



# FATHER MULLER MEDICAL COLLEGE

(A unit of Father Muller Charitable Institutions)

Father Muller Road, Kankanady, Mangalore-575002

---

## **Best Practices of the Institution during 2022-23**

### **Best Practice 1:**

#### **Title of the Practice**

Annual Performance Appraisal System

#### **Objectives of the Practice**

- To recognize achievements of the employee.
- To enhance employee satisfaction and drive performance improvement.
- To encourage self evaluation by the faculty.

#### **The Context**

Fair and transparent performance appraisal system, organizations can enhance employee satisfaction and drive performance improvement. Performance appraisal recognizes achievements, which can boost morale and motivation of the faculty. Faculty can also evaluate their own performance, reflecting on their achievements and areas for improvement. Annual Performance Appraisal System is the structured process used to evaluate employee performance annually.

#### **The Practice**

Module for annual performance appraisal includes three major categories. Category 1. Teaching, Learning and Evaluation related activities. Category 2. Research and Academic contributions and Category 3. Co-curricular & Extra-curricular activities. Submission of data by the faculty is completely online. Review of the data and relevant proof is done by the Head of the department, Dean and Administrator of the institution. Performance of the faculty is graded as A, A+ and A++ as per the scores obtained. Faculty are awarded with Certificate and ex-gratia.

#### **Evidence of Success**

The recognition from the management has encouraged the faculty to perform better which is evident by the institution's progress in the research activities, scientific paper publication, book publication innovative teaching methodology etc.

#### **Problems Encountered and Resources Required**

No specific problems encountered. Resources required – Online module to obtain and review the data submitted.

## **Best Practice 2:**

### **Title of the Practice**

Support for innate talent of students – Student clubs

### **Objectives of the Practice**

- To foster passion of students.
- To promote leadership skill of students.
- To improve skills of students.

### **The Context**

Supporting the innate talent of students through student clubs is an effective way to foster passion, skill development, and community engagement. Clubs focused on specific field will help students to express themselves and hone their skills. Promote leadership by allowing students to take on roles within the club, such as president, treasurer, or event coordinator, which can help them manage responsibilities and develop teamwork skills. Supporting students' innate talents through student clubs not only enhances their educational experience but also builds a sense of community, collaboration, and self-discovery that is crucial for personal development

### **The Practice**

Student clubs are established after obtaining permission from the management. Standard Operating Procedure document is prepared by the students in consultation with the faculty in-charge which has to be approved by the administrators. Father Muller Medical College has Surgical club, Research club, Quiz club, Debate club and Bioethics club. The club activities are exclusively organized by the students under the supervision of the faculty in-charge. Students are appointed to various posts like President, Vice-president, Secretary, Treasurer, Media representative etc. Students conduct activities after the college hours.

### **Evidence of Success**

Establishment of more student clubs and interest among the students to become the members of various clubs.

### **Problems Encountered and Resources Required**

Resources required – Resource person to conduct the specific activity, adequate infrastructure.  
Problems encountered – Selection of members for the club when the number of applications exceeds the available slots. Time constraint to conduct the activities since they are conducted after college hours.