

Revised Faculty Performance Evaluation Guidelines for Assistant Professor

Heads	Points	Unit	Max.	Cut-off	Remark	
1: TEACHING				out on	Remark	
No. of Lectures	0.25	Per L/T/P	145	110	Relaxation of 25 points in cut-off for PC/YC. Preferably 2 subjects	
Student's Feedback (Once in Semester, may be after II Mid-Term)	25	9-0	25	Medical and Lags of		
Panel's Feedback (Once in Semester, may be after II Mid-Term)	50	100: Green 50: Yellow 0: Red	50	To be decided	contributional Section	
HoD's Feedback (Once in Semester, may be after II Mid-Term)	25		25		Sound a grand (A.S.) Sound and (A.S.)	
2: RESEARCH					synchronists 4 Ref.	
	CAT-1	CAT - 2	CAT - 3			
Category*	SCI- Journal	WOS/ SCOPUS	WOS/SCOPUS indexed conference	bas w	1 SCI is equal to 2	
Assistant Professor (Level-4)	0	0	1	10	Scopus (Scopus index paper may be through	
Assistant Professor (Level-3)	0	0	2	20	conference or journal)	
Assistant Professor (Level-2)	0	0	3	30		
Assistant Professor (Level-1)	0	1	3	40		
3: Workshop						
Workshop/FDP (Internal) (For attending workshop taken by external faculty at GLA)-min 5 days/30 hours	10	Per Workshop	209 Sussua	amend? al sansy)	Faculty members can attend workshop in Top 75 NIRF Ranked Institution/NAAC A++	
For attending workshops conducted by institutions provided in pre-defined list)-min 5 days/30 nours	20	Per Workshop	20	10	Grade University with Full reimbursement up to 10K, Workshop/FDI should be for Innovation, Entrepreneurship and	
: Admin			Tale and Health		IPR based	
6.1: Programme Coordinator/Year Coordinator (C - 1 per Year, For programme whose average number of section per year is 4 or more.	20	Per Semester	15)+1100	er stor	A must to be original	
<u>C</u> - 1 per Programme			may not the		ranging and Edition of Adjusted	
.2: PREP/PDP Coordinator					From (1)	
per 1000 students in department	20	Per Semester	60 per year	20 per year	From 4.1 to 4.6, only 1 responsibility can be assigned to 1 Assistant Professor	
poters among (ear members will be		Semester	Lesgran Li		35000000	

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4.3: Placement Coordinator	T			T	
2 per Dept. till 600 final year student, additional 1 till next 300 final year students and so on	20	Per Semester	holl ithm	E hosivel	
4.4: Proctor Incharge	122010	n n			
1 Per Academic Block	20	Per Semester			H I
4.5: Time Table Incharge					THE PARTY
1 Per Department, additional 1 if number of students in department is more than 500	20	Per Semester	1 10 1284		No estratent
4.6: Examination Incharge					
2 Per Department, additional 1 if number of students in department is more than 800	20	Per Semester		n - 41 and while	Indiana Researchine I Internal di esnota Internal HIM
4.7: Class Advisor		Per	1 :001		The state of the s
1 per Section	20	Semester	X 165	E wheel yet	SHOULS IN SOLUTION
4.8: Member Proctorial Board 1 per Department, additional 1 if number of students in department is more than 1000	10	Per Semester		If with od summer	Matth's Peofiles & Conce in Sciencies (Once in Sciencies (Mild Science)
4.9: Lab Incharge					EDMARGE S
1 Per Lab	10	Per	TO LATE		
(Based on Maintenance and Upgradation of Lab)	10	Semester	SC1-1 75-00		(2003)
4.10: Departmental Branding Incharge 1 Per Department (Based on Departmental News / Regular updation on Website / Branding Initiatives)	10	Per Semester			
4.11: Alumni Incharge					number of the
2 Per Department (Based on Number of Alumni Interactions and Participants in Alumni Meet)	10	Per Semester	104 624-77		(5) 40 mortshow (6) consistence with mortifications (6) more
4.12: Departmental Society/Club/Chapter Incharge 1 per club (Based on output of the Society for the semester)	10	Per Semester	100 M	SECTION SECTIO	1 Faculty member will be in charge of 1 club only.
4.13: VAC Coordinator	10	Per Semester			22184
4.14: Any Other Admin role approved by Dean Academic	10	Per			SHIRL OF THE PARTY OF
Based on output of the role)-	10	Semester	Day 1	1648018180	
: Other:			1519410467		Argument was to have
-Contents Development	20	Day			Strategy and a
Conducted VAC/Remedial	20	Per year			Committee to
ourse/FDP as resource person	10	Per year		100000	A CONTRACTOR OF THE PROPERTY O
unctional MOU	10	Per year			
xtension activity organized	5	Per year	No Limit	20	per activity but not more
onference organization with occeeding	20	Per year	Wite State		than 2 points among team
onclave Organized	10				members will be divided



