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| **Criterion 5: Faculty Information and Contribution** | | | |
| S.No. | **Subject of Criteria** | **Observations made by NBA**  **(During the last accreditation visit)** | **Compliance Status**  **(Action taken by the institution)** |
| 5.1. | Student-Faculty Ratio (SFR) | N/F=456/29, 480/28, 480/27  SFR=16.88 | **Actions:**   * First, College made a Policy to have SFR ratio is 1:15. * Second, College recruited people with good Academic background. * Third, creating friendly environment.   **Outcomes/Improvements:**   * 29 faculty members are available in the department. * SFR value improved * Average SFR is 16.88 for past 3 years. |
| 5.2 | Faculty cadre Proportion (20) | Avg AF=1, 2.33, 24.33  Avg RF= 2, 5, 15 | **Actions:**   * First, College made a Policy to have SFR ratio is 1:15. * Second, College recruited people with good Academic background. * Third, College CAS policy for internal faculty members.   **Outcomes/Improvements:**   * Faculty cadre Proportion has improved. * Number of Professors is 1 for year 2020-21. * Number of Associate Professors is 4 for year 2020-21 * Number of Assistant Professors is 24 for year 2020-21 |
| 5.3 | Faculty Qualification (20) | Only few faculty members with Ph.D. degree.  X=5, 4, 2; Y=23, 24, 25;  F=22.8, 24, 24;  AVG FQ = 11.26 | **Actions:**   * First, College made a policy to recruit Assistant Professor itself with Ph.D. degree. * Second, College made a policy to provide attractive incentives for highly qualified people like Ph.D, PDF holders.   **Outcomes/Improvements:**   * No. of faculty members with Ph.D. degree has increased. * No. of Ph.D. holders are 6 for past 3 years 2020-21. * No. of ME/M.Tech holders are 23 for year 2020-21 |
| 5.4 | Faculty Retention (10) | Avg FR= 74.56% | **Actions:**   * College made a policy to issue an appreciation certificate with 25,000 Rupees as cash prize for those who successfully completed 5 years of Teaching experience in this institute. * College made a policy to issue an appreciation certificate with 50,000 Rupees as cash prize for those who successfully completed 10 years of Teaching experience in this institute   **Outcomes/Improvements:**   * 6 faculty members received appreciation certificate with cash prize 25,000/- * 1 faculty members received appreciation certificate with cash prize 50,000/- |
| 5.5 | Innovations by the faculty in teaching and learning | | |
|  | A. The work must be made available on institute web site. |  | **Actions:**   * College has E-content development cell to maintain E-content material on the website, which is available to all * E-content cell conduct meetings to the faculty members of E-content development team (Twice in a semester)   **Outcomes/Improvements:**   * All faculty members developed E-content and submitted to the E-content cell, which are available in the website. |
| B. The work must be available for peer review critique. | No evidence for peer review and critique. | **Actions:**   * College made a policy that Principal, HODs and senior faculty members to suggest peer experts for each program. * College made a policy to provide financial assistance for peer reviewed experts as per the college norms.   **Outcomes/Improvements:**   * We have 3 peer reviewed experts for this program. * The peer reviewed carried by on year basis. |
| C. The work must be reproducible and developed further by other scholars. | No evidence for reproducible and development. | **Actions:**   * College made a policy to collect mail ids and details of scholars while accessing e-contents.   **Outcomes/Improvements:**   * 360 research scholars/students per year have been utilized e-content material. |
| D. statement of year goals, use of appropriate methods, significance of results, effective presentation and reflective critique | Very few evidences are available and that two ineffective. | **Actions:**   * College made policy to make follow pedagogical approaches to teach the effectively. * College made a policy to use Google classrooms to conduct assignments & quizzes, collect effective feedback by each faculty members. * College made a policy to effective utilization of YouTube channels which are created or developed by faculty members.   **Outcomes/Improvements:**   * All the faculty members have their own YouTube video lectures. * All faculty members able to assess the course overall assessment using Google classroom. |
| 5.6 | Faculty as Participants in Faculty Development / Training Activities/STTPs | | |
|  | For each year: Assessment=3xSUM/0.5RF  Average Assessment over 3 years | Most of the faculty members have good number of participation.  AVG=19.37 | **Actions:**   * First, college instructed to Principal, HODs and faculty members to give academic leaves and financial assistance to attend Faculty Development / Training Activities/STTPs. * Second, our college is tie up with organizations such as APSSDC, EduSkills to conduct training programs to the faculty members.   **Outcomes/Improvements:**   * 3 faculty members trained latest technologies from APSSDC. * 13 faculty members trained latest technologies from Eduskills. |
| 5.7 | Research and Development (30) | | |
| 5.7.1 | Academic Research(10) | | |
|  | 1. Number of Quality Publications in refereed/SCI journals, Citations, books/book chapters etc., | One publication in SCI Journal, 2 Books | **Actions:**   * First, College made a policy to provide financial assistance, who is participating in the standard conferences. * Second, College made a policy to provide incentives for faculty members who make publications/books in standard journals and publishers. * Third, college made a policy to provide workload relaxation to faculty members who are doing good research.   **Outcomes/Improvements:**   * Number of refereed/SCI journals is 12 for past three years. * Number of citations is 20 for past three years**.** * Number of books/book chapter is 3 for past 3 years. |
