



# Koneru Lakshmaiah Education Foundation

(Category -1, Deemed to be University estd. u/s. 3 of the UGC Act, 1956)

Accredited by NAAC as 'A++' ♦ Approved by AICTE ♦ ISO 21001:2018 Certified

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## Faculty Appraisal Matrix

A.Y.:

COLLEGE:

DEPARTMENT:

FACULTY NAME: Dr. Deepak. V

DATE OF JOINING: 05.01.2018

DESIGNATION:

QUALIFICATION:

EMP ID: 5269

EXPERIENCE:

Faculty categories : Academic / Research / Admin

Criteria: E - Essential , D- Desirable

Criteria	Academic	Research	Admin	Marks	Assistant Professor	Self appraisal score	Score after verification
Academic Outcome(Essential - 250, Desirable - 200 Marks)					(Academic: 450,		
Research: 250, Admin: 250)							
> Essential 250 are compulsory for all the faculty.							
> Out of Desirable, Academic faculty will be evaluated for 200 Marks and it is optional for Research & Admin faculty.							
Class Work Teaching ALMs adopted ICT tools used	E	E	E	40	1. Atleast 21 hours of Student Contact Hours (LTPS) per week with atleast 2 Theory Course and 1 Lab - 10 marks each per sem Marks = (Classess Taken/ Classes as per the Time Table)*10 (Student Nos. to be given weightage) <10 average *5, 10-30 : average *7, 30-70 : average *10  2. Use of Minimum 5 relevant ALMs adopted for classwork and its effectiveness - 1 Mark for each ALM per sem via LMS  3. Topics taught using ICT tools (flipgrid, vlogging, smart board, video lectures, animations, online collabrative learning tools etc.) for Blended Learning and its effectiveness- 5 marks each per sem"  If only one theory course is handled the max mark is restricted to 10 /sem If no theory course is handled max mark is restrtd to 5/sem		
Achievement of OBE	E	E	E	60	Average Percentage of CO attainment in all subjects per sem *0.15 Support extended for slow learners in terms of remedial classes and attainment of outcome -5 Mapping the attainment of COs with PSOs and POs and Gap analysis and conduction of additional activities to bridge the gap -10 If only one theory course is handled the max mark is restricted to 15 M /sem If no theory course is handled the max mark is restricted to 5 M /sem		
Examination Related Work	E	E	E	20	Setting along with Scheme of Evaluation - 5 Marks per paperInvigilation/Flying Squad - 1 Mark per Duty for EndSem Exam, 0.5 mark for InsemExam Evaluation - 5 Marks for 100 EndSem Exam Papers completely/Equivalent of 100 Papers if it is Questionwise evaluation 2 Marks for 100 InSem Exam Theory/ End Sem Lab/Skill Papers completely/Equivalent of 100 Papers if it is Questionwise evaluation 1 Marks for 100 InSem Exam Lab/Skilling/ completely/Equivalent of 100 Papers if it is Questionwise evaluation		

"Updating the profile in ERP/ Service register Self Appraisal Form Submitted in Time Student Performance Reports Communicated to Parents"	E	E	E	10	"Updating the data related to students attendance, Marks, performance reports, counselling activity & activity data organised/participation by faculty, faculty profile, research data, IQAC data etc., in ERP in time - 5 Marks		
Partial Syllabus coverage with External Experts	E	E	E	20	"Organising atleast 20% of syllabus by NIT/IIT/Central Universities/IIIT and International Academic Peers/ Industry Experts/Research Organisations - 5 Marks per Activity in his own subject		
Contribution to Acad. Extension Activities	E	E	E	20	Delivering a Guest Lecture in Academic Institutions/Industry/Research Organisation - 5 Marks per Activity Guidance given to the aspirants of Competitive examinations like GATE, GRE etc. for a minimum of 10 hours with feedback - 5 Marks per Activity Core placement training classes conducted for a minimum of 10 hours and its feedback- 5 Marks per Activity (* Subject to the Minimum marks in the category)"		
Academic Counselling	E	E	E	20	1. Taking Responsibility as Student Academic Counsellor/Career Counsellor with Regular meetings every week and updating the data in ERP every week, encouraging the students to participate in all the events & reporting students progress like attendance, marks and behavioural aspects to parents once in a month : 10 Marks  2. 75% of Students under his mentorship settled based on their career tracks(Placement/Higher Studies/Entrepreneur) – 5 marks 3. 90% of Students under his mentorship settled based on their career tracks(Placement/Higher Studies/Entrepreneur) – 10 marks.		
Results	E	E	E	30	"Minimum 80 - 85% pass percentage – 4 marks (Average of all Subjects handled) Minimum 85 - 90% pass percentage – 6 marks (Average of all Subjects handled) 90-95% pass - 8 marks (Average of all Subjects handled) 95-<100% pass – 10 marks per subject (Average of all Subjects handled) 100% pass - (Minimum 15 marks) (Average of all Subjects handled)  (Student Nos. to be given weightage) <10 ignore 10-30 : 10% more 30-60 : 5% more above 60 as given above)"If only one theory course is handled the max mark is restricted to 10 M /sem If no theory course is handled max mark is restricted to 5 M/sem		

