

Student Feedback Process & Policy for Faculty Evaluation 2025-26

Frequency: Every Semester

Objective: To ensure continuous enhancement of the **Teaching-Learning Process** and **Faculty Performance**. PIEMR implements a structured **Student Feedback Process** every semester. The objective is to assess teaching effectiveness, identify areas of improvement, and promote best practices in pedagogy.

Process Flow:

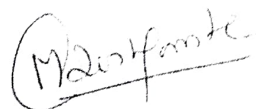
1. **Student Feedback Mode:** The feedback will be collected **online** using the **AccSoft Institute Software**.
2. **Selection of Students for Feedback:** Only **sincere students** with **attendance > 75%** are eligible to participate.
3. **Faculty Mapping:** Prepare a **course-wise faculty list** and **cross check the list** as per *PIEMR AccSoft*.
4. **Orientation of Students:** Selected students should be informed about the **feedback parameters** and their **evaluation value ranges** before the feedback collection.
5. **Data Compilation:** Download the feedback reports and generate **Excel sheets** for analysis.
6. **Report Submission:** Summary and analytical reports are to be compiled and presented to the **Sr. Director Sir**.
7. **Director's Review:** Sr. Director Sir will review the department-wise summaries and forward them to respective **HoDs** with a **covering letter and remarks**.

Feedback Evaluation Criteria:

Parameter value Range (0-5)	Remarks	Recommended Action
< 3.0	Need Improvement	Suggest specific improvement steps
3.0 – 4.0	Can Do Better	Appreciate effort and suggest focused improvement areas
> 4.0	Keep it up & Help Others	Appreciate and assign faculty for mentoring peers

Post-Feedback Action Plan:

1. HoDs must conduct **individual meetings** with faculty members to, Share parameter-wise feedback & Provide specific suggestions for improvement.
2. Faculty performance should be tracked **semester-wise**.
3. If **no improvement is observed in three consecutive feedback cycles**, the HoD must forward the faculty's name to the **Director's Office**.
4. Send a copy to **HR Department** for record in the **faculty's personal file**.



Dr. Manojkumar Deshpande
Sr. Director, PIEMR

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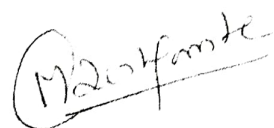
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