



Faculty Performance Appraisal and Development System (FPADS):

Faculty performance appraisal plays a vital role in motivating faculty members to enhance their teaching skills, provides basis for professional growth and strengthen their commitment to quality education. Faculty performance evaluation is one of the practiced tools in the institute for quantifying the quality of service of teaching personnel in terms of instruction, research, extension, and other academic and administrative responsibilities.

A well-defined system for faculty appraisal:

Faculty of SRK Institute of Technology those who have completed one year of service in the Institute are assessed in terms of their performance in Teaching, Research and Administrative duties. They are assessed for a total of 1000 marks where in 650 marks are allotted for service and academic curricular activities, 100 marks for co-curricular activities, 150 marks for research and development and 100 marks for administrative and extra-curricular activities.

I Academic performance:

Academic performance includes service for 50 marks and curricular activities for 600 marks out of which pass percentage counseling feedback analysis project works etc will be considered to assess the academic performance of the faculty. If the pass percentage is greater than 85, faculty attains the maximum marks 70. Similarly, if the feedback ranges between 4.5 to 5 scale, faculty attains the maximum marks 60 and for all the remaining academic activities holds 470 marks.

II Co-Curricular activities

The Co-Curricular activities maximum marks are 100 which includes member ship of professional bodies, attending or organizing various activities like conferences, seminars, FDPs, workshops, certificate courses, webinars, guest lectures, industrial tours, technical events organized, student innovations guidance etc which holds 90 marks and 10 marks for consultancy.

III Research & Development:

If the faculty publishes papers/books/book chapters in SCI/Scopus/UGC peer reviewed journals will get 60 marks. In this criterion, 40 marks were given for sponsored research and 50 marks were given for conferences, patents and PhD related activities.

IV Administrative and Extra-Curricular activities:

The Administrative & Extra-Curricular activities maximum marks are 100 which include departmental administration holds maximum 40 marks and institutional level administration holds maximum 60 marks. This includes institutional events, sports, NSS, NCC and training etc.

Implementation and Effectiveness:

Implementation:

I Self-appraisal system:

The faculty submits self-appraisal reports for every academic year to the head of the department.

II Student Feedback System:

Student feedback for faculty is being practiced in the department. Feedback is collected before Mid-I examinations of the semester to assess teaching proficiency of the faculty. Feedback covers the following attributes of the faculty member like punctuality, syllabus coverage, clarity of presentation, motivational abilities, maintaining the discipline in the class and fairness of evaluation. A course end survey is conducted to review the attainment of learning outcomes by the students at the end of each semester.

III Final Evaluation:

The collected feedback from the students and the self appraisal form collectively is analyzed in department level by Departmental Faculty Assessment Committee (DFAC) consisting of Head of the Department and two senior faculty and also in Institute level by Institutional Assessment Screening Committee (IASC) which includes Principal, two senior Professors for the appropriate evaluation of faculty performance. The faculty PBAS process flow is as depicted in figure 1 below.

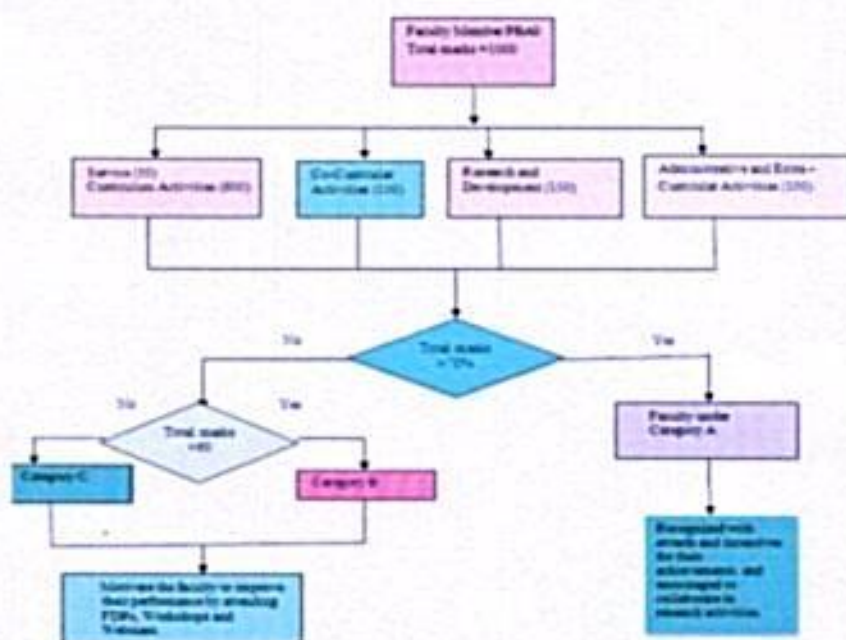


Figure1. Performance Based Appraisal System Flow Chart

The appraisal scores are used to categorize faculty into different performance categories. These are category-A (faculty exceeding the expectations with appraisal scores of > 70%), category-B (faculty meeting expectations with the appraisal scores of >60% and ≤70%), and category-C (faculty needs improvement with appraisal scores of >55% and ≤60%, i.e.). The evaluation, feedback report and recommendations of the appraisal committee are submitted to the Principal. The feedback on the performance of faculty and areas for improvement are communicated to the individual faculty members in person by the Head of the Department in the presence of the Principal. Faculty under category – A are recognized with awards and incentives for their achievements and encouraged to collaborate in research activities with peers and institutes of national importance. Faculty under categories B and C are counseled for continuous improvement and offered workshops. They are encouraged to participate in seminars, workshops, FDPs, and training programs to improve their skills and knowledge. Impact analysis on these scores is performed and is depicted in table 5.8.1. for ECE department as a sample.

Table1 Consolidated faculty appraisal report

Calender Year	Total No. of faculty in the Department	Total No. of faculty in Category-A	Total No. of faculty in Category-B	Total No. of faculty in Category-C
2023	27	7	10	10
2022	30	6	10	14
2021	27	5	7	15

Effectiveness:

The faculty appraisal system is a continuous process for improving the institution. Student learning outcomes and the student's academic performance are enhanced by the improvement in the teaching-learning process evaluated through the faculty appraisal system. This also promotes improvement in the increase in research productivity by the faculty. Faculties were encouraged to participate in events to stay up-to- date with the latest teaching methodologies and research in their field, which enhanced their teaching effectiveness.




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Overall, implementing the faculty appraisal system helped improve the quality of teaching, held faculty members accountable, supported their professional development, ensured fairness in evaluation, and drove institutional improvement. The faculty improvement can be evidently shown from the figure 2 below



Figure.2 Bar chart representing the improvement in faculty performance over the past three academic years


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