

### Faculty Members Performance Appraisal Form

*(All Parameters in the Appraisal form are considered during Assessment Period Only)*

Version -6

10.01.2024

Key Result Area	Functional Area	Prof	Asso Prof	Asst Prof
TEACHING	<b>Teaching Assignment</b> (No of credits per subject taught) <b>3 Credits - 1 Points    Max 3 Points</b>	02	03	03
	<b>Pass Percentage</b> (Average) <b>100% -3 Points    90 to 99% -2 Points    80 to 89% -1 Point</b>	03	03	03
	The Average <b>Student Feedback</b> for all <b>Theory/Lab</b> classes. <b>100 to 91 – 03 Points   90 to 81 – 02 Points    &lt;=80 – 1 Point</b>	03	03	03
	The development of <b>Teaching Resources</b> . Implementing <b>Innovative Approaches In Classroom Teaching and Laboratory Sessions.</b> <b>Classroom Teaching – 1 Point    Lab – 2 Points</b>	02	03	03
	Organizing <b>Guest Lectures/Inviting Visiting Faculty</b> for respective subjects. <b>National Experts - 1 Point    International Experts - 2 Points</b>	02	02	02
	<b>Student Project and Publications</b> 1. U.G / P.G. Project Guidance - <b>1 Point (per Student/Max -2 Students)</b> 2. Projects converted to Student Publication( <b>Scopus/WoS</b> ) – <b>2 Points (per paper)</b>	02	05	05
	Organizing <b>Faculty Development Programs, Seminars, Workshops, and Conferences</b> with <b>funding</b> . <b>&lt;1 lakh –1 Point    1 – 2 Lakhs – 2 Points   &gt;2 – 3 Points</b>	03	02	01
	Involvement in <b>High Level Competition/Innovative Projects</b> <b>Participation – 2 Points   Participation &lt;1 – 3 Points    Prize Received – 1 Point.</b>	02	03	04
	<b>Faculty Development Programme</b> attended, and Online course passed. AICTE/SWAYAM/Reputed HEI – FDP Programs (Min 5 days and above with certificate) <b>1 per semester - 4 Points.</b>	04	05	10
	<b>Online Courses</b> (Min 12 hours with certificate) – <b>1 Point / 1 Course per Semester</b>			
	<b>MoU Signed with Industries/ Establishment of a Laboratory in Collaboration</b> with an <b>Industry/ Involvement in CoE activities.</b>	02	02	03
	<b>Tutor Ward Meeting</b> (Min 6 meetings with all mentees collectively – <b>3 Points</b> , Value addition brought about in students life – proof to be given – <b>2 Points</b> )	-	02	05
	1. <b>Academic Coordinator/ Class Advisor - 2 Points</b> 2. <b>Course Coordinator / TimetableCoordinator / Exam Cell/ Lab Coordinator/ Project Coordinator</b> etc., – <b>Each 1 Point</b>	-	02	03
	<b>Total</b>	<b>25</b>	<b>35</b>	<b>45</b>
RESEARCH	Papers Published in <b>SCIE/SSCI/AHCI</b> Indexed Journals. <b>4 Point Per Paper (Max of 8 points)</b> <b>First author 100%   2nd author-50%    3rd and above author - 25%</b>	08	08	04
	Papers Published in <b>Scopus/ESCI/WoS</b> Indexed Journals. <b>3 Point Per Paper (Max of 6 points)</b> <b>First author 100 %   2nd author-50%    3rd and above author - 25%</b>	06	06	06
	Papers Published in <b>AICTE/UGC Care list</b> Indexed Journals <b>1 Point Per Paper (Max of 3 points)</b> <b>First author 100 %   2nd author-50%    3rd and above author - 25%</b>	-	-	03

