



**Institute of Engineering & Rural Technology, Prayagraj**  
**Performance Based Appraisal System (PBAS)**  
**Academic Performance Indicators (API)**  
**(Research, Publications and Academic Contributions)**

**Guidelines for filling up Performance Based Appraisal System (PBAS) form for the calculation of Academic Performance Indicators (Research and Academic Contributions)**

**1. Research Papers published**

| S. No. | APIs                         | Engineering/ Technology/ Science/ Architecture/ Pharmacy                                     | Management/Languages/ Arts /Humanities/ Social Sciences/Library/Physical Education           | Maximum points |
|--------|------------------------------|--|--|----------------|
| 1. A.  | Research Papers Published in | Non-refereed but recognized and reputable Journals and Periodicals having ISBN/ISSN Numbers. | Non-refereed but recognized and reputable Journals and Periodicals having ISBN/ISSN Numbers. | 10/Publication |
|        |                              | Refereed Journals (indexed without any impact factor)  | Refereed Journals (indexed without any impact factor)  | 15/Publication |
|        |                              | Refereed Journals (indexed with impact factor less than 1)                                   | Refereed Journals (indexed with impact factor less than 1)                                   | 20/Publication |
|        |                              | Refereed Journals (indexed and with impact factor between 1 and 2)                           | Refereed Journals (indexed and with impact factor between 1 and 2)                           | 25/Publication |
|        |                              | Refereed Journals (indexed and with impact factor between 2 and 5)                           | Refereed Journals (indexed and with impact factor between 2 and 5)                           | 30/Publication |
|        |                              | Refereed Journal (indexed and with impact factor between 5 and 10)                           | Refereed Journal (indexed and with impact factor between 5 and 10)                           | 40/Publication |
| 1. B.  | Research                     | Conference proceedings published   | Conference proceedings published   | 10/Publication |

|  |                        |  |  |
|--|------------------------|--|--|
|  | Papers<br>Published in |  |  |
|--|------------------------|--|--|

## 2. Research Publications (Books, Articles/Chapters in books)

| Sr. No. | APIs  | Engineering/ Technology/ Science/ Architecture/ Pharmacy   | Management/ Languages/ Arts /Humanities/ Social Sciences/Library/Physical Education  | Maximum points   |
|---------|---|--|--|--|
| 2.A.    | Research Publications, Reports (Books, Chapters in books, other than refereed Journal articles) | Text or Reference books published by International Publishers with an established peer review system   | Text or Reference books published by International Publishers with an established peer review system   | 50/ book and 10/chapter in an edited book.               |
|         |   | Subject Books by National level/State and central Govt. Publications with ISBN/ISSN Numbers  | Subject Books by National level/State and central Govt. Publications with ISBN/ISSN Numbers  | 25/ book and 05/chapter in an edited book and 25/Report. |
|         |   | Subject books by other local publication with ISBN/ ISSN numbers   | Subject books by other local publication with ISBN/ ISSN numbers   | 15/ book and 03/chapter in an edited book.               |
|         |   | Chapters contributed to edited knowledge based volumes published by International publisher  | Chapters contributed to edited knowledge based volumes published by International publisher  | 10/chapter   |
|         |   | Chapters in knowledge based volumes published by Indian/National level publisher with ISSN /ISBN number with numbers of national and international directories | Chapters in knowledge based volumes published by Indian/National level publisher with ISSN /ISBN number with numbers of national and international directories | 05/chapter   |

### 3. Research Projects

| Sr. No. | APIs                                     | Engineering/ Technology/ Science/ Architecture/ Pharmacy                            | Management/ Languages/ Arts /Humanities/ Social Sciences/Library/Physical Education | Maximum points  |
|---------|--|---|---|---|
| 3.A.    | Sponsored Projects carried out /ongoing  | (a) Major Projects Amount mobilized with grants above 30.0 lakhs                    | Major Projects Amount mobilized with grants above 5.0 lakhs                         | 20/ each Project  |
|         |  | (b) Major Projects Amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs   | Major Projects Amount mobilized with minimum of Rs 3.00 lakhs up to Rs. 5.0 lakhs   | 15/ each Project  |
|         |  | (c) Minor Projects (amount mobilized with grants above Rs. 50.000 up to Rs.5 lakhs) | Minor Projects (amount mobilized with grants above Rs. 25.000 up to Rs.3 lakhs)     | 10/each Project   |
| 3.B.    | Industry Projects                        |   |   | 20/ each Project  |
| 3.C.    | Consultancy Projects carried out/ongoing | Amount mobilized with minimum of Rs. 10.00 lakh                                     | Amount mobilized with minimum of Rs. 2.0 lakhs                                      | 10 per every 10.0 Lakhs and 2.0 Lakhs respectively                        |
| 3.D.    | Completed projects Quality Evaluation    | Completed Project Report (Acceptance from funding agency)                           | Completed Project Report (Acceptance by funding agency)                             | 20/each major project and 10 /each minor project                          |
| 3.E.    | Projects Outcome/ Outputs                | Patent/Technology Transfer /Product/Process   | Major Policy document of Govt. Bodies at Central and State level                    | 30/ each National level output or patent/50/each for International level. |

