

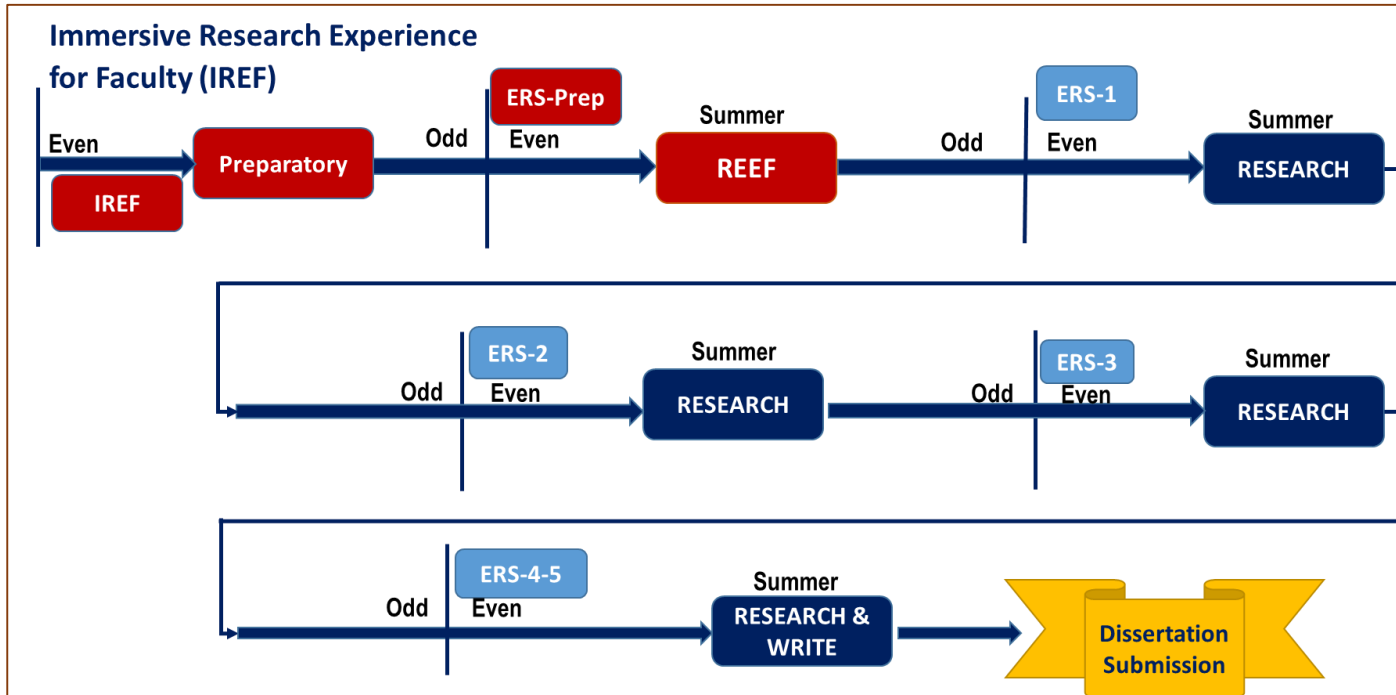
# **Faculty Appraisal**

**PART –II**

**Research**

## Research Path for Faculty

### Research Path for Faculty



- **IREF**- Immersive Research Experience for Faculty (faculty not yet registered for PhD): Minimum two years
- **ERS-Prep**- Evolving Research Scholars; One year before registration
- **ERS-1**- Evolving Research Scholars in first year of registration
- **ERS-2**- Evolving Research Scholars in second year of registration
- **ERS-3**- Evolving Research Scholars in third year of registration
- **ERS-4-5...**