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7: Number of citations		Per year	No Limit	3N	N is the number of paper given in publication target
Classes / Lab during Summer Term	0.25 per L/T/P		00		
Member - Admissions (Internal)	60		60	nil	
Member - Admissions (External)	60			.,,	
Team Lead - Admissions	75		75		
Zonal Lead - Admissions	90		90		
6: SUMMER			Life Control of the C		1 1 2 2 2 2 2 2
Faculty Corporate Connect (For Catg 1 and 2)-Above 55K Sal	20	Per year	20	20	Choose any companies which comes to GLA, Must conduct 1 paid valuadded course or collaborative teaching with 15 hours minimum engagement of Industry person
Funding from Non-government bodies/Corporate training/EDP/MDP/Consultancy (80:20 Share)	1 point per 1 K	Per year		20/30/40/50	

Important Points (Must Read)

- 1: If a paper is written by GLA University author as first author and other authors are from other university then sole author API credit will be given and full incentive will be given.
- 2: In collaborative research paper Either full incentive irrespective of author position or API point and incentive as per author position should be given.
- 3: If faculty is not as first author in collaborative research then in case of paid journal, Rs. 10 K as reimbursement will be given to faculty and in case of conference-Rs. 5K as reimbursement will be given.
- 4: 1 Lac Rs project is equivalent to 3 Scopus-Applicable for Assistant professor or below grade Employee-Maximum equivalence is equal to number of papers Required-Project should be government Sponsored-Reverse is not true (half weightage will be given to co-pi)
- 5: Additional credit earned through project or consultancy will be equated with Scopus papers where additional 1 lac will be equal to 2 Scopus Papers. SCI paper requirement will not be equated in any condition.
- 6: 1 patent grant will be treated as completion of research component of API-maximum 3 faculties should be as inventor.
- 7: 1 Book author of BCI/WOS indexed is equivalent to 1 SCI/42Scopus paper and 50 K Rs as reward-maximum of research paper target
- 8: Faculty must have 3*N citations in a year, where N is the number of papers given as target to faculty members-self citation is not allowed
- 9: Additional Project value other than required in API will be considered in next year of API only (Applicable for Associate Professors and Professors)
- 10: First and corresponding authors will get equal and higher weightage in comparison to other authors (Max point will be 100% of a paper's point)
- 11: Faculty members who will bring consultancy, amount will be shared between Faculty and GLA as per consultancy rule (80:20)
- 12: 1 Lac Rs consultancy is equivalent to 2 Scopus-Applicable for Assistant professor or below grade Employee-Reverse is not true-consultancy should be from registered company.
- 13: At least one paper should be published as 1st author in case of Assistant Professors.
- 14: In case of multiple authors, 1st author will get 50% credit and rest 50% will be divided in other authors.
- 15: For identifying the category of Assistant Professor, 'level' is based on salary of Assistant professor.
- 16: Faculty member can also fulfill their required number of paper by publishing in higher category. For example numbers of Cat. 3 can be fulfilled by publishing Cat. 2/1 paper.
- 17: These guidelines are applicable only for API purpose. Existing promotion polity will remain as it is.
- 18: An amount of Max Rs. 15000 (Max) per year will be sanctioned as research budget to each faculty member which can be utilized for the research / publication / workshop / Conference.