#### 4. Research Guidance

|       |   |                |
|-------|---|----------------|
|       | Research Guidance   | Maximum Point: |
| 4. A. | Guidance of PG Thesis of minimum duration of 1 year in full time (Degree Awarded) | 3/Thesis       |
| 4.B   | UG Dissertation Guided  | Max 4 Points   |
| 4. C. | Guidance of Ph.D. degree  |                |
|       | Degree awarded  | 10/ Thesis     |
|       | Thesis submitted  | 7/ Thesis      |

#### 5. Training Courses and Conference/Seminar/Workshop Papers

|       |  |  |  |               |
|-------|--|--|--|---------------|
|       | Training Courses and Conference/Seminar/Workshop Papers  |  |  | Maximum Point |
| 5. A. | Refresher courses, Methodology workshops, Training, Teaching- Learning-Evaluation Technology Programmes, Soft Skill Development Programmes, Faculty Development Programmes | a) Not less than two weeks duration                                | a) Not less than two weeks duration                                | 20/each       |
|       |  | b) One week duration   | b) One week duration   | 10/each       |
|       |  | Maximum points that can be claimed                                 |  | 30            |
| 5. B. | Papers in Conferences /Seminars/Workshops etc.   | Participation and Presentation of research papers (oral/poster) in | Participation and Presentation of research papers (oral/poster) in |               |
|       |  | a) International conference  | a) International conference  | 10/each       |
|       |  | b) National  | b) National  | 7.5/each      |
|       |  | c) Regional/State level  | c) Regional/State level  | 5/each        |
|       |  | d) Local-University /College level                                 | d) Local-University/College level                                  | 3/each        |
| 5.C.  | Organization of Conferences/Seminars / Workshops etc. of duration of minimum 1 week  | a) International conference  | a) International conference  | 10/each       |
|       |  | b) National  | b) National  | 7.5/each      |
|       |  | c) Regional/State level  | c) Regional/State level  | 5/each        |
|       |  | d) Local-University /College level                                 | d) Local-University/College level                                  | 3/each        |
| 5.D.  | Invited lectures or presentations for conferences / symposia   | a) International   | a) International   | 10/each       |
|       |  | b) National level  | b) National level  | 5/ each       |

|     |  |                                    |
|-----|--|------------------------------------|
| 6.A | HOD, Dean, Chief Warden, Prof In-Charge(T&P), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)<br>HOD, Dean, Chief Warden, Prof In-Charge(T&P), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator) | Max 16 Points since last promotion |
|-----|--|------------------------------------|

|     |   |                                   |
|-----|---|-----------------------------------|
| 6.B | Warden, Asst Warden, Asso Dean, Chairman/Convener institute academic committee, faculty In Charge Computer Center/IT Services/Library/Admission/Student activities and other institution activities | Max 8 Points since last promotion |
|-----|---|-----------------------------------|

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| 6.C | Chairman and Convener of different standing committee and special committee (ex officio status will not be considered). Faculty in charges (each for one year duration) of different units or equivalent | Max 3 Points since last promotion |
|-----|--|-----------------------------------|

|     |  |              |
|-----|--|--------------|
| 6.D | Chairman and Convener of different standing committee and special committee (ex officio status will not be considered). Faculty in charges (each for one year duration) of different units or equivalent | Max 3 Points |
| 6.E | Departmental activities identified by HODs like lab in charge, or department level committee for a min period of 1 yr.   | Max 3 Points |

|   |   |   |
|---|---|---|
| 7 | For conducting national programs like GIAN etc. as course coordinator | max 4 points (of 2 weeks duration)/<br>max 2 points (for 1 week duration)<br>since last promotion |
|---|---|---|

