

R.V.R.& J.C. College of Engineering (Autonomous)

Faculty Academic Performance Index – 2019 - 2020

Particulars of the teacher:

1. Name :
2. Designation :
3. Department :
4. Date of Birth :
5. Educational Qualifications :
6. Total length of service as teacher in the College :
7. Details of total service:

Position	From-To	Length of service	College/Industry

8. Score obtained as per teacher performance report :
9. Recommendations of HOD and Departmental Committee :
10. Recommendations of Principal :

Secretary and Correspondent

R.V.R. & J.C. College of Engineering (Autonomous)

Evaluation of Teacher Performance:

Performance parameter	Weight (%)		
	Professor	Associate professor	Asst. professor
Teaching and contribution of Academia	40	60	70
Research and Consultancy	20	15	10
Administration	40	25	20

Performance score(%)	Annual increment	
	For VI pay Scales	For V pay Scales
>= 65	3% Basic	As per norms
>= 55 to < 65	2% Basic	Nil
>= 50 to < 55	1% Basic	
< 50	0% Basic	

Minimum score required in each parameter :

Performance parameter	Engineering, MBA, MCA, Faculty	Science and Humanities Faculty
Category-I Teaching and Contribution to Academics	30%	30%
Category-II Research and Consultancy	10%	05%
Category-1 Administration	30%	30%

R.V.R.& J.C. College of Engineering (Autonomous)
EVALUATION OF TEACHER PERFORMANCE

S.No.	Performance parameter	[Max. Score : 700]																																																																			
I	Teaching and contribution to academia	[Max. Score : 100]																																																																			
	<p>A. Teaching and Contribution to Academics :</p> <p>Opinion of HOD/ Principal</p> <p>Assessment of the teacher on a 5 grade scale where grades 1 to 5 corresponds to Poor, satisfactory, good, very good, excellent respectively</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 25%;">Score</th> <th style="width: 12.5%;">10</th> <th style="width: 12.5%;">8</th> <th style="width: 12.5%;">6</th> <th style="width: 12.5%;">4</th> <th style="width: 12.5%;">2</th> </tr> </thead> <tbody> <tr> <td>Availability to students during working hours</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Punctuality to classes</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Regularity in taking classes</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Maintenance of students attendance register</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Regularity in giving home assignments</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Clarity/briskness in providing solutions to the assignments</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Promptness in giving evaluated mid marks</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Availability for examination work including invigilation</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Participation in curriculum/syllabus development</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> <tr> <td>Participation in college/department activities</td> <td>Grade5</td> <td>Grade4</td> <td>Grade3</td> <td>Grade2</td> <td>Grade1</td> </tr> </tbody> </table>	Score	10	8	6	4	2	Availability to students during working hours	Grade5	Grade4	Grade3	Grade2	Grade1	Punctuality to classes	Grade5	Grade4	Grade3	Grade2	Grade1	Regularity in taking classes	Grade5	Grade4	Grade3	Grade2	Grade1	Maintenance of students attendance register	Grade5	Grade4	Grade3	Grade2	Grade1	Regularity in giving home assignments	Grade5	Grade4	Grade3	Grade2	Grade1	Clarity/briskness in providing solutions to the assignments	Grade5	Grade4	Grade3	Grade2	Grade1	Promptness in giving evaluated mid marks	Grade5	Grade4	Grade3	Grade2	Grade1	Availability for examination work including invigilation	Grade5	Grade4	Grade3	Grade2	Grade1	Participation in curriculum/syllabus development	Grade5	Grade4	Grade3	Grade2	Grade1	Participation in college/department activities	Grade5	Grade4	Grade3	Grade2	Grade1		
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<p>B)Students feedback on teacher performance</p> <table border="1" data-bbox="550 190 997 571"> <thead> <tr> <th>Students feedback %</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>> 90</td> <td>40</td> </tr> <tr> <td>>=85 - < 90</td> <td>35</td> </tr> <tr> <td>>=80 - < 85</td> <td>30</td> </tr> <tr> <td>>=75 - < 80</td> <td>25</td> </tr> <tr> <td>>=70 - < 75</td> <td>20</td> </tr> <tr> <td>>=65 - < 70</td> <td>10</td> </tr> <tr> <td>< 65</td> <td>0</td> </tr> </tbody> </table> <table border="1" data-bbox="311 649 1204 862"> <tr> <td>Semester I, Subject –I (Max.Score : 40)</td> <td rowspan="2">[Max.Score : 80]</td> <td></td> </tr> <tr> <td>Semester I, Subject –I (Max.Score : 40)</td> <td></td> </tr> <tr> <td>Semester II, Subject –I (Max.Score : 40)</td> <td rowspan="2">[Max.Score : 80]</td> <td></td> </tr> <tr> <td>Semester II, Subject –I (Max.Score : 40)</td> <td></td> </tr> </table>	Students feedback %	Score	> 90	40	>=85 - < 90	35	>=80 - < 85	30	>=75 - < 80	25	>=70 - < 75	20	>=65 - < 70	10	< 65	0	Semester I, Subject –I (Max.Score : 40)	[Max.Score : 80]		Semester I, Subject –I (Max.Score : 40)		Semester II, Subject –I (Max.Score : 40)	[Max.Score : 80]		Semester II, Subject –I (Max.Score : 40)		<p>[Max score: 160]</p>
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<p>C) Result analysis</p> <table border="1" data-bbox="406 996 1117 1332"> <thead> <tr> <th>Result analysis %</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>>= 80</td> <td>40</td> </tr> <tr> <td>>=70 - < 80</td> <td>30</td> </tr> <tr> <td>>=60 - < 70</td> <td>20</td> </tr> <tr> <td>>=50 - < 60</td> <td>10</td> </tr> <tr> <td>>=40 - < 50</td> <td>5</td> </tr> <tr> <td>< 40</td> <td>0</td> </tr> </tbody> </table> <table border="1" data-bbox="295 1377 1189 1579"> <tr> <td>Semester I, Subject –I (Max.Score : 40)</td> <td rowspan="2">[Max.Score : 80]</td> <td></td> </tr> <tr> <td>Semester I, Subject –I (Max.Score : 40)</td> <td></td> </tr> <tr> <td>Semester II, Subject –I (Max.Score : 40)</td> <td rowspan="2">[Max.Score : 80]</td> <td></td> </tr> <tr> <td>Semester II, Subject –I (Max.Score : 40)</td> <td></td> </tr> </table>	Result analysis %	Score	>= 80	40	>=70 - < 80	30	>=60 - < 70	20	>=50 - < 60	10	>=40 - < 50	5	< 40	0	Semester I, Subject –I (Max.Score : 40)	[Max.Score : 80]		Semester I, Subject –I (Max.Score : 40)		Semester II, Subject –I (Max.Score : 40)	[Max.Score : 80]		Semester II, Subject –I (Max.Score : 40)		<p>[Max. Score : 160]</p>		
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<p>D) Awards/Honors/Fellowships /Memberships in professional societies received by the teacher</p> <p>i) State level : 10 each</p> <p>ii) National Level : 20 each</p> <p>iii) International Level : 30 each</p> <p>iv) Student project handled : 2 each / batch (UG) 5 each / batch (PG)</p>	<p>[Max Score : 80]</p>																										

	E) Academic Qualification Improvements i. Ph.D. degree obtained in service / Joined in service with Ph.D degree . : 20 each ii. Ph.D. registered /Pre-Ph.D cleared / Ph.D. submitted (current year) :10 each	[Max Score : 20]	
	F) Teaching Methodology implemented I) Usage of Moodle [Max. Score : 90] i) Upload Syllabus -10 ii) Upload Lesson plan- 30 iii) Upload Assignment Questions – 30 iv) Upload information about additional Material – 20 II) Course File Preparation: [Max. Score : 90] i) Preparation of Course File as per format -30 ii) Conduction of Course End Survey- 30 iii) Computation of attainment of PO's and CO's – 30	[Max Score : 180]	

II	Research and Consultancy A) Research guidance (Current Year) (i) Ph.D. Awarded : 40 (each) (ii) Students presently working for Ph.D. :5 each (iii) Students presently working for M.Phil. 2 each	[Max. Score : 700]													
	B) Research Projects operated/under operation During service in the college 1) Total number of projects: 10 each [Max Score:40] 2) Total value of the projects [Max Score:60] <table border="1" data-bbox="400 1451 1118 1671"> <thead> <tr> <th>Cost of Projects</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>> Rs 40 lakhs</td> <td>60</td> </tr> <tr> <td>> Rs. 30 lakhs < Rs. 40 lakhs</td> <td>40</td> </tr> <tr> <td>> Rs. 20 lakhs < Rs. 30 lakhs</td> <td>20</td> </tr> <tr> <td>> Rs. 10 lakhs < Rs. 20 lakhs</td> <td>10</td> </tr> <tr> <td>> Rs. 10 lakhs</td> <td>5</td> </tr> </tbody> </table> 3) Project Proposals (including MODROBS) (Max Score:20) Submitted (during the current year) : 20 each.	Cost of Projects	Score	> Rs 40 lakhs	60	> Rs. 30 lakhs < Rs. 40 lakhs	40	> Rs. 20 lakhs < Rs. 30 lakhs	20	> Rs. 10 lakhs < Rs. 20 lakhs	10	> Rs. 10 lakhs	5	[Max Score : 100]	
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	<p>C) Research Publications</p> <p>1) Research Publications(total) [Max. Score:50]</p> <p>i) National non-refereed Journals : 5 each</p> <p>ii) National refereed* Journals : 10 each</p> <p>iii) Inter-National non-refereed Journals : 10 each</p> <p>iv) Inter-National refereed* Journals : 20 each</p> <p>2) Research Publications(Current year) [Max.Score : 200]</p> <p>i) National non-refereed Journals : 20 each</p> <p>ii) National refereed* Journals : 80 each</p> <p>iii) Inter-National non-refereed Journals : 40 each</p> <p>iv) Inter-National refereed* Journals : 120 each</p> <p>(If more than two authors from the college the points will be shared)</p> <p>* Referred Journals : More than 15 Years of existence</p>	[Max Score : 250]	
	<p>D) Patents</p> <p>1) Patents granted :25 each</p> <p>2) Patents applied :15 each</p>	[Max Score : 25]	
	<p>E) Books authored and published in Print (Total)</p> <p>1) Single authored (Text/Reference book) : 40 each</p> <p>2) Multi authored (Text/Reference book) : 30 each</p> <p>3) Single authored (other book) : 20 each</p> <p>4) Multi authored(other book) :10 each</p>	[Max Score : 50]	
	<p>F) Member on Editorial Boards of research journals</p> <p>i) Referred Journals : 10</p> <p>ii) Non-refereed Journals: 2 each</p>	[Max Score : 25]	
	<p>G) Seminars/ Conferences/Symposium /FDP/SDP attended</p> <p>1) Within state conducted by IIT/NIT/Govt. University : 25 each</p> <p>2) Within state conducted by other Universities / Colleges : 20 each</p> <p>3) Outside state conducted by IIT/NIT/Govt. University : 50 each</p> <p>4) Outside state conducted by Other Universities / Colleges : 25 each</p> <p>5) Outside India : 75 each</p>	[Max Score : 75]	

	H) Conference papers presented and published/ Key note Addresses / guest lectures delivered 1) Within state at IIT/NIT/Govt. University : 25 each 2) Within State at Other Universities / Colleges : 20 each 3) Outside state at IIT/NIT/Govt. University :50 each 4) Outside state at other Universities / Colleges : 25 each 5) Outside India : 75 each	[Max Score : 75]	
	I) Seminars/ Conferences/symposia/workshops organized by the teacher in the department 1) National: Co-ordinator / Convener : 20 each 2) National: Other organizing committee members : 10 each 3) International: Co-ordinator / Convener : 25 each 4) International: Other organizing comm. Members : 15 each	[Max Score : 25]	
	J) Consultancy (current year) 1) Consultancy projects handled : 15 each 2) Servicing as consultancy to Industry/other organization : 5 each	[Max Score : 25]	

III	Administration and Other activities	[Max Score : 200]	
	A) Administrative assignments in the college i) HOD, BOS Chairperson, Dean, Convener of the committee 50 each [Max. Score : 100] ii) Members of the BOS / committee, Class In charge, Lab in-charge 50 each [Max. Score : 100]	[Max Score : 100]	
	B) Administrative Positions Membership of governing/ Executive / Advisory body of an industry or other sector : 30 each	[Max Score : 30]	
	C) HOD / Principal Opinion Participation in departmental / College administrative assignments	[Max Score : 50]	
	D) Extension/outreach activities involved in- or any recognized and authenticated activity :10 each	[Max Score : 20]	

MAXIMUM SCORE (TOTAL)

Note:

1. Calculate each parameter score
2. Multiply the parameter score with the corresponding weight
3. Add the weighted parameter scores of all the three parameters
4. Divide the total weight score by (50000 for Professor, 57500 for Associate Professor and 60000 for Assistant Professor) and multiply the result by 100 to get the performance rate of the teacher.