

**FACULTY APPRAISAL FORM**


Faculty Appraisal Form for the Academic Year:		
Faculty Name: <u>H. L. Jadhav</u>	Department: <u>EEE</u>	Position: <u>Vice principal.</u>
Mobile No: <u>9403770201</u>	Email ID: <u>viceprincipal@icemahad.com</u>	Date Conducted: <u>2020-21</u>

A. Academics (150 points)	Max	Secured	Evidence										
<b>Section 1: Teaching (75)</b>													
1. Teaching Effectiveness - Calculated based on adherences to academic calendar and student's performance and incorporation of feedback)	25	25	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
2. Innovations in Teaching & Learning- Implementation of active learning pedagogies to enhance students' learning	15	15	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
3. Strategies adopted to support slow and advanced learners.	15	14	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
4. Improvement in teaching practices based on mid-semester feedback collected from the students.	10	10	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
5. Student feedback collected at the end of the semester	10	10	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
<b>Section 2: Mentoring (25)</b>													
6. Student mentoring: Effectiveness of mentoring students to monitor their progress and help them to succeed in the program	25	25	✓										
<table border="1"> <tr> <td>Excellent (5)</td> <td>Good (4)</td> <td>Average (3)</td> <td>Bad (2)</td> <td>Poor (1)</td> </tr> <tr> <td>✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)	✓							
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													
<b>Section 3: Professional Development (50)</b>													
7. Participation in teaching workshop/seminar to improve teaching through the 'Center for Engineering Education Development'.	10	10	✓										
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Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)									
✓													

8. Participation in external Faculty Development Programs (FDPs)					05	05	✓
Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)			
9. Participation in Short Term Training Programs (STTPs)					10	10	✓
Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)			
10. Registration and completion of online courses/MOOCs such as NPTEL, SWAYAM etc.					10	09	✓
Excellent (5)	Good (4) ✓	Average (3)	Bad (2)	Poor (1)			
11. Participation in state/national/international conferences					10	10	✓
Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)			
12. Holds membership in professional organizations					05	05	✓
Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)			
<b>Total A</b>					<b>150</b>	<b>148</b>	

Minimum Eligible Criteria: 60 % score

Academic Score = Total A = 148

  
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					Max	Secured	Evidence
<b>B. Research (150 points)</b>							
<b>Section I: Academic Research</b>							
<ul style="list-style-type: none"> <li>Primary, Secondary and Tertiary authorships are considered.</li> <li>If all the other authors in a publication are students of the faculty then any position is considered for authorship.</li> <li>In some of the research areas more number of authors (more than 3) can be considered based upon the recommendation by the committee formed by the Research Council</li> </ul>							
1. Total Publications in refereed scholarly article in a national or International Journal papers indexed in Web of Science or Scopus. Or UGC Care					25	25	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
2. Publications in refereed scholarly article in a national or International Conference papers indexed in Web of Science or Scopus					15	12	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
	✓						
3. Publications in refereed scholarly article in a national/international Journal and Conference papers approved by UGC					15	15	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
4. Applied and secured research funding/Industrial consultancy/Patent					30	30	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
<b>Sections II: Other research related activities</b>							
5. Develops patents / Industrial consultancy through scholarly research Industrial relation/Internship/OJT to students)/Frequent visit.					40	40	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
	✓						
6. Guides UG students for research and projects (should result filing of patents or paper publication/product/semi finished product)					25	25	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
<b>Total B</b>					<b>150</b>	<b>147</b>	

Note: Minimum Eligible Criteria: Minimum score for this category will be based upon the number of years of experience, qualification, cadre and responsibilities assigned.

Research Score = Total B = 147

CEED-Center for Engineering Education department

CRID- Center for Research & Innovation department

CIST- Center for Innovation in social Transformation

IRAC-Internal Quality Assessment Center

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**C. Service to the Institution (200 points)**

**Institute Level**

1. Support provided as department level coordinators for effective functioning of the various departments like CRID, Training and Placements, IQAC, Accreditation, CEED, Department of Student Affairs, Institute Innovation Council, Entrepreneurship Development Cell, Communications & CIST etc

Max

Secured

Evid

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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15

15

✓

2. Coordination of accreditation related activities

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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20

20

✓

3. Coordination of admissions related tasks

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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30

30

✓

4. Support in organizing institute level programs such as conferences, students activity, Startup Fest, Innovation Summit, Teaching and Learning Symposium, Service-Learning Symposium, Emerging Technology Summit etc.

