



HINDU COLLEGE

UNIVERSITY OF DELHI

**PERFORMANCE BASED APPRAISAL SYSTEM
(PBAS)**



Performance based Appraisal System (PBAS)

Hindu College follows UGC Regulations on Minimum Qualifications for Appointment of Teachers in Colleges and measures for the Maintenance of Standards in Higher Education. The following Academic Performance Indicators (API) would be considered in API grading and Research Score for annual increment and promotion.

Table 1:

API Category 1: Teaching, Learning and Evaluation (TLE)

<u>Sl. No</u>	<u>Activity</u>	<u>Grading Criteria</u>
1,	Teaching Hours (No. of classes taken/No. of Classes assigned x 100)	80% and above: Good Below 80% but above 70%- Satisfactory Less than 70% - Not satisfactory
2	Certificate/Add-on courses	

Table 2: API Category 2: Co-Curricular, Extension & Professional Development (CEP)

<u>Sl.No</u>	<u>Activity</u>	<u>Grading Criteria</u>
1.	Administration/Departmental/Institutional/Development Related Duties (eg: Dean/Director/ HOD (Teacher-in-charge)/COE/Programme Co-ordinator	Involved in atleast three activities: Good 1-2 Activities: Satisfactory Not involved in any of the activity: Not Satisfactory
2.	Examination/Admission Related Duties/IQAC/BOS	
3.	Examination Related duties (Invigilation, Question-Paper Setting,	
4.	Student Support Activities Programme Officer of Societies (such as NSS/NCC) Mentor/Councillor/Trainer in Life Skills Education, Placement	
5.	Student Related Co-Curricular Activities (Cultural/Sports/Extension Activities)	
6.	Research Guidance (Guided PhD Scholars)	
7.	Research Projects (Involved in conducting major/minor projects funded by state/national/international bodies	
8.	Publications (Atleast two publications as first/corresponding author in peer reviewed articles)	
9.	Expertise (Chief Guest/Resourceperson in conference/workshop/seminar)	

API Category III- Research Score

Sl. No	Details	Score
1.	Research Publications (i) Indexed in Scopus/Web of Science/SCI (ii) UGC/ Peer Review indexed with impact factor	15 10 (score may vary depending on the research criteria highlighted below)
2.	Publication other than research papers (i) Book (International publisher) (ii) Book (National publisher) (iii) Chapter in book (iv) Editor of book	25 20 5 10
3.	Research Guidance (i) Awarded (ii) Submitted PhD	10 5
4.	Research Projects (Completed) (i) External Agency Funded Project (Grant > Rs 5 Lakh) (ii) External Agency Funded Project (Grant < Rs 5 Lakh) (iii) Institution funded project (iv) Consultancy Projects	5 3 3 10
5.	Patents National International	20 15
6.	Awards and Fellowship (i) International (ii) National	7 5
7.	Expert Lecture/Resource Person/Chief Guest/paper presentation published in proceedings (full paper with ISBN) International National State/University	10 5 3

Research Score (would be augmented as per Thomson Reuteurs Impact Factor List):

- | | | |
|-------|--|-----------|
| (i) | Paper in peer-reviewed journal without impact factor | 5 points |
| (ii) | Paper with impact factor less than 1 | 10 points |
| (iii) | Paper with impact factor between 1 and 2 | 15 points |
| (iv) | Paper with impact factor between 2 and 5 | 20 points |
| (v) | Paper with impact factor between 5 and 10 | 25 points |
| (vi) | Paper with impact factor > 10 | 30 points |