## **IREF faculty**

### **Immersive Research Experience for Faculty (IREF)**

1. Every department need to have research groups identified in alignment with department research focus areas and strengths of the mid and senior level researchers (with Ph D)
2. These groups can co-opt / bring-in / collaborate external researchers from higher level institutions / industry
3. The younger faculty with less than 5 years of experience and also faculty with more than 5 years of experience who have not yet decided upon their research areas / path are to be identified – They are referred as YFRs
4. The identified (as per 3.) faculty can join any of these research groups for a year. One should keep in mind the following while working with the research group
  - a. Working with research group does not mean that faculty will be bound to work for their PhD with the same group. After a year they can work with another group. This can give them exposure to different research areas to make an informed choice for their PhD.
5. Each of the research group will come up with themes for these YFRs to work on. While formulating these themes following should be kept in mind:
  - a. Theme should be within the area of interest of group and enough expertise should be available with the senior researchers (in the group) to mentor the faculty.
  - b. The theme should lead the young researcher to explore the broad research area to gain new knowledge, concepts, tools etc.,
  - c. Further, it should also help the researcher to go deeper into one specific research topic to
    - i. Explore state-of-the-art research that is being carried out
    - ii. Understand Research gaps
    - iii. Formulate research questions
6. Based on the above study each faculty will write a brief Annual Research Report.

## Research Plan and performance appraisal

## Category: Immersive Research Experience for Faculty (IREF)

7. 70 to 80 % of appraisal (Research) ratings of these category of the faculty is going to be based on the review of the above work. The review consists of two parts

	Outcome	Weightage	Evaluated
Part A	acquiring new knowledge, learning Tools etc., (b above)	40 %	HOD, two senior researchers of group
Part B	Research report (c above)	60 %	HOD, Two senior researchers, One external researcher from academia or industry (of repute)

8. It is expected that based upon their work, the faculty will publish (individual or as part of group) a paper in national or international conference (SCOPUS or WoS indexed).
9. In the second year these YFRs can continue to work under the same group or move on to another group. If the YFR is continued in the same group, the next year plan for A and B part of the work need to be specified and approved by the committee evaluating Part-B
10. The performance in this stage is important for the following
- It decides whether faculty is ready to move to ERS-Prep category
  - It also becomes a measurement parameter of the faculty in performance appraisal of that particular year
11. Normally a faculty is expected to spend two years as IREF scholar

**A. Outcome Review Schedule**

	Outcomes	First half year Review June		Final Review December		Grade
			Review points		Review points	
1	Acquiring new knowledge, learning Tools etc.,	✓	<ul style="list-style-type: none"> <li>• Areas focussed</li> <li>• Evidence of learning</li> </ul>	✓	<ul style="list-style-type: none"> <li>• Areas focussed</li> <li>• Evidence of learning</li> </ul>	
2	Research report (c above)	✓	Quality, depth of work Sense of direction	✓	Quality, depth of work Sense of direction	
3	Publications in a refereed national or international Conference indexed in Web of Science or Scopus or Google scholar	✓	Preparedness	✓	Status	

**B. Goal Setting and Review**

**i. First Half Year: January –June;**

**Review-1: December last week**

**Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Acquiring new knowledge, learning Tools etc.,			
2	Research report			
3	Publications in a refereed national or international Conference indexed in Web of Science or Scopus or Google scholar			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**ii. Second Half Year: July-December;**

**Review-3-July 1st week**

**Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Acquiring new knowledge, learning Tools etc.,			
2	Research report			
3	Publications in a refereed national or international Conference indexed in Web of Science or Scopus or Google scholar			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year end appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

<b>Appraisal of Scholarly Activities –IREF</b>					
		<b>Outcome</b>	<b>Weightage</b>	<b>Evaluated</b>	<b>Score</b>
1	Part A	Acquiring new knowledge, learning Tools etc.,	30 % (40)	HOD, two senior researchers of group	
	Part B	Research report (c above)	50 % (60)	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
2		Publications in a refereed national or international Conference indexed in Web of Science or Scopus or Google scholar	20 %	HOD	
Total					

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

## Research Plan and performance appraisal

Category: ERS-Prep (One year before PhD registration)

### ERS-Prep

After successfully completing the IRF period (minimum 2 years), the faculty enters into ERS-Prep stage. ERS-Prep stage is usually for one year. At the end of this stage the faculty is ready for registration for PhD by appearing for RET.