Feedback Collection Feedback Analysis	E	E	E	30	<p>"Feedback taken on Teaching Learning Process from Students (Valid on collecting feedback from atleast 75% of students strength of class) (15 per Sem)</p> <p>60 – 70% feedback – 2 marks (Average of all Subjects handled) 71-80% feedback – 4 marks (Average of all Subjects handled) 81-90% feedback – 6 marks (Average of all Subjects handled) 90-&lt;95% feedback – 8 marks (Average of all Subjects handled) &gt;95% feedback - (Minimum 10 marks) (Average of all Subjects handled) (Student Nos. to be given weightage) &lt;10 ignore 10-30 : 10% more 30-60 : 5% more above 60</p> <p>Feedback taken on Curriculum from Parents, Academic Peers, Industry and Alumni</p> <p>Feedback from 5 Parents per section - 1 Mark Feedback from 2 External Academic Peers - 1 Mark Feedback from 2 Industry Peers - 1 Mark Feedback from 2 Alumni - 1 Mark Analysis of Feedback - 1 Mark"</p> <p>only one theory course is handled the max mark is restricted to 10 M /sem If no theory course is handled max mark is restricted to 5 M/sem</p>		
MOOCS /e-Content Attended / Developed	D	D	D	40	<p>"1. If attended and certified in Latest MooC Courses in their subject Area of atleast 30 hours course : 5 Marks per subject 2. If content is developed 10 Hours in e-Learning Platform as per 4 Quadrant Approach in their Subject Area : 10 Marks for every 10 hours 3. If content is developed in 10 Hours MooC Platform as per 4 Quadrant Approach in their Subject Area than : 25 Marks for every 10 Hours 4. Effective building of learning platform for the students to support gamified learning / personalized learning etc – 25 (subjected to a Minimum marks)"????</p>		
Industry Connect for course development  Involvement in DTI classes	D	D	D	40	<p>"1. One industry lecture arranged per subject in their subject area, during their course delivery – 5 marks per lecture (Min. 2 in a semester) 2. One Industry Visit arranged per subject in their subject area, during their course delivery – 10 marks 3. Virtual Industry / work scenario experience created through Virtual/Augmented Reality – 20 marks</p> <p>1. Involved and attended all classes of DTI - 10 Marks (Active participation of teacher and students that has resulted in 80% average attendance and 60-75% of marks) 2. Involved and worked with all Students on DTI assignments that lead to enhanced student/faculty performance- 15 Marks (Active participation of teacher and students that has resulted in 80% average attendance and 75% above marks) 3. Involved, Worked with all Students and Came out with Innovative Products/Service that can be Incubated - 25 Marks"</p>		

