

Anekant Education Society's

Anekant Institute of Management Studies(AIMS), Baramati

Faculty Performance & Competency Appraisal

Faculty Ranking Evaluation Sheet A.Y. 2021-2022

Sr. No.	Faculty Name	Designation	Category	A	B	C	D	Total	Rank
			Points	135	65	115	20	Score out	
1	Dr. U.S. Kollimath	Associate Professor		130	55	95	9	289	A+
2	Dr. A.Y. Dikshit	Associate Professor		120	52	92	13	277	A+
3	Dr. D.P. More	Associate Professor		126	51	67	7	251	A
4	Dr. T.V. Chavan	Associate Professor		130	49	95	16	290	A+
5	Prof. S.S. Jadhav	Assistant Professor		114	60	75	17	266	A
6	Dr. P.V. Yadav	Assistant Professor		135	52	76	5	268	A
7	Dr. S.S. Badave	Assistant Professor		130	43	72	9	254	A




Director
AIMS, Baramati

Faculty Performance & Competency Appraisal (FPCA)

Faculty Ranking Evaluation Sheet

Academic Year 2021-22

(June-May)

Trail Mode

CATEGORY A:

Faculty General Profile:

1.	Name of the Faculty	:	Dr. Abhishek Dikshit
2.	Academic Qualification (at date of joining)	:	Regular: MBA BSL . LLB. DUL & LW Distance: NIL DCIPRL
3.	Academic Qualification gained during service till date	:	Regular: PhD. MCom. Distance: NIL
4.	Date of Birth (DD/MM/YY)	:	30/11/1983
5.	Date of Joining & Total Number of Years/Months at AIMS	:	Date of Joining :- 08/08/2011 Total Years :- 11 Months :- 01
6.	Designation	:	Associate Professor
7.	Work Experience a. Academic b. Professional / Corporate c. Total	:	a) Academic :- 11 years & 01 Month - b) Corporate :- 2 years & 11 Months - Total 13yrs
8.	Permanent Address	:	"Shri Vihar" Row House No. 4, Green Park, Vidyanugari - Baramati
9.	E-mail / Telephone / Mobile Number	:	Email :- abhishek.y.dikshit@aimsbaramati.org Mobile :- 9423501282
10.	Research Papers publication / patents books, etc., a) National b) International	:	a) 8 Research Papers Published in UGC Care Group 1 Journals. (National) b) Edited 1 Book. c) Published 1 Patent
11.	Conference participation / FDP/ presentation / chair a) National b) International	:	1) Participated in 2 National Conferences 2) Completed 8 AICTE approved FDPs (8 Weeks Each) 3) Completed 1 Refresher course in ARPIT - Economics

CATEGORY B:

Teachers Competency

Teaching Learning & Evaluation Activities (135 Points)

S #	ESSENTIAL Documents in support	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	Classes taken (Max. 40 Points/year) – Lectures, Seminars, tutorials, practical & contact hours undertaken. (1P for 5 classes) <i>100%</i>	40	<i>40</i>	
2.	Project Supervision (20 Points/year) No. of students Guided at UG, PG, & Govt. projects (1P for one student) <i>100%</i>	20	<i>20</i>	
3.	Innovative Teaching learning methodologies (40 Points/year) 1. No. of Subjects / course Handled with study material (5P for one Subject, Max. 15P) <i>15</i> 2. No. of Certificate Programs given (5P per Certificate Max-10 P) <i>5 x 2 = 10</i> – Human Values – Sem I 3. No. of Experimental learning sessions conducted outside Institute (2P/event, Max. 2P) <i>0</i> 4. No. of Subjects Curriculum updated (4P per subject, Max. 8P) <i>0</i> 5. Annual average Student Feedback (Max. 5) <i>5</i>	40	<i>30</i>	
4.	Examination Related Works (25 Points/year) 1. CEO/Invigilation/Supervision related <i>Supervision</i> (1P/Invigilation, Max. 10 P) <i>10</i> 2. Evaluation/Assessment (2P per subject, Max. 10 P): <i>10</i> 3. University Question Paper Setting work (2P per QP, Max. 5 P): <i>0</i>	25	<i>20</i>	
5.	Subject Results (10 Points/year) <i>10</i> Average result in subjects per year in percentage = x Points = $[(x - 60)/5]$: <i>Above 79% for 51st Result all courses</i>	10	<i>10</i>	
Total Score		135	<i>120</i>	