(Prof. Ashish Sharma) Dean - Academic Affairs



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Revised Faculty Performance Evaluation Guidelines for Associate Professor/Professor

	n.i.			Professor	A	ssociate Prof
Heads	Points	Unit	Max.	Cut - off	Max.	Cut-off
1: TEACHING			deballe.			
No. of Lectures	0.25	min 4 Theory (Prof) min 8 Theory (Asso. Prof)	40	25	80	50
Student's Feedback (Once in Semester, may be after II Mid-Term)	25		25	85 .32 27 .24		Department (Cham, 1/2)
Panel's Feedback (Once in Semester, may be after II Mid-Term)	50	100: Green 50: Yellow 0: Red	50	To be decided		To be decided
HoD's Feedback (Once in Semester, may be after II Mid-Term)	25	-	25	(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	ang No d	
2: RESEARCH						
Publication			20 102	050		
Externally Sponsored Projects	*10 - 05	• project amount per 1 Lakh: PI - Co PI (minimum amount is 30K)		101 HERE		E STEPHEN
External Consultancy Carried Out	*10	• project amount per 1 Lakh (minimum amount is 30 K)	No Limit	20 (If value of project/consultancy amount is more than 5 Lakh then next year will be	No Limit	20 (If value of project/consultance amount is more than 5 Lakh then next year will be
Patents	40 / 02	Approved / Filed		optional)	er salvada	optional)
	20	Approved		35	Para land	Libert part
Gene Sequencing		(if more than one, then the marks get equally divided)	1 H 229	40 0.2000		57 - 100 past 4
Research Guidance		If more than one		The Control		mis? }
(Awarded/Thesis Submitted) as Guide	30 per candidate	Supervisor, then marks get equally divided.	No		No	o velica? W
Books from listed Publishers	30 per Book	(if more than one authors, then the marks get accordingly divided)	Limit	These states and the second	Limit	on the part of the
Awards / Recognitions / Member of Editorial Board of SCI, Scopus or ABDC - B or Above	20 per assignment	ontalling to many		20		20
Invited as Resource Person for FDP / Training / Workshop / STC / Guest Lecture in Institutes in GLA Listing or	10 per assignment	in the second se	30	as to bellem diguests of dividing stronger, FRS on Liquid & or transcript in resolut to reduce of	30	Liminula a k. Lva laupe m est and 1 2 mysisvappa
Reviewer of SCI, Scopus or ABDC Journals <u>or</u>				8	Mila	

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Limit

Jean - Academi	с Апа	Irs			12-B	Status from U
Attend Summer / Winter School, Workshop, Training Program of minimum 5 days	eluation Profess	masse akt		ed Faculty	12.59	
3: ADMIN	3112233194					
Central Responsibilities	120 / 80	Dean/ Asso Dean, Chief Proctor, Admission Coordinator, Chief Warden Other Central Responsibilities	200	30	150	60
Departmental Committees (Exam, IQAC, DQAC, PB, E-Cell, Societies, PC, YC, others)	50 / 30 per assignment	Incharge / Member			Zaedio La massa	
4: Other:	1 (4) n ?	-62	100	V 7 1 1 12 13 15 15 15	4 420	
E-Contents Development	20	Per year				Anne bill
Conducted VAC/Remedial course/FDP as resource person	10	Per year			Ligath Justice	
Functional MOU	10	Per year		20	10	
Extension activity organized	5	Per year	N	20		20
Conference organization with proceeding	20	Per year	No Limit		No Limit	
Conclave Organized	10	Per year			Charles Special	
Funding from Non-government bodies/Corporate raining/EDP/MDP/Consultancy (80:20 Share)	1 point per 1 K	Per year		20/30/40/50		20/30/40/50
Faculty Corporate Connect	20	Per year	20	20	20	20
5: SUMMER	建筑。	LPR STREET	31 51 52 52 51			
Zonal Lead - Admissions	90		90	E9 1-94 1 1 1 2 2 2 2		eline pri
Feam Lead - Admissions	75		75			
Member - Admissions (External)	60	080 2	115-111-1			
Member - Admissions (Internal)	60	der jes	(0)	nil	2000	2000
Classes / Lab during Summer	0.25	theb-sir-	60			
Term	per L/T/P	Cano seeks	12 m		medical S	rio resenti
: Number of citations		Per year	No Limit	3N	No	3N

Important Points (Must Read)

1: If a paper is written by GLA University author as first author and other authors are from other university then sole author API credit will be given and full incentive will be given.

