**FACULTY PERFORMANCE EVALUATION– API INDICATORS (CONSOLIDATED) –** **[AY 2021 – 2022 EVEN]**

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| **CATEGORY - 1. TEACHING AND LEARNING RELATED ACTIVITIES** | | | | |
| **S. NO** | | **API PARAMETERS** | **MAX.POINTS** | **TOTAL** |
| **1.1** | | **Academic Results UG** |  | **250** |
| **1.2** | | **Project Guidance** |  |
| **1.3** | | **Teaching Methodology** |  |
| **1.4** | | **Special Accomplishments** |  |
| **1.5** | | **Feed Back** |  |
| **1.6** | | **Industrial Visit** |  |
| **1.7** | | **Student Motivation** |  |
| **CATEGORY - 2. PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES** | | | | |
| **2.1** | | **Membership in Profession Societies** |  | **125** |
| **2.2** | | **Guest Lecture /Invited Speaker/Chair in Symposium or Conference/Juries** |  |
| **2.3** | | **Participation in Subject Associations (Tier-1 & Tier-2 Colleges)** |  |
| **2.4** | | **Technical Paper Presentation (Tier-1 & Tier-2 Colleges)** |  |
| **2.5** | | **Organizing the Programme** |  |
| **2.6** | | **Publication of Articles** |  |
| **2.7** | | **Membership on Education, Research and National Development** |  |
| **CATEGORY - 3. RESEARCH CONTRIBUTIONS** | | | | |
| **3.1** | | **Research Paper Publications** |  | **200** |
| **3.2** | | **Book Publications** |  |
| **3.3** | | **Sponsored Projects carried out or ongoing** |  |
| **3.4** | | **Consultancy** |  |
| **3.5** | | **Seminar/ Symposium /Workshop Grants** |  |
| **3.6** | | **Patent** |  |
| **3.7** | | **Ph.D Supervisor** |  |
| **3.8** | | **Reviewer /Examiner** |  |
| **3.9** | | **Ph.D Pursuing** |  |
| **3.10** | | **Collaboration with Industry/Institute** |  |
| **3.11** | | **Citation impact of Published work** |  |
| **CATEGORY - 4. STAFF CONTRIBUTION TO DEPARTMENT AND INSTITUTIONAL ACTIVITIES** | | | | |
| **4.1** | **Placement arranging ON/OFF campus Recruitment** | |  | **225** |
| **4.2** | **Associated with Sports/Games/NCC/NSS Activities (After Hours)** | |  |
| **4.3** | **Association with as Co-Ordinator or Member-Accreditation process** | |  |
| **4.4** | **Association with accreditation activities** | |  |
| **4.5** | **Arrangement of resource person** | |  |
| **4.6** | **Staff Commitment and Evaluation by HOD** | |  |
| **CATEGORY - 5. STAFF CONTRIBUTION TO STUDENTS ADMISSION** | | | | |
| **5.1** | | **Students Admission** |  | **200** |
| **5.2** | | **Students Data Base Collection** |  |
| **5.3** | | **Organization of Function towards admission and Institution Branding activities** |  |
| **5.4** | | **Other works allotted by the Admission Cell** |  |
| **5.5** | | **Bonus for Beyond the working hours (After 5pm and Leave days)** |  |
| **Grand Total** | | | | **1000** |