CATEGORY C:

**Sportiveness of Teacher
Co-curricular, Extension & Professional Development (65 Points)**

S #	Co-curricular & Extension Activities	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	<u>Student related Co-curricular & Extracurricular Activities (10 Points/year)</u> Name of Activity (2P/activity, Max. 10P) <div style="float: right; border: 1px solid black; padding: 2px; margin-top: 10px;"> BML - Akshay - Naitik - SPR - Kalyani </div> 1. Guest Lectures Arranged : $2 \times 2 = 4$ 2. Industry visits Arranged : 0 3. NSS/AICTE/UGC/University/DTE etc., Program: $1 \times 2 = 2$ 4. Alumni Association Program : 0 5. Students Presentation / Debate : $2 \times 2 = 4$ <div style="float: right; margin-top: 10px;"> Admission FC - Debate - Role Play </div>	10	8	
2.	<u>Mentoring / Remedial/ Bridge Courses /other (15 Points/year)</u> 1: IP/program, (Max. 5P) : a) Mentoring - Yes/No b) Remedial for failed students - Yes/No c) Bridge Course - Yes/No d) Induction/Orientation program- Yes / No e) Annual Day & any other - Yes/No 2: Submission of filled Mentoring Form with Academic coordinator signature for both semesters. (Max.10 P)	15	12	
3.	<u>Organizing Conferences, FDP, Workshops in Dept/Institute (10 Points/year)</u> - 2 Conferences - R & R Committee 1. Conferences : $2 \times 1 = 2$ 2. FDP : $2 \times 1 = 2$ 3. Workshops : $2 \times 1 = 2$ 4. Management Fest etc. (Mention) : $1 \times 1 = 1$ (Chairperson -3P, Convener- 2P, Member -1P per event)	10	6	
4.	<u>Administrative work of the Institute/ Department (10 points / year)</u> Responsibility : 1. Dean -- 10 P 2. HOD -- 8 P 3. Course Coordinator -- 7 P 4. Class Coordinator -- 5 P 5. Activity Head / Committee -- 4 P <div style="float: right; margin-top: 10px;"> - RTI - IPR - AQA - Dyr </div> $5 \times 1 = 5$ $4 \times 2 = 8$	10	10	
5.	<u>Participation in Administrative & Academic Bodies (05 Points/year)</u> 1. BOS Member : 2P 2. BOE Member : 2P 3. Any other Committee : 1P 3. AIMA Internal AQA Auditor	5	1	
6.	<u>Professional Development Activities (15 points / year)</u> 1. No of Certificates completed in NPTEL/SWAYAM/other Online 3 Month Course (5P/Certificate, Max 5P) 2. Conferences/Seminars/Workshops attended with Attendance Certificate (1P/Event, Max 5P) 3. PhD adjudicator / evaluator (5P /Max. 5P) <div style="float: right; margin-top: 10px;"> $9 \times 5 = 45$ </div>	15	15	
Total Score		65	52	

CATEGORY D:
Teachers IPR
Patents, Research & Academic Contributions (115 Points)

