



JAYAWANT SHIKSHAN PRASARAK MANDAL'S

# Bhivarabai Sawant Institute of Technology & Research

(Approved by AICTE New Delhi, DTE Mumbai & Affiliated to Savitribai Phule Pune University)

Accredited with B++ Grade by NAAC

Gat No. 719/1 & 2, Wagholi, Pune-Nagar Road, Pune-412207

Ph : 020-067335108, 65217050, 67335100

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EN 6311 / CEGP-013100



**Prof. Dr. T. J. Sawant**  
B.E. (Elec.) PGDM, Ph.D  
Founder Secretary

**Dr. T.K. Nagaraj**  
ME. (Civil Engg), Ph.D (Civil Engg)  
LMISTE, LMIGS, LMIRC  
LMISRM TT, LMIE  
Principal

### 6.3.5-Institutions Performance Appraisal System for teaching and non- teaching staff

Describe the functioning status of the Performance Appraisal System for teaching and non-teaching staff.

Performance Appraisal System exists in the institute for teaching and non-teaching staff to evaluate and ensure that information on multiple activities performed is appropriately captured and considered for Appraisal. Performance Appraisal Report is submitted by the concerned faculty member in prescribed format. This form contains of three parts. The first part is filled by the faculty and submitted to Head of the Department with necessary documents to support the claim of the performance in various activities by faculty. The second part is filled by the Head of the department which includes his Recommendations/remarks/observations. The third part is filled by the Head of the Institute.

The self-appraisal form consists of following parameters:

Teaching-learning process /evaluation

FDP/SDP/Industrial training etc. attended

Events conducted as coordinator

Consultancy work/externally funded research projects

Contribution towards extra-curricular and co-curricular activities

Research contribution in terms of projects, publications and guidance to students

Awards/rewards obtained

Patents obtained

Results of subjects taught

Books Published

Weakness in Teaching through student's feedback

Guest Lectures given to outsiders as an expert

Based on the reviews, decisions regarding continuation of the services, regular increments and promotions are taken and communicated accordingly. Strengths and weaknesses are identified from information and. accordingly suggestions are given to concern staff for the further improvement.



**PRINCIPAL**  
J S.P.M.'S Bhivarabai Sawant Institute of  
Technology & Research  
Wagholi, Pune- 412207



# Jayawant Shikshan Prasarak Mandal

(Regd. No: MAH/632/98/Pune & Trust No. F/14907/98)

PROF. SHIVAJIRAO SAWANT  
M.A.D.A.E., D.D.  
PRESIDENT

PROF. TANAJI SAWANT  
D.E.E., B.E. (Elect.) MISTE  
FOUNDER SECRETARY

Regd. Off.: S. No. 80, Pune- Mumbai Bypass Highway, Tathawade, Pune-411033. Phone: (020) 22933423, 22934084 Fax: (020) 22933424.  
Corporate Office.: "SAWANT CORNER", S.No. 84/2E1/5, 3th floor, Katraj, Pune -46. Phone ; (020) 24317383/84/85. Fax: (020) 24317389

## PERFORMANCE APPRAISAL FOR FACULTY

Academic Year: 2021-22

### PART - I (to be filled by Faculty)

#### 1. Faculty Information

- Name of Faculty : MS. Aditi Chaturvedi
- Name of Institute : BSIOTR
- Designation : Asst. Prof
- Date of Joining:: 1-6-2020
- Department : IT
- Email :
- Highest Academic Qualification: ME

#### 2. Academic Performance For Two Semesters In Academic Year (Theory Courses)

Sr. No.	Subject taught (Theory)	Semester (I/II)	Total lectures in a semester as per time table	Actual no. of lectures conucted in semester	% UoP result for the subject
1.	DS & Algorithms + DSAL	I	34	38	
2.	soft engg	II	32	36	

#### 3. Academic Performance For Two Semesters In Academic Year (Laboratory Courses)

Sr. No.	Subject Taught (Laboratory work)	Semester (I/II)	Total practicals in a semester as per time table	Actual no. of practicals conucted in semester	% UoP result for the course
1.	DS & A + DSAL	I	2*4 = 28	36	
2.	Project Based Learning	II	3*4, 32	35	

4. Reasons For Shortfall, If Any, In Conduct of Theory/Lab Courses/ Results:

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5. Contribution To Learning Material Development:

hand written notes, video lecture,  
ppt, Research paper, NPTEL video  
etc.

