	Dedicated	3	✓	
	Reliable	2		
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		04
	High Moral	4	✓	
	Fairly good moral	3		
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2		01
	Moderately punctual	1	✓	

Total Score

42

Percentage

82%.

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good	✓	
70-79%	Positively good		
70-less	Non performance		
General assessment	Enthusiastic performer		




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Place Ahmednagar


Date 12/07/2017

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Development plan


signature of reporting officer

Areas of strength	Knowledge of E- Library
Areas of development	Continuously encourage to staff to read books, journals etc.

Signatures		Date	
Appraisee signature		Date	
Appraiser's signature		Date	
Reviewer's signature		Date	




PRINCIPAL
Dr. N. J. Paulbude College of Pharmacy
Shameshwar nager, Ahmednagar



Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY

Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar



समृद्धिं यज्ञ एतन्मुने

Mob.No. 7774036749 Ph. : (0241) 2423640 | Email : bpharmacydnjp@gmail.com | Website : bpharmacy.sspmonline.org DTE Code : 5451 | AISHE Code C-59365 | PCI.2002

This Annual Confidential report is for all employees falling under non teaching staff category.

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2. Supervisory staff:- those employee who are working on important positions in the dept. and may be handling small team of people in the dept.
3. Support staff:- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2018-19

Employee Profile :-

1. Name : Shaikh Bablu Shabbir
2. Age : 29
3. Department : Pharmaceutics
4. Date of Joining : 16/07/2018
5. Current designation : Lab Tech.
6. Designation at the time of joining : Lab Tech
7. Experience (No. of years): 4 years 10 months
8. Academic (tick whichever is applicable) :

Undergraduate

Graduate

Postgraduate

Others (Certifications if any)

PG Diploma




PRINCIPAL
Dr. N. J. Paulbudhe College of Pharmacy,
Shaneshwar nagar, A.nagar-414003

Appraisal

Parameter	Remarks	Score	✓	
Industriousness	Self Motivated	5		4
	Painstaking hardwork	4	✓	
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
	Apathetic	0		
Application	Creative talented	5		4
	Give personal touch	4	✓	
	Effective organizer	3		
	Perturbed in difficulty	2		
	Lack of confidence	1		
	No application of mind	0		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Motivates subordinate	5	✓	5
	Extract good work	4		
	Tactful	3		
	Easy going	2		
	Feel burden some	1		
	Incompetent	0		
Relations with colleagues and Public	Considerate/Empathetic	4		3
	Sympathetic	3	✓	
	Helpful	2		
	Impolite	1		
	Rude	0		
General Intelligence	Very Sharp	4		3
	Brilliant	3	✓	
	Average	2		
	Needs elaborate explanation	1		
	Dull	0		
Technical ability (Where relevant)	Deep knowledge of subject	4		3
	Adequate knowledge	3	✓	
	Needs both ends	2		
	Routine knowledge	1		
	Inadequate knowledge	0		
Judgement	Quick and confident	5	✓	5
	Receptive	4		
	Display maturity	3		




 PRINCIPAL
 Dr. N. J. Paulbudhe College of Pharmacy
 Shaneswar Nagar, Ahmednagar

	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4		
	Just enough	3		
	Casual	2	✓	2
	Apathetic	1		
	Non-initiative	0		
Drive	Forceful	4		
	Dashing	3	✓	
	Carries on lifelessly	2		3
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubt	4		
	Dedicated	3		
	Reliable	2	✓	2
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		
	High Moral	4	✓	4
	Fairly good moral	3		
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2		
	Moderately punctual	1	✓	1

Total Score

39

Percentage

76.47

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good		
70-79%	Positively good	✓	
70-less	Non performance		
General assessment			




 PRINCIPAL
 Dr. N. J. Paulbudhe College of Pharmacy
 Shaneswar nagar, A, nagar-414005

Place Ahmednager




Date 17/07/2018

Seal

Development plan


signature of reporting officer

Areas of strength	well train person; having good moral character, as well as supportive nature
Areas of development	progress completion of post-graduation

Signatures			
Appraisee signature		Date	18/07/2018
Appraiser's signature		Date	18/07/2018
Reviewer's signature		Date	18/07/2018




