



Shirpur Education Society's
**R.C. Patel Institute of Pharmaceutical
Education and Research, Shirpur**
(An Autonomous Institute)

शिरपुर एज्युकेशन सोसायटी संवर्धित
आर.सी. पटेल इन्स्टीट्यूट ऑफ
फार्मास्युटीकल एज्युकेशन अँड रिसर्च, शिरपुर
(स्वायत्त महाविद्यालय)

Shri. A. R. Patel
President

Dr. S. J. Surana
Principal

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

Performance appraisal of the faculty is accessed through the Academic Performance Indicator forms (API) filled by every faculty at the end of year and evaluated by IQAC.

The forms are designed to reveal the performance in all arenas i.e. Teaching, research, and institutional. The college addresses all the issues related to appraisal system of the staff and regularly evaluates it.

Self-appraisal is done based on the following points (Cumulative Academic Performance Index): Academic Performance which includes the subjects taught by faculty and average result of the subjects for last academic year, extra and remedial classes taken.

Workshops, seminars, and conferences attended by Staff for improving skills and update of recent technology Major contribution for the benefit of student/ staff / College: Meticulous study and implementation of Student Counselling and performance monitoring is carried out.


Mentor activities Awards/ Rewards obtained by the faculty Contribution in Institutional and departmental activity Contribution towards extracurricular and co-curricular activities Execution of examination duties and paper assessment as assigned by KBCNMU, Jalgaon.

The research contribution of staff in terms of research projects, publications, patents, and guidance provided to students for involvement in research Books Published Industrial collaborations Consultancy Guest Lectures given to outsiders as an expert Efforts made towards admissions Contribution towards placement activity and other activities related to the institute from time to time.

The appraisal of non-teaching staff members is done after necessary recommendations by the Head of the departments and approved by the Principal. The summary of the self-appraisal report is submitted to management by the Principal. The governing body carefully reviews the faculty's performance and approves necessary promotions and increments. This empowers the principal to take the appropriate action for the improvement of the performance of the faculty. Counselling is done for faculties if required.

Sr.no.	Particulars of document	Document
1	API form of teaching/ non-teaching staff	




PRINCIPAL
The Shirpur Education Society's
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