Limit

- 2: In collaborative research paper Either full incentive irrespective of author position or API point and incentive as per author position should be given
- 3: If faculty is not as first author in collaborative research then in case of paid journal, Rs. 10 K as reimbursement will be given to faculty and in case of conference-Rs. 5K as reimbursement will be given.
- 4: Additional credit earned through project or consultancy will be equated with Scopus papers where additional 1 lac will be equal to 2 Scopus Papers. SCI paper requirement will not be equated in any condition.
- 5: 1 Lac Rs project is equivalent to 3 Scopus-Applicable for Assistant professor or below grade Employee-Maximum equivalence is equal to number of papers Required-Project should be government Sponsored-Reverse is not true (half weightage will be given to co-pi).



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- 6: 1 patent grant will be treated as completion of research component of API-maximum 3 faculties should be as inventor
- 7: 1 Book author of BCI/WOS indexed is equivalent to 1 SCI/42Scopus paper and 50 K Rs as reward-maximum of research paper target.
- 8: Faculty must have 3*N citations in a year, where N is the number of papers given as target to faculty members-self citation is not allowed
- 9: Additional Project value other than required in API will be considered in next year of API only (Applicable for Associate Professors and Professors).
- 10: First and corresponding authors will get equal and higher weightage in comparison to other authors (Max point will be 100% of a paper's point).
- 11: Faculty members who will bring consultancy, amount will be shared between Faculty and GLA as per consultancy rule (80:20).
- 12: 1 Lac Rs consultancy is equivalent to 2 Scopus-Applicable for Assistant professor or below grade Employee-Reverse is not true-consultancy should be from registered company.
- 13: At least one paper should be published as 1st author in case of Assistant Professors.
- 14: In case of multiple authors, 1st author will get 50% credit and rest 50% will be divided in other authors.
- 15: For identifying the category of Assistant Professor, 'level' is based on salary of Assistant professor
- 16: Faculty member can also fulfill their required number of paper by publishing in higher category. For example numbers of Cat. 3 can be fulfilled by publishing Cat. 2/1 paper.
- 17: These guidelines are applicable only for API purpose. Existing promotion polity will remain as it is.

Table 1.1

		CAT - 1		CAT-3
S. No.	Designation	SCI	WOS/ SCOPUS	WOS/SCOPUS indexed conference
1	Associate Professor	1	2	3
2	Professor	1	2	4

(Prof. Ashish Sharma) Dean - Academic Affairs



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Revised Faculty Performance Evaluation Guidelines for Associate Professor/Professor Research

Heads	Heads Points Unit		Profe	Associate		
Heads			Max.	Cut - off	Max.	Cut-of
1: TEACHING				licharing the		Mary C.
No. of Lectures	0.25	1867 70°	25	NA	25	NA
Student's Feedback (Once in Semester, may be after II Mid-Term)	25	Testes Area	25	na managa	25	ucasi.
Panel's Feedback (Once in Semester, may be after II Mid-Term)	50	100: Green 50: Yellow 0: Red	50	To be decided	50	To be decide
HoD's Feedback (Once in Semester, may be after II Mid-Term)	25	Keu	25		25	
2: RESEARCH		1697 1111 1 (8)		The Committee of the Co	langa	those I
Publication		Please See	Table 1	1.1		
Externally Sponsored Projects	*10 - 05	• project amount per 1 Lakh: PI - Co PI (minimum amount is 30K)		0000	No Limit	100
External Consultancy Carried Out	*10	• project amount per 1 Lakh (minimum amount is 30 K)	No Limit	200		
Patents	40 / 02	Approved / Filed				
Gene Sequencing	20	Approved				
		(if more than one, then the marks get equally divided)				
Research Guidance	30 per candidate	If more than one Supervisor, then marks get equally	No Limit		No Limit	20
(Awarded/Thesis Submitted) as Guide	aumar position of ATI	divided.				
Books from listed Publishers	30 per Book	(if more than one authors, then the marks get accordingly divided)	TO Elline	and he given to as facently to case of the reject is edu is eques to		
Awards / Recognitions / Member of Editorial Board of SCI, Scopus or ABDC - B or Above	20 per assignment	to ad the vocation con- tion of each or store side to do not be a store side.	national discussion for region 132 Uplastice 22 bes	20		
Invited as Resource Person for FDP / Training / Workshop / STC / Guest Lecture in Institutes in GLA Listing or		u, wheel this maintains	30	To a seed of		
Reviewer of SCI, Scopus or ABDC Journals <u>or</u> Attend Summer / Winter	10 per assignment	No redição bou temps de		Persion by a	enerolisi onersion ose ener	(4)
School, Workshop, Training Program of minimum 5 days		you have been a vice elle	ndecome line	K ME	K (85-56) (05-56)	B