The performance in this stage is important for the following two

1. It decides the eligibility of the faculty to register for PhD (internal or external)
2. It also becomes a measurement parameter of the faculty in performance appraisal of that particular year

### A. Outcome Review Schedule

ERS-Prep experience and evaluation consists of two parts:

	Outcomes expected	Evaluation	Evaluated by
Part-A January-May	1. Identification of broad research area and the mentor	a. Colloquium Presentation	Colloquium expert panel (need to have external also)
	2. Identification of broad research questions 1. Based on literature survey Review article to present in department research colloquium 2. Research report	b. Research report	HOD, Two senior researchers, One external researcher from academia or industry (of repute)
Part B	1. REEF registration and completion 2. Research proposal document 3. Paper publication on the basis of REEF work	a. REEF evaluation	REEF evaluation Committee
		b. Research Proposal	HOD, Two senior researchers, One external researcher from academia or industry (of repute)
		c. Paper publication	



**B. Goal setting & Review**

i. **First Half Year: January –June;**                      **Review-1: December last week**                      **Review-2: July 1<sup>st</sup> Week**

	Outcomes	First half year Review ; June	
			Review points
1	Identification of broad research area and the mentor	✓	
2	Identification of broad research area and the mentor	✓	
3	Based on literature survey Review article to present in department research colloquium	✓	
4	Research report	✓	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

ii. **Second Half Year: July-December;**                      **Review-3-July 1st week**                      **Review-4: December last Week**

	Outcomes	Final Review; December		Grade
			Review points	
1	REEF registration and completion	✓		
2	Research proposal document	✓		
3	Paper publication on the basis of REEF work	✓		

**C. Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

<b>Scholarly Activities –ERS-Prep</b>							
	<b>Outcomes expected</b>	<b>Weightage</b>	<b>Evaluation</b>	<b>Evaluated by</b>	<b>Weightage</b>	<b>Score</b>	
Part-A January-May	1. Identification of broad research area and the mentor	40 % (40)	a. Colloquium Presentation	Colloquium expert panel (need to have external also)	50% (20)		Total-A
	2. Identification of broad research questions		b. Research report	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	50% (20)		
	3. Based on literature survey Review article to present in department research colloquium						
	4. Research report						
Part B	1. REEF registration and completion	60% (60)	a. REEF evaluation	REEF evaluation Committee	50% (30)		Total B
	2. Research proposal document		b.				
	3. Paper publication on the basis of REEF work		c. Research Proposal	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	30% (18)		

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

Name of The Faculty:

Designation:

Year-1: January- December

<p><b>Expectations:</b></p> <ul style="list-style-type: none"> <li>• PhD Registration</li> <li>• Finalisation of Dissertation area</li> <li>• Guide selection</li> <li>• Course work as a foundation for thesis work</li> <li>• Literature survey</li> <li>• Attend research seminars and workshops</li> <li>• Research problem definition</li> <li>• Research questions</li> <li>• Dissertation Research Proposal</li> <li>• Approval from Review Committee</li> </ul>
---

<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Research problem and research questions</li> <li>• Dissertation Research proposal with detailed plan, tasks and timelines</li> <li>• Greater exposure to the subject and networking with experts</li> <li>• At least 50 % coursework completed</li> <li>• Two review articles in department colloquia</li> <li>• Year-end research report</li> </ul>
---

**A. Outcome Review Schedule**

	Outcomes	First half year Review, June		Final Review, December		
		✓	Review points	✓	Review points	Grade
1	Dissertation Research proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines	✓	<ul style="list-style-type: none"> <li>• Literature survey – depth</li> <li>• Attempt to identify research gaps</li> <li>• Attempt to formulate research problem</li> </ul>	✓	<ul style="list-style-type: none"> <li>• Comprehensive proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines</li> </ul>	
2	At least 50 % coursework completed	✓	Finalisation of courses and registrations	✓	Completion Status	
3	Review articles in department colloquia	✓	Status	✓	Quality and depth	
4	Publications in the area in national or international conference			✓	Status	