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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15

15

✓

5. Serves as in-charge for student club/organization (technical, cultural, and social impact clubs), head or members of committee's such as Student Grievance Cell, Anti-ragging cell, Women's cell, NSS Cell, Disciplinary committee, Sports Committee, Library Committee etc.)

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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20

20

✓

6. Serves as members of Academic Council and Board of Studies of other institutions, external reviewer to journals or professional organizations committee's such as IEEE, CSE, SAE, IETE etc/university level assessment

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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15

15

✓

**Department Level**

7. Support provided in effective functioning of the department.

Excellent (5) ✓	Good (4)	Average (3)	Bad (2)	Poor (1)
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10

10

✓

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8. Serves as part of Department Advisory Board, Project Review Committee, Program Assessment Committee, Finance Committee, and Department Development Committee					15	15	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
9. Organization of workshop/guest lecture/training program and Authors departmental reports or documents					15	15	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
10. Mentors junior faculty to succeed in their role.					05	05	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
11. Adherence towards examination related duties.					10	10	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
12. Performance evaluation by head of department					10	10	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
13. Performance evaluation by other reporting in-charge (if applicable).					10	10	✓
Excellent (5)	Good (4)	Average (3)	Bad (2)	Poor (1)			
✓							
14. Feedback.					10	10	✓
Choose as many areas as applicable							
Total C					200	200	

Minimum Eligible Criteria: Minimum score for this category will be based upon the number of years of experience, qualification, cadre and responsibilities assigned.

Minimum Eligible Criteria: 60 % score

Service Score = Total C = 200

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Total Score obtained = (Total A + Total B + Total C) = [Score Obtained] = 495

Total Score in % = [ (Score obtained) / 500 ] \* 100 % = 99%

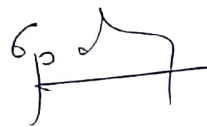
Faculty Member's Signature:  Date:           

Appraiser's Signature:  Date:           

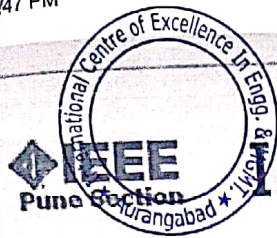
## Note:

More than 80% - Excellent  
More than 70% - Very good  
More than 60% - good  
} Recommend for increment 7.5, 10, 15, 20%

More than 50% - Average - One year chance  
More than 40% - Poor - six month chance  
Less than 40% - Bad- Termination



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Platinum Sponsor

Capgemini engineering

**7<sup>th</sup> International Conference**  
 on  
 Computing Communication Control & Automation  
**ICCUBEA- 2023**  
 (IEEE Conference Record Number 50993)

Technically co-sponsored by IEEE Pune Section

Organized by  
**PIMPRI CHINCHWAD COLLEGE OF ENGINEERING, NIGDI PUNE**  
 (NBA accredited|NAAC Accredited with 'A' Grade |An Autonomous Institute)

This is to certify that

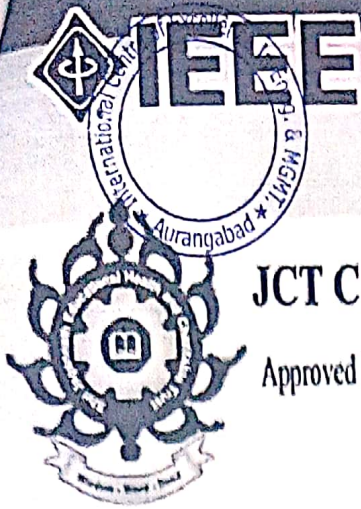
**Hemant Jadhav**

has Presented a Paper at the 7th International Conference on Communication Control and Automation  
 organized by PCET's Pimpri Chinchwad College of Engineering, Nigdi, Pune, India on  
 18th - 19 th August 2023.

**Dr. Kishor Kirange**  
 Conference Chair

**Dr. Govind N. Kulkarni**  
 Director

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**JCT College of Engineering and Technology**

Approved by AICTE, New Delhi & Affiliated to Anna University Chennai,  
Pichanur, Coimbatore-641105.