S #	Documents in support	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	<u>Patent / Publications (60 Points/year)</u> 1. Papers in ISSN Google Scholar/Scopus/ WoS Indexed Journals(8P/paper for first author, 2P/paper for other authors Max. 40P) : $8 \times 8 = 48 = 54$ $2 \times 3 = 6$ 2. Papers in Conference Proceedings (4P /paper for first author, 1P/paper for other authors, Max 20P): $4 \times 2 = 8 + 1 \times 1 = 1 = 9$ $2 \times 1 = 2$ 3. Chapters in Edited Book with ISBN / Case studies in Journals with ISSN (4P/ for first author, 2P/ for other authors, Max – 10P) : $2 \times 4 = 8$ 4. Books with ISBN (Min 6 Chapters & 250 page book. 8P/ for first author, 2 for next Max. 10P) : 0 5. One patent single 30 point Max 60 down the line 10 point Max 60. Patent submission by single only 10 Point $1 \times 5^{th} \text{ position} = 50$	60	60	
2.	<u>Research Projects (20 Points/year)</u> 1. Govt. / University Funded Working Projects (10 P/Project, Max. 10P) : 0 2. Consultancy Project for MoU partners or others (5P/Project, Max 10P) : $2 \times 5 = 10$ $8 \text{ MC (Project Analysis)}$ 3. Linkages (5P/ Linkage, Max 10P) : 0 4. Any other project(5P/Project, Max 10P) : 0	20	10	
3.	<u>By Research Guidance (10 Points/year)</u> 1. Guided M.Phil./M.Tech. (by Research)/MS. (by Research), 2P/Candidate on award : 0 2. Guided Ph.D. (10P/award) : 0 3. Guided UG/PG Student Project resulted in Journal Copy right/Patent Submission (2P/Publication) : 0	10	2	
4.	<u>Training courses Attended/ Conference Papers Presented & Invited Lectures (25 Points/year)</u> 1. Training courses / FDP attended (min. 3 days, 5P/ Certificate, Max. 10P) : $2 \times 1 \text{ day} = 2$ $1 \times 7 \text{ days} = 1 - \text{Skill Training}$ 2. Conference Papers Presented (5P/3P/2P for Int.Nat. /Nat./Regional; Max. 10P) : $1 \times 3 = 3$ 2 Announcements 3. Invited Lectures/ chairing the session/ Inaugurator /other invited responsibilities like Ph.D. external examiner etc. (5P/Event, Max. 10P) : $4 \times 5 = 20$	25	20	
Total Score		115	92	

Table 1:
Faculty Ranking Grades
(Based on 315 Score)

S #	FPCA Score	Rank	Grade	Percentage Score
1	301 – 315	A ++ Grade	Excellent	95 % (R & R)
2	276 - 300	A + Grade	Extremely Good	88 % (R & R)
3	251 – 275	A Grade	Very Good	80 % (R & R)
4	226 – 250	B ++ Grade	Good	72 %
5	201 – 225	B + Grade	Adequate	64 %
6	161 – 200	B Grade	Average	51 %
7	140 – 160	C Grade	Below Average (No Increment)	44 %
8	120 - 140	D Grade	Poor (Warning)	38 %
9	Bellow 120	F Grade	Very Poor (Relieving)	Below 38 %

✓ **CATEGORY E:**

- ✓ **Category E:** Institute Vibes Institute Building / Goodwill scored pints shall be taken maximum 20 points, as top-up points in addition to above for calculation.
- ✓ **Green color:** Should be recognize and suitably rewarded
- ✓ **Orange color:** Should be notified need improvement
- ✓ **Red color:** Should be cautioned to go out, unless get into orange.

Table II:
Level & Faculty wise Minimum scores required

Category	Asst. Professor	Associate Professor	Professor
Category - A (135)	80	80	80
Category - B (65)	20	20	20
Total (A+B) (200)	115	115	115
Category - C ((115)	10	20	40
Total Score 315 (A+B+C)	140 (45%)	160 (51%)	170 (54%)

Note: Based on the level of (designation of faculty) they must get into the above brackets that is minimum.

CATEGORY E:

**Institute Vibes
Institute Building / Goodwill (Max 20 P-Top up)**

S #	File Documentation	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	Placement Activity (11 Points/year) <i>CV Writing Session taken</i> 1. Placement Training organized –(1P/event/Max4P) 2. Job Fair / On-campus / Off-campus Drive <i>60% (1P/Event+10 students offer letter 1P/ Max 7P) offer letter</i>	11	06	
2.	Admission Activities Coordinator (05 P/Max) <i>3</i> 1. Intoto planning right from scratch to finish (Coordinator 3P & Team members 2P) <i>2 Batches Team Member</i>	05	03	
3.	Outreach Activities/Self-Drive/Proficiency contribution /Coordinator: (04P/Max) <i>BMC Activity (2)</i> 1. Institute distinctive activity (1P/event/Max 1P) 2. NAAC/NBA/ NCC/NSS ETC.(2P/Max2P) <i>AQA (1)</i> 3. Self-driven/Proficiency of their subject-IT return/ Computer program/ subject knowledge /Employee citizenship behavior/Course handling-CMA etc. (1P/Max1P) <i>(1)</i>	04	04	
Total Score		20	13	
Faculty Grade Rank $B+C+D+E$ $120+052+92+13 =$		335	277	

Signature of Candidate

Academic Coordinator

Director

Secretary

Note:

- The faculty ranking shall be workout on basis of 315 marks/score.
- Each faculty has to score minimum score shown in the table No. II for qualifying.
- The score indicated in category D shall be 'Top-up Score' is not included in 315 but will be added on the secured percentage.