**B. Goal Setting and Review**

**i. First Half Year: January –June;**

**Review-1: December last week**

**Review-2: July 1<sup>st</sup> Week**

	Outcomes to Reviewed	Review:1 Goal Setting for the period	Review-2-Performance against goals set	Grade
1	Dissertation Research proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines			
2	At least 50 % coursework completed			
3	Review articles in department colloquia			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**ii. Second Half Year: July-December;**

**Review-3-July 1st week**

**Review-4: December last Week**

	Outcomes to Reviewed	Review:1 Goal Setting for the period	Review-2-Performance against goals set	Grade
1	Dissertation Research proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines			
2	At least 50 % coursework completed			
3	Review articles in department colloquia			
4	Publications in the area in national or international conference			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year-end appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

<b>Appraisal of Scholarly Activities –ERS-1</b>					
	<b>Outcomes expected</b>	<b>Weightage</b>	<b>Evaluation</b>	<b>Evaluated by</b>	<b>Score</b>
1.	Detailed proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines	40 % (40)	Quality, depth of work	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
2	50 % coursework completed	20% (20)		HOD	
3	Review articles in department colloquia	20% (20)	Quality, Quality, depth of work Sense of direction	Colloquium expert panel (need to have external also)	
4	Publications in the area in national or international conference	20% (20)	One publication	HOD	
	Any other				
				Total	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

Name of The Faculty:

Designation:

Research Category: ERS-2

**Expectations:**

- Refine your research project and become more focused.
- Complete the course work
- Prepare for comprehensive viva
- Stay abreast of the current literature in your field.
- Manage your time for experiments, reading, and writing and other tasks of research
- Learn to efficiently translate results into publication quality data.
- Increase your depth and breadth by attending seminars within and outside of your field
- Publish a paper or prepare a manuscript for publication.
- Develop new hypotheses and design experiments to test them.

**Outcomes**

- Course work completion
- Review and refine of Research problem, Research questions and Research plan
- Task completion and Work schedule as per the plan
- Attend research seminars and workshops
- Communication of results in departmental colloquia
- Writing of papers
- Comprehensive Viva
- 600 hours spent on research work

**A. Outcome Review Schedule**

	Outcomes	First half year Review June		Final Review December		
			Review points		Review points	Grade
1	Review and refining of Dissertation Research proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines	✓	<ul style="list-style-type: none"> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>			
2	100 % coursework completed	✓	Finalisation of courses and registrations	✓	Completion Status	
3	Review articles in department colloquia	✓	Status	✓	Quality and depth	
4	Publications in the area in national or international conference			✓	Status	
5	Comprehensive Viva			✓	Status	

**B. Goal Setting and Review**

**i. First Half Year: January –June; Review-1: December last week Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Review and refining of Dissertation Research proposal			
2	100 % coursework completed			
3	Review articles in department colloquia			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**ii. Second Half Year: July-December; Review-3-July 1st week Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	100 % coursework completed			
2	Review articles in department colloquia			
3	Publications in the area in national or international conference			
4	Comprehensive Viva			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year-end Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

Appraisal of Scholarly Activities –ERS-2					
	Outcomes expected	Weightage	Evaluation	Evaluated by	Score
1.	Refined Research proposal with – Literature survey, research problem and research question, detailed plan, tasks and timelines	20 % (20)	<ul style="list-style-type: none"> <li>• Quality, depth of work</li> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
2	100 % coursework completed	20% (20)		HOD	
3	Review articles in department colloquia	10% (10)	Quality, depth of work Sense of direction	Colloquium expert panel (need to have external also)	
4	Publications in the area in national or international conference	20% (20)	One publication	HOD	
5	Completion of Comprehensive	30% (30)		HOD	
				Total	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:



Name of The Faculty:

Designation:

Research Category: ERS-3

**Expectations:**

- Review and refine Research plan
- Task completion and Work schedule as per the plan
- Present current work and preliminary results in department colloquia
- Develop new hypotheses and design experiments to test them.
- Work as part of Institutional / Sponsored projects in the area
- Mentor other research scholars and REU students (as co-guide)
- Publication of papers in conferences and Journals
- 600 hours spent on research work