Project Guidance leading to Participation in Hackathon/ Journal Publications/ Product Development	D	D	D	40	<p>"1.Faculty who guide the Project or drive students to participate in hackathons and winning prize: 40 Marks ( Participation and reaching finale -20 Marks, Only participation - 10 marks)</p> <p>2.Faculty who guide the Project that has a research component and drives the student towards publication of the same in Web of Science /Sci - Marks As per research</p> <p>3.Project that results in development of a product or solution that can become a potential startup - 125 Marks (Reached the stage of Pitching - 40 marks, Incubated and Funded -100 M, become a standalone company - 125 M) (Journal paper Publications or statrtup with the UG students will be considered only Under Academics not in research)</p>		
Collabration with Industry Experts/ Academic Experts/ Research Experts	D	D	D	40	<p>"1.Collaboration with Academic peers at National and International reputed institutes involving students in research and development projects – 40 marks Outcome attained in such a initiative in the form of student grabbing opportunity for Higher Studies abroad - Extra 5 Marks</p> <p>2.Collaboration with Government / Industry in terms of consultancy or development of solutions with the student groups – 40 marks Outcome attained in such a initiative in the form of student grabbing opportunity to become an inetern with stipend- Extra 5 Marks</p> <p>3.Collaboration to build startups enabling the students to be intern to build Products/Solutions – 40 marks Outcome attained in such a initiative in the form of student grabbing opportunity to become an intern with stipend- Extra 5 Marks (Subjected to Minimum marks against the criteria)"</p>		
International Industry based skill certification(s) obtained & acting as Trainer	D	D	D	40	<p>"1. If attended and certified in International Industry Skill Certification Courses approved by ODA &amp; Skill Development : 40 Marks</p> <p>2. If attended and certified as a trainer in International Industry Skill Certification Courses : 40 Marks</p> <p>3. Designed Custom Course Module for training the students over Online learning platforms: 40 Marks</p> <p>4. If attended, certified as a trainer and lead the training for students in International Industry Skill Certification Courses that leads to placments / Entrepreneurship / Career Advancement : 40 Marks</p> <p>5. Conducting Training for student batches based on the earlier certification(MNC) - 10 Marks"/batch</p>		
<b>SUB TOTAL-ACADEMICS</b>							
<b>Research Outcome (Essential - 400, Desirable - 200 Marks) (Academic: 300, Research: 600, Admin: 200)</b>							
<b>&gt; Out of Essential, Academic faculty will be evaluated for 235 , Research faculty will be ecaluated for 400 , Admin faculty will be evaluated for 165 Marks.</b>							

<p>Quality Publications: NAAC Criteria 1)</p> <p>Publications: 3.4.5 (20); 2)</p> <p>Citations: 3.4.7 (13); 3) H-Index: 3.4.8 (12) ; NIRF----</p> <p>Publications(35), Citations(35)</p>	E	E	E	125	<p>Journal Publications : 80 Marks Min.</p> <p>Scopus/ABDC(D) Journal Publications - 15 Marks for 1 Publication per year</p> <p>ESCI/ABDC(C)/Scopus/WoS-Q3 Journal Publication - 20 Marks for 1 Publication per year</p> <p>SCI/ABDC(B)/Scopus/WoS-Q2 Journal Publication - 40 Marks for 1 Publication per year</p> <p>IEEE/ABDC(A)/SCI/Scopus/WoS-Q1 Journal Publication - 80 Marks for 1 Publication per year</p> <p>KLEF papers Citations - 30 Mark Min (Excluding Self Citations)</p> <p>Scopus/ABDC(D) Journal Citation per Journal Paper - 5 Marks for every 4 Citations</p> <p>ESCI/ABDC(C)/Scopus/WoS-Q3 Journal Citation per Journal Paper - 5 Marks for every 4 Citations</p> <p>SCI/ABDC(B)/Scopus/WoS-Q2 Journal Citation per Journal Paper - 10 Marks for every 2 Citations</p> <p>IEEE/ABDC(A)/SCI/Scopus/WoS-Q1 Journal Citation per Journal Paper - 15 Marks for every 2 Citations</p> <p>h-index improvement - 15 Marks Min.</p> <p>0 &lt; 5 improvement by every 1 point - 2.5 Marks, 5 &lt; 10 improvement by every 1 point - 5 Marks, 10 &gt; 15 improvement by every 1 point - 10 Marks, &gt; 15 improvement by every 1 point - 15 Marks</p>		
<p>Grants/Funded Research Projects with/without Societal relevance: NAAC Criteria 3.1.6 (5), 3.2.1 (3), 3.2.2(12), 3.2.3(5); NIRF---Projects(5); NAAC 3.5.3(7)-Corporate Training; NIRF---Executive Training(5); NAAC Criteria 3.3.2 (7)--IPR</p>	E	E	D	100	<p>1. Applied</p> <p>a : External Funding from Industry/NGO's : 1 Mark for every 50000</p> <p>b : External Funding from Govt : 1 Mark for every 5 Lakhs</p> <p>2. Ongoing</p> <p>a : External Funding from Industry/NGO's : 1 Mark for every 20000</p> <p>b : External Funding from Govt : 1 Mark for every 2 Lakh</p> <p>3. Sanctioned</p> <p>a : External Funding from Industry/NGO's : 1 Mark for every 10000</p> <p>b : External Funding from Govt: 2 Marks for every 1 Lakh</p> <p>c : Sponsored Events(Conduction of Conferences/Workshops/FDP's/Training Programs/Events) etc :</p> <p>For 3 days Programs : 5 Marks per event &gt; 2 Lakhs; 2 Marks per event 1 - 2 Lakhs and 1 Marks event upto 1 Lakh</p> <p>For 1 Week Programs : 10 Marks per event &gt; 5 Lakhs; 5 Marks per event 2 - 5 Lakhs and 2 Marks event upto 2 Lakhs</p> <p>For 2 Weeks Programs : 20 Marks per event &gt; 5 Lakhs; 10 Marks per event 2 - 5 Lakhs and 2 Marks event upto 2 Lakhs</p> <p>f: KLEF Internal Funding - 5 Marks per Project worth above 2 Lakhs</p> <p>g: Projects with Societal Relevance will carry additional 5 Marks for &lt; 10 Lakhs, and if &gt; 10 Lakhs - 10 Marks</p> <p>h. Funded Projects leading to a startup/Spinoff company: 100 Marks</p>		
<p>Consultancy Project: NAAC Criteria 3.5.2 (12), NIRF---Consultancy(5)</p>	E	E	E	50	<p>External Funding from Industry &amp; NGO's : 10 Marks for every Rs 20000/- consultancy grant recieved</p>		
<p>Patents: NAAC Criteria 3.4.3 (19); NIRF---IPR&amp; Patents(15)</p>	D	D	E	60	<p>1. Patent Published: Per Patent - 30 Marks - National or International</p> <p>2. Patent Granted: Per Patent - 60 Marks - National/International</p> <p>3. Patent Commercialised: Per Patent - 250 Marks</p> <p>4. Patent leading to a startup/Spinoff company: 125 Marks</p>		