PRINCIPAL
Dr. N. J. Pautbudhe College of Pharmacy
Shameshwar Nagar, A. Nagar-414003



Seva Shikshan Prasarak Mandal's



DR. N. J. PAULBUDHE COLLEGE OF PHARMACY

Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar

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3. Support staff:- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2018-19

Employee Profile :-

1. Name : Sayambar. Avinash Dadasaheb
2. Age : 30
3. Department : Pharmacology
4. Date of Joining : 16/05/2018
5. Current designation : Lab Technician
6. Designation at the time of joining : Lab Technician
7. Experience (No. of years): 5 years 1 month
8. Academic (tick whichever is applicable) :

Undergraduate

Graduate Bsc, B.ed

Postgraduate

Others (Certifications if any) mscit, Typing, Tally,

PG Diploma



PRINCIPAL

Dr. N. J. Paulbudhe College of Pharmacy
Shaneshwar nagar A nagar-414003

Appraisal

Parameter	Remarks	Score	✓	
Industriousness	Self Motivated	5		02
	Painstaking hardwork	4	✓	
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
	Apathetic	0		
Application	Creative talented	5		04
	Give personal touch	4	✓	
	Effective organizer	3		
	Perturbed in difficulty	2		
	Lack of confidence	1		
	No application of mind	0		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Motivates subordinate	5		03
	Extract good work	4		
	Tactful	3	✓	
	Easy going	2		
	Feel burden some	1		
	Incompetent	0		
Relations with colleagues and Public	Considerate/Empathetic	4		03
	Sympathetic	3	✓	
	Helpful	2		
	Impolite	1		
	Rude	0		
General Intelligence	Very Sharp	4		03
	Brilliant	3	✓	
	Average	2		
	Needs elaborate explanation	1		
	Dull	0		
Technical ability (Where relevant)	Deep knowledge of subject	4		03
	Adequate knowledge	3	✓	
	Needs both ends	2		
	Routine knowledge	1		
	Inadequate knowledge	0		
Judgement	Quick and confident	5	✓	05
	Receptive	4		
	Display maturity	3		




 PRINCIPAL
 Dr. N. J. Paulbudhe College of Pharmacy
 Shaneshwar Nagar, Ahmednagar

	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4	✓	04
	Just enough	3		
	Casual	2		
	Apathetic	1		
	Non-initiative	0		
Drive	Forceful	4		03
	Dashing	3	✓	
	Carries on lifelessly	2		
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubts	4		02
	Dedicated	3		
	Reliable	2	✓	
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		04
	High Moral	4	✓	
	Fairly good moral	3		
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2	✓	02
	Moderately punctual	1		

Total Score

40

Percentage

78.43

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good		
70-79%	Positively good	✓	
70-less	Non performance		
General assessment			




 PRINCIPAL
 Dr. N. J. Paulbudhe College of Pharmacy
 Shaneswar nager, Ahmednagar-414003

Place Ahmednagar

Date 10/07/2018

Seal

Development plan


signature of reporting officer

Areas of strength	well train in all college related work Laboratory, Banking, prep ⁿ of chemicals.
Areas of development	Completion of graduation, post graduation

Signatures	
Appraisee signature	Date 11/07/2018
Appraiser's signature	Date 11/07/2018
Reviewer's signature	Date 11/07/2018




PRINCIPAL
Dr. N. J. Paulbudhe College of Pharmacy



Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY



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3. Support staff:- who are reporting to both above staff and do not have anybody reporting to them.