R E S E A R C H	Book Published in <b>Scopus/WoS</b> indexed Series <b>2 Points per Book (Max of 4 points)</b>	<b>02</b>	<b>02</b>	<b>04</b>
	Papers Published in <b>Scopus/WoS</b> Indexed <b>Book Chapters/Conference Proceedings</b> <b>1 Point Per Paper. (Max – 4 Points)</b>	<b>02</b>	<b>02</b>	
	<b>Patent Published – 1 Point/Patent (Max – 3 Points)</b> <b>Utility Patents Granted – 3 Points/Patent</b> <b>Design and others – 2 Points/Patent</b>	<b>03</b>	<b>03</b>	<b>03</b>
	Increase in <b>h – Index - 2 – 1 Point   3 – 2 Points    5&amp; above - 3 Points.</b>	<b>03</b>	<b>02</b>	<b>01</b>
	Increase in <b>I10 – Index - 1 – 1 Point     2&amp; above – 2Points.</b>	<b>02</b>	<b>01</b>	<b>01</b>
	Increase in <b>Citations - 25 -1 Point    50 – 2 Points   100&amp; above – 3Points.</b>	<b>03</b>	<b>02</b>	<b>01</b>
	<b>Funded project Min 5L</b> <b>PI – 5 Points    Co-PI–2 Points    Must Sanction during Evaluation Period.</b>	<b>05</b>	<b>04</b>	<b>02</b>
	<b>Consultancy work certified by the industries</b> <b>upto Rs.1 Lakh- 2 Points  Rs.2 Lakhs- 3 Points    &gt;Rs. 5 Lakhs -4 Points.</b>	<b>04</b>	<b>03</b>	<b>02</b>
	Number of <b>Research Scholars Guiding/Completed (No.of Scholars &gt;5 – 3 points    Newly Registered Scholars -1 Point /per Scholar Max - 2)  Completed - 3 Points).</b>	<b>08</b>	<b>03</b>	-
	<b>Collaborative work with foreign Universities</b> <b>Joint funded project/ Joint Publications/ MoU / Thesis &amp; Fund Review – 2 Points</b>	<b>02</b>	<b>02</b>	<b>02</b>
	<b>Seed fund Activities</b> <b>upto Rs.1 Lakh- 1 Point    &gt; Rs.2 Lakhs- 2 Points    Research Publications – 1 Point.</b>	<b>02</b>	<b>02</b>	<b>01</b>
<b>Total</b>		<b>50</b>	<b>40</b>	<b>30</b>
S E R V I C E	<b>Accreditation Activities</b> - NAAC, NBA, UGC, NIRF, AU etc., Institutional Coordinators – <b>5 Points</b> Department Coordinator – <b>3 Points</b> File In-charges – <b>2 Points</b>	<b>05</b>	<b>05</b>	<b>03</b>
	<b>Branding of Institution</b>	<b>05</b>	<b>05</b>	<b>05</b>
	<b>Membership in Professional Bodies – 4 Points</b> <b>IEEE/IET/ACM – 4 Points    Others – 1 Point</b>	<b>04</b>	<b>04</b>	<b>04</b>
	Co-curricular and Extra-curricular Outreach Programme <b>External Programmes acted as Resource Person – 2 Points / Programme</b> <b>Participated in External Events – 1 Points / Event</b>	<b>06</b>	<b>06</b>	<b>03</b>
	<b>Assistance in General Administration –Assessed by HoD/IQAC/CFRD/Principal</b>	<b>05</b>	<b>05</b>	<b>05</b>
	<b>Organizing/Handling Training Programme for External Participants</b> <b>3 days and above – 5 Points    2 days – 3 Points    1 day – 1 Point</b>	-	-	<b>05</b>
	<b>Total</b>	<b>25</b>	<b>25</b>	<b>25</b>
	<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

SNo	Functional Area	Remarks
1.	Publications (SCI/WoS/Scopus)	As per Faculty Salary Norms
2.	Student Publications (SCI/WoS/Scopus)	As per Institution Norms
3.	Patent Publication/Innovative Product Development	As per Faculty Salary Norms/Product with Copyrights
4.	Funding/Consultancy Projects	As per faculty Salary norms
5.	AICTE/Reputed HEI – FDP Programs	Minimum 5 days and above with certificate
6.	Citations H index – Min 3    I10 Index – Min 1	To be satisfied in the year of appraisal