| 1. PhD Guided/PhD Awarded during the Assessment period while working the institute. | One PhD Awarded and only one Faculty is guiding three students. | **Actions:**   * First, College made a policy to provide ratification to the eligible Ph.D. guides to give guidance for Ph.D. research scholars. * Second, for Ph.D. faculty member provide 30 days academic leaves.   **Outcomes/Improvements:**   * One faculty member recently awarded Ph.D. Degree. * 6 faculty members completed their Pre-Ph.D. exams. |
| 5.7.2 | Sponsored Research (5) | | |
|  | Funded Research From Outside: Cumulative during Assessment Years:  Amount > 20 lakhs – 5 Marks.  Amount >= 16 lakhs and <= 20 lakhs – 4 Marks.  Amount >= 12 lakhs and <16 lakhs – 3 Marks.  Amount >= 8 lakhs and < 12 lakhs – 2 Marks.  Amount >= 4 lakhs and < 8 lakhs – 1 Marks.  Amount < 4 lakhs– 0 Marks | No Funds Received towards Sponsored Research. | **Actions:**   * College made a policy to provide 5 % of financial assistance for the faculty members who got the sanctioned research project.   **Outcomes/Improvements:**   * Two faculties got the 5% financial support for their sanctioned projects. |
| 5.7.3 | Development Activities(10) | | |
|  | A. Product Development | No Product Development | **Actions:**   * College made a policy to publish products which can be developed by students * College made a policy to provide financial assistance for those who involved in product development   **Improvements:**   * Faculty members published product development activities in the department level. |
| B. Research Laboratories | No Research laboratories | **Actions:**   * College made a policy to invest finance in establishing research laboratories * College made a policy to provide 5 % financial assistance to the faculty who will get funds for establishing Laboratories.   **Outcomes/Improvements:**   * College granted Four (4) Lakhs to establish industrial IoT Laboratory. * Two faculty members applied AICTE sponsored MORDOBS for establishing Artificial Intelligence laboratories. |
| C. Instructional Materials. | No Instructional Material. | **Actions:**   * College made a policy to publish instructional materials in the college website.   **Outcomes/Improvements:**   * All faculty members published instructional material in the college website for peer-reviewed |
| D. Working Models/ Charts/ Monograms etc. | Four to five working Models Available. | **Actions:**  **Outcomes/Improvements:** |
| 5.7.4 | Consultancy (from industry) | | |
|  | Consultancy: Cumulative during Assessment Years:  Amount > 10 lakhs – 5 Marks.  Amount >= 8 lakhs and <= 10 lakhs – 4 Marks.  Amount >= 6 lakhs and <8 lakhs – 3 Marks.  Amount >= 4 lakhs and < 6 lakhs – 2 Marks.  Amount >= 2 lakhs and < 4 lakhs – 1 Marks.  Amount < 2 lakhs– 0 Marks | No Consultancy Activity | **Actions:**   * College has tie up with Eduskills , GreatLearning and APSSDC for consultancy activity. * College has tie up with CSI, IEEE , ISTE for consultancy Activity   **Outcomes/Improvements:**   * APSSDC sanctioned 37 systems with high end configuration. |
| 5.8 | Faculty Performance Appraisal and Development System (FPADS)(30) | | |
|  | 1. A well-defined performance Appraisal and Development System instituted for all the Assessment Years. |  | **Actions:**  **Outcomes/Improvements:** |
| 1. Its Implementation and Effectiveness. | Implementation is not effective. | **Actions:**   * First, College introduced self-performance appraisal system. * Second, College introduced online feedback system. * Third, College made a policy to follow API score for all faculty members. * Fourth, Faculty members who get less than 60% of API score and Average feedback below 60% identified. * Fifth, HOD speaks to the concerned faculty to appreciate or suggest necessary improvements in teaching. * Sixth, Mandatory pedagogical training is given for staff members, who get less than 60% API score and Average feedback below 60%.   **Outcomes/Improvements:**   * API score improved for all faculty members. * Number of Faculty Members, who get less than 60% of API score and average feedback below 60%, come down. 18 corrective measures taken for past 3 years. * Incentives are provided for 32 faculty members who are getting API score and average feedback above 90% for past three years. |
| 5.9 | Visiting/Adjunct Faculty/Emeritus Faculty etc. (10) | | |
|  | 1. Provision of Visiting/Adjunct/Emeritus Faculty etc. (1) | No Evidence Found | **Actions:**   * First, College made a Policy to recruit Visiting/Adjunct Faculty/Emeritus Faculty members based on requirements of the program. * Second, College made a Policy on Qualifications and experience for Visiting/Adjunct Faculty/Emeritus Faculty members. * Third, honorarium amount for Visiting/Adjunct Faculty/Emeritus Faculty positions is give as per the norms of the college.   **Outcomes/Improvements:**   * Some of the courses/units handled by Visiting/Adjunct Faculty/Emeritus Faculty members. * Student awareness and latest developments in the industry. * Two adjunct/emeritus faculty members for past three years. |
| 1. Minimum 50 hours per year interaction   Per year to obtain 3 Marks: 3x3=9 | No Evidence Found | **Actions:**   * First, we are inviting industry person to handle one unit or sub-unit of a course. * Second, Visiting/Adjunct Faculty/Emeritus Faculty members do CIE/SEE assessment.   **Outcomes/Improvements:** |