

FPADS Evaluation Policy

Date : 27-09-2021

Based on the performance as per FPADS submitted , faculty members are given various merit certificates of THREE club (Platinum, Gold, Silver) in THREE areas (Academic, Research, Institutional). And based on the number of merit certificates received or club membership each faculty is classified in to THREE level(Platinum, Gold, Silver) and incentives of each level with details of eligibility is included below.

Merit Club	Qualification	Academics	Research	Institutional Contribution
Platinum Club	Faculty with Ph.D	90% + in subjects and it should be higher than university average(Slight tolerance can be decided in department based on subject toughness level)	Research Publications in SCI journal/ Patent + Funding	College Coordinator NAAC/NBA/ AICTE/NIRF/KTU/NSS/NCC/Student facility.
	Non-Ph.D	85% to <90% subjects and it should be higher than university average. (Slight tolerance can be decided in department based on subject toughness level)	Research Publications in SCI journal/ Patent	College Coordinator NAAC/NBA/ AICTE/NIRF/KTU/ NSS/NCC/Student facility/ admission
Gold Club	Faculty with Ph.D	85% to <90% subjects and it should be higher than university average. (Slight tolerance can be decided in department based on subject toughness level)	Research Publications in SCI journal/ Patent	Department Coordinator NAAC/NBA/ AICTE/NIRF/KTU/ NSS/NCC/Student facility.
	Non-Ph.D	80% to <85% subjects and it should be higher than university	Research Publications in SCOPUS Journal/ conference proceedings in IEEE Xplore/ Springer/ Elsevier.	Department/Coordinator NAAC/NBA/ AICTE/NIRF/KTU/ NSS/NCC/Student facility/ admission
Silver Club	Faculty with Ph.D	80% to <85% subjects and it should be higher than university	Research Publications in SCOPUS Journal/ conference	Coordinator college level committee and any other short term program like arts fest/sports fest/tech fest etc.



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		average. (Slight tolerance can be decided in department	proceedings in IEEE Xplore/ Springer/ Elsevier	
	Non-Ph.D	based on subject toughness level)	Journal Publications/ conference proceedings with any indexing	Coordinator college level committee and any other short term program like arts fest/sports fest/tech fest etc

FPDS Review Norms and Recommendations

Merit level	Criteria	Sub Criteria	Recommendations
Platinum Level	Merit certificate in THREE category. (Minimum FPADS Score- 80)	THREE Platinum	Salary Increment based on FPADS score
		TWO Platinum + ONE Gold	
		ONE Platinum + TWO Gold	
		THREE Gold	
		All others cases with THREE merit certificate	
Gold Level	Merit certificate in any TWO category (Minimum FPADS Score- 70)	TWO Platinum	
		ONE Platinum + ONE Gold	
		TWO Gold	
		All others cases with TWO merit certificates	
Silver Level	Merit certificate in any ONE category (Minimum FPADS Score- 65)	ONE Platinum	Appreciation letter Appreciation letter
		ONE Gold	
		ONE Silver	
No Merit Certificate	No Merit Certificates (Minimum FPADS Score above 65)	NA	Mentoring by HOD/Principal
	No Merit Certificates (Minimum FPADS Score below - 65)	NA	Mentoring by HOD/Principal and remedial measure for improvement.


IQAC Coordinator




PRINCIPAL