## CERTIFICATE OF PARTICIPATION

This is to certify that

Hemant L Jadhav


has presented a paper titled

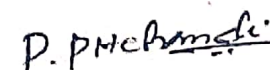
A Comparative study of effective way to modify different


object in Image and Video


at the 2<sup>nd</sup> International Conference on Inventive Systems and Control (ICISC 2018) organized by JCT College of Engineering and Technology on 19-20 January 2018 at Pichanur, Coimbatore, Tamil Nadu, India.

# ICISC 2018

  
Session Chair

  
P. Pichanur  
Conference Chair

  
Principal

  
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Aurangabad





# FDP SRD- 2023

## CERTIFICATE OF COMPLETION



The Academic Senate and International Research Council  
of Eudoxia Research University Certify that

# Hemant Laxman Jadhav

## ICEEM Engg College, Dr. BAMU, India

for the successful completion of "International Advanced  
Faculty Development Program on Application of Research  
Software for Qualitative and Quantitative Research Design"

Organized by

**Eudoxia Research University, ERU- USA**

Powered by

**Eudoxia Research Centre, ERC- India & Asian  
International Research Council of Eudoxia (ARCE)**

**Date: 05th September to 13th September 2023**



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SCAN TO  
CONTACT

Prof Catalino N. Mendoza  
PHILIPPINES  
Patron

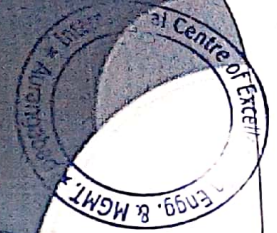
Dr. Caleb Moya  
QATAR  
Convenor



Prof. Dr. Rajesh G Konnur  
INDIA  
Organizing Secretary

Prof. Dr. Annie P. Alexander  
INDIA  
Coordinator





## Online Short-Term Faculty Development Program Certification

# Certificate

This Certificate is awarded to

**JADHAV HEMANT LAXMAN, DIRECTOR**

**INTERNATIONAL CENTRE OF EXCELLENCE IN ENGINEERING AND MANAGEMENT, AURANGABAD**

for successfully completing Online Short-Term Faculty Development Program for Career Advancement Scheme (CAS) on

**"Emotional Intelligence for Teacher in Higher Education"** During 16<sup>th</sup> to 25<sup>th</sup> November, 2023.

Jointly Organized by Career Katta (An initiative of Maharashtra State Higher and Technical Education Department and Maharashtra Information Technology Support Centre) and

Innovative Pedagogy Development Centre, Shri Shivaji Science College, Amravati; in collaboration with

UGC-Malaviya Mission Teacher Training Centre (Former UGC-HRDC), Sant Gadge Baba Amravati University, Amravati

She/He achieved A Grade in the proctored examination held on 25<sup>th</sup> Nov. 2023

Prof. Dr. Mohammad Atique  
Director, UGC-MMTC,  
Sant Gadge Baba Amravati  
University, Amravati (MS)

Dr. G. V. Korpe  
Principal  
Shri Shivaji Science College,  
Amravati

Mr. Yashwant Shitole  
President  
Maharashtra Information  
Technology Support Centre

Dr. D. D. Khedkar  
ST-FDP Coordinator  
Shri Shivaji Science College,  
Amravati

Date : 25<sup>th</sup> Nov. 2023

Certificate ID **EI:STFDP-081**

Grades as Per UGC Guidelines:  
A>75%; B>60%; C>50% and F Below 50% (Not Eligible)

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NAAC ACCREDITED



## NON-TEACHING STAFF PERFORMANCE APPRAISAL FORM

(Assessment Year 2020-21)**Instructions:**

- The details shall be provided for the academic year only
- Tick ( ) wherever applicable

**1. General Information:**

Sr. No.	Particulars	Information
1.	Full Name	Dwarikadas Kishor Rao Kesturkar
2.	Date of Birth & Age(in Years):	2/6/1970
		Gender: Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
3.	Name of Department:	Electrical
4.	Name of Constituent Institute:	ICEEM
5.	Date of Joining the present Institute:	25/9/2012
5.	Number of year/s of Service in ICEEM	12 yrs
6.	Designation and Date of last Promotion, if any:	NA
7.	Current Designation:	Electrician
8.	Mobile No.	9225321003
9.	E-mail Id:	Dwarikadas.kesturkar@gmail.com

**2. Additional Educational Qualification / Advanced skill learnt during the Assessment year:**

Name of the program	Name of the Board / University	Date of Completion	Specialization / Major Subject
10 <sup>th</sup>	<del>Pune Board</del> Pune Board.	1987	—

The information provided in the above tables is true to the best of my knowledge.