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: Other: E-Contents Development	20	Per year	oteions b			
Conducted VAC/Remedial course/FDP as resource person	10	Per year			No	
Functional MOU	10	Per year	No Limit	20	Limit	20
Extension activity organized	5	Per year				
Conference organization with proceeding	20	Per year				
Conclave Organized	10	Per year			101111111111111111111111111111111111111	
Funding from Non government bodies/Corporate training/EDP/MDP (80:20 Share)	1 point per 1 K	Per year	No Limit	100	No Limit	100
training DDT/1122 (102	2018/21/1	1 21 1		Walkson ii	
Faculty Corporate Connect (For	20	Per year	20	20	20	20
Catg 1 and 2)-Above 55K Sal	idaT 202 m	Pleat			Golf and	Net 1
	1 I say bear	iola bolone-				
4: Number of citations	Jegurania.	Per year	No Limit	6N	No Limit	6N

	CAT-1	CAT-2	
Category	SCI/ABDC-A/B	WOS/ SCOPUS/ ABDC-C	
D. C. Descovah	2*	4	
Associate Professor-Research	2*	5	
Professor-Research	2990 (B) 230(C) (7)		

Important Points (Must Read)

- 1: If a paper is written by GLA University author as first author and other authors are from other university then sole author API credit will be given and full incentive will be given.
- 2: In collaborative research paper Either full incentive irrespective of author position or API point and incentive as per author
- 3: If faculty is not as first author in collaborative research then in case of paid journal, Rs. 10 K as reimbursement will be given to faculty and in case of conference-Rs. 5K as reimbursement will be given.
- 4: 1 Lac Rs. project is equivalent to 3 Scopus-Applicable for Assistant professor or below grade Employee-Maximum equivalence is equal to number of papers Required-Project should be government Sponsored-Reverse is not true (half
- 5: Additional credit earned through project or consultancy will be equated with Scopus papers where additional 1 lac will be equal to 2 Scopus Papers. SCI paper requirement will not be equated in any condition.
- 6: 1 patent grant will be treated as completion of research component of API-maximum 3 faculties should be as inventor.
- 7: 1 Book author of BCI/WOS indexed is equivalent to 1 SCI/2 Scopus paper and 50 K Rs as reward-maximum of research
- 8: Faculty must have 6*N citations in a year, where N is the number of papers given as target to faculty members-self citation
- 9: Additional Project value other than required in API will be considered in next year of API only (Applicable for Associate
- 10: First and corresponding authors will get equal and higher weightage in comparison to other authors (Max point will be
- 11: Faculty members who will bring consultancy, amount will be shared between Faculty and GLA as per consultancy rule (80:20)