Academic Year 2017-18

Employee Profile :-

1. Name : Lawande Akash Digambar
2. Age : 23
3. Department : Pharmacology
4. Date of Joining : 13/07/2017
5. Current designation : Peon
6. Designation at the time of joining : Peon
7. Experience (No. of years): 1 year
8. Academic (tick whichever is applicable) :
Undergraduate
Graduate
Postgraduate
Others (Certifications if any)
PG Diploma




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Dr. N. J. Paulbudhe College of Pharmacy
Shaneshwarnagar, Ahmednagar-414003

Appraisal

Parameter	Remarks	Score	✓	
Industriousness	Self Motivated	5		04
	Painstaking hardwork	4	✓	
	Delivers goods	3		
	Tendency to shrink	2		
	Lazy	1		
	Apathetic	0		
Application	Creative talented	5		04
	Give personal touch	4	✓	
	Effective organizer	3		
	Perturbed in difficulty	2		
	Lack of confidence	1		
	No application of mind	0		
Capacity to get work done by Subordinate (Not applicable to category 3 employee)	Motivates subordinate	5	✓	05
	Extract good work	4		
	Tactful	3		
	Easy going	2		
	Feel burden some	1		
	Incompetent	0		
Relations with colleagues and Public	Considerate/Empathetic	4		03
	Sympathetic	3	✓	
	Helpful	2		
	Impolite	1		
	Rude	0		
General Intelligence	Very Sharp	4		02
	Brilliant	3		
	Average	2	✓	
	Needs elaborate explanation	1		
	Dull	0		
Technical ability (Where relevant)	Deep knowledge of subject	4		01
	Adequate knowledge	3		
	Needs both ends	2		
	Routine knowledge	1	✓	
	Inadequate knowledge	0		
Judgement	Quick and confident	5		03
	Receptive	4		
	Display maturity	3	✓	



(Signature)
PRINCIPAL

	Slow	2		
	Incompetent	1		
	With selfish motive	0		
Initiative	Enterprising	4		
	Just enough	3		
	Casual	2		
	Apathetic	1	✓	01
	Non-initiative	0		
Drive	Forceful	4		
	Dashing	3		
	Carries on lifelessly	2	✓	02
	No confidence	1		
	Motionless	0		
Integrity	Beyond doubts	4		
	Dedicated	3		
	Reliable	2	✓	02
	Un-reliable	1		
	Doubtful	0		
Character	Excellent	5		
	High Moral	4		
	Fairly good moral	3	✓	03
	Average	2		
	Non ethical	1		
	Harmful to the institution	0		
Punctuality	Very punctual	2		
	Moderately punctual	1	✓	01

Total Score

27

Percentage

53%

Grade allotments as under :

Percentage	Remarks	Grade	Recommendation
90 %	Outstanding		
80-89 %	Very good		
70-79%	Positively good		
70-less	Non performance	✓	
General assessment			



[Signature]
 PRINCIPAL
 Dr. N. J. Paulbudhe College of Pharmacy
 Shaneshwarnagar, Ahmednagar-414003

Place *Ahmednagar*

[Signature]
signature of reporting officer

Date *04/11/2018*

Seal

Development plan

Areas of strength	<i>Healthcare KCR</i>
Areas of development	<i>Completion of D. pharm course,</i>

Signatures			
Appraisee signature	<i>[Signature]</i>	Date	<i>15/04/2018</i>
Appraiser's signature		Date	<i>15/04/2018</i>
Reviewer's signature	<i>[Signature]</i>	Date	<i>15/04/2018</i>



[Signature]
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Dr. N. J. Paulbudne College of Pharmacy
Shaneshwarnagar, Ahmednagar-414003



Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY

Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar



समृद्धिं चरन् पशुमि

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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF. ASSISTANT PROF. ✓

FACULTY PROFILE

ACADEMIC YEAR 2020-21

Performance Appraisal System for Teaching Staff

1. Name : Terrade Vijay Dnyandeo
2. Age : 30
3. Designation : Asst. Prof.
- Current Designation: Asst prof.
4. Experience : 7 years.

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date
-	-	-	-
-	-	-	-
-	-	-	-

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date
1.	A.K.C.O.Ph. Bodnagon.	2015	2016
2.	Dr N.J.co.ph. A Nagar	2016.	2017
3.	Dr. N. J. Co. ph. B. ph. A Nagar	2017.	til now.