**Outcomes**

- Review and refine Research plan
- Task completion and Work schedule as per the plan
- Communication of results in departmental colloquia
- Publication of papers in conferences and Journals
- Part of Research projects in the area
- Mentoring other research scholars or REU Students
- 600 hours spent on research work

**A. Outcome Review Schedule**

	Outcomes	First half year Review June		Final Review December		
			Review points		Review points	Grade
1	Review and refining of Dissertation Research proposal	✓	<ul style="list-style-type: none"> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>			
2	Work progress; Task completion and Work schedule as per the plan	✓	Work progress as per the plan	✓	Work progress as per the plan	
3	Communication of results in department colloquia	✓		✓	How significant results are in reaching the research objectives	
4	Publications in the area in national or international conference , journal	✓		✓	Status	
5	Part of research projects in the area / Mentoring of REU students			✓	Proactive participation	

**B. Goal Setting and Review**

**i. First Half Year: January –June;**

**Review-1: December last week**

**Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Review and refining of Dissertation Research proposal			
2	Work progress; Task completion and Work schedule as per the plan			
3	Communication of results in department colloquia			
4	Publications in the area in national or international conference , journal			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**ii. Second Half Year: July-December;**

**Review-3-July 1st week**

**Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Work progress; Task completion and Work schedule as per the plan			
2	Communication of results in department colloquia			
3	Publications in the area in national or international conference , journal			
4	Part of research projects in the area / Mentoring of REU students			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year-end Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

<b>Appraisal of Scholarly Activities –ERS-3</b>					
	<b>Outcomes expected</b>	<b>Weightage</b>	<b>Evaluation</b>	<b>Evaluated by</b>	<b>Score</b>
1.	Refined Research proposal	10 % (10)	<ul style="list-style-type: none"> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
2	Work progress; Task completion and Work schedule as per the plan	30% (30)	Work progress as per the plan	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
3	Communication of results in department colloquia	30% (30)	How significant results are in reaching the research objectives	Colloquium expert panel (need to have external also)	
4	Publications in the area in national or international conference, journals	20% (20)	One publication	HOD	
5	Part of research projects in the area / Mentoring of REU students	10% (10)		HOD	
				Total	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

Name of The Faculty:

Designation:

Research Category: ERS-4

<p><b>Expectations:</b></p> <ul style="list-style-type: none"> <li>• Review and refine Research plan</li> <li>• Task completion and Work schedule as per the plan</li> <li>• Present current work and preliminary results in department colloquia</li> <li>• Develop new hypotheses and design experiments to test them.</li> <li>• Work as part of Institutional / Sponsored projects in the area</li> <li>• Mentor other research scholars and REU students (as co-guide)</li> <li>• Publication of papers in conferences and Journals</li> <li>• 600 hours spent on research work</li> </ul>
---

<p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>• Review and refine Research plan</li> <li>• Task completion and Work schedule as per the plan</li> <li>• Communication of results in departmental colloquia</li> <li>• Publication of papers in conferences and Journals</li> <li>• Part of Research projects in the area</li> <li>• Mentoring other research scholars or REU Students</li> <li>• 600 hours spent on research work</li> </ul>
--

**A. Outcome Review Schedule**

	Outcomes	First half year Review June		Final Review December		
			Review points		Review points	Grade
1	Review and refining of Dissertation Research proposal	✓	<ul style="list-style-type: none"> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>			
2	Work progress; Task completion and Work schedule as per the plan	✓	Work progress as per the plan	✓	Work progress as per the plan	
3	Communication of results in department colloquia			✓	How significant results are in reaching the research objectives	
4	Publications in the area in national or international conference , journal			✓	Status	
5	Part of research projects in the area / Mentoring of REU students			✓	Proactive participation	