Research Degrees Awarded: NAAC Criteria 3.1.4(4), 3.4.4(19)-PhD's Awarded; NIRF---Metrics for PhD Graduation(40)	E	E	E	65	1. Ph.D. Thesis submitted under the guidance >1 Year after the Min. Stipulated Time - 15 Marks per candidate 2. Ph.D. Thesis submitted under the guidance within 1 Year after the Min. Stipulated Time - 30 Marks per candidate 3. Ph.D. Thesis submitted under the guidance within the Min. Stipulated Time - 50 Marks per candidate 4. Ph.D. Thesis submitted under the guidance earlier than the Min. Stipulated Time - 65 Marks per candidate 5. Ph.D. Research work leading to a startup/Spinoff company: 125 Marks		
FellowShip: NAAC Criteria 3.1.3 (3);	D	E	D	15	Fellowship received at state/ national/ international level by Govt/ Govt recognized bodies/Private without Aid : 5 Marks Fellowship received at state/ national/ international level by Govt/ Govt recognized bodies/Private with Aid/Travel Grant : 15 Marks		
Research Connect / Collaboration and Extension: NAAC Criteria 3.7.1 (5), 3.7.2(5), 3.7.3(10); NAAC Criteria 3.3.4 (10);	D	D	D	70	1. State/Central Govt. Institutes : 15 Marks with a publication 2. International Institutes / Research Labs /Govt. Organisations/ Industry : 25 Marks with a publication 3. For attending and Presenting research work as Resource person in Scopus/SCI/IEEE indexed conferences/seminars or Workshops/FDP's organised by IIT/NIT or Sponsored by AICTE/Govt. or Corporate Training: Within India - 25 Marks, Outside India -50 Marks 4. Research Innovation with outside collaboration leading to a startup/Spinoff company: 125 Marks		
Editorial and Reviewer Recognition: NAAC Criteria 2.4.4 (10)	D	E	D	25	1. Editor / Sub Editor or EBM or TBM or Reviewer for UGC/Peer Reviewed Journals/Conferences - 5 Marks 2. Editor / Sub Editor or EBM or TBM or Reviewer for Scopus Journals/Conferences - 10 Marks 3. Editor / Sub Editor or EBM or TBM or Reviewer for SCI Journals/Conferences - 15 Marks 4. Editor / Sub Editor or EBM or TBM or Reviewer for IEEE/Q1 Journals/Conferences - 25 Marks		
Book/Chapter Publications & Conference Papers : NAAC Criteria 3.4.6 (15);	D	D	D	40	1. Conference Paper Organised by Affiliated Colleges/Private Deemed to be Universities/ Local Publications - 10 Marks per publication(Only ISSN /ISBN publications will be considered) 2. Conference Paper Organised by Central Universities/NIT/IIT/ National Publications/Book Chapter - 20 Marks per publication(Only SCOPUS indexed will be considered) 3. Conference Paper Organised by International Universities Outside India /World Congress/ World Level Conference Organised by Industry / International Publications/Book/Book Chapter - 40 Marks per publication(Only WoS indexed /IEEE explorer will be considered)		
Research/Innovation Awards: NAAC Criteria 2.4.4 (10), 3.3.3(7)-IPR	D	E	D	50	1. Award for Research/Innovation from Private/Any Research Bodies - 10 Marks 2. State Level award for Research/Innovation from Govt/Govt. Recognised Bodies. - 20 Marks 3. National Level award for Research/Innovation from Govt/Govt. Recognised Bodies. - 30 Marks 4. International Level award for Research/Innovation from International Societies/International Recognised Bodies. - 50 Marks		
<b>SUB TOTAL-RESEARCH</b>							
<b>Admin Outcome(Upto 400 Marks)</b> <b>100, Research : 0, Admin : 400)</b>						<b>(Academic :</b>	
<b>&gt; Out of Total, Academic faculty will be evaluated for 100 , Admin faculty will be evaluated for 400 Marks and it is optional for Research faculty.</b>							