PRINCIPAL

o Research (No. of Years) :

o Consultation :

5. Academic Qualification :

- Under Graduate : SPPU pune - 2012 (60.00%)
- Post Graduate : SPPU pune - 2015 (73.67%)
- ~~Postgraduate~~ :
- ~~PhD~~ Doctorate : Bhagwant university - 2022 (O grade)
- Others (Certification if any):

6. Academic Performance :

Sr. No.	Parameters	Proposed	University Result Percentage	
			Conducted	
A	No. of lectures conducted (Name of Subject):			
①	Pharmaceutical Engineering	25	47	69.09%
②	Biotechnology	25	46	81.22%
B.	Using innovative teaching techniques for updating content for course improvement	give notes which taken from E-source & journal		
C.	Evaluation: Paper setting Invigilation Evaluation Assessment of Answer book	Pharmaceutical Engineering	done	
D.	Professional Development activities i.e. Faculty Development Programs attended Seminars/Workshops attended Guest Lecture delivered Professional Membership	① JET, Delhi Khargpura. ② ASPIRE - A multidisciplinary international conference.	2022. 20 th & 21 th Nov-2020	done



[Signature]
PRINCIPAL

7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Local : Other:	Nil
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summary)	AICTE sponsored national level seminar on.
C.	Patent or Copy Rights filed :	Nil
D.	Books Authored : Books Co-authored : Books chapter written :	Nil
E.	Sponsored or funded Research Projects : (Please attach summary)	Nil
F.	Consultation : To Industry : To Academics : To Other bodies :	Nil
G.	Research Guidance for : M.Pharm. Ph.D.	Nil

8. Administrations :

Sr.No	Parameter	
A	Working Committees Details (Please attach summary) AICTE, DTE, MAHADBT; AISHA; PNS; FRA.	<ul style="list-style-type: none"> Academic In-Charge of the first half Training and Placement

9. Award /Reward Received:-

Awarded Ph.D :



[Signature]
PRINCIPAL

10. Faculty Development Plan:-What according to you are your key accomplishment in the last year

- Successfully completed Ph.D from Savitribai Phule University
- Actively involved in training and placement cell
- Actively involved in B.Pharm. Academic teaching learning ✓

Areas of Improvement: In which areas could you have been more effective or could have achieved more

- Number of research paper publication - 03
- Participation in conferences and workshop - 03

Principal

Remarks:

Faculty is Enthusiastic work

Signature	
Faculty Signature	Date: 27/08/2024
HOD Signature	Date: 27/08/2024
Principal Signature	Date: 27/08/2024
Faculty Signature	Date: 27/08/2024




PRINCIPAL



Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY



Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar

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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF. ASSISTANT PROF.

FACULTY PROFILE

ACADEMIC YEAR 20 -

Performance Appraisal System for Teaching Staff

1. Name : Prasad Gorakshamath Ghugarkar
2. Age : 31
3. Designation : Assistant professor
Current Designation: Assistant professor
4. Experience : 07 years (Teaching) 02 years Industry

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date
01	Dr. N. J. Paulbudhe C.O.P.	01/07/16	Till date



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Shaneshwar nagar, A.nagar-414003

○ Research (No. of Years) : —

○ Consultation : —

5. Academic Qualification :

- Under Graduate :
- Post Graduate :
- Doctorate : ✓
- Post Doctorate :
- Others (Certification if any):

6. Academic Performance :

Sr. No.	Parameters	Proposed	University Result Percentage	
			Conducted	
A	No. of lectures conducted (Name of Subject): Biostatistics	46	50	
	Q.A.	48	53	
B.	Using innovative teaching techniques for updating content for course improvement			
C.	Evaluation: Paper setting Invigilation Evaluation Assessment of Answer book			
D.	Professional Development activities i.e. Faculty Development Programs attended Seminars/Workshops attended Guest Lecture delivered Professional Membership			




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7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Local : Other:	
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summery)	
C.	Patent or Copy Rights filed :	✓
D.	Books Authored : ✓ Books Co-authored : Books chapter written :	Pharmacology. I ✓
E.	Sponsored or funded Research Projects : (Please attach summery)	
F.	Consultation : To Industry : To Academics : To Other bodies :	
G.	Research Guidance for : M.Pharm. Ph.D.	


