

Institution has Performance Appraisal System for teaching and non-teaching staff

Chhatrapati Shahu Maharaj Shikshan Sanstha's Ayurved Mahavidyalaya has taking feedback of Performance of Teaching as well as Non-Teaching Staff. For the sake of this Performance Appraisal, Institution is taking yearly Report in end of March in every year as per prescribed format. This format is assessed by Teaching and Non-Teaching Staff authorities.

The management evaluates the performance of the faculty based on teaching, research, participation in team work, arranging co-curricular and extracurricular activities and publication works. The appraisal system motivates the staff to excel and put forth the best of their efforts.

Objectives:

1. Maintain and improve employee job performance and assess employee training needs.
2. Assist employees in knowing what is expected from them in terms of job performance.
3. Provide corrective instruction, counseling, coaching to promote effective job performance.
4. Improve communication between the employee and the Principal/supervisor by allowing providing feedback to individual employees on their job performance.

Parameters for appraisal system teaching staff are analyzed as under:

- Length of Experience.
- Skill up-gradation through participation in Faculty Development program Conferences, Workshops, and other various programs.
- Innovative teaching practices.
- Pursuing higher studies (Ph.D.) & staff administration
- Research activities and hospital work.
- Result percentage generated in the University Examination.

- The publication works in the Scopus indexed / impact factor/e-journals & conference proceedings.
- Publication of chapters in books and publication of books.
- Carrying out sponsored projects progress reports.
- Mentoring and Counseling methods.
- Feedback from HOD and Principal
- Feedback from students.
- Establishing rapport with peers.
- Active participation in teamwork.
- Undertaking new academic ventures and being Team Leader Rewards for outstanding achievements.

Feedback from HOD and Principal.

- Active participation in teamwork.
- Work Discipline.
- Outstanding Achievements in their studies.
- Participation in Community and welfare services.

Parameters for appraisal system for non-teaching staff are analyzed as under:

- Length of Experience
- Skill up-gradation through Orientation Programs, Refresher Course, Short Term Courses and
- Faculty Development Programs.
- Higher Studies perform.
- Feedback from HOD and Principal.
- Active participation in various activities.
- Work Discipline and holding capacity.
- Outstanding Achievements in their studies.
- Participation in Community and welfare services.



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छत्रपती शाहू महाराज शिक्षण संस्था संचलित

आयुर्वेद महाविद्यालय व रुग्णालय

CHHATRAPATI SHAHU MAHARAJ SHIKSHAN SANSTHA'S

AYURVED MAHAVIDYALAYA & RUGNALAYA

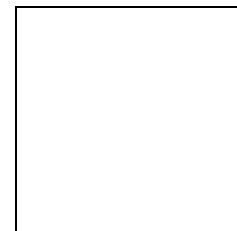
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Rules of Evaluation:

1. Principal/HR evaluates the performance of the employee against the established standards of performance for the job.
2. The rating of an employee's performance is based upon the ongoing formative evaluation(s) described above.
3. Standards of performance must be made known to the employee before the evaluation process is conducted.
4. Minimum of one performance appraisal report every three years, recognizing that formative evaluation is ongoing; or when a major change has occurred in the employee's job description.

Self-Assessment cum Performance Appraisal Form of Teachers 2024-2025



A. General Information:

a) Name of Teacher (in Block Letters): DR.		
b) Date of Birth:	c) Age:	d) Blood Group:
e) Residential Address with pin code:		
f) Mob. No:	g) Email ID:	
h) College Address with pin code: Chhatrapati Shahu Maharaj Shikshan Sanstha's Ayurved Mahavidyalaya and Rugnalaya Kanchanwadi, Chh. Sambhajinagar - 431011 (MS)		
i) Present Designation (Post):		j) Working Department:
k) Subject:	l) Appointment dt. in the institution:	
m) Last date of promotion:		For the post of:
n) NCISM Teacher Code No:		o) MCIM Registration No.:
p) HPR ID:		q) ABHA ID:

B. Academic Qualifications

Sr. No.	Examination Passed	Board/ University	Passing Year	Percentage /Division obtained
1	BAMS			
2	MD/MS			
3	Ph.D.			
4	Any Other Qualification			



Estd : 1989
NCISM College Code : AYU0153
MUHS College Code : 124101

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C. Teaching Experience UG/PG – Till date

Sr. No.	Post	Period From-To		Duration	Total Experience
1	Assistant Professor				
2	Associate Professor				
3	Professor				
4	P.G. Teacher / Guide				
5	Ph.D. Guide				

D. Teaching Details

i) Work Load

UG & PG classes	Work load per week		Work load in the Academic year	
	Theory	Practical	Theory	Practical
UG				
PG Pre				
PG Final				

ii) Teaching Methodology (Use of ICT) –

iii) Details of University work

CO/CI/Squad/ IVS/Sr. & Jr.Supervisor/Examiner/Paper Setters/Convener etc.

