

M.Kumarasamy College of Engineering-Karur,(Faculty Performance Appraisal)

| Particulars | parameters | Credits | | Max. Credits |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------|-----------------------------|
| Teaching (30) | | | | |
| Academic Results | Mathematics Paper | 5 | | 22(min 14 Mandatory) |
| | Theory Paper | 4 | | |
| | Practical paper (6 hrs/Week) | 1 | | |
| Feedback | Students Online Feedback Score-Average | 3 | | 5 (min 2.5 Mandatory) |
| | Colleague Feedback | 1 | | |
| | HoD (Evaluation Report) | 1 | | |
| Value added/ Add-on-courses /Hands-on Training | Conducting - min 25 students for atleast 16 hours | 1/Course | | 2 |
| Guest Lecture | Presentation in other institutions - 1 Day | 0.5 | | 1 |
| 4 days External Faculty Participation in Programmes like FDP, STTP, MDP, SDP, Seminar, Workshop | | | | Mandatory |
| One Online Certification Courses - NPTEL,IITs & Coursera(University Programs), MNC certification Courses | | | | |
| Research (35) | | | | |
| Publication (Conferences & Journals) | International/National conferences conducted by NIT,IIT, institutions in other sates or any other Professional Bodies& Industry (Published by Springer, Elsevier, IEEE Xplorer and below mentioned journals) | Author-2, Co-author-1 | | 4 |
| | International/National conferences (only Presentation) | Author-1, Co-author-0.5 | | |
| | Scopus & WoS Indexed Journals | Refer Annexure | | Minimum 10 credit Mandatory |
| | SCI & SCIE Journals | Author-1, Co-Author-0.5 | | |
| Patents | Indian citation index journals & MKCE Journal | Author-1, Co-Author-0.5 | | *** |
| | Patent / Copy right Filed (Institute Name/Individual name with college affiliation) | each 5 / each 2 | | |
| | Patent Published/Copy right obtained (Institute Name/Individual name with college affiliation) | each 10 / each 4 | | |
| | Patent Obtained (Institute Name/Individual name with college affiliation) | each 10 / each 4 | | |
| | Revenue generated from Patent (Rs.10000) | 1 | | |
| Consultancy, Funding & Grants | Grants /Project Proposal/Project Proposal Applied along with Govt & Govt aided institution faculty members | 0.5 /0.75/1 | | 4 |
| | Consultancy,Research Grants & Projects received (Rs.10000) | 1 | | 10 |
| | Receiving Grants for organizing programs like Seminar, Workshop, Conference, FDP...(Rs.10000) | 1 | | |
| Collaboration with industry/Institute | Centre of Excellence --with funding /without funding | each 4 / each 1 | | 4 |
| | Mou with institutions & industry | each 1 | | |
| Citation Impact of published work | Citation (For the particular calendar year from scopus) | 1 citation= 0.5 | | 3 |
| Ph.D guidance | Research Supervisor - Recognition (Applicable in the year of recognition) | 1 | | *** |
| | Research Scholar - Registration | External/Internal & Full Time | each1/each2 | |
| | Research Scholar - Completion | Part time/ Full Time | each4/each5 | |
| | DC member / Viva Voce Examiners | 0.5 Each | | |
| Ph.D Registration | Internal | 2 | | |
| Book Publication | Group1 (Tata McGraw Hill, Pearson, PHI, IEEE press, Wiley,Oxford, Galgotia& Cengage) | Author-7, Co-Author - 5 | | 7 |
| | Group 2 (S.K.Kataria, S.Chand, Khanna, Lakshmi Pvt Ltd, Dhanpat Rai) | Author-5, Co-author-3 | | |
| | As per Anna University Syllabus | Author-2, Co-author-1 | | |
| | Book chapters | Author-2, Co-author-1 | | |
| | Popular books on specific topics | Author-2, Co-author-1 | | |

Career Guidance (35)

| | | | | | | |
|-----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------|--------------------------------------------|-----|-------|
| Proctorship | Mentor for company contest | Team Champion | Int.Nat | 8 | *** | |
| | | | National | 6 | | |
| | | Final Round | Int.Nat | 5 | | |
| | | | National | 4 | | |
| | Mentor for contest & Project (Inter college) | Team Champion | | 3 | | |
| | | Top 5 Position | | 2 | | |
| | Mentor for contest & Project (Intra college) | Team Champion | | 1 | | |
| | | Top 3 Position | | 0.5 | | |
| | Participation in various events (Inter College) | Top 3 | Participation | 0.25/0.1 (max 4) | | |
| | Intra College Prize Winners (I & II) | | | | | |
| | Extra Curricular Achievements (Inter College) | | | | | |
| | Technical & language Certification courses (Internal/External) | | | 0.1/0.5(max 5) | | |
| | Successful Registration/clearance in GATE,TOFEL,IELTES,GRE,CAT,MAT,BEC,banking/civil services (No limit for clearance) | | | 0.2(max 5)/1 | | |
| | Conference presentation | Nat | Int | 0.25/0.5(max 3) | | |
| | Conference presentation in other States | Nat | Int | 0.5/0.75(max 3) | | |
| | Internship Training (minimum 15 days/Stu) | With stipend/ without stipend | | 1/0.5 (max 5) | | |
| | Inplant Training (minimum 5 days / Student) | | | 0.2 (max 3) | | |
| | Discipline | | | 5 | | |
| | Special awards/Achievements | Nat | Int | 0.5/2 | | |
| | Entrepreneurship Development | | | 3 | | |
| | Placement | | | above 90% | | 2 |
| | | | | Above 5 lakh, for every 2 lakh ---1 credit | | |
| | | | | above Rs. 5 lakh/annum | | 4/stu |
| | | | | above Rs. 3 lakh/annum | | 3/stu |
| | | | | above Rs. 2 lakh/annum | | 2/stu |
| | | | | above Rs. 1 lakh/annum | | 1/stu |
| | Exam Result | Nil Arrear | | 5 | | |
| ICT Lab | | Minimum 70% of students should complete 100 Programes | 0.25 / Student (Max 5 credits) | | | |
| Hacker Rank/Hacker Earth (Average score of all the students / languages) | Registration | | | 0.2/Student (Max 3) | | |
| | Computing | 250 to 500 | 501 to 750 | 1 credit / 2 credit | | |
| | | 751-1000 | above 1000 | 3 credit / 4 credit | | |
| | Non-Computing | 250 to 500 | 501 to 750 | 2 credit / 3 credit | | |
| | | 751-1000 | above 1000 | 4 credit / 5 credit | | |
| | Higher Study | National | Int & Premier institution such as NIT,IIT, IISC, IIM,IIIT,XLRI) | 0.5/2 | | |
| Placement | Arranging ON/OFF Campus Recruitment(Atleast one student should have got placed) | | above Rs.2 lakh/annum | 4/company | | |
| | | | above Rs.3 lakh/annum | 5/company | | |
| | | | above Rs.4.5 lakh/annum | 6/company | | |
| | | | above Rs.6 lakh/annum | 7 /company | | |
| Alumni Networking(for Academic year) | Year of Passing | | 2004 -2010 | 2011-2018 | | |
| | Internship (minimum 15 days) | | 2 | 1 | | |
| | Guest Lecture/Mock Interview(1 day) | | 0.5 | 0.25 | | |
| | Industry Oriented Training/ One credit course (16 Hr) | | 1.5 | 1 | | |
| | Industrial Visit | | 1 | 0.5 | | |
| | Startups/MoU/centre of Excellence | | 2 | 1 | | |

Annexure

Teaching

- For theory and practical subjects, pass percentage is taken into consideration for calculating the credit points. The pass percentage details are given below

| S.No | Pass Percentage | Mathematics & Theory Paper |
|------|-----------------|----------------------------------------|
| 1 | 90-100 | 0.1 credit to be deducted for every 1% |
| 2 | 89-75 | 0.2 credit to be deducted for every 1% |
| 3 | Below 75 | **** |

- Student & HoD Feedback

| Student feedback | | HoD/colleague | |
|------------------|--------|---------------|--------|
| Percentage | Credit | Grade | Credit |
| Above 90 | 3 | Above 90 | 1 |
| 85-90 | 2 | 85-90 | 0.75 |
| 80-84 | 1 | 80-84 | 0.5 |

- Value added/ Add-on- courses /Hands-on Training has to be assessed properly and certificate to be given for all the students
- Faculty members are allowed to participate in conferences /workshops/seminars/FDPs organized by institutes **ranked in NIRF 2019**

Research

| Particulars | AS/SAP | Associate Professor | Professor |
|------------------------------------|--------------------------------------------|-------------------------------------------|-------------------------------------------|
| Scopus/WoS indexed Journals | Author- 5 Credits Co-Author- 4 Credits | Author- 4 Credits Co-Author- 3 Credits | Author- 3 Credits Co-Author- 2 Credits |
| SCI/SCIE Indexed Journals | Author- 10 Credits Co-Author- 8 Credits | Author- 8 Credits Co-Author- 6 Credits | Author- 6 Credits Co-Author- 4 Credits |

- The staff can avail maximum of 4 credits through conference publication. Maximum one certificate per faculty in any conference can be considered. Proceedings and attendance are mandatory.
- Faculty members can publish papers in journals with students as author/co-author. Staff members can avail credit for either journal or 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 staff members can publish maximum of two papers in any particular journal in an academic year. The corresponding author will get the author credits when the paper contains corresponding author.
- The journals published by faculty members should have minimum three citations (excluding self citation) with our college affiliation
- For any consultancy work/Sponsored Research Project done, the surplus amount will be shared in the ratio of 70:30 between the Employee and Institute. Revenue generated from our students & staff shall not be considered as revenue from consultancy.

Career Guidance

- Credits will be allotted for Discipline & Nil arrear category as furnished below

| S.No | Number of Students getting arrears/ involving in indisciplinary activities | Credit to be deducted (max 5) |
|------|----------------------------------------------------------------------------|-------------------------------|
| 1 | 1 | 0.5 |
| 2 | 2 | 1.5 |
| 3 | 3 | 3 |
| 4 | 4 | 5 |

- Faculty members attending training programs (FDP/MDP/SDP/Workshop/Seminar) should produce attendance /participation certificate.
- Faculty members bringing companies for ON campus recruitment should get the company approved by the Placement Officer and Principal.
- If a student bags multiple offers, the offer with a highest salary package will be considered in proctorship category

General

- Documents approved by the authority concerned alone are valid for credit points.
- 60% of credits will be given for MoU, internship, placement... if the company is a vendor for our college
- Minimum 80% of the Grant received shall be utilized for organizing events like FDP/Seminar/Workshop.. The balance amount or 20% of the grants received, whichever is low, shall be shared in the ratio of 70:30 between Employee and Institute.
- **The proctors should have minimum of 15 students and not more than 20 students.**
- The Principal / Executive Director has the privilege to add additional credits to any member based on his/her overall observation of the involvement and organizational citizenship behavior (OCB) demonstrated by the members during the appraisal period. This is subject to a maximum of 2 credits per year for any faculty member.
- **The performance appraisal system is subject to change at any time based on requirement.**
- The staff members are expected to get minimum of 10 credits in journal publication(1 Scopus+ 1 Web of Science) as first author in an academic year
- **Associate Professor / Professor**
 - ✓ Minimum one patent to be filed every year (or)
 - Minimum three proposals seeking financial assistance are to be submitted every year to funding agencies and at least one of the proposals shall reach the level of presentation. Revenue of Rs.50000/- shall be generated through consultancy/grants if no funding proposal reaches the level of presentation
 - ✓ Minimum two papers are to be published every year in SCI/SCIE indexed journals
- The staff members are expected to get minimum

