



Shri Dhaneshwari Manav Vikas Mandal's

# SVP COLLEGE OF PHARMACY

(D.Pharm & B.Pharm)

At. Hatta Tq. Basmat Dist. Hingoli (M.S.) 431705

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## 6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff.

### Effective welfare measures:

The institute provides a range of welfare measures to teaching and non-teaching faculty members in recognition of their commitment and devotion. Instructors can obtain a loan at a low interest rate and receive dividends for timely participation in Partisanship. Every year, faculty members are allowed medical leaves for medical emergencies in addition to further leaves as needed. Additionally, faculty members are provided special leaves and duty leaves to support their research, higher education, exams, and upgrades. Benefits such as employment provident funds, on-campus health facility amenities, and conference attendance financial aid are extended to academic members.

Each year, faculty members who have earned patents, published books, or finished doctorates are also given cash prizes, mementos, and certificates. The Faculty members who are not instructors are compensated for their advisory services. Faculty development programmes are funded for them to attend. The non-teaching staff's achievements were also acknowledged and celebrated by the institute.

### FACULTY :

Teaching and non-teaching staff members now have access to a performance appraisal system designed to improve quality and offer systematic employee evaluation across a range of performance criteria.

Enhancing faculty qualifications, taking part in FDP/SDP/training, seminars, conferences, and workshops, serving as a resource, externally funded projects, consulting work, publications,



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patents, portfolio activities, adaptation and contribution to new pedagogical practices are all included in the performance evaluation of teaching staff. The faculty completes and submits this report to higher authorities once a year.

The higher authority reviews documentation evidence based on the information provided by each faculty member, and recommendations are made to faculty members depending on their performance. Beginning with the academic year 2021–2022, the college updated its performance rating method based on recommendations from PCI/AICTE. There are criteria-based marks assigned, such as the Teaching-Learning Process, Comments, Activities at the departmental, institute, and annual confidential levels, as well as research and development, extension, and online courses (MOOCs).

## **Non-teaching personnel:**

The performance of non-teaching staff is assessed based on their knowledge of their roles and responsibilities, how they carry them out, how well they progress their technical skills, how they behave with coworkers and students, how accurately they do their work, how well they are disciplined, and how punctual and accurate they are. Every year, non-teaching staff members are required to fill out a performance evaluation form and turn it in to the department head. The form is evaluated by the head of the department and sent to the head of the institution, who uses the evaluation rubrics that are included with the form. The institute's head delivers his private report and sends it to management for additional processing.

## **Assessment of the Teaching and Non-Teaching Staff based on Feedback from Students:**

Student feedback serves as an assessment tool for teaching faculties' overall performance. Theory and practical questionnaires are given to the students, who are asked to rate each faculty member as excellent (E), good (G), average (A), below average (B), and poor (P). One computes a percentage.



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faculties with an overall score of above 95% are recommended for award, while those with a score below 80% are advised to take corrective action. Student oral feedback is helpful in the regular evaluation of non-teaching staff.



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