**B. Goal Setting and Review**

**i. First Half Year: January –June; Review-1: December last week Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Review and refining of Dissertation Research proposal			
2	Work progress; Task completion and Work schedule as per the plan			
3	Communication of results in department colloquia			
4	Publications in the area in national or international conference , journal			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**ii. Second Half Year: July to December; Review-3-July 1st week Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Work progress; Task completion and Work schedule as per the plan			
2	Communication of results in department colloquia			
3	Publications in the area in national or international conference , journal			
4	Part of research projects in the area / Mentoring of REU students			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year-end Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

<b>Appraisal of Scholarly Activities –ERS-4-5...</b>					
	<b>Outcomes expected</b>	<b>Weightage</b>	<b>Evaluation</b>	<b>Evaluated by</b>	<b>Score</b>
1.	Refined Research proposal	10 % (10)	<ul style="list-style-type: none"> <li>• Clear sense of direction</li> <li>• Clarity of methodology</li> </ul>	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
2	Work progress; Task completion and Work schedule as per the plan	20% (20)	Work progress as per the plan	HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
3	Communication of results in department colloquia	20% (20)	How significant results are in reaching the research objectives	Colloquium expert panel (need to have external also)	
4	Publications in the area in national or international conference, journals	20% (20)	One publication	HOD	
5	Preparedness to write thesis	20% (20)		HOD, Two senior researchers, One external researcher from academia or industry (of repute)	
6	Part of research projects in the area / Mentoring of REU students	10% (10)		HOD	
				Total	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

## Research Plan and performance appraisal

Category: ERG

Name of The Faculty:

Designation:

Research Category: ERG /SRG

### Expectations

- Evidence of a clear personal research plan which quantifies targets and objectives over the development period of five years
- Publication of papers in refereed / indexed conferences and journals.
- Generate Patents and IPs through Research and Development work
- Submission (whether alone or in a team/partnership) external funding application for research projects and have at least one sanctioned research project at any given point of time.
- Lead, manage, or make a quantifiable contribution to institutional research project or sponsored project / research centres
- Engagement with knowledge exchange activities and research dissemination (example department / institutional colloquiums, seminars, Conferences etc.)
- Effective supervision of Doctoral students as co- and principal supervisor.
- Effective supervision of REU and REEF research scholars
- Evolving research programs / initiatives to develop strength in new emerging research areas.
- Active participation in research collaborations, networks and/or partnerships recognised at a national or international level.
- Developing profile in discipline based education research; i.e. research into practices of teaching, learning and curriculum development in your discipline.
- Lead, manage, or make a quantifiable contribution to Research Groups
- Effective supervision of IREF research scholars

### Outcomes

- Individual research plan for next 3 years
- Publication of papers in refereed / indexed journals and conferences; Patents / IPs; Improvement in H-index
- Number of doctoral students / progress of work / quality of work
- Grant proposal submitted / sanctioned
- Number of REU students / quality of the work
- Lead / Contribution to IRP / sponsored projects
- Presence and participation in departmental / institutional colloquium

**A. Outcome Review Schedule**

	Outcomes	Biannual Review -1 January		Biannual Review -2 June	
1	Individual research plan for next 3 years	✓			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index	✓		✓	
3	Number of doctoral students / progress of work	✓		✓	
4	Grant proposal submitted / sanctioned	✓		✓	
5	Number of students in REU /REEF/ IREF / quality of the work	✓		✓	
6	Lead / Contribution to IRP / sponsored projects	✓		✓	
7	Presence and participation in departmental / institutional colloquium	✓		✓	



**B. Goal Setting and Review**

i. **First Half Year: January –June;**

**Review-1: December last week**

**Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Individual research plan for next 3 years			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index			
3	Number of doctoral students / progress of work			
4	Grant proposal submitted / sanctioned			
5				
6	Number of students in REU /REEF/ IREF / quality of the work			
7	Lead / Contribution to IRP / sponsored projects			
8	Presence and participation in departmental / institutional colloquium			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**Research Plan and performance appraisal**