|     |   |   |
|-----|---|---|
| 8.A | Significant Outreach Institute Activities   | Max 4 Points  |
| 8.B | Fellow IEEE, FNA, FNAE, FNASc   | Max 10 Points   |
| 8.C | Placement % (Only for the placement cell officers/Faculty in-charge of Placement) | Placement % above 85%, max 20 points, Placement % from 75-84%, max 10 points, |

|     |  |               |
|-----|--|---------------|
| 9.A | Length of service over and above the relevant minimum teaching experience required for a given cadre | Max 10 Points |
| 9.B | Establishment of New Lab(s)  | Max 4 points  |
| 9.C | Theory Teaching course   | Max 6 Points  |

**Note:-** Please attach the complete Performance Based Appraisal System (PBAS) form for the calculation of Academic Performance Indicators (Research and Academic Contributions) excluding the Guidelines for filling PBAS form with the application form.

## **Clarifying Notes**

1. API scores for indexed publications may be claimed for publications indexed in indexing agencies appropriate to candidate's discipline as approved by the Academic Council.
2. If the publication is single authored, the faculty shall get full points, but if co-authored, the first/ principal author/ corresponding author/Supervisor /mentor may claim 60% weightage and the remaining authors may claim 40% weightage.
3. API points claimed under 1.B. shall not be claimed again in 5.B. (Conferences/Seminars/Workshops etc.)
4. Points shall not be claimed for Abstracts only.
5. In case of joint authors for books, book chapters etc., the first/ corresponding author may claim 60% weightage and the remaining authors may claim 40% weightage.
6. The Principal Investigator and Co-Principal Investigator for a sponsored project may claim 60% and 40% weightage respectively.
7. In case of joint supervision of research, the guide or co-guide (if any) may claim full points.
8. One week shall mean 5 continuous working days.
9. For organization of Conference/Seminar/Workshop etc. the coordinator, Convener, Organizing Secretary, and Treasurer may claim 60% weightage and other members of the Organizing Committee may claim 40% weightage.

## **Attach the following documents in prescribed order:**

1. The first page of publications in National /International Journals with the details like whether refereed/indexed, on line/Print and also the Impact factor if any. All the publications shall be arranged in the order of latest to the earliest.
2. The first page of National /International Conference proceedings (if published). All the publications shall be shall be arranged in the order latest to the earliest.
3. Cover page of any subject book published (with ISBN/ISSN numbers) indicating whether the publishers are International/National, State and Central Govt. or Local.
4. The first page of the chapters, if published with the cover page of the book with all details mentioned above as clause III.
5. The first page of the chapters contributed to edited knowledge based volumes with all the details mentioned above as in III.
6. Details of any Sponsored projects, Consultancy projects, (including sanction letter) Completed projects with quality evaluation certificates with the name of the project, funding agency, duration and the amount mobilized.



7. Details of any Patent/ Technology transfer/ Product or Process developed indicating the beneficiary, whether Government bodies at Central or State level/National or International level.
8. PG Thesis of minimum one year duration (in full time) guided, indicating whether degrees have been awarded.
9. Details of Ph. D. Scholars guided clearly indicating whether degrees are awarded or thesis submitted only.
10. Certificates of the Refresher Courses, Workshops, Training, Orientation Courses, Teaching Learning Evaluation Technology, Soft skill Development Programs, Faculty Development Programs attended with the name of the Organizing Agency and the duration. The photocopies of the certificates of such courses attended are to be attached. Please note that any such program of duration less than 5 continuous working days need not be included.
11. The details of the Research (oral / posters) Papers presented in any Conference or Seminars/Workshops with the details of the Conference/Seminar/Workshop like the name of the organizer, duration, and venue and whether it is International/ National /Regional/State/Local/ University/College Level. Please note that if the paper has already been published in any proceedings, they are not to be included in 5.B as they are already included in 1.B. Also furnish the details, if the faculty has participated only or participated and presented the research paper. Please note simple participation does not earn any point.
12. The details of any Conference/Seminars/Workshops etc. organized with the details of Conference/Seminar/Workshop etc like the name of organization, duration and venue and whether it is International/National/Regional/State/Local/ University/College level. Appropriate documentary proof shall be attached.
13. Details of any invited lectures or presentations credited to the faculty in any conference/ symposia with the details like name of the Conference/Symposia, Venue, duration, topic presented mentioning whether the Conference/Symposia is of International /National Level. Appropriate documentary proof shall be attached.