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| **CRITERION 5** | **Faculty Information and Contributions** | **200** |
|  |  |  |

**5. FACULTY INFORMATION AND CONTRIBUTIONS (200)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  | Distribution of Teaching | | | | | Academic Research | | |  |  |  |  |
|  |  |  |  |  | Design |  |  | Load (%) | | | |  |  |  |  |
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|  |  |  |  | ation |  |  |  |  |  |  | Faculty |  |  | ored | Consult | ation |  |
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***Note:*** *Please provide cumulative information for all the shifts for three assessment years in above**format in Annexure II.*

**5.1. Student-Faculty Ratio (SFR) (20)**

S:F ratio = N/F; **N=**No. of students= 3x where x is (approved intake + 20% lateral entry intake+ separate division, if any)

F = No. of faculty = (a + b – c) for every assessment year

1. Total number of full-time regular Faculty serving fully to 2nd, 3rd and 4th year of the this program
2. Total number of full-time equivalent regular Faculty(considering fractional load) serving this program from other Program(s)
3. Total number of full time equivalent regular Faculty(considering fractional load) of this program serving other program(s)

**Regular Faculty means:**

Full time on roll with prescribed pay scale. An employee on contract for a period of more than two years AND drawing consolidated salary equal or more than applicable gross salary shall only be counted as a regular employee.

Prescribed pay scales means pay scales notified by the AICTE/Central Government and implementation as prescribed by the State Government. In case State Government prescribes lesser consolidated salary for a particular cadre then same will be considered as reference while counting faculty as a regular faculty.

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|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **x** | **N** | | **F** | **SFR=N/F** |
|  |  |  |  |  |  |
| CAY | 144 | 432 | | 24.69 | 17.494 |
|  |  |  |  |  |  |
| CAYm*1* | 144 | 432 | | 22.02 | 19.61 |
|  |  |  |  |  |  |
| CAYm2 |  | 360 | | 19.97 | 18.03 |
|  |  |  |  |  |  |
| Average SFR for three assessment years | | |  |  | **18.378** |
|  |  |  |  |  |  |

Marks to be given proportionally from a maximum of 20 to a minimum of 10 for average SFR between 15:1 to 20:1, and zero for average SFR higher than 20:1.

**5.2. Faculty Cadre Proportion (25)**

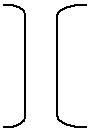
The reference Faculty cadre proportion is 1(F1):2(F2):6(F3)

F1: Number of Professors required = 1/9 x Number of Faculty required to comply with 15:1 Student-Faculty ratio based on no. of students (N) as per 5.1

F2: Number of Associate Professors required = 2/9 x Number of Faculty required to comply with 15:1 Student-Faculty ratio based on no. of students (N) as per 5.1

F3: Number of Assistant Professors required = 6/9 x Number of Faculty required to comply with 15:1 Student-Faculty ratio based on no. of students (N) as per 5.1

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Professors** | | **Associate Professors** | | **Assistant Professors** | |  |
| **Year** |  |  |  |  |  |  |  |
| Required F1 | Available | Required F2 | Available | Required F3 | Available |  |
|  |  |
|  |  |  |  |  |  |  |  |
| **CAY** | 3.2 | 0 | 6.4 | 1 | 19.2 | 23 |  |
|  |  |  |  |  |  |  |  |
| **CAY*m*1** | 3.2 | 1 | 6.4 | 1 | 19.2 | 24 |  |
|  |  |  |  |  |  |  |  |
| **CAY*m*2** | 2.67 | 1 | 5.37 | 0 | 16.02 | 23 |  |
|  |  |  |  |  |  |  |  |
| **Average** | RF1=4.535 | AF1=0.67 | RF2=6.06 | AF2=0.67 | RF3=18.14 | AF3=23.33 |  |
| **Numbers** |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |



Cadre Ratio Marks=

|  |  |  |
| --- | --- | --- |
| AF1 | + AF2 x 0.6 + | AF3 x 0.4 x 12.5 |
| RF1 | RF2 | RF3 |

If AF1 = AF2= 0 then zero marks

Maximum marks to be limited if it exceeds 25

Example: Student No. = 180; Required number of Faculty: 12; RF1= 1, RF2=2 and RF3=9

**Cadre Ratio Marks = 9.11**

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Case 1: AF1/RF1= 1; AF2/RF2 = 1; AF3/RF3 = 1; Cadre proportion marks = (1+0.6+0.4) x12.5 = 25 Case 2: AF1/RF1= 1; AF2/RF2 = 3/2; AF3/RF3 = 8/9; Cadre proportion marks = (1+0.9+0.3) x12.5 = limited to 25

Case 3:AF1/RF1=0; AF2/RF2=1/2; AF3/RF3=11/9; Cadre proportion marks = (0+0.3+0.49) x12.5 = 9.87

**5.3. Faculty Qualification (25)**

**FQ =2.5 x [(10X +6Y)/F)] where x is no. of regular faculty with Ph.D., Y is no. of regular faculty with M.Tech., F is no. of regular faculty required to comply 1:15 Faculty Student ratio (no. of faculty and no. of students required are to be calculated as per 5.1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **X** | **Y** |  | **F** | **FQ=2.5 x [(10X +6Y)/F)]** | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  | CAY | 1 | 23 | | 28.8 | 11.98 | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  | CAY*m*1 | 2 | 24 | | 28.8 | 14.24 | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  | CAY*m*2 | 2 | 23 | | 24 | 16.46 | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  | Average Assessment | |  |  |  | **14.23** | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **5.4. Faculty Retention (25)** | | | |  |  |  |  |  |  |  |
|  |  | **No. of regular faculty members in CAY*m*2=25** | | | | | **CAY*m*1=26** | **CAY=24** |  |  |
|  |  |  |  |  |  | |  |  |  |  |
|  |  |  |  |  | **Item** | |  | **Marks** |  |  |
|  |  |  | | | | | |  |  |  |
|  |  | >=90% of required Faculty members retained during the period of assessment | | | | | | 25 |  |  |
|  |  | keeping CAY*m*2 as base year | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  | | | | | |  |  |  |
|  |  | >=75% of required Faculty members retained during the period of assessment | | | | | | 20 |  |  |
|  |  | keeping CAY*m*2 as base year | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  | | | | | |  |  |  |
|  |  | >=60% of required Faculty members retained during the period of assessment | | | | | | 15 |  |  |
|  |  | keeping CAY*m*2 as base year | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  | | | | | |  |  |  |
|  |  | >=50% of required Faculty members retained during the period of assessment | | | | | | 10 |  |  |
|  |  | keeping CAY*m*2 as base year | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  | | | | | |  |  |  |
|  |  | <50% of required Faculty members retained during the period of assessment | | | | | | 0 |  |  |
|  |  | keeping CAY*m*2 as base year | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

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**5.5. Innovations by the Faculty in Teaching and Learning (20)**

*Innovations by the Faculty in teaching and learning shall be summarized as per the following description.*

*Contributions to teaching and learning are activities that contribute to the improvement of student learning. These activities may include innovations not limited to, use of ICT, instruction delivery, instructional methods, assessment, evaluation and inclusive class rooms that lead to effective, efficient and engaging instruction. Any contributions to teaching and learning should satisfy the following criteria:*

*The work must be made available on Institute website*

*The work must be available for peer review and critique*

*The work must be reproducible and developed further by other scholars*

*The department/institution may set up appropriate processes for making the contributions available to the public, getting them reviewed and for rewarding. These may typically include statement of clear goals, adequate preparation, use of appropriate methods, significance of results, effective presentation and reflective critique*

**5.6. Faculty as participants in Faculty development/training activities/STTPs (15)**

A Faculty scores maximum five points for participation

Participation in 2 to 5 days Faculty development program: 3 Points

Participation>5 days Faculty development program: 5 points

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Max. 5 per Faculty** | | |  |  |
| **Name of the Faculty** |  |  |  |  |  |  |
| **CAY** |  | **CAY*m*1** |  | **CAYm2** |  |
|  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Sum** | 86 | | 9 | 27 | |  |
|  |  |  |  |  |  |  |
| ***RF*= Number of Faculty required to comply** | 28.8 | | 28.8 | 24 | |  |
| **with 15:1 Student-Faculty ratio as per 5.1** |  |
|  |  |  |  |
| **Assessment = 3 × (Sum/0.5RF)** | 17.92 | | 1.88 | 6.75 | |  |
| **(Marks limited to 15)** |  |
|  |  |  |  |  |  |  |

**Average assessment over three years (Marks limited to 15) =8.85**

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**5.7. Research and Development (30)**

**5.7.1. Academic Research (10)**

Academic research includes research paper publications, Ph.D. guidance, and faculty receiving Ph.D. during the assessment period.

Number of quality publications in refereed/SCI Journals, citations, Books/Book Chapters etc. (6)

Ph.D. guided /Ph.D. awarded during the assessment period while working in the institute (4)

All relevant details shall be mentioned.

**5.7.2. Sponsored Research (5)**

Funded research:

(Provide a list with Project Title, Funding Agency, Amount and Duration)

Funding amount (Cumulative during assessment years):

Amount > 20 Lacs – 5 Marks

Amount >= 16 Lacs and <= 20 lacs – 4 Marks

Amount >= 12 Lacs and < 16 lacs – 3 Marks

Amount >= 8 Lacs and < 12 lacs – 2 Marks

Amount >= 4 Lacs and < 8 lacs – 1 Mark

Amount < 4 Lacs – 0 Mark

1. **Development activities (10)**

Provide details:

Product Development Research laboratories Instructional materials

Working models/charts/monograms etc.

1. **Consultancy (from Industry) (5)**

(Provide a list with Project Title, Funding Agency, Amount and Duration)

Funding amount (Cumulative during assessment years):

Amount > 10 Lacs – 5 Marks

Amount >= 8 Lacs and <= 10 lacs – 4 Marks

Amount >= 6 Lacs and < 8 lacs – 3 Marks

Amount >= 4 Lacs and < 6 lacs – 2 Marks

Amount >= 2 Lacs and < 4 lacs – 1 Mark

Amount < 2 Lacs – 0 Mark

**5.8. Faculty Performance Appraisal and Development System (FPADS) (30)**

Faculty members of Higher Educational Institutions today have to perform a variety of tasks pertaining to diverse roles. In addition to instruction, Faculty members need to innovate and conduct research for their self-renewal, keep abreast with changes in technology, and develop expertise for effective implementation of curricula. They are also expected to provide services to

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the industry and community for understanding and contributing to the solution of real life problems in industry. Another role relates to the shouldering of administrative responsibilities and co-operation with other Faculty, Heads-of-Departments and the Head of Institute. An effective performance appraisal system for Faculty is vital for optimizing the contribution of individual Faculty to institutional performance.

The assessment is based on:

A well-defined system for faculty appraisal for all the assessment years (10) Its implementation and effectiveness (20)

1. **Visiting/Adjunct/Emeritus Faculty etc. (10)**

Adjunct faculty also includes Industry experts. Provide details of participation and contributions in teaching and learning and /or research by visiting/adjunct/Emeritus faculty etc. for all the assessment years:

Provision of inviting/having visiting/adjunct/emeritus faculty (1)

Minimum 50 hours per year interaction with adjunct faculty from industry/retired professors etc.

(Minimum 50 hours interaction in a year will result in 3 marks for that year; 3 marks x 3 years = 9 marks)