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| **`CATEGORY - 1. TEACHING AND LEARNING RELATED ACTIVITIES** | | | | | | | | | | | | | | |
| **S. No** | **APIs** | **Parameters** | | | | | | | | | | **Credit Points** | **Max.**  **Points** | **Total** |
| **1.1** | Academic Results  (UG) | a) Problematic/Mathematical Paper/ Engg. Drawing | | | | | | | | | | 65 | **130** |  |
| b) Theory cum Problematic Paper | | | | | | | | | | 60 | **120** |
| c) Theory Paper | | | | | | | | | | 55 | **110** |
| d) Practical or Laboratory Paper | | | | | | | | | | 5 | **5** |
| a | | | b | | | | c | | | **(Max. 135)** | |
| Above 60 (Each one % gets 1 point) | 25 + | | Above 65 (Each one % gets 1 point) | | 25 + | | Above 70 (Each one % gets 1 point) | | 25 + |
| 56-60 | 25 | | 61-65 | | 25 | | 66-70 | | 25 |
| 50-55 | 15 | | 56-60 | | 20 | | 61-65 | | 20 |
| Below 50 | 5 | | 50-55 | | 15 | | 56-60 | | 15 |
| - | - | | Below 50 | | 5 | | 50-55 | | 10 |
| - | - | | - | | - | | Below 50 | | 5 |
| Staff members handling 3rd subject and 2nd lab the remaining points will be included for API calculation if exceeds max 135 marks | | | | | | | | | | | |
|  | **R-17**  **Grade** | | **Points**  **(Only theory)** | | **Total Points** | | | | | **Max. Points** | |
|  | O | | 3 | | Number of S or O grades \* 3 | | | | | **45** | |
|  | A+ | | 2 | | Number of A or A+ grades \* 3 | | | | |
|  | A | | 1 | | Number of B or A grades \* 3 | | | | |
| **1.2** | Project Guidance | 1. UG / PG Project per Batch | | | | | | UG | | | | PG (Max.) | |
| 1. Real Time Project   (Industry & Construction Oriented) | | | | | | 4 | | **(OR)** | | 4 | **14** |
| 1. Fabrication | | | | | | 3 | | 3 |
| 1. Design/Model Oriented | | | | | | 2 | | 2 |
| b) Mini Project per Batch (or) General student Project | | | | | | | | | | 2 | **4** |
| c) Projects useful to the institution or the relevance to the society | | | | | | | | | | 5 | **10** |
| **1.3** | Teaching Methodology (other than Regular Teaching) | Innovation in Teaching-Learning  YouTube lecture videos | | | | | | | | | | 3 | **6** |
| **1.4** | Special Accomplishments | Online Certification Courses | | | | | | | | | | 2 | **4** |
| Awards acquiring additional Qualifications | | | | | | | | | | 2 | **4** |
| **1.5** | Feed Back | Students | | >90 – **7**,85 to 89 - **6**,80 to 84 – **5,**75 to 79-**3,** 70 to75**-2** | | | | | | | | | **10** |
| HoD / Principal | | | | >90 – **3**, 80 to 89 -**2**,70 to79-**1** | | | | | | |
| **1.6** | Industrial Visit | Industrial Visit by Faculty | | | | | | | | | | 2 | **2** |
| Industrial Visit by Faculty with Students | | | | | | | | | | 4 | **8** |
| **1.7** | Students Motivation | Motivating the students to participate in the other college events ( Only prize won) | | | | | | | | | | 4 | **8** |

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| **CATEGORY - 2. PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES** | | | | | | | | | | | |
| **S. No** | **APIs** | **Parameters** | | | | | | | **Credit Points** | **Max.**  **Points** | **Total** |
| 2.1 | Membership in Profession Societies | State Level | | | | | | | 1 each | **6** |  |
| National Level | | | | | | | 2 each |
| International Level | | | | | | | 3 each |
| 2.2 | Guest Lecture /Invited Speaker/Chair in/juries | International Conference | | | | | | | 8 | **26** |
| National Level Conference /Symposium/FDP/Seminar/Etc | | | | | | | 5 |
| 2.3 | Participation in Subject Associations (Tier-1 & Tier-2 Colleges) | Conferences /Seminars //Short-term Courses(without Paper Presentation) | | | | | | | 2 each | **4** |
| FDP | | | | | | | | **8** |
| 1-2 days | | | 3-5 days | | | Above 5 days | |
| 2 | | | 3 | | | 4 | |
| 2.4 | Technical paper Presentation (Tier-1 & Tier-2 Colleges) | International Conference | | | | | | | 8 | **19** |
| National | | | | | | | 5 |
| Regional / State level | | | | | | | 4 |
| Local University / College Level | | | | | | | 2 |
| Best Paper award in international Level | | | | | | | 5 | 9 |
| Best Paper award in National & state Level | | | | | | | 4 |
| 2.5 | Organizing the Programme | Co-Ordinator | | Co- Coordinator | | | Committee  Member | | - | |
| With Grant | Without Grand | With Grant | | Without Grand | With or Without Grand | |
| a)FDP/Workshop/Seminar/Guest Lecture | 10 | 8 | 6 | | 4 | 2 | | 10 | **45** |
| b) National Conference | 15 | 10 | 10 | | 5 | 3 | | 15 |
| c) International Conference | 20 | 15 | 15 | | 10 | 5 | | 20 |
| 2.6 | Publication of Articles | News Paper, Magazines other Publications (Not Covered in Category-3) | | | | | | | 2 | **4** |
| 2.7 | Membership on Education, Research and National development | State /Central/Other University Bodies | | | | | | | 2 each | **4** |

