Faculty Performance Appraisal and Development System -AY- 2022- 2023

Particulars	Condition	Credits		Max. Credits
Academic Performance [40 Marks]				
Academic Results (other than Laboratories and projects) (Average of Subjects)	100%	10		10
	95.0 to 99.9 %	8		
	90.0 to 94.9 %	6		
	80.0 to 89.9 %	4		
	75.0 to 79.9 %	2		
	< 75 %	Nil		
Students Feedback Score-Average of subjects	> 90	4		4
	80.0 to 89.9	3		
	75.0 to 79.9	2		
	< 75	Nil		
HoD Feedback	As per the rubrics	5		5
Project Guidance (UG & PG)	Should results in Scopus indexed Conference / Journal or Patent	UG	1 / batch	2
		PG	5/stu	5
Innovations in Teaching Learning (Based on IQAC Assessment)	Write One page report- difficulty faced, New methods identified, improvement in class	Per Innovation - 1 credit		2
OBE Practice (Based on IQAC Assessment)	Upto Course Delivery Plan (CDP)	1		5
	Upto Course Assessment Plan(CAP)	2		
	Upto Course Assessment Report(CAR)	3		
	Upto Continuous Quality Improvement (CQI)	4		
	Self-initiative	5		
Involvement in the Student Related Activities as a Mentor				
Product Development by Student	Per Product	2		
Student Participation & Wining in Seminar, Workshop, Symposium, Conference, etc. [Co-Curricular & Extra-Curricular]	Participation - Per Certificate (Nat / Int)	0.1 / 0.2	Max: 3	
	Prize Winning (first three position) per prize / group	National - 2, 1, 0.5 International - 3, 2, 1		
Student Participation & Wining in project Competition & MNC Contest	Participation - Per Certificate (Nat / Int)	0.2 / 0.4	Max: 3	
	Prize Winning (first three position) per prize / group	National - 3, 2, 1 International - 4, 3, 2		

Particulars	Condition		Credits	
Language Certification courses	Per Certificate		1	Max:5
Online Certification (min 1 week) courses	Per Certificate : NPTEL & MNC Certification - 2, Others -1			
Internship & In-plant Training (minimum 15 days)	With stipend/ without stipend (per student)		1/0.25	
Special Awards from Institute and Industry	Per Award		2	
Students Involvement in Entrepreneurship & Start-ups	Per Student		1.5	
Competitive Examinations	Registration - 0.2 / student (Max:2) Clearance - 2 / student		4	
Placement	7 lakh and above		3 credit / student	
	5 to 6.99 lakhs		2 credit / student	
	4 to 4.99 lakhs		1.5 credit / student	
	3 to 3.99 lakhs		1 credit / student	
Examination Results	Nil Arrear		2	
Achievement of ICT and Skill Rack Target	> 90 %		2 credit	
	80 to 89.99 %		1.5 credit	
	70 to 79.99 %		1 credit	
Hacker Rank/Hacker Earth (Average score of all the students / languages)	**Computing**			
	500 to 1000	1001 to 1500	1 credit / 2 credit	
	1501 to 2000	above 2000	3 credit / 4 credit	
	Non-Computing			
	500 to 1000	1001 to 1500	2 credit / 3 credit	
	1501 to 2000	above 2000	4 credit / 5 credit	

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Research & Development [40 Marks]			
Particulars	**Condition**	**Credits**	**Max. Credits**
Publication -Journals , Conferences & Book chapters	Refer Annexure		20 [Min 12 credits for Ph.D Holders & 8 credits for Non Ph.D]
	Conference and Book Chapter indexed in scopus and Scopus journals are not in Q list	First/Corr Author-2 Co-author -1	
Patents & Copyrights	Patent Published/Copy right granted (Institute Name/Individual name with college affliation)	each 2 / each 1	10
	Patent Granted (Institute Name/Individual name with college affliation)	each 5 / each 4	
	Design Patent Granted (Institute Name/Individual name with college affliation)	each 3 / each 2	
	Revenue generated from Patent (Rs.10000)	1	
Consultancy, Funding & Grants	Research Grant Applied	< 10 lakhs- 1 credit, > 10 lakhs- 1.5 credit	5 [Min 2 credits for Ph.D Holders]
	Applied Grants for organizing programs like Seminar, Workshop, Conference, FDP…	Per Application - 1 credit	2
	Research Grants, Grants for workshop, seminar, FDP, conference, etc.. & Projects received	Amount divided by 1 lakh	*Min 2 credits for Ph.D Holders
	Consultancy Received	Amount divided by 10000	
Citation Impact of published work (i.e. citations in KRCT affiliated articles)	Citation (For the particular calendar year from Scopus)	1 citation= 0.25	4
Ph.D Guidance	Research Supervisor - Recognition (Applicable in the year of recognition)	3		15 *[Min 2 for Prof]
	Research Scholar - Registration (During Assessment year)	External/ Internal &Full Time	each 2/each 3	
	Research Scholar - Completion (During Assessment year)	Part time/ Full Time	each 4/each5	
	DC member / Viva Voce Examiners (During Assessment year)	1		
Book Publication	Group1 *(Tata McGraw Hill, Pearson, PHI, IEEE press, Wiley, Oxford, Galgotia & Cengage)*	Author-10, Co-Author - 5	15
	Group 2 (*S.K.Kataria, S.Chand, Khanna, Lakshmi Pvt Ltd, Dhanpat Rai*)	Author-5, Co-author-3	
	Other Books with ISBN	Author-3, Co-author-2	