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- 12: 1 Lac Rs consultancy is equivalent to 2 Scopus-Applicable for Assistant professor or below grade Employee-Reverse is not true-consultancy should be from registered company
- 13: At least one paper should be published as 1st author in case of Assistant Professors.
- 14: In case of multiple authors, 1st author will get 50% credit and rest 50% will be divided in other authors.
- 15: Faculty member can also fulfill their required number of paper by publishing in higher category. For example numbers of Cat. 3 can be fulfilled by publishing Cat. 2/1 paper.
- 16: These guidelines are applicable only for API purpose. Existing promotion polity will remain as it is.
- 17: An amount of Max Rs. 15000 (Max) per year will be sanctioned as research budget to each faculty member which can be utilized for the research / publication / workshop / Conference.
- 18: Teaching will be optional for Assistant Professor-Research
- 19: Red/Yellow/Green will not be based only on research and other component of API, however Super Green category will only be awarded if faculty member will be Green in Teaching and Feedback component of API
- 20: If an Assistant Professor-Research will be in Red category in first year then teaching engagement will not be assigned to faculty member in next year and 1 additional SCI paper needs to be written by faculty member

(Prof. Ashish Sharma) Dean - Academic Affairs



Revised Faculty Performance Evaluation Guidelines for Assistant Professor Research

Heads	Points	Unit	Max.	Cut-off	Remark	Commen
1: TEACHING						
No. of Lectures	0.25	Per L/T/P	50	NA	hondelie artick, was collesiant it Points (Einst Even)	Teaching will be or choice
Student's Feedback (Once in Semester, may be after II Mid-Term)	25	100:	25	nit se mai ti eve jediliž verose i	apper is written by the A time golden to odit will be given and mill mentiles or stationalive recent of partir Editor in coalities about the given	E Ka Arton PACO PACO PACO PACO PACO PACO PACO PACO
Panel's Feedback (Once in Semester, may be after II Mid-Term)	50	Green 50: Yellow 0:	50	To be decided	September 11 common to the september of the september 12 common to the sept	NA
HoD's Feedback (Once in Semester, may be after II Mid-Term)	25	engosz driw tenegy o r malitikas yott na korsup mutawaga Elik	25		(45 km) of armin of 10 program south a mercian bounds (there seems), 1522 minus (114 moget), arganics, area form	ing sit
2: RESEARCH	m-basses as a	X X 04 boursque augeles	DELE		parat baroba. Pro pri to the auditoria.	
Tell serve layeren utilan	A ser server he	Plea	ise see ta	able 1.1	1997	ranging
3: Other:					ENZARIZATIONE	
E-Contents Development	20	Per year	4,21460	TSE TO	ment Project value of set than requi-	A 91
Conducted VAC/Remedial course/FDP as resource person	10	Per year	No	esta yeng	e and corresponding nations will assort a point) of a pareit a point) cute overal sea who will be received as	17.02 17.08 18.00 18.00
Functional MOU	10	Per year		Neopus-A	(W. Inglue lines of the Millians of Sec.	1.21
Extension activity organized	5 11 14	Per year	Limit	20	per activity but not more than 2	(1.15) (1.15)
Conference organization with proceeding	20	Per year	End Sec	Nug 117	points among team members will be divided	Dia Pat NY
Conclave Organized	10	Per year	5 5 5 7	Professor	matelas A est aussivo Affigu gentos	10 2g
Funding from Non-government bodies/Corporate training/EDP/MDP (80:20 Share)	1 point per 1 K	Per year	No Limit	50	The rodoner officed & babdists of the first of the second	10 21 0 200 11 305 081 61
Faculty Corporate Connect (For Catg 1 and 2)-Above 55K Sal	20	Per year	20	20	Choose any companies which comes to GLA, Must conduct 1 paid value added course or collaborative teaching with 15 hours minimum engagement of Industry person	Dean Page 1
4: Number of citations		Per year	No Limit	6N	N is the number of paper given in publication target	•

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Table 1.1

wet samilakus kanitan		CAT-1	CAT - 2	CAT-3	
S. No.	Category*	SCI/ABDC-A/B	WOS/ SCOPUS/ ABDC-C	WOS/SCOPUS indexed conference	
1	Assistant Professor-Research	2*	4	0	

^{*} Paper should be in Q1/Q2 indexed journal

Important Points (Must Read)

- 1: If a paper is written by GLA University author as first author and other authors are from other university then sole author API credit will be given and full incentive will be given.
- 2: In collaborative research paper Either full incentive irrespective of author position or API point and incentive as per author position should be given
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(Prof. Ashish Sharma)

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