

# K.RAMAKRISHNAN COLLEGE OF TECHNOLOGY SAMAYAPURAM, TRICHY-621 112

Accredited by NAAC A+ Grade; ISO 9001:2015 Certified Institution



## Faculty Performance Appraisal Academic Year : 2019-2020



# **K. RAMAKRISHNAN COLLEGE OF TECHNOLOGY**

ISO 9001:2015 Certified Institution

Accredited by NAAC with A+ Grade

## **VISION**

To serve the society by offering top-notch technical education on par with global standards

## **MISSION**

We will strive to:

- Be a centre of excellence for technical education in emerging technologies by exceeding the needs of the industry and society.
- Be an institute with world class research facilities.
- Be an institute nurturing talent and enhancing competency of students to transform them an all-round personality respecting moral and ethical values.

## **QUALITY POLICY**

We, at M/s K.Ramakrishnan College of Technology are committed to the society in making our Students live a purpose as responsible citizens with Ethical Values through provision of Quality Technical Education and continually improve in becoming a World Class Technological University.

**K.RAMAKRISHNAN COLLEGE OF TECHNOLOGY,(Faculty Performance Appraisal -2019-2020)**

Particulars	parameters	Credits		Max. Credits
<b>Teaching (30)</b>				
Academic Results	Mathematics Paper	5		22(min 14 Mandatory)
	Theory Paper	4		
	Practical paper (6 hrs/Week)	1		
Feedback	Students Online Feedback Score-Average	3		5 (min 2.5 Mandatory)
	Colleague Feedback	1		
	HoD (Evaluation Report)	1		
Value added/ Add-on-courses /Hands-on Training	Conducting - min 25 students for atleast 16 hours	1/Course		2
Guest Lecture	Presentation in other institutions - 1 Day	0.5		1
4 days External Faculty Participation in Programmes like FDP, STTP, MDP, SDP, Seminar, Workshop				Mandatory
One Online Certification Courses - NPTEL,IITs & Coursera(University Programs), MNC certification Courses				
<b>Research (35)</b>				
Publication (Conferences & Journals)	International/National conferences conducted by NIT,IIT, institutions in other sates or any other Professional Bodies& Industry (Published by Springer, Elsevier, IEEE Xplorer and below mentioned journals)	Author-2, Co-author-1		4
	International/National conferences (only Presentation)	Author-1, Co-author-0.5		
	Scopus & WoS Indexed Journals	Refer Annexure		Minimum 10 credit Mandatory
	SCI & SCIE Journals	Author-1, Co-Author-0.5		
Patents	Patent / Copy right Filed (Institute Name/Individual name with college affiliation)	each 5 / each 2		***
	Patent Published/Copy right obtained (Institute Name/Individual name with college affiliation)	each 10 / each 4		
	Patent Obtained (Institute Name/Individual name with college affiliation)	each 10 / each 4		
	Revenue generated from Patent (Rs.10000)	1		
Consultancy, Funding & Grants	Grants /Project Proposal/Project Proposal Applied along with Govt & Govt aided institution faculty members	0.5 /0.75/1		4
	Consultancy,Research Grants & Projects received (Rs.10000)	1		10
	Receiving Grants for organizing programs like Seminar, Workshop, Conference, FDP...(Rs.10000)	1		
Collaboration with industry/Institute	Centre of Excellence --with funding /without funding	each 4 / each 1		4
	Mou with institutions & industry	each 1		
Citation Impact of published work	Citation (For the particular calendar year from scopus)	1 citation= 0.5		3
Ph.D guidance	Research Supervisor - Recognition (Applicable in the year of recognition)	1		***
	Research Scholar - Registration	External/Internal & Full Time	each1/each2	
	Research Scholar - Completion	Part time/ FullTime	each4/each5	
	DC member / Viva Voce Examiners	0.5 Each		
Ph.D Registration	Internal	2		
Book Publication	Group1 (Tata McGraw Hill, Pearson, PHI, IEEE press, Wiley,Oxford, Galgotia& Cengage)	Author-7, Co-Author - 5		7
	Group 2 ( S.K.Kataria, S.Chand, Khanna, Lakshmi Pvt Ltd, Dhanpat Rai)	Author-5, Co-author-3		
	As per Anna University Syllabus	Author-2, Co-author-1		
	Book chapters	Author-2, Co-author-1		
	Popular books on specific topics	Author-2, Co-author-1		