Academic Extension [20 Marks]			
Particulars	**Condition**	**Credits**	**Max. Credits**
Arranging ON Campus Recruitment	CTC > 2.4 lakhs, Approval of Placement Cell & Principal (At least one student should have got placed)	Per Company- 3	9
Guest Lecture Delivered (Per Day)	NIRF Ranked Institutions and in Professional Body	1.5	3
	Other Institutions (only Engineering)	1	
	Inter Dept	0.5	
Online Certification (min 4 week)	NPTEL, Swayam and MNC certification courses	2	4
	Other certification with evaluation score	1	
Online Lecture Series / MOOC Course Developed	Per Course - 5 credits		5
News Letter & Magazine (like electronics for you, etc.,)	Each 2 credits		4
Events Participations (NIRF ranked institutions only)	Per day-0.25 (Special approval to be submitted for program with less than a week)		4
	Industry Training/Workshops/Seminar - per day 0.5		
Special Awards and Fellowship from Recognized Institute and Industry	Each 2 credits		4
Membership from Recognized Professional Bodies (During Assessment year)	Per Certificate - 1 credit		2
Faculty Exchange (Min 1 week)	National - 2 credits, International - 5 credits		5
Extension Activities organized (Outreach events)	(Geo-tagged photograph, short video, Report with HoD & Principal sign) Each Event- 2 credit		4

	Year of Passing	2004 -2010	2011-2019	
Alumni Networking	Guest Lecture/Mock Interview (1 day)	0.5	0.25	3
	Industry Oriented Training/ One credit course	1.5	1	
	Startups/MoU/centre of Excellence	2	1	

Collaboration with industry/Institute	Centre of Excellence - with funding /without funding	each 5 / each 1	5
	MoU with institutions & industry	each 1	
Value Added Courses Conducted / Organized	Each 2 credits / Each 1 credit (Minimum 5 days with minimum 25 students)		2
Organizing International Conference Partnered with IEEE, Springer, Elsevier to be indexed in Scopus with ISBN	Per Conference - 5 credits		5
Event Organized (in collaboration with professional societies and accreditation/approval bodies or industry)	Per Day - 0.5		5

Annexure

- Value added/ Add–on- courses /Hands-on Training has to be assessed properly and certificate to be given for all the students. Maximum two faculties can combine to run the course for 25 students.
- Faculty members are allowed to participate in conferences /workshops/seminars/FDPs organized by institutes **ranked in NIRF 2022** and the events sponsored by government agencies like UGC/DRDO/ISRO/AICTE/CSIR/DST/DBT/DSIR/ICMR/Anna University/<mark>NITTTR</mark>.
- 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.
- Faculty members publishing journals can avail credit points furnished below

Quartiles Parameters	First Author/Corresponding Author	Co-Author
Q1	7	4
Q2	6	3
Q3	4	2
Q4	3	1.5

- The performance appraisal system is subject to change at any time based on requirement.
- The activities which are significantly contributing to the growth of institution but not covered in above criterion shall be placed before the appraisal committee and the same will be evaluated and awarded with maximum bonus point of 5 credits based on committee recommendation.

Minimum Requirement

S.No	Category	Academic Performance (40)	Research and Development (40)	Academic Extension (20)	Total (100)
1	Professor	30	30	10	70
2	Associate Professor	30	25	10	65
3	Assistant Professor (Ph.D- Holders)	30	20	5	55
4	Assistant Professor (Non- Ph.D Holders)	30	15	5	50