**Category: ERG**

**ii. Second Half Year: December-July;**

**Review-3-July 1st week**

**Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Individual research plan for next 3 years			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index			
3	Number of doctoral students / progress of work			
4	Grant proposal submitted / sanctioned			
5				
6	Number of students in REU /REEF/ IREF / quality of the work			
7	Lead / Contribution to IRP / sponsored projects			
8	Presence and participation in departmental / institutional colloquium			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**C. Year-end Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

**I) Section -A**

Appraisal of Scholarly Activities –ERG			Section-A	
	Outcomes	Weightage	Evaluated by	Score
1	<b>Individual research plan for next 3 years</b>	20	HOD	
2	<b>Publication of papers in refereed / indexed journals and conferences</b> Patents / IP Number of papers published in Conference = PC Number of papers published in Journal = PJ Number of patents = PT Factor F = (PC+PT) * 0.4 + PJ* 0.8 If F is greater than 1 then 1 ; Marks to be allotted = F*50	50 (for yet to be guides weightage 80)	HOD	
3	<b>Number of doctoral students / progress of work</b> Number of Doctoral Students between ERS-1 to ERS-6=DS1 Number of Doctoral students beyond ERS-6 =DS2 Factor F=0.5*DS1 – 0.2 *DS2 If F is > 1 then 1 and if <0 then 0 Marks to be allotted = F*30	30 (for yet to be guides weightage 0 (zero))	HOD	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

## II) Section -B

Appraisal of Scholarly Activities –ERG		Section-B		
	Outcomes	Weightage	Evaluated by	Score
1	<b>Grant proposal submitted / sanctioned</b> Number of sanctioned internal Projects = IG (max 2) Number of grant proposals for external Projects=EG Number of sanctioned external projects (> 2 lacs) =SG Factor $F=0.25*IG + 0.25*EG +0.75*SG$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
2	<b>Number of students in REU / quality of the work</b> Number of REU students or scholars = NR Papers submitted / published above students = RP Factor $F=0.25*NR + 0.5 * RP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
2	<b>Number of students in REEF/ IREF / quality of the work</b> Number of REEF/ IREF / students or scholars = NR Papers submitted / published by above students = RP Factor $F=0.25*NR + 0.5 * RP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
3	<b>Lead / Contribution to IRP / sponsored projects</b> Lead for IRP type projects =LP Contributor to IRP type projects =CP Factor $F= 0.7 * LP + 0.3 *CP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*15$	15	HOD	
4	<b>Presence and participation in departmental / institutional colloquium</b>	10	HOD	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

## Research Plan and performance appraisal

Category: SRG

Name of The Faculty:

Designation:

Research Category: ERG /SRG

### Expectations

- Evidence of a clear personal research plan which quantifies targets and objectives over the development period of five years
- Publication of papers in refereed / indexed conferences and journals.
- Generate Patents and IPs through Research and Development work
- Submission (whether alone or in a team/partnership) external funding application for research projects and have at least one sanctioned research project at any given point of time.
- Lead, manage, or make a quantifiable contribution to institutional research project or sponsored project / research centres
- Engagement with knowledge exchange activities and research dissemination (example department / institutional colloquiums, seminars, Conferences etc.)
- Effective supervision of Doctoral students as co- and principal supervisor.
- Effective supervision of REU and REEF research scholars
- Evolving research programs / initiatives to develop strength in new emerging research areas.
- Active participation in research collaborations, networks and/or partnerships recognised at a national or international level.
- Developing profile in discipline based education research; i.e. research into practices of teaching, learning and curriculum development in your discipline.
- Lead, manage, or make a quantifiable contribution to Research Groups
- Effective supervision of IREF research scholars

### Outcomes

- Individual research plan for next 3 years
- Publication of papers in refereed / indexed journals and conferences; Patents / IPs; Improvement in H-index
- Number of doctoral students / progress of work / quality of work
- Grant proposal submitted / sanctioned
- Number of REU students / quality of the work
- Lead / Contribution to IRP / sponsored projects
- Presence and participation in departmental / institutional colloquium