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| **CATEGORY – 3 RESEARCH CONTRIBUTIONS** | | | | | | |
| **S. No** | **APIs** | | **Parameters** | **Credit Points** | **Max. Points** | **Min. Total** |
| 3.1 | Research Paper Publications | Refereed Journals – Web of Science/ SCI/AU-Annexure | | **15** / Publications | **30** |  |
| Referred journal UGC approved , etc. | | **10** / Publications | **20** |
| Non-Referred but recognized and reputed journals, periodical having ISBN, ISSN Numbers | | **5** / Publications | **5** |
| Other Journals and technical Magazine not covered in the above three categories | | **2.5** / Publications | **5** |
| 3.2 | Book Publications | Text or reference books published by International publisher with an established peer review system | | Author – 8,  Co- Author - 6 | **8** |
| Subject books by National level publishers / State and Central Government publications with ISBN / ISSN numbers | | Author – 6,  Co- Author - 4 | **6** |
| Subject books by other local publishers with ISBN / ISSN numbers | | Author – 4,  Co- Author - 2 | **4** |
| Online Book Publication | | Author – 2,  Co- Author - 1 | **2** |
| 3.3 | Sponsored Projects carried out / ongoing | Major Projects amount mobilized with grants above Rs.5 Lakh | | 15 / each project | **40** |
| Major Projects amount mobilized with grants above Rs.2 Lakh up to Rs.4 Lakh | | 10 / each project |
| Minor Projects (Amount mobilized with grants above Rs.1 Lakh up to Rs.2 Lakh) | | 10 / each project |
| Projects Applied | | 5 / each project |
| 3.4 | Consultancy Projects carried out | | Amount mobilized with minimum of Rs.7000/- | **3** per /Consultancy | **6** |
| 3.5 | Seminar/ Symposium /Workshop Grants | | Grant obtained | **5** each | **10** |
| Proposal Applied | **2** each | **4** |
| 3.6 | Patent | | Patent / Copy right filed | 5 each | **15** |
| Patent Published / Copy right Obtained | 10 each |
| Patent Obtained | 15 each |
| 3.7 | Ph.D Supervisor | | Research Scholar Completion | 5/ each candidate | **10** |
| Research Scholar Registration | **2**/ each candidate | **4** |
| Doctoral Committee Member | **2** | **4** |
| Supervisor Recognition (Year of Recognition) | **3** | **3** |
| 3.8 | Reviewer /Examiner | | Journal Reviewer /External Ph.D Thesis correction | **4** | **8** |
| 3.9 | Ph.D Pursuing | | Registration | **2** | **2** |
| Provisional Conformation/Comprehensive/ Synopsis Submission | **3** | **3** |
| Degree awarded | **6** | **6** |
| 3.10 | Collaboration with Industry/Institute | | Center of Excellence | **3 each** | **6** |
| MoUs | **2 each** | **4** |
| 3.11 | Citation impact of Published work | | Citation | **1 citation = 1** | **5** |

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| **CATEGORY - 4. STAFF CONTRIBUTION TO DEPARTMENT AND INSTITUTIONAL ACTIVITIES** | | | | | | | |
| **S. No** | **APIs** | **Parameters** | | | **Credit Points** | **Max.**  **Points** | **Total** |
| 4.1 | Placement arranging ON/OFF campus Recruitment | Above Rs. 1 lakh per annum | | | 5 | **30** |  |
| Above Rs. 2 lakh per annum | | | 8 |
| Above Rs. 3 lakh per annum | | | 9 |
| Above Rs. 4 lakh per annum | | | 15 |
| 4.2 | Associated with Sports/Games/NCC/NSS/YRC etc (After hours working) | Co-Ordinator | | | 8 | **20** |
| Member | | | 4 |
| 4.3 | Associated with College Day, Sports Day, Convocation Day/First year Inaugural Function/Cultural/Other special Functions etc | Over all Function in-charge | | | 7 | **25** |
| Co-Ordinator | | | 5 |
| Member | | | **4** |
|  | Associated with Accreditation activities-NBA,NAAC,ISO ,AU/AICTE etc define by authority | Convener-coordinator | | | **25** | **60** |
| Member | | | **15** |
| Assignment given by IQAC | | | **20** |
| 4.4 | Arrangement of resource person | Guest lecturers/Placements/Club activities/ Arranging of IV/Internship...etc | | | **3** | **12** |
| 4.5 | Staff Commitment and Evaluation by HOD | 1. After hours working for the specific department activities assigned by HOD (4 days/per month) & AU Exam cell work | | | **4** | **12** |
| 1. Not availing of CL per semester | | | | **10** |
| CL | 6 | 5 | 4 |
| Points | 10 | 8 | 6 |
| 1. Not availing of Permission | | | | **10** |
| Permission | 6 | 5 | 4 |
| Points | 10 | 8 | 6 |
| 1. Not availing of Late | | | | **10** |
| Late | 6 | 5 | 4 |
| Points | 10 | 8 | 6 |
| 1. Not availing of Vacation | | | | **15** |
| Vacation | 85-100 % | 70-85 | 60-70 |
| Points | 15 | 10 | 5 |
| Readiness of the staff member to handle extra class (Expertise) assigned by the HoD as and when required--Effective engaging (Report from stud…) | | | 3/Attempt | 12 |
| Unplanned Invigilation duty for internal test, Govt., Exams etc..assigned by HoD | | | 3/Attempt | 9 |

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| **CATEGORY - 5. STAFF CONTRIBUTION TO STUDENTS ADMISSION** | | | | | | | | | | |
| **S. No** | **APIs** | **Parameters** | **CBSE** | **Cut-off <150** | **Cut-off (150 – 160** | **Cut-off (160 – 180)** | **Cut-off (above 180)** | **Common Credit Points** | **Max.**  **Points** | **Total** |
| 5.1 | Students Admission | First Year | 3 | 1 | 2 | 3 | 5 | 70 | **105** |  |
| Lateral | - | - | | 80 – 90% (3) | Above 90% (5) | 30 |
| Others(ME/arts/ploy/other institutiona/3 | 15 | | | | | |
| 5.2 | Students Data Base Collection | First Year | 15 | | | | | | **25** |
| Lateral | 5 | | | | | |
| others | 10 | | | | | |
| 5.3 | Function / Program organization towards admission and Branding | First Year | 10 | | | | | | **25** |
| Lateral | 10 | | | | | |
| others | 5 | | | | | |
| 5.4 | Other works allotted by the Admission Cell | Co-Ordinator | 10 | | | | | | **10** |
| Member | 5 | | | | | |
| 5.5 | Bonus for Beyond the working hours (After 5pm and Leave days) | 10 Days | 10 | | | | | | **25** |
| 20 Days | 20 | | | | | |
| Above 20 Days | 25 | | | | | |
| **Note**: Separate Records should be maintained by Admission Cell. | | | | | | | | | | |

**FACULTY PERFORMANCE EVALUATION - GUIDELINES**

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| **TEACHING** | | |
|  | **Theory/Practical subjects pass percentage and grade performance are taken into consideration for calculating the credit points.** | |
|  | **Teaching innovation other than PPT, Block Board usage, Assignment, Seminar, any test conduction.** | |
|  | **Value added/ Add–on- courses /Hands-on Training has to be assessed properly and certificate to be given for all the students.** | |
| **RESEARCH ACTIVITIES** | | |
|  | | **Faculty members can publish papers in journals. Staff members can avail credit for both journal and conference if the paper presented in conference is published in a reputed journal. The faculty has to publish papers only in journals pertaining to their field (or) interdisciplinary journals with relevance.** |
|  | | **The journals published by faculty members should have minimum two citations (excluding self-citation) with our college affiliation** |
|  | | **For any consultancy work/Sponsored Research Project done, the surplus amount will be shared between the Employee and Institute. Revenue generated from our students & staff shall not be considered as revenue from consultancy.** |
| **ADMINISTRATIVE ACTIVITIES** | | |
|  | | **Faculty members attending training programs (FDP/Workshop/Seminar etc.,) should produce attendance /participation certificate.** |
|  | | **Faculty members brining companies for ON campus recruitment should get the company approved by the Placement Officer and Principal.** |
| **GENERAL** | | |
|  | | **Documents approved by the authority concerned alone are valid for credit points.** |
|  | | **Each and every documents need evident and documents during checking-IQAC** |
|  | | **Faculty members are allowed to participate in conference /workshop/seminar/FDP around India organized by institutes accredited by NAAC or the departments accredited by NBA or NIT/IIT/IISc (Tier-1 & Tier-2 ) etc.,** |
|  | | **Faculty members are encouraged to participate in events sponsored by government agencies like UGC/DRDO/ISRO/AICTE/CSIR/DST/DBT/DSIR/ICMR/Anna University.** |
|  | | **Staff members regular routine work related to teaching learning and students supporting work will not be considered for API** |
|  | | **The Chairman has the privilege to add additional credits to any member based on his/her overall observation of the involvement and organizational citizenship behavior demonstrated by the members during the appraisal period.** |
|  | | **The performance appraisal system is subject to change at any time based on requirement.** |