6. Performance As Guardian Faculty Member (GFM):

- No. of Students Allocated : 20
- No. of Meeting Conducted with Students: 9
- No. of Students Clearing All Subjects : 11
- No. of Students Failing in One Subject : 7
- No. of Students Failing in Two Subjects : 2

7. Publications:

- No of National Conference/Journal : 2
- No of Internattional conference/Journal : 2

8. Research Projects:

Sr. No.	Title of project	Funding agency, if any	Fund received in Rs.

9. Additional Portfolios Handled:

- a) Department Level: In sem Incharge
- b) Institute Level: RR / OR examinee
- c) University Level: Theory paper Incharge.



10. Contribution In Cocurricular / Extracurricular / Extension Activities:

Sr. No.	Cocurricular Activities	Extracurricular Activities	Extension Activities
1.	Student webinar on Data analytics using R.	organizing members in Annual function.	

11. Student Feedback:

Sr. No.	Name of Theory Subject Taught	Sem(I/II)	Feedback Index (%)
1.	DSA Algorithms + DSAL	I	93%

12. Short Term Courses Attended / Organized:  
(Attach Certificates For The Courses Attended Outside JSPM/TSSM)

Sr. No.	Short Term Courses Attended / Organized
1.	Faculty development program on "Curriculum Design"

13. Any type of Innovation introduced in Institute:

Sr. No.	Innovation introduced in Institute

14. Research Guidance:

Sr. No.	Innovation introduced in Institute

15. Any Other Relevant Contribution Not Covered Above:

Sr. No.	Any Other Relevant Contribution

16. Membership of Professional Societies:

Sr. No.	Name of Professional Societies	Membership Number

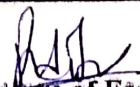
17. Your Strengths And Weaknesses

a) Strengths:

1. Leadership quality.
2. counselling skill.
3. out of box thinking.

b) Weaknesses:

over thinking.

  
Signature of Faculty

(Note to Faculty: Submit the appraisal form duly filled to the Head of your Department)

**PART - II**  
(to be filled by Head of Department)

Name of Faculty : Ms. Aditi Chaturvedi

Name of Head of Department :

(kindly, assess performance of Faculty on five point scale shown here with the help of information provided in Part-I. 5-Outstanding, 4-Very good, 3-Good, 2-Satisfactory, 1-Unsatisfactory.

In case of Unsatisfactory rating, it is necessary to mention reasons thereof on a separate sheet of paper.)

Sr. No.	Parameter	Assessment on 5 point scale	Multiplying factor	Total points
1.	Result in University exams for theory courses taught	3	10	30
2.	Contribution in learning material development	4	8	32
3.	Performance as GFM / Class teacher	4	10	40
4.	Publications	3	10	30
5.	Research Project Proposals	4	07	28
6.	Research Guidance	3	06	18
7.	Preparation of course files & Record keeping	4	05	20
8.	Willingness to take responsibilities in new area of work	3	05	15
9.	Contribution in Co-curricular / Extracurricular / extension activities	5	04	20
10.	Student feedback	4	04	16
11.	Participation / organization of workshop /lectures	3	03	9
12.	Ability to inspire and motivate students	4	02	8
13.	Performance in Examination related activities	4	02	8
14.	Supervisory ability	4	02	8
15.	Integrity and Trustworthiness	4	02	8
<b>Total Points Obtained (out of 400)</b>				<b>290</b>

Signature & Seal of Head of Department

Date: Dept. of Information Technology & Research  
JSPM's Bhivarabai Sawant Institute of Technology & Research  
Wagholl, Pune-412 207.