**C. Outcome Review Schedule**

	Outcomes	Biannual Review -1 January		Biannual Review -2 June	
1	Individual research plan for next 3 years	✓			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index	✓		✓	
3	Number of doctoral students / progress of work	✓		✓	
4	Grant proposal submitted / sanctioned	✓		✓	
5	Number of students in REU /REEF/ IREF / quality of the work	✓		✓	
6	Lead / Contribution to IRP / sponsored projects	✓		✓	
7	Presence and participation in departmental / institutional colloquium	✓		✓	

**D. Goal Setting and Review**

ii. **First Half Year: January –June;**

**Review-1: December last week**

**Review-2: July 1<sup>st</sup> Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Individual research plan for next 3 years			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index			
3	Number of doctoral students / progress of work			
4	Grant proposal submitted / sanctioned			
5				
6	Number of students in REU /REEF/ IREF / quality of the work			
7	Lead / Contribution to IRP / sponsored projects			
8	Presence and participation in departmental / institutional colloquium			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

**Research Plan and performance appraisal**

**Category: SRG**

**iii. Second Half Year: December-July;**

**Review-3-July 1st week**

**Review-4: December last Week**

	<b>Outcomes to Reviewed</b>	<b>Review:1 Goal Setting for the period</b>	<b>Review-2-Performance against goals set</b>	<b>Grade</b>
1	Individual research plan for next 3 years			
2	Publication of papers in refereed / indexed journals and conferences; Patents / IP Improvement in H-index			
3	Number of doctoral students / progress of work			
4	Grant proposal submitted / sanctioned			
5				
6	Number of students in REU /REEF/ IREF / quality of the work			
7	Lead / Contribution to IRP / sponsored projects			
8	Presence and participation in departmental / institutional colloquium			

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:



**D. Year-end Appraisal**

Annual appraisal of faculty in this group for Research dimension will be as follows:

Note: The appraisal for ERG and SRG for Scholarly work is done in two sections A and B; each for 100 Marks

**III) Section -A**

Appraisal of Scholarly Activities – SRG			Section-A	
	Outcomes	Weightage	Evaluated by	Score
1	<b>Individual research plan for next 3 years</b>	20	HOD	
2	<b>Publication of papers in refereed / indexed journals and conferences</b> Patents / IP Number of papers published in Conference = PC Number of papers published in Journal = PJ Number of patents = PT Factor $F = (PC+PT) * 0.4 + PJ* 0.8$ If F is greater than 1 then 1 Marks to be allotted = $F*50$	50	HOD	
3	<b>Number of doctoral students / progress of work</b> Number of Doctoral Students between ERS-1 to ERS-6=DS1 Number of Doctoral students beyond ERS-6 =DS2 Factor $F=0.5*DS1 - 0.2 *DS2$ If F is > 1 then 1 and if <0 then 0 Marks to be allotted = $F*30$	30	HOD	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date:

IV) Section -B

Appraisal of Scholarly Activities – SRG		Section-B		
	Outcomes	Weightage	Evaluated by	Score
1	<b>Grant proposal submitted / sanctioned</b> Number of sanctioned internal Projects = IG (max 2) Number of grant proposals for external Projects=EG Number of sanctioned external projects ( > 2 lacs) =SG Factor $F=0.25*IG + 0.25*EG +0.75*SG$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
2	<b>Number of students in REU / quality of the work</b> Number of REU students or scholars = NR Papers submitted / published above students = RP Factor $F =0.25*NR + 0.5 * RP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
2	<b>Number of students in REEF/ IREF / quality of the work</b> Number of REEF/ IREF / students or scholars = NR Papers submitted / published by above students = RP Factor $F =0.25*NR + 0.5 * RP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*25$	25	HOD	
3	<b>Lead / Contribution to IRP / sponsored projects</b> Lead for IRP type projects =LP Contributor to IRP type projects =CP Factor $F= 0.7 * LP + 0.3 *CP$ ; If it is greater than 1 then 1 Marks to be allotted = $F*15$	15	HOD	
4	<b>Presence and participation in departmental / institutional colloquium</b>	10	HOD	

Signature of Faculty Member:

Date

Signature of Appraiser:

Date: