OFFICE OF THE REGISTRAR

SU/Reg./Notification/2024/024   May 20, 2024

Notification

Subject: Performance Appraisal & Recognition Scheme for Faculty (PARS-F) – *revised format*

The Executive Council in its decision taken in the 26th meeting held on April 30, 2024 has approved revision of 'Performance Appraisal & Recognition Scheme for Faculty' (PARS-F) format. (copy enclosed).

The performance assessment is based on criteria – research & development, teaching & learning and to the role and academic performance, aligned with focus over equitable qualitative and quantitative parameters duly assigning it a weightage.

(Vivek Kumar Gupta)
Registrar

Encl.: As above

To
All faculty members of Schools

Copy for kind information:
- Chancellor / Pro Chancellor / CEO
- Vice-Chancellor
- Pro Vice-Chancellor
- Advisor
- Medical Superintendent, Sharda Hospital
- Controller of Examinations/ Finance Officer/ Chief Proctor/ Librarian
- All Directors
- All Administrative Heads of the respective Departments and Schools
- Notification file

PARS-F Evaluation Metrics 2023-24
DEPARTMENT:

Performance Metrics			Weightage	Performance data
Research and Development (RD)				
1	Paper published (in Scopus/SCI/ PubMed/ Web of Sc.) With ISSN No and Co-Authored with other Faculty Members/ Ph.D. Scholars	1st/ Corresponding Author	10	
		2nd Author	6	
		Other Author	3	
		With Ph.D. Scholars (as Guide / Co-Guide)	8	
		Score		
2	Paper published in Conference proceedings and UGC Care Journals Scopus (ISBN) / UGC Care (ISSN)	1st/ Corresponding Author	6	
		2nd Author	4	
		Other Author	2	
		With Ph.D. Scholars (as Guide / Co-Guide)	5	
		Score		
3	Paper published in Conference proceedings including Sharda University Journals	1st/ Corresponding Author (ISBN)	2.5	
		2nd Author (ISBN)	1.5	
		Other Author (ISBN)	0.50	
		With Ph.D. Scholars (ISBN)	0.50	
		Score		
4	Authored Book Published (ISBN) (Text/Reference)	1st Author	8	
		2nd Author	6	
		Other Author	4	
		Score		
5	Edited Book (ISBN) published	1st Author	6	
		2nd Author	4	
		Other Author	2	
		Score		
6	BOOK Chapter(s) Contributed in edited books (ISBN)	1st Author	3	
		2nd Author	2	
		Other Author	1	
		Score		
7	Patent Commercialized	Utility Patent	20	
		Design Patent	10	
		Score		
8	Patent Granted	Equally divided among the Inventors	18	
		Score		
9	Patent Published	Equally divided among the Inventors	16	
		Score		
10	Monograph/ Copyright/ Design	Granted/ Registered	8	
		Score		
11	Funded Project(s) Govt (More than 20 Lakh)	PI	16	
		Co-PI	10	
		Score		
12	Funded Project(s) Govt (Less than 20 Lakh)	PI	10	
		Co-PI	8	
		Score		
13	Funded Project(s) Non Govt (More than 5 Lakh)	PI	14	
		Co-PI	10	

PARS-F Evaluation Metrics 2023-24
DEPARTMENT:

	Performance Metrics		Weightage	Performance data
	Merit Based	**Score**		
14	**Funded Project(s) Non Govt (Less than 5 Lakh) Merit Based**	PI	**10**	
		Co-PI	**8**	
		Score		
15	**Seed Funded Project(s)**	Project(s) completed (Number)	**5**	
		Score		
16	**Consultancy (Amount in INR) Except infrastructure Marketing**	More than 2 Lakh	**10**	
		50,000Rs - 2 Lakh	**7**	
		Less than 50,000Rs	**3**	
		Score		
17	**Revenue generated through training program**	More than 1 Lakh	**6**	
		50,000Rs - 1 Lakh	**4**	
		Less than 50,000Rs	**3**	
		Score		
18	**Ph.D. Guided (Awarded) Calculated with reference to number of years guided by the faculty**	With in 4 Years	**14**	
		4-5 Years	**10**	
		More than 5 Years	**8**	
		Score		
	Teaching Learning (TL)			
19	**e-Content Developed for full course(s) (SWAYAM/ NPTEL/Other MOOC Platforms)**	More than 30 Hrs	16	
		15-30 Hrs	12	
		Less than 15 Hrs	10	
		Score		
20	**Attended FDP /Short term Training Programme/ Workshops (more than 5 Days), Refresher (2 weeks)**	(Any one in a year)	Max 6	
		Score		
21	**Development activities done by faculty member (Divided by number of Members)**	Prototype, Product, Lab	10	
		Score		
22	**Guest Lectures / Invited Talk /BOS Members/ Chairs/ Paper Reviewer/ Editors and others**	(Any two in a year)	Max 4	
		Score		
23	**Compliance of Course Files (Average % of all courses)**	Score: 90%-100% = 10, 80%-90% = 5, Less than 80% = 0	10	
		Score		
24	**Outcome of Community Connect Project guided by the faculty member (with UG/ PG Students) (in Scopus/SCI/ PubMed/ Web of Sc.)**	Paper	6	
		Article/ Awards/ Prizes/ Book Chapters/ Conference proceedings	4	
		Score		
25	**Outcome of capstone/ dissertation guided by the faculty member (with UG/ PG Students)**	Paper	6	
		Article/ Awards/ Prizes/ Others	4	

	Performance Metrics			Weightage	Performance data
	(in Scopus/SCI/ PubMed/ Web of Sc.)			Score	
26	Students Project(s) (Industry based Projects)	Project(s) identified through Industry Visit and guided to students (verified by IIKEC)		7	
				Score	
27	Teaching Load	Score: 111-120 hr. = 12, 101-110 hr.= 11, 90-100 hr= 10, 80-89 hr= 9, 70-79 hr= 8, <70 hr= 7		12	
				Score	
28	No of extra load taken by Faculty (Average per week in Semester) Assoc. beyond 14 hrs. and Asst. beyond 16 hrs. as per the timetable.	Score: 1-2 hrs. = 3, 3-5hrs = 5, more than 5 hrs. = 7		7	
				Score	
29	Course-wise average CO attainment	Score: 85-100% = 6, 75-85% = 4, 65-75% = 3, less than 65% = 0		6	
				Score	
30	MOOC Certificate(s) Max 2 Per Year	4 Credit (12 Weeks)		10	
		3 Credit (8 weeks)		6	
		2 Credit (4 Weeks)		4	
				Score	

Role and Academic Performance (RAP)

	Performance Metrics			Weightage	Performance data
31	Pass Percentage (Course Average) (Excluding Summer term and on demand)	Average difference of Pass % and Pass % last 3 year more than 10% = 10, 10 to 8% = 9 8 to 6% = 8, 6 to 4% = 7 4 to 2% = 6, 2 to 0% = 5 Below 0% = 0	Course Code1	Pass%	
				Avg Pass % of last 3 year	
			Course Code 2	Pass%	
				Avg Pass % of last 3 year	
			Course Code 3	Pass%	
				Avg Pass % of last 3 year	
			Course Code 4	Pass%	
				Avg Pass % of last 3 year	
		Final Percentage Difference			
				Score	
32	Award/ Recognition	State/Govt. Level Award/ Recognition		15	
				Score	
33	No. of defaulters in attendance uploading on iCloud	Less than 3 cases in a semester		5	
				Score	
34	No. of Defaulters as per Physical Surveillance	Less than 3 cases in a semester		5	
				Score	

PARS-F Evaluation Metrics 2023-24
DEPARTMENT:

	Performance Metrics		Weightage	Performance data
35	Completion of departmental work in time	Score By HOD	Max - 15	
		Score		
36	Average % of Classes substituted	Score: not more than 3 Classes per semester	5	
		Score		
37	% of debarred students Average	Score: 0 - 4% = 5	5	
		Score		
38	Number of mentoring activities done for Mentee	Score By HOD	Max Score 10	
		Score		
39	Additional Responsibility (Dy. CoE/ iCloud/ LMS/ PSFT/ IQAC SPOC/ Placement coordinator and any other such responsibility for which officiating allowance is not paid)	Marks by HOD as per Efficacy at Dept and School	Max -20	
		Score		
40	Roles Played in Organizing Events/ Clubs/ Activities/ Assisting in Placements (for which officiating allowance is not paid)	Marks by HOD	Max -10	
		Score		

Overall Score for Prof./ Assoc. Prof./ Asst. Prof. = 40%*RD + 30%*TL+30%*RAP