Admin Experience (Qnm)	E	D	E	50	Class Room Incharge(5 Mark per Sem, Subjected to a Min of 3 Years) Course Coordinator/DRC member (10 Marks per Sem, Subjected to a Min of 3 Years) Program Coordinator/Asst. HoD/DRC Chair (20 Marks Per Sem, Subjected to a Min of 2-5 years, based on program duration)  Visiting Central Library Every Day - 5 Marks		
Admin Experience (QIm)	E	D	E	50	Prof. I/C (20) Admissions Committee Registrations International Relations Placements Practice School  ERP (10)		
Admin Experience (QIm)	D	D	D	100	Achieving 100% in NBA, NAAC, NIRF related to their respective Administrative Functions - 75 Marks @ Prorata Basis and  Ensure to take all steps to increase perception factor in NBA, NAAC, NIRF at department/college/university level via Digital&Print/Electronic media by sharing the information on time to Digital, Branding and PR Team (25 Marks)		
Admin Experience (Qnm)	D	D	D	100	Asso. Dean/ Deputy HOD/RPAC member (75 Marks per year, Subjected to a Min of 3 years) HOD/Deputy Dean / Dy. Registrar/RPAC Chair (75 Marks per year, Subjected to a Min of 4 Years)  Publish all the achievements/activities made in the respective position at department/college/university level in Digital&Print/Electronic media by sharing the information on time to Digital, Branding and PR Team (25 Marks)		
Admin Experience (QIm)	D	D	D	100	Prof. Incharge for any Criteria of Files at University Level (NBA/NAAC/NIRF) (50)  Head of any Dept. Committees (25) OR Committee Member under any Dean/Director (50) Academics Research Student Progression & Training Skill Development Alumni IQAC Student Affairs Planning & Development Faculty & Staff Affairs International Relations International Internships & Placements CDOE CIE Digital Marketing, Branding, PR, Website		
<b>SUB TOTAL-ADMINISTRATION</b>							
<b>Extension Activies (150 Marks). (Academic : 150, Research:150, Admin : 150)</b> <b>It is compulsory for all the Faculty.</b>							



Extension Activities / Addons/Spl. Achievements	E	E	E	150	Participation 1. State Level Exposure in Sports/ Cultural ; Soceital Impact Work at Campus/Village Level per week -20 Marks 2. National Level Exposure in Sports/ Cultural ; Soceital Impact Work at District/State Level per week - 40 Marks 3. International Level Exposure in Sports/ Cultural; Soceital Impact Work at National/Interantional Level per week - 65 Marks Lead 1. State Level Exposure in Sports/ Cultural ; Soceital Impact Work at Campus/Village Level per week - 30 Marks 2. National Level Exposure in Sports/ Cultural ; Soceital Impact Work at District/State Level per week - 40 Marks 3. International Level Exposure in Sports/ Cultural; Soceital Impact Work at National/Interantional Level per week - 90 Marks Award/Recgonition 1. State Level Award/Recognition - 10 Marks 2. National Level Award/Recognition - 20 Marks 3. International Level Award/Recognition - 40 Marks  Publish all the achievements/activities made in Digital&Print/Electronic media by sharing the information on time to Digital, Branding and PR Team (10 Marks)		
<b>SUB TOTAL-EXTENSION</b>							
<b>GRAND TOTAL</b>							

DATE:

FACULTY SIGN:

HOD SIGN:

PRINCIPAL SIGN:

DIRECTOR/ DEAN SIGN: