Performance Appraisal of Faculty (Revised)

1.	Classroom Teaching (including laboratory instruction) and results a. Number of hours taken (Ex: Minimum 43 in 3 credit course) (10) b. Innovations brought in TLP (10) c. Implementation of PBL (A minimum of 20 hrs project work / 3 to 4 case studies as applicable) (60) d. Action taken for improving performance of slow learners (10) e. Results obtained (Pass percentage of Theory Courses will be decided by the department) (50) (≥ 95%:50, ≥90 <95:45, ≥85 <90:40, ≥80 <85:35, ≥75 <80:30, ≥65 <75:20, ≥60 <65:10) f. Class room observation of faculty (Observation sheet enclosed) (60)	200
2.	Student / Faculty Mentoring a. Attendance Monitoring and improvement brought (10) b. Career mentoring for professional excellence (10) c. Personality development (5) d. Academic Progression (20) e. Motivating students to complete a value added / employability course (5)	50
3.	Research Publications (research papers, articles, text books etc) a. SCI Publication (one per year):100 b. Scopus indexed / Web of sciences (Two per year): 70 (35 per paper) c. Preparation of Monographs: 30 d. Textbook (one with international publishers such as McGraw Hill, Pearson, etc.): 100 e. Articles / Chapters in books of reputed publishers (one per year): 50	100
4.	Sponsored research projects (one per year) from different funding agencies such as UGC/DST/AICTE/industry etc.	50
5.	Extension/Consultancy activities (≥50k<100k: 10, ≥100k<150k: 25, ≥150k<200k: 40, ≥200k: 50)	50

6.	Students' supervision for research and allied academic activities (Hackathons / Project Exhibitions / Coding Competitions / Paper Contests / Poster Presentations etc) a. Hackathon in MHRD (Participation in final round): 150 b. Project Exhibition(participation)in IIT/IIIT/ BITS, Hyderabad/NIT: 100 (If won prize: 125) c. Paper presentations in IIT/IIIT/ BITS, Hyderabad/NIT: 75 (If won prize: 100) d. Poster presentations in IIT/IIIT/BITS, Hyderabad/NIT: 50 (If won prize: 75) e. Paper/Poster/Project Presentations (In reputed institutions): 75	150
7.	Educational Administration assignments (Department / College) (Subject to a maximum of 100) a. Program Coordinator (if other than head): 100 b. Course coordinator: 25 c. Class In-charge: 25 d. Time table coordinator: 25 e. Lab In-charge: 25 f. Member CRC: 25 g. Member IQAC: 25 h. News letter In-charge: 25 i. Magazine In-charge: 25 j. Professional body In-charge: 25 k. Any other administrative responsibility: 25	100
8.	Organization of educational/co-curricular activities such as seminars/conferences etc. Coordinator for: a. Student Development Program: 25 b. Faculty Development Program: 25 c. Internships/Guest Lectures/Industrial Visits/Mini Project/Technical Seminar/ Project Exhibition/Hackathon/Incubation cell/JHUB, etc.: 25 d. Conference: 50	50
9.	Organization of Extra-curricular activities (subject to a maximum of 25)	25

	Each activity: 10	
10.	Students' Ratings on TLP Feedback: 25 (≥4.5: 25, ≥4 <4.5: 20, ≥3.5 <4: 15, ≥3 <3.5: 10, ≥2.5 <3: 5) CRC: 15 (≥4.5: 15, ≥4 <4.5: 12, ≥3.5 <4: 9, ≥3 <3.5: 6, ≥2.5 <3: 3) Course End Survey: 10 (≥4.5: 10, ≥4 <4.5: 8, ≥3.5 <4: 6, ≥3 <3.5: 4, ≥2.5 <3: 2)	50
11.	Peers/Colleagues rating Technical guidance provided: 5 Cooperation: 10 Interpersonal skills: 10	25
12.	Group Head's Rating Willingness to learn: 15 Participation in group activities: 35 ● Initiative and drive: 5 ● Creativity and innovation: 5 ● Adhering to timings: 5 ● Cooperation with other members: 5 ● Quality of work carried out: 15	50
13.	HoD's Rating Regularity: 5 Punctuality: 5 Adherence to timelines: 10 Quality of work: 15 Etiquette: 5 Initiative and drive: 5 Creativity and innovation: 5 Interpersonal skills: 5 Travelling an extra mile: 15 Ability to cope with uncertainty: 5	75
14.	Rating by Head of the Institution	25
	Grand Total	1000