



VARDHAMAN COLLEGE OF ENGINEERING, HYDERABAD
Autonomous institute, affiliated to JNTUH

Performance Based Appraisal System (PBAS) Proforma based on Academic Performance Indicators (API)

Part A: Faculty Information	
S.No.	Faculty Details
A.1	Employee ID :
A.2	Name of the Faculty :
A.3	Name of the Department :
A.4	Designation :
A.5	Highest Qualification :
A.6	Date of Joining :
A.7	Total Service after M. Tech (as on 1 st July of CAY) :
A.8	Experience at Vardhaman (as on 1 st July of CAY) :

Part B: Teaching, Learning and Evaluation (120)			
S.No.	Criteria	Evaluation Rubrics	Max. Points
B.1	Courses Taught, Success Rate and Attainment of Course Outcomes (40)		
QnM	Odd Semester	Title of the course with course code:	
		Success Rate: Pass percentage	$\frac{\text{Pass \%}}{100} \times 10$ 10
		Grade Point Average of the class in the course (consider only pass students)	$(\text{GPA}/10) * 5$ 5
		Number of course outcomes attained	1 point for each CO 5
QnM	Even Semester	Title of the course with course code:	
		Success Rate: Pass percentage	$\frac{\text{Pass \%}}{100} \times 10$ 10
		Grade Point Average of the class in the course (consider only pass students)	$(\text{GPA}/10) * 5$ 5
		Number of course outcomes attained	1 point for each CO 5

Part B: Teaching, Learning and Evaluation (120)				
S.No.	Criteria		Evaluation Rubrics	Max. Points
B.2	Feedback on Teaching (20)			
QnM	Odd Semester	Points are allotted only if the feedback percentage is $\geq 70\%$ and zero points for $<70\%$	$(\%/100) * 10$	10
	Even Semester		$(\%/100) * 10$	10
B.3	Pedagogical Initiatives (40)			
QnM	Usage of ICT Tools		1 point per tool	4
	Odd Semester	Alternate Assessment Tools	1 point per tool	3
	Even Semester		1 point per tool	3
QnM	Design of Complex Engineering Problems		1 point per problem	5
	Number of Course End Projects (Related to courses handled during Odd and Even semesters)		1 point per project	5
QIM	Awareness on OBE (Description in 500 Words)		Assessed during Face-to-Face Interaction	4
QnM	Odd Semester	Innovative Teaching Methods/ Active Learning Strategies	1 point per method	3
	Even Semester		1 point per method	3
	Content Development (Video Lectures, Laboratory Manual, Handouts, Course Instructional Material etc.)		5 points per each item	10
B.4	Student Mentoring (20)			
QnM	Number of students mentored (N)			
	Frequency of mentor-mentee meetings			
	Odd Semester	Number of students cleared all the courses in first attempt, N1	$(N1/N) * 4$	4
	Even Semester	Number of students cleared all the courses in first attempt, N2	$(N2/N) * 4$	4
	Number of students participated in inter-institutional Events		1 point per student	4
	Number of students received awards		1 point per student	2
	Number of students undergone NPTEL or any other self-learning course (MOOCs)		0.5 point per student	3
	Mentees attendance	Number of Students having attendance $\geq 75\%$, N3	$(N3/N) * 3$	3
Total (B)				120

Part C: Research Contribution (120)				
S.No.	Criteria		Evaluation Rubrics	Max. Points
C.1	Research Papers and Publications (50)			
QnM	Papers Presented in Conferences Scopus/Web of Science/SCI		5 points per paper	10
	Papers Published in Journals Scopus/Web of Science/SCI		10 points per paper	20
	Number of Citations in previous calendar year (Jan 1 to Dec 31)		0.5 points per citation	10

Part C: Research Contribution (120)			
S.No.	Criteria	Evaluation Rubrics	Max. Points
	Publication of Books / Book Chapters (During CAY only)	First Author – 10 points Second Author – 8 points	10
C.2	Funded Research Projects (30)		
QnM	Research Projects - New or Ongoing (Points can be claimed during the period of Project)	≥ 10 Lakhs: PI - 20 points, Co-I - 15 points 5 to 10 Lakhs: PI - 15 points, Co-I - 10 points < 5 Lakhs: PI - 10 points, Co-I - 5 points	20
	Outcome of Research project (Tangible Output: Paper Publication or Product Developed)	PI – 10 points Co-I – 8 points	10
C.3	Products and Patents (20)		
QnM	Product / Working Model / Software Application Developed	5 points per product/model/application	5
	Number of Patents Granted / Published / Filed	1 Granted - 10 points 2 Published - 10 points 1 Filed and 1 Published - 9 points 2 Filed - 8 points 1 Filed - 7 points	10
	Money generated from Patent during the CAY	5 – points (No minimum limit on generation of money)	5
C.4	Consultancy (10)		
QnM	Consultancy work Undertaken	≥ 10 Lakhs - 10 points 8 lakhs to 10 Lakhs – 9 points 6 Lakhs to 8 Lakhs – 8 points 4 Lakhs to 6 Lakhs – 7 points < 4 Lakhs – 6 points	10
C.5	Student Projects (10)		
QnM	Number of student projects guided (Valid if Project converted to paper publication) Note: It is not applicable for H & S Faculty	B. Tech/MBA: 2.5 points per Team M.Tech: 5 points per project	10
Total (C)			120

Part D: Extension Activities and Professional Development (60)			
S.No.	Criteria	Evaluation Rubric	Max. Points
D.1	Professional Development (20)		
QnM	Trainings Attended by the Faculty	FDP (2 Weeks) / NPTEL Course (8 or 12 Weeks) / Internship in Industry (2 Weeks and Above) - 5 points each training FDP (1 Week) / NPTEL Course (4 Weeks) – 2.5 points each training Workshop (Less than 1 week) – 1 point each training Certifications – 10 points	10
	Training Conducted by the Faculty	FDP (1 or 2 Weeks) (only coordinator can claim) – 5 points Workshops (less than one week) - 2.5 points	5

Part D: Extension Activities and Professional Development (60)				
S.No.	Criteria		Evaluation Rubric	Max. Points
	Value added/Add-on course designed and conducted (Two faculty can claim) (Duration of minimum 40 hrs.)		5 points per course	5
D.2	Professional Interactions (25)			
QnM	Membership of Professional Society (IEEE, ACM, IETE, ISTE, ASME, ASCE, CSI, etc.)		2 Lifetime – 2.5 per membership 1 Annual – 5 per membership	5
	Interaction with Outside World	Member of Governing Body /Academic Council/ Board of Studies/ Professional Societies/ Examiner for PhD – 10 points Project Examiner: M. Tech – 5 points, B. Tech – 2.5 points Question Paper Setting – 5 points, Lab Examiner – 2 points Resource Person for Conference/Seminar/FDP - 5 points Internship in Industry (2 Weeks and Above) – 5 points (claim under one criterion only)		10
	Awards and Achievements (Best Teacher / Best Paper / Best Researcher / Young Researcher / Gold Medal / Awards for Contributions / Awards from Professional Societies etc.)		10 per award	10
D.3	Contribution in Administration at Workplace (15)			
QIM	Contribution to Institution (Description in 200 Words)		Principal Authentication and Appraisal	5
	Contribution to Department (Description in 500 Words)		HOD Authentication and Appraisal	10
			Total (D)	60

Part E: Additional Information (Optional)	
Description & Upload PDF	

Total (B+C+D)		300
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