	Yes/ No	Remarks
a. University UG exam Work		
b. College Internal Assessment Exam work		
c. P.G. Guide: From Which Date:		
d. Ph.D. Guide:		
e. Number of Enrolled/Registered candidate		
f. Evaluation of PG Dissertation (MUHS)		
g. Other University work		

E) Academic Contribution:

i) Published Research Papers (No. of Research Papers in Peer-Reviewed Journals
(enclosedseparate list if required) – Total No of Research Publication:

ii) Publication (other than research Paper) Articles, Books, Chapters etc.
(enclosedseparate list if required) – Total No of Book Publication:

F. Details of Minor & Major Research Projects on Going (Enclosed separate list if required)

Name of the Principal Investigator	Title of the project	Name of the Funding agency	Type (Government/Non-Government)	Department of Principal Investigator	Duration of Project

G. Details of Seminars, Conferences, Symposia, Workshops, Webinar, CME etc. attended (enclose separate list if required)

Sr. No	Name	Organized by	Date From - To
1			
2			
3			
4			
5			

H.- i) Details of Participation in FDP, T.T.T., RMW, MET, Short term Courses, Refresher course etc.

Sr. No.	Date	Name of Program	Venue
1			
2			

ii) Details of Invited for lectures/ Resource person/ by other institute

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I. Essay writing, Paper/Poster Presentation in Seminars, Conference

Sr. No.	Mode of Presentation	Name of Organizer	Date
1			
2			

J. Award/ Fellowship Received details:

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K. Patent if any

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L. Participation in Sports/ Cultural activities

Sr. No.	Name of Activity	Details

M. Innovative development/ Specific Contributions in Teaching-Learning pedagogy

1. Creation of ICT mediated teaching-learning pedagogy	
2. E-content development.	
a) Teaching methods. No. of PPTS - Videos- Online Lect.-	
b) Practical Laboratory experiments	
c) Field Work Visit/ Industry Visit	
d) Evaluation methods (Simulation Methods)	
e) Remedial Teaching-Test, tutorials	
f) Mentoring: No. of Students	
3. Design of new short-term courses:(Subject Related)(Inter-disciplinary or Interdepartmental course etc.)	

N. Details of Extension Work, Community Service work (attached separate list if required)

Please give a short account of role played, your contribution to Community service -

Suchas Values of –

Sr. No.	Community Service work	Organizing Unit & Collaborating Agency	Details of work
1	Blood Donation Camp		
2	Free Check-up Camp		
3	NSS		
4	Co-curricular Activities		
5	Enrichment of Campus(Sports, tree plantation,pollution free, energy saving, water conservation, wastemanagement etc.)		
6	Students Welfare and Discipline		
7	Any other		

O. Details of Membership of Professional Bodies, organization, Editorship of Journals, BOS, Academic council of university. If any-

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P. Any other information

1	College Committee	
2	NAAC	
3	NABH	
4	ISO	
5	Special Duty work assign	

Q. Self-Assessment as per SWOC –

Sr. No.	Self-Assessment	In Short / Precise
1	Strength	
2	Weakness	
3	Opportunity	
4	Challenges	

Place: Chhatrapati Sambhajanagar

Signature of the Teacher: -
with Date

Place: Chhatrapati Sambhajanagar

Signature of H.O.D: -
with Date

Place: Chhatrapati Sambhajanagar

Signature of IQAC Chairman: -
with Date

Director

Chhatrapati Shahu Maharaj Shikshan Sanstha's
Ayurved Mahavidyalaya and Rugnalaya,
Kanchanwadi, Chhatrapati Sambhajanagar

Principal

Chhatrapati Shahu Maharaj Shikshan Sanstha's
Ayurved Mahavidyalaya and Rugnalaya,
Kanchanwadi, Chhatrapati Sambhajanagar



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Address : Kanchanwadi, Paithan Road, Chhatrapati Sambhajanagar-431 011. (M.S.) | कांचनवाडी, पैठण रोड, छत्रपती संभाजीनगर - ४३१ ०११ (एम. एस.)

Tel: (0240) 2646201, 2646202, 2646464 Fax: (0240) 2646222

Email: principal@csmsayurved.com, principalcsmsayu@gmail.com, Website: www.csmsayurved.com