Faculty Performance & Competency Appraisal (FPCA)

Faculty Ranking Evaluation Sheet

Academic Year 2021-22
(June - May)

Trail Mode

CATEGORY A:

Faculty General Profile:

1.	Name of the Faculty	:	Dr. Umesh S. Kollimath
2.	Academic Qualification (at date of joining)	:	Regular: MBA, Distance:
3.	Academic Qualification gained during service till date	:	Regular: PhD Distance: MA (EIO)
4.	Date of Birth (DD/MM/YY)	:	25.12.1972
5.	Date of Joining & Total Number of Years/Months at AIMS	:	01.08.2015 07 Years One month
6.	Designation	:	Associate Professor
7.	Work Experience a. Academic b. Professional / Corporate c. Total	:	18 07 25
8.	Permanent Address	:	Flat No. 06, II Floor Vighnaharta Res BARAMATE - 413102
9.	E-mail / Telephone / Mobile Number	:	umesh.kollimath@gmail.com 9975562586
10.	Research Papers publication / patents books, etc., a) National b) International	:	36 01
11.	Conference participation / FDP/ presentation / chair a) National b) International	:	

CATEGORY B:**Teachers Competency****Teaching Learning & Evaluation Activities (135 Points)**

S #	ESSENTIAL Documents in support	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	<u>Classes taken (Max. 40 Points/year)</u> – Lectures, Seminars, tutorials, practical & contact hours undertaken. (1P for 5 classes)	40	40	
2.	<u>Project Supervision (20 Points/year)</u> No. of students Guided at UG, PG, & Govt. projects (1P for one student)	20	20	
3.	<u>Innovative Teaching learning methodologies (40 Points/year)</u> 1. No. of Subjects / course Handled with study material (5P for one Subject, Max. 15P) 2. No. of Certificate Programs given (5P per Certificate Max-10 P) 3. No. of Experimental learning sessions conducted out side Institute (2P/event, Max. 2P) 4. No. of Subjects Curriculum updated (4P per subject, Max. 8P) 5. Annual average Student Feedback (Max. 5)	40	40	
4.	<u>Examination Related Works (25 Points/year)</u> 1. CEO/Invigilation/Supervision related (1P/Invigilation, Max. 10 P) 2. Evaluation/Assessment (2P per subject, Max. 10 P): 3. University Question Paper Setting work (2P per QP, Max.5 P):	25	20	
5.	<u>Subject Results (10 Points/year)</u> Average result in subjects per year in percentage = x Points = $[(x - 60)/5]$:	10	10	
Total Score		135	130	

CATEGORY C:

Sportiveness of Teacher
Co-curricular, Extension & Professional Development (65 Points)