Date Signature of Employee: [Signature]

Date and Signature of DIRECTOR: 21/10/21  
[Signature]

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Add.: Gul No.4, Opp. Bajaj Auto Ltd. Main Gate, Aurangabad- Pune National Highway, Aurangabad - 431136 (MS) India.

Telephone : 0240 - 2558101 to 10 | Telefax 0240 - 2558111

Website : www.iceemahad.com | E-mail : director@iceemahad.com



Scanned with OKEN Scanner

Remarks of HOD/DIRECTOR

Sr. No.	Attributes	Poor	Fair	Good	Excellent
1	Discipline, Punctuality, Regularity, Sincerity			✓	
2	Moral Values - Honesty, Integrity, Behavior, Respectful etc.			✓	
3	Etiquettes and Manners			✓	
4	Communication skills			✓	
5	Inter-personal relationship with the fellow colleagues			✓	
6	Knowledge of System, Procedures, Rules & Regulations			✓	
7	Desire for work			✓	
8	Ability to learn and grasp			✓	
9	Flexibility / Adaptability towards the work assigned			✓	
10	Amenable to change			✓	
11	Accuracy and Quality of output			✓	
12	Timely accomplishment			✓	
13	Multi-tasking			✓	
14	Achieving the goal			✓	
15	Ability to take responsibilities			✓	
16	Potential to grow in present job			✓	

Specific Remarks, if any:

good

3. Recommendation (Yes / No)

For Increment	Yes
For additional Increment	No
For Incentive	No
For No Increment	No

Date and Signature of HOD: \_\_\_\_\_

Date and Signature of DIRECTOR: \_\_\_\_\_

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Add.: Gut No.4, Opp. Bajaj Auto Ltd. Main Gate, Aurangabad- Pune National Highway, Aurangabad - 431136 (MS) India.  
Telephone : 0240 - 2558101 to 10 | Telefax 0240 - 2558111  
Website : www.iceemabad.com | E-mail : director@iceemabad.com

**Summary Sheet**

**For**

**Non-Teaching staff Performance Appraisal Form (Assessment Year 2020-21)**

Sr. No.	Name of the Staff	Designation	Name of the Department / Section	Recommendation (Yes / No)				Specific Remark, if any
				Increment	Additional Increment	Incentive	No Increment	
	Pratibha P. Chaudhari	Electronics	Electronics	Yes				

**Date, Signature & Stamp of HOD/DIRECTOR.:**

*[Signature]*

**Note:**

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1. The summary sheet shall be filled by the Department / Section Head.
2. Please submit the hard copy of summary sheet in a sealed envelope to the Admin Office, ICEEM; mentioning as 'Confidential' on the envelope.

*For Office use only*

**Remarks of HOD:**

*[Signature]*

**Remarks of Director:**

*[Signature]*

*[Signature]*  
**CAMPUS DIRECTOR**  
International Centre of  
Excellence In Engg. & MGMT.  
Aurangabad



# FDP SRD- 2023 CERTIFICATE OF COMPLETION



The Academic Senate and International Research Council  
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**Hemant Laxman Jadhav**

**ICEEM Engg College, Dr. BAMU, India**

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**Date: 05th September to 13th September 2023**



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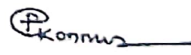
SCAN TO  
CONTACT



**Prof Catalino N. Mendoza**  
PHILIPPINES  
Patron



**Dr. Caleb Moya**  
QATAR  
Convenor



**Prof. Dr. Rajesh G Konnur**  
INDIA  
Organizing Secretary



**Prof. Dr. Annie P. Alexander**  
INDIA  
Coordinator

Registration No: EDX/FDP-SRD/2023/ 201