

# PANDIT DEENDAYAL UPADHYAY DENTAL COLLEGE

Recognized by Dental Council of India, New Delhi and Affiliated by M.U.H.S Nashik

19/1, Koyzan, Solapur - 413255

E-mail: pdudentalcollege@rediffmail.com Web site: www.pdudentalcollege.co.in

Institution has Performance Appraisal System for teaching and nonteaching staff

The performance evaluation and appraisal system is done in a systematic manner for all the teaching and non teaching staff of the institute. The performance evaluation of the teaching staff is done on the basis of self-appraisal report taken from faculty regarding the attendance, work done, performance, publications and presentations, and student feedback and submitted by the Head of departments to the Principal for appraisal. Nonteaching staff are evaluated on the basis of punctuality, attendance, obedience at work, self development by attending soft skill development courses and overall attitude and behaviour. Then the appraisal form is collected from HODs of different departments and administrative officers and final evaluation is done by the principal. A service record of non-teaching staff is maintained where all relevant details of performance are entered. The summary of interaction and observations are noted and accordingly recommendation is made for grant of increments and/ or promotion by the Dean. On finding of less than satisfactory performance of faculty or staff member, a warning memo is issued and a reappraisal may be undertaken after duration of 3- 6 months, following improvement in the performance and resolving of outstanding issues. The performance expectations are understood and interpreted in the right manner.



**Dr. BIRANGANE R.S.**  
**PRINCIPAL**  
P.D.U. Dental College, Solapur.

Parameters for teaching faculty:

- ☐ Teaching assignments
- ☐ Participation in education technology activities
- ☐ Contribution to improvement in teaching learning process through Board Of Studies

- ☐ Research projects
- ☐ Research publications
- ☐ Book published
- ☐ Guest Lectures delivered
- ☐ Presentations at conferences
- ☐ Resource person for workshops/ CME/ Seminar/ symposium
- ☐ Awards/ Medals
- ☐ Additional responsibilities
- ☐ Workload teaching (UG and PG) Patient care, preparation of learning resource mate
- ☐ Membership/ office bearer of professional bodies
- ☐ Any special; training undertaken

Parameters for Non-teaching:

- ☐ Technical adequacy: Application, Initiative, Punctuality, Neatness, Accuracy, Leave record
- ☐ Relation with superiors, colleagues, society
- ☐ Leadership qualities
- ☐ Knowledge level
- ☐ Work efficiency
- ☐ Recommendations



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