**Career Guidance (35)**

Proctorship	Mentor for company contest	Team Champion	Int.Nat	8	***
			National	6	
		Final Round	Int.Nat	5	
			National	4	
	Mentor for contest & Project (Inter college)	Team Champion		3	
		Top 5 Position		2	
	Mentor for contest & Project (Intra college)	Team Champion		1	
		Top 3 Position		0.5	
	Participation in various events (Inter College)	Top 3	Participation	0.25/0.1 (max 4)	
	Intra College Prize Winners (I & II)				
	Extra Curricular Achievements (Inter College)				
	Technical & language Certification courses (Internal/External)			0.1/0.5(max 5)	
	Successful Registration/clearance in GATE,TOFEL,IELTES,GRE,CAT,MAT,BEC,banking/civil services (No limit for clearance)			0.2(max 5)/1	
	Conference presentation	Nat	Int	0.25/0.5(max 3)	
	Conference presentation in other States	Nat	Int	0.5/0.75(max 3)	
	Internship Training (minimum 15 days/Stu)	With stipend/ without stipend		1/0.5 (max 5)	
	Inplant Training (minimum 5 days / Student)			0.2 (max 3)	
	Discipline			5	
	Special awards/Achievements	Nat	Int	0.5/2	
	Entrepreneurship Development			3	
	Placement	above 90%		2	
		Above 5 lakh, for every 2 lakh ---1 credit			
		above Rs. 5 lakh/annum		4/stu	
		above Rs. 3 lakh/annum		3/stu	
		above Rs. 2 lakh/annum		2/stu	
		above Rs. 1 lakh/annum		1/stu	
	Exam Result	Nil Arrear		5	
	ICT Lab		Minimum 70% of students should complete 100 Programes	0.25 / Student (Max 5 credits)	
Hacker Rank/Hacker Earth (Average score of all the students / languages)	Registration			0.2/Student (Max 3)	
	Computing	250 to 500	501 to 750	1 credit / 2 credit	
		751-1000	above 1000	3 credit / 4 credit	
	Non-Computing	250 to 500	501 to 750	2 credit / 3 credit	
		751-1000	above 1000	4 credit / 5 credit	
	Higher Study	National	Int & Premier institution such as NIT,IIT, IISC, IIM,IIT,XLRI)	0.5/2	
Placement	Arranging ON/OFF Campus Recruitment (Atleast one student should have got placed)	above Rs.2 lakh/annum		4/company	
		above Rs.3 lakh/annum		5/company	
		above Rs.4.5 lakh/annum		6/company	
		above Rs.6 lakh/annum		7 /company	
Alumni Networking (for Academic year)	<b>Year of Passing</b>		<b>2004 -2010</b>	<b>2011-2018</b>	3
	Internship (minimum 15 days)		2	1	
	Guest Lecture/Mock Interview(1 day)		0.5	0.25	
	Industry Oriented Training/ One credit course (16 Hr)		1.5	1	
	Industrial Visit		1	0.5	
	Startups/MoU/centre of Excellence		2	1	

## Annexure

### Teaching

- For theory and practical subjects, pass percentage is taken into consideration for calculating the credit points. The pass percentage details are given below

S.No	Pass Percentage	Mathematics & Theory Paper
1	90-100	0.1 credit to be deducted for every 1%
2	89-75	0.2 credit to be deducted for every 1%
3	Below 75	****

- Student & HoD Feedback

Student feedback		HoD/colleague	
Percentage	Credit	Grade	Credit
Above 90	3	Above 90	1
85-90	2	85-90	0.75
80-84	1	80-84	0.5

- Value added/ Add-on- courses /Hands-on Training has to be assessed properly and certificate to be given for all the students
- Faculty members are allowed to participate in conferences /workshops/seminars/FDPs organized by institutes **ranked in NIRF 2019**

### Research

Particulars	AS/SAP	Associate Professor	Professor
<b>Scopus/WoS indexed Journals</b>	Author- 5 Credits Co-Author- 4 Credits	Author- 4 Credits Co-Author- 3 Credits	Author- 3 Credits Co-Author- 2 Credits
<b>SCI/SCIE Indexed Journals</b>	Author- 10 Credits Co-Author- 8 Credits	Author- 8 Credits Co-Author- 6 Credits	Author- 6 Credits Co-Author- 4 Credits

- The staff can avail maximum of 4 credits through conference publication. Maximum one certificate per faculty in any conference can be considered. Proceedings and attendance are mandatory.
- Faculty members can publish papers in journals with students as author/co-author. Staff members can avail credit for either journal or conference if the paper presented in conference is published in a reputed journal. The faculty has to publish papers only in journals pertaining to their field (**or**) interdisciplinary journals with relevance. The staff members can publish maximum of two papers in any particular journal in an academic year. The corresponding author will get the author credits when the paper contains corresponding author.
- The journals published by faculty members should have minimum three citations (excluding self citation) with our college affiliation
- For any consultancy work/Sponsored Research Project done, the surplus amount will be shared in the ratio of 70:30 between the Employee and Institute. Revenue generated from our students & staff shall not be considered as revenue from consultancy.

## **Career Guidance**

- Credits will be allotted for Discipline & Nil arrear category as furnished below

S.No	Number of Students getting arrears/ involving in indisciplinary activities	Credit to be deducted (max 5)
1	1	0.5
2	2	1.5
3	3	3
4	4	5

- Faculty members attending training programs (FDP/MDP/SDP/Workshop/Seminar) should produce attendance / participation certificate.
- Faculty members bringing companies for ON campus recruitment should get the company approved by the Placement Officer and Principal.
- If a student bags multiple offers, the offer with a highest salary package will be considered in proctorship category

## **General**

- Documents approved by the authority concerned alone are valid for credit points.
- 60% of credits will be given for MoU, internship, placement... if the company is a vendor for our college
- Minimum 80% of the Grant received shall be utilized for organizing events like FDP/Seminar/Workshop.. The balance amount or 20% of the grants received, whichever is low, shall be shared in the ratio of 70:30 between Employee and Institute.
- **The proctors should have minimum of 15 students and not more than 20 students.**
- The Principal / Executive Director has the privilege to add additional credits to any member based on his/her overall observation of the involvement and organizational citizenship behavior (OCB) demonstrated by the members during the appraisal period. This is subject to a maximum of 2 credits per year for any faculty member.
- **The performance appraisal system is subject to change at any time based on requirement.**
- The staff members are expected to get minimum of 10 credits in journal publication(1 Scopus+ 1 Web of Science) as first author in an academic year
- **Associate Professor / Professor**
  - ✓ Minimum one patent to be filed every year (or)
  - Minimum three proposals seeking financial assistance are to be submitted every year to funding agencies and at least one of the proposals shall reach the level of presentation. Revenue of Rs.50000/- shall be generated through consultancy/grants if no funding proposal reaches the level of presentation
  - ✓ Minimum two papers are to be published every year in SCI/SCIE indexed journals
- The staff members are expected to get minimum
  - **Eligible for Increment - 65 Credits**
  - **Eligible for Band Change- 75 Credits**