- **Eligible for Increment – 65 Credits**

- **Eligible for Band Change– 75 Credits**

**M.KUMARASAMY COLLEGE OF ENGINEERING, KARUR
(Autonomous)**

Department Performance Appraisal System - (2019 -2020)

| Parameters | Max. Marks | ECE | EEE | EIE | CSE | IT | MCA | MECH | CIVIL |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| PART-I (100) | | | | | | | | | |
| 98% of the students to be graduated in 2020 | 4 credits | 18 | | | | | | | |
| Third year pass percentage-90% | 4 credits | | | | | | | | |
| Second Year Pass Percentage -90% | 4 credits | | | | | | | | |
| First Year subjects Pass Percentage-90% | 3 credits | | | | | | | | |
| Arrear Clearance Percentage-50% | 3 credits | | | | | | | | |
| 70% of students should have got placed in core companies or with a salary package of more than 3 lakhs/annum | 8 | | | | | | | | |
| Average salary of the placed students in 2019-2020 | 7 | 3.75 | 3.25 | 3 | 4.5 | 4.5 | 2.8 | 3 | 2.75 |
| Number of students should be placed with a minimum salary of 4.5lakhs/annum and above 5.lakhs / per annum (CSE & IT) | 10 | 20 | 10 | 5 | 30 | 20 | 3 | 5 | 3 |
| AMCAT average score 20% more than the national score for 2020 & 2021 graduating batch | 4 | | | | | | | | |
| 70% of students should complete 100 Programmes in ICT lab | 4 | | | | | | | | |
| Number of students should crack MNC / Industry Contest | 5 | 24 | 18 | 6 | 18 | 18 | 6 | 18 | 12 |
| Atleast 25 % of the students should undergo Foreign languages (Japanese, German & French)courses | 5 | | | | | | | | |
| Foreign language courses (Japanese, German & French)conversion should be minimum of 80% to the registered count | 5 | | | | | | | | |
| Atleast 25% of the students in a department shall get trained and write GATE,TOEFL,IELTES,GRE,CAT,MAT,BEC/banking/civil service. | 5 | | | | | | | | |
| GATE/CAT/banking/civil services/TOFEL/IELT/BEC conversion should be minimum of 30% to the registered count | 5 | | | | | | | | |
| Atleast 25% of the students should undergo Internships (minimum 15 continuous days) | 5 | | | | | | | | |
| Atleast 50% of the students going for Internships should get stipend or placement offer | 7 | | | | | | | | |
| 60 % Students should participate in Extra and Co-Curricular Activities (Inter College) | 4 | | | | | | | | |
| 20 % Students should get prizes in Extra and Co-Curricular Activities (Inter College) | 5 | | | | | | | | |
| MOU (company should have atleast 25 employees and 1 crore turnover) | 3 | 4 | 3 | 2 | 3 | 3 | 1 | 4 | 2 |
| PART-II (100) | | | | | | | | | |
| Research projects Grants Received | 10 | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs | Rs.15 lakhs |
| Sponsored Students Projects (Rs.20000/project) | 10 | 4 | 3 | 1 | 2 | 2 | 1 | 4 | 2 |
| Consultancy Works | 10 | 4 lakhs | 3 lakhs | 2 lakh | 3 lakhs | 3 lakhs | 1 lakh | 4 lakhs | 3 lakhs |
| Patent Filed/ Copy Rights | 5 | 3 | 2 | 1 | 2 | 2 | 1 | 3 | 1 |
| Patent Published | 7 | 3 | 2 | 1 | 2 | 2 | 1 | 3 | 1 |
| Grants Received (Rs.50,000) | 5 | | | | | | | | |
| Organizing International Conference (minimum 10 participants from other county/ Two workshops/Seminars/FDP.. (minimum 30 external participants) | 3 | | | | | | | | |
| Centre of Excellence / Foreign collaborations/ Tie ups /Students exchange programme with other universities (International) | 10 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Journal Publication | | | | | | | | | |
| SCI/SCIE | 10 | 7 | 6 | 1 | 5 | 2 | 1 | 7 | 1 |
| Web of Science | 10 | 30 | 21 | 7 | 16 | 15 | 3 | 30 | 17 |
| Scopus | 10 | 37 | 27 | 8 | 21 | 17 | 4 | 37 | 18 |
| Publication by Students (Scopus/WoS) | 10 | | | | | | | | |
| HoD Evaluation | | | | | | | | | |
| Percentage consideration from Objective target | | 70% | | | | | | | |
| Percentage consideration from HoD individual contribution | | 30% | | | | | | | |