G.Pullaiah College of Engineering and Technology

**AWARD OF POINTS FOR FACULTY SELF Evaluation**

Faculty self appraisal is for 175 points scaled to a 10 point grade. The faculty performance in the areas of teaching, research and service receive considerable attention. They are expected to achieve the following points for the sanction of yearly increment and additional incentive increments based on the performance

|  |  |  |  |
| --- | --- | --- | --- |
| S.No | Grade | Points to be achieved | Increment/s |
| 1 | Outstanding | ≥9.0 | Three |
| 2 | Very Good | ≥ 7.6 - <9.0 | Two |
| 3 | Good | ≥6.1 - <7.5 | One |
| 4 | Average | < 6.0 | Zero |

The focus of the faculty evaluation in teaching and learning during the year starting from 1 July 2015 to 30 December 2016 is based on the following criteria from C1 to C11. The faculty will be assessed based on the necessary criteria applied on them for the above period

**C1: No Loss of Pay (5 Points)**

The teacher is expected to get 5 points automatically if he/she does not have any loss of pay (LOP) from 1 January 2016 to 31 December 2016. A value of 0.5 is deducted for every day of LOP

**C2: Involvement in departmental/College activities (5 Points)**

5 points can be expected on the recommendations of HOD for involvement in the departmental works involving organizing technical seminars, workshops, active participation in committees etc apart from regular teaching works

**C3: Result Analysis (25 Points)**

As teacher is expected to teach two in odd semester and two in the even semester, the distribution of points can be 5 points for each course taught to the students thus totaling to 10 points for each semester. The total 20 points obtained in an academic year will be scaled suitably to 25 points

1. In case a teacher handles the same subject for 2 or 3 sections the points awarded will be calculated accordingly over 10 point scale

The courses are categorized into GATE Courses and Non-GATE courses. The award of points for these two categories are as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| S.No | Non Gate Courses | | GATE Courses | |
| Result analysis (%) | Points Awarded | Result analysis (%) | Points Awarded |
| 1 | ≥90 | 5 | ≥80 | 5 |
| 2 | ≥80 - < 90 | 4 | ≥70 - < 80 | 4 |
| 3 | ≥70 - < 80 | 3 | ≥60 - < 70 | 3 |
| 4 | ≥60 - < 70 | 2 | ≥50 - < 60 | 2 |
| 5 | < 60 | 0 | <50 | 0 |

The faculty needs to ensure that if results are not improved in the subsequent semesters, it will be the discretion of the management committee to take appropriate decision

**C4: Lecture Notes (10 Points)**

As teacher is expected to teach two in odd semester and two in the even semester, the distribution of points can be 5 points for each semester thus totaling to 10 points for each academic Year

1. The lecture notes should be neatly typed and free from any sort of mistakes

**C5: Preparation of Question Banks (10 Points)**

As teacher is expected to teach two in odd semester and two in the even semester, the distribution of points can be 5 points for each semester thus totaling to 10 points for each academic Year. Care needs to be ensured that Blooms Taxanomy is followed while setting the Question Banks

**C6: Students feedback on teaching (25 Points)**

Students' perception of learning experience in class is sometimes the most direct way to weigh the effectiveness of teaching methods. What students perceive and experience in class directly determines how effectively they are learning. The award of points is as follows:

|  |  |  |
| --- | --- | --- |
| S.No | Student Feedback (%) | Points Awarded |
| 1 | 80-100 | 5 |
| 2 | 70-80 | 4 |
| 3 | 60-70 | 3 |
| 4 | 0-60 | 0 |

**C7: Research Publications (25 Points)**

Faculty is encouraged to publish research papers in reputed Journals and / or Conferences. The weightage for the journal publication is 15 points and for conference is 10 points. A faculty is expected to publish at least on paper in journal and one in conference per year. However, more publications with active research will be encouraged.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| S.No | Designation | ISSN Number | DOI Number | Indexing | Points Awarded |
| 1 | Assoc Professor & Professor | Yes | Yes | SCI/Scopus Indexed Journal and Scopus indexed conference | 15 for Journal and 10 for Conference |
| 2 | Asst Professor | Yes | Yes | At least 5 years old journal and indexed conference | 15 for Journal and 10 for Conference |

**C8. Practical Innovative Student Projects/conducted seminars, workshops and faculty development programs of at least 3 day duration/ Attended seminars, workshops and faculty development programs of at least 3 day duration attended (12 Points)**

Each activity carries a weightage of 04 points

**C9. Project Guidance by the faculty resulting in paper publication by UG Students (No incentive will be provided for such type of publication (8 Points)**

**C10. Gaining IT Competence in relevant branch of Engineering** (The points will be carried to subsequent year provided upgradation certificate is submitted in the same domain) **(10 Points)**

**C11. Obtaining Certification in various fields like NPTEL Certification, MOOCS, Course Era etc (20 Points)**

**C12. Faculty qualified in GATE (Starting from GATE 2017. These points will be carried subsequently into next year once a faculty gets qualified) (20 Points)**