S #	Co-curricular & Extension Activities	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	<u>Student related Co-curricular & Extracurricular Activities (10 Points/year)</u> Name of Activity (2P/activity, Max. 10P) 1. Guest Lectures Arranged : 2. Industry visits Arranged : 3. NSS/AICTE/UGC/University/DTE etc., Program: 4. Alumni Association Program : 5. Students Presentation / Debate :	10	10	
2.	<u>Mentoring /Remedial/ Bridge Courses /other (15 Points/year)</u> 1: 1P/program, (Max. 5P) : a) Mentoring – Yes/No b) Remedial for failed students – Yes/No ✓ c) Bridge Course – Yes/No d) Induction/Orientation program- Yes / No ✓ e) Annual Day & any other - Yes/No 2: Submission of filled Mentoring Form with Academic coordinator signature for both semesters. (Max.10 P)	15	15	
3.	<u>Organizing Conferences, FDP, Workshops in Dept/Institute (10 Points/year)</u> 1. Conferences : ✓ 2. FDP : 3. Workshops : 4. Management Fest etc. (Mention) : ✓ (Chairperson -3P, Convener- 2P, Member -1P per event)	10	10	
4.	<u>Administrative work of the Institute / Department (10 points / year)</u> Responsibility : 1. Dean – 10 P ✓ 2. HOD – 8 P 3. Course Coordinator – 7 P 4. Class Coordinator – 5 P 5. Activity Head / Committee – 4 P ✓	10	10	
5.	<u>Participation in Administrative & Academic Bodies (05 Points/year)</u> 1. BOS Member : 2P 2. BOE Member : 2P 3. Any other Committee : 1P	5		
6.	<u>Professional Development Activities (15 points / year)</u> 1. No of Certificates completed in NPTEL/SWAYAM/other Online 3 Month Course (5P/Certificate, Max 5P) 2. Conferences/Seminars/Workshops attended with Attendance Certificate (1P/Event, Max 5P) 3. PhD adjudicator / evaluator (5P /Max. 5P) ✓	15	10	
Total Score		65	55	

CATEGORY D:**Teachers IPR****Patents, Research & Academic Contributions (115 Points)**

S #	Documents in support	FPA Score allotted	Self-appraisal Score	Verified Coordinator Score
1.	<u>Patent / Publications (60 Points/year)</u> <ol style="list-style-type: none"> 1. Papers in ISSN Google Scholar/Scopus/ WoS Indexed Journals(8P/paper for first author, 2P/paper for other authors Max. 40P) : 2. Papers in Conference Proceedings (4P /paper for first author, 1P/paper for other authors, Max 20P): 3. Chapters in Edited Book with ISBN / Case studies in Journals with ISSN (4P/ for first author, 2P/ for other authors, Max – 10P) : 4. Books with ISBN (Min 6 Chapters & 250 page book. 8P/ for first author, 2 for next Max. 10P) : 5. One patent single 30 point Max 60 down the line 10 point Max 60. Patent submission by single only 10 Point 	60	60	
2.	<u>Research Projects (20 Points/year)</u> <ol style="list-style-type: none"> 1. Govt. / University Funded Working Projects (10 P/Project, Max. 10P) : 2. Consultancy Project for MoU partners or others (5P/Project, Max 10P) : 3. Linkages (5P/ Linkage , Max 10P) : 4. Any other project(5P/Project, Max 10P) : : 	20		
3.	<u>By Research Guidance (10 Points/year)</u> <ol style="list-style-type: none"> 1. Guided M.Phil./M.Tech. (by Research)/MS. (by Research), 2P/Candidate on award : 2. Guided Ph.D. (10P/award) : 3. Guided UG/PG Student Project resulted in Journal Copy right/Patent Submission (2P/Publication) : 	10	10	
4.	<u>Training courses Attended/ Conference Papers Presented & Invited Lectures (25 Points/year)</u> <ol style="list-style-type: none"> 1. Training courses / FDP attended (min. 3 days, 5P/ Certificate, Max. 10P) : 2. Conference Papers Presented (5P/3P/2P for Int.Nat. /Nat./Regional; Max. 10P) : 3. Invited Lectures/ chairing the session/ Inaugurator /other invited responsibilities like Ph.D. external examiner etc. (5P/Event, Max. 10P) : 	25	25	
Total Score		115	95	

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- ✓ **Green color:** Should be recognize and suitably rewarded
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CATEGORY E:

Institute Vibes
Institute Building / Goodwill (Max 20 P-Top up)

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2.	<u>Admission Activities Coordinator (05 P/Max)</u> 1. Intoto planning right from scratch to finish (Coordinator 3P &Team members 2P)	05	05	
3.	<u>Outreach Activities/Self-Drive/Proficiency contribution /Coordinator: (04P/Max)</u> 1. Institute distinctive activity (1P/event/Max 1P) 2. NAAC/NBA/ NCC/NSS ETC.(2P/Max2P) 3. Self-driven/Proficiency of their subject-IT return/ Computer program/ subject knowledge /Employee citizenship behavior/Course handling-CMA etc. (1P/Max1P)	04	04	
Total Score		20	09	
Faculty Grade Rank				

Signature of Candidate

Academic Coordinator

Director

Secretary

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