8. Administrations :

Sr.No	Parameter	
A	Working Committees Details (Please attach summary)	<ul style="list-style-type: none"> • Academic In –Charge of the first half • Training and Placement

9. Award /Reward Received:-

Awarded Ph.D :




PRINCIPAL
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Shaneswar nagar, A.nagar-414003

10. Faculty Development Plan:-What according to you are your key accomplishment in the last year

- Successfully completed Ph.D from Savitribai Phule University
- Actively involved in training and placement cell
- Actively involved in B.Pharm. Academic teaching learning

Areas of Improvement: In which areas could you have been more effective or could have achieved more


- Number of research paper publication
- Participation in conferences and workshop

Principal

Remarks: _____

Signature	
Faculty Signature	Date: 21/08/10
HOD Signature	Date: 21/08/10
Principal Signature	Date: 21/08/10
Faculty Signature	Date:




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Shameshwar Nagar, Ahmednagar



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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF. ASSISTANT PROF.

FACULTY PROFILE

ACADEMIC YEAR 20 - 21

Performance Appraisal System for Teaching Staff

1. Name : Suryavanshi Roshani Uttamrao
2. Age : -----
3. Designation : Assistant Professor
- Current Designation: Assistant Professor
4. Experience : 7 years

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date
	—	—	—

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date
1	Dr. N. J. Paulbude College of P(DPh)	11/07/16	31/07/27
2	Dr. N. J. Paulbude College of Pharmacy	1/08/17	present



Signature
PRINCIPAL

o Research (No. of Years) :

—

o Consultation :

—

5. Academic Qualification :

- o Under Graduate : ✓
- o Post Graduate : ✓
- o Doctorate : ✓
- o Post Doctorate :
- o Others (Certification if any):

6. Academic Performance :

Sr. No.	Parameters	University Result Percentage	
		Proposed	Conducted
A	No. of lectures conducted (Name of Subject):	IMA (T&P) 45 PAI (T&P) 40 POC (T&P) 40	45 40 40
B.	Using innovative teaching techniques for updating content for course improvement	Youtube videos, MCQ Tests, Open book test Seminar	
C.	Evaluation: Paper setting ✓ Invigilation ✓ Evaluation ✓ Assessment of Answer book ✓		
D.	Professional Development activities i.e. Faculty Development Programs attended ✓ Seminars/Workshops attended ✓ Guest Lecture delivered Professional Membership		




PRINCIPAL

7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Local : Other:	—
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summary)	04
C.	Patent or Copy Rights filed :	—
D.	Books Authored : Books Co-authored : Books chapter written :	—
E.	Sponsored or funded Research Projects : (Please attach summary)	—
F.	Consultation : To industry : To Academics : To Other bodies :	—
G.	Research Guidance for : M.Pharm. Ph.D.	—

8. Administrations :

Sr.No	Parameter	
A	Working Committees Details (Please attach summary) AICTE, DTE nodal officer, ARIA, NRIF ranking, IQAC co-ordinator, IIC co-ordinator	<ul style="list-style-type: none"> • Academic In-Charge of the first half • Training and Placement

9. Award/Reward Received:-
Awarded Ph.D :

Ph.D. awarded



[Signature]
PRINCIPAL

10. Faculty Development Plan:-What according to you are your key accomplishment in the last year



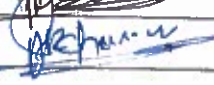
- Successfully completed Ph.D from Savitribai Phule University
- Actively involved in training and placement cell
- Actively involved in B.Pharm. Academic teaching learning ✓

Areas of Improvement: In which areas could you have been more effective or could have achieved more

- Number of research paper publication
- Participation in conferences and workshop

Principal

Remarks: Working curiosity & self determining.

Signature		
Faculty Signature		Date: 21/08/2024
HOD Signature		Date: 21/08/2024
Principal Signature		Date: 21/08/2024
Faculty Signature		Date:




PRINCIPAL



Seva Shikshan Prasarak Mandal's



DR. N. J. PAULBUDHE COLLEGE OF PHARMACY

Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar

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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF./ ASSISTANT PROF. ✓

FACULTY PROFILE

ACADEMIC YEAR 2019-2020

Performance Appraisal System for Teaching Staff

- Name : Mr. Pavale Durgesh Atmaram
- Age : 28 years
- Designation : officer
- Current Designation : Assistant Professor
- Experience : 03 years & 10 months

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date
1)	Ajanta Pharma Limited, A'bad.	Oct 07, 2015	Nov 04, 2018
2)	Norman Finchem Ltd., A'bad.	Nov 13, 2018	Aug 02, 2019
—	—	—	—

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date
—	—	—	—
—	—	—	—
—	—	—	—



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o Research (No. of Years): 02 in 2015.

o Consultation : —


5. Academic Qualification :

- Under Graduate :— B.Pharm
- Post Graduate :— M.Pharm (CAT)
- Doctorate : —
- Post Doctorate : —
- Others (Certification if any): —

6. Academic Performance :

Sr. No.	Parameters	Proposed	University Result Percentage	
			Conducted	
A	No. of lectures conducted (Name of Subject):			—
B.	Using innovative teaching techniques for updating content for course improvement	—	—	—
C.	Evaluation: Paper setting Invigilation Evaluation Assessment of Answer book	—	—	—
D.	Professional Development activities i.e. Faculty Development Programs attended Seminars/Workshops attended Guest Lecture delivered Professional Membership	—	—	—




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7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Local : Other:	—
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summery)	02 Inventi Rapid (2015)
C.	Patent or Copy Rights filed :	—
D.	Books Authored : Books Co-authored : Books chapter written :	—
E.	Sponsored or funded Research Projects : (Please attach summery)	—
F.	Consultation : To Industry : To Academics : To Other bodies :	—
G.	Research Guidance for : M.Pharm. Ph.D.	—


8. Administrations :

Sr.No	Parameter	
A	Working Committees Details (Please attach summary)	<ul style="list-style-type: none"> • Academic In -Charge of the first half • Training and Placement

9. Award /Reward Received:-

Awarded Ph.D :




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10. Faculty Development Plan:-What according to you are your key accomplishment in the last year



- Successfully completed Ph.D from Savitribai Phule University
- Actively involved in training and placement cell ✓
- Actively involved in B.Pharm. Academic teaching learning ✓

Areas of Improvement: In which areas could you have been more effective or could have achieved more


- Number of research paper publication
- Participation in conferences and workshop

Principal

Remarks: Faculty need to improve teaching by using different modern teaching tools

Signature		
Faculty Signature		Date:
HOD Signature		Date:
Principal Signature		Date:
Faculty Signature		Date:




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Seva Shikshan Prasarak Mandal's

DR. N. J. PAULBUDHE COLLEGE OF PHARMACY



Survey No. 45/1B, Shaneshwar nagar, Vasant Tekadi, Savedi, Ahmednagar

समग्रज्ञानं नमः एतन्मते

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Faculty Assessment form

FOR PROF./ ASSOCIATE PROF. ASSISTANT PROF.

FACULTY PROFILE

ACADEMIC YEAR 2021-2022

Performance Appraisal System for Teaching Staff

1. Name : Miss. Gaikwad Santogita Uddhao
2. Age : 30
3. Designation : Assistant Professor
Current Designation: Assistant Professor
4. Experience : 5 years (Teaching)

o Industry (No. of Years) :

Sr. No.	Industry Name	Joining Date	Relieving Date

o Teaching (No. of Years) :

Sr. No.	Institute Name	Joining Date	Relieving Date
01.	Rajanshi Shahu College of pharmacy, Buldana	01/01/2018	30/04/2019
02.	Dr. N. J. Paulbudhe College of pharmacy Ahmednagar	05/07/2019	



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attended Guest Lecture delivered Professional Membership			
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7. Research and Academic Contribution :

Sr. No.	Parameters	
A.	Research paper presentation at conferences International : State: Nil Local : Nil Other: Nil	
B.	Research paper publish in national, International Journals, ISSN, ISBN publication : Name and year of publication (please attach summery) Nil	
C.	Patent or Copy Rights filed : Nil	
D.	Books Authored : Nil Books Co-authored : Books chapter written :	
E.	Sponsored or funded Research Projects : Nil (Please attach summery)	
F.	Consultation : To Industry : To Academics : To Other bodies :	
G.	Research Guidance for : M.Pharm. Nil Ph.D.	




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