Note to HOD: 1. Minimum score of 225 out of 400 makes a faculty eligible for

recommendation of his/her annual increment/promotion to higher position.

2. Submit appraisal forms of all faculty of your Department to Principal



**PART – III**  
**(to be filled by Reviewing officers)**

I agree with the assessment of the Head of Department

I differ with the assessment of the faculty member by Head of Department for the following reasons.

Reasons:

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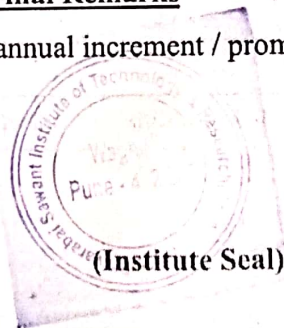
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**PRINCIPAL**

**Final Remarks**

Recommended / Not recommended for annual increment / promotion for the next grade.



  
**PRINCIPAL**

Submitted to: Founder Secretary, JSPM / President, TSSM for the favor of approval.



# Jayawant Shikshan Prasarak Mandal

(Regd. No: MAH/632/98/Pune & Trust No. F/14907/98)

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## PERFORMANCE APPRAISAL FOR FACULTY

Academic Year: 2021-22

### PART - I (to be filled by Faculty)

#### 1. Faculty Information

- Name of Faculty : Dr. Anil L. Wanare
- Name of Institute : JSPM'S BSCOTR, Wagheli.
- Designation : Professor.
- Date of Joining:: 16/12/2016
- Department : Electronics & Telecommunication
- Email : alwanare\_entc@jspmbsotr.edu.in
- Highest Academic Qualification: Ph.D. (Electronics Engg).

#### 2. Academic Performance For Two Semesters In Academic Year (Theory Courses)

Sr. No.	Subject taught (Theory)	Semester (I/II)	Total lectures in a semester as per time table	Actual no. of lectures conucted in semester	% UoP result for the subject
01	Digital Comm <sup>n</sup>	TE-I	36	45	100
02	Artificial Intellig <sup>n</sup>	BE-I	36	38	100
03	Signals & System	SE-I	36	45	72.62
04	Mobile Com <sup>n</sup>	BE-II	36	38	

#### 3. Academic Performance For Two Semesters In Academic Year (Laboratory Courses)

Sr. No.	Subject Taught (Laboratory work)	Semester (I/II)	Total practicals in a semester as per time table	Actual no. of practicals conucted in semester	% UoP result for the course
01	Signals & Systems	I	10	10	100%
02	Mobile Com <sup>n</sup>	II	08	08	100%
03	Digital Com <sup>n</sup>	I	10	10	100%



4. Reasons For Shortfall, If Any, In Conduct of Theory/Lab Courses/ Results:

Sem-I - on line Examination  
 Sem-II - on line Examination

5. Contribution To Learning Material Development:

Handwritten Notes provided on moodle, MCQs,  
 One sentence questions and Answers for oral examination  
 Video links shared on moodle;

6. Performance As Guardian Faculty Member (GFM):

- No. of Students Allocated : 29
- No. of Meeting Conducted with Students: 06
- No. of Students Clearing All Subjects : 29
- No. of Students Failing in One Subject : 00
- No. of Students Failing in Two Subjects : 00

7. Publications:

- No of National Conference/Journal : ~~NI~~ —
- No of Internattional conference/Journal : + ONE Paper has been published; UGC care listed Journal.  
 — Book chapter (of)

8. Research Projects:

Sr. No.	Title of project	Funding agency, if any	Fund received in Rs.
	NI		
	Trying to prepare for DST.		
	Board SPICE, AICTE, New Delhi		

9. Additional Portfolios Handled:

- a) Department Level: NAAC coordinator, Prepared AQAR.
- b) Institute Level: SCS/Committee chairman/
- c) University Level: Paper setter/chairman. (UG/PG)



10. Contribution In Cocurricular / Extracurricular / Extension Activities:

Sr. No.	Cocurricular Activities	Extracurricular Activities	Extension Activities
01	Industrial visits	Guest lecture	NSS - realm of
02	conducted lectures	Nakshatra	SPPU, Pune.

11. Student Feedback:

Sr. No.	Name of Theory Subject Taught	Sem(I/II)	Feedback Index (%)
01	Signals & systems	II/82	82%
02	Mobile Comm <sup>n</sup>	II/84	84%

12. Short Term Courses Attended / Organized:

(Attach Certificates For The Courses Attended Outside JSPM/TSSM)

Sr. No.	Short Term Courses Attended / Organized
01	FDP attended organised by BOS SPPU, Digital comm <sup>n</sup>
01	Python for Data Science.
02	Python Expert in programming.

13. Any type of Innovation introduced in Institute:

Sr. No.	Innovation introduced in Institute
1.	Asked sr. Students those are Expert in coding they must act a mentor for jr. Students for guiding and conducting sessions on coding.



14. Research Guidance:

Sr. No.	Innovation introduced in Institute
1.	Guided some students to participate in Avishkar.
2.	Guided BE projects, relevant to Society and Industry.

15. Any Other Relevant Contribution Not Covered Above:

Sr. No.	Any Other Relevant Contribution
1.	NBA, NAAC preparation in view of VRIE.
2.	AMC member,

16. Membership of Professional Societies:

Sr. No.	Name of Professional Societies	Membership Number
01	IETE, INDIA	M293425
02	ISTE, INDIA.	M33385
03	IAENG Hong Kong	

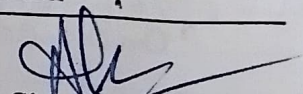
17. Your Strengths And Weaknesses

a) Strengths:

- Resourceful & quick learner.
- Listen to all colleagues.
- Disciplined and focused

b) Weaknesses:

- Google - Search for relevant articles - (Time bound. not there)

  
Signature of Faculty

(Note to Faculty: Submit the appraisal form duly filled to the Head of your Department)



**PART - II**

(to be filled by Head of Department)

Name of Faculty

: Dr. Anil Lakshman Warde

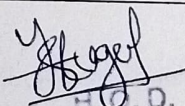
Name of Head of Department :

Dr. YOGESH S. ANGAL

(kindly, assess performance of Faculty on five point scale shown here with the help of information provided in Part-I. 5-Outstanding, 4-Very good, 3-Good, 2-Satisfactory, 1-Unsatisfactory.

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Sr. No.	Parameter	Assessment on 5 point scale	Multiplying factor	Total points
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10.	Student feedback	4	04	16
11.	Participation / organization of workshop /lectures	5	03	15
12.	Ability to inspire and motivate students	4	02	08
13.	Performance in Examination related activities	5	02	10
14.	Supervisory ability	4	02	08
15.	Integrity and Trustworthiness	5	02	10
<b>Total Points Obtained (out of 400)</b>				<b>286</b>

  
Signature & Seal of Head of Department

Date: 15/6/2022  
Bharati Savant Institute of  
Technology & Research  
Agholi, Pune-412207

Note to HOD: 1. Minimum score of 225 out of 400 makes a faculty eligible for recommendation of his/her annual increment/promotion to higher position.

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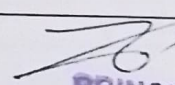
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(to be filled by Reviewing officers)

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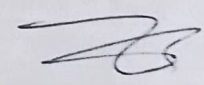
Involvement in any Institute and departmental Activity, Preparation of AQAR, (NAAC), key role in NBA Preparation.

  
**PRINCIPAL** PRINCIPAL  
J.S.P.M.'s Bhivarabai Sawant Institute of  
Technology & Research  
Wagholi, Pune- 412207

Final Remarks

Recommended / Not recommended for annual increment / promotion for the next grade.

(Institute Seal)

  
**PRINCIPAL**  
JSPM's Bhivarabai Sawant Institute of  
Technology & Research  
Wagholi, Pune- 412 207

Submitted to: Founder Secretary, JSPM / President, TSSM for the favor of approval.