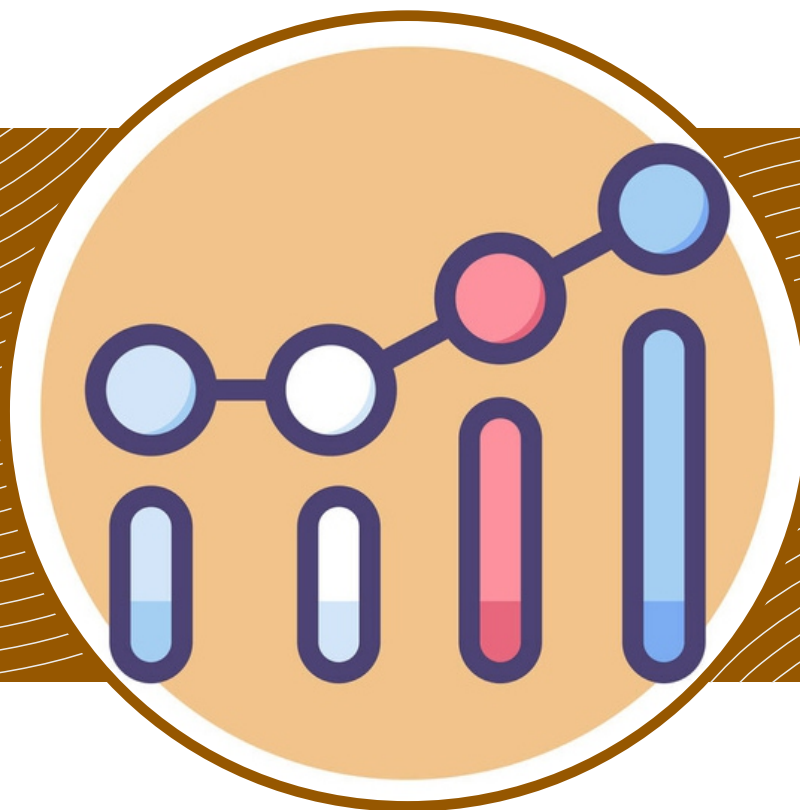


FACULTY BENCHMARKING POLICY



MIER COLLEGE OF EDUCATION (AUTONOMOUS)

MIER COLLEGE OF EDUCATION

Autonomous

**Recognised by the Govt. of J&K and
Permanently Affiliated to the University of Jammu
Accredited by the NAAC with 'A+' Grade**

FACULTY BENCHMARKING POLICY





Faculty Benchmarking Policy

1. PURPOSE

The faculty benchmarking policy aims to establish standards that will help identify faculty who are exceeding expectations and deserve faculty recognition and awards. It will also assist in identifying staff members who might need assistance in particular areas of their academic work and professional careers.

2. SCOPE

This policy applies to the faculty of the School of Education and the School of Social Sciences and Humanities.

3. DEFINITIONS

- a. Benchmark: A benchmark is a target level of performance for a given KPI or a quantitative measure.
- b. Benchmarking: refers to the process of comparing and reviewing the performances of the faculty against the set criteria/standards.
- c. Key Performance Indicators (KPIs): A key performance is a quantifiable indicator of the progress of the faculty towards an intended outcome.
- d. KPI Analysis: refers to a comparison and contrast of benchmarks to determine strengths and areas for improvement.

4. PRINCIPLES

- a. The benchmarking criteria for establishing standards shall be aligned with the vision, mission, values, and strategic plan of the College.
- b. The benchmarking criteria, standards and process shall be defined before the commencement of the actual benchmarking exercise.
- c. The benchmark targets shall be set for each of the key performance areas to measure actual performance against the set targets.



5. KEY PERFORMANCE AREAS

The performance of the faculty shall be measured on the following Key Performance areas:

1. Academics (Teaching & Evaluation)
2. Research Output
3. Professional Development
4. Achievements

6. PROCESS

A. Collation of the Data

i. Academics (Teaching and Evaluation)

Teaching

- The academic audits shall be done to assess the teaching performance of the faculty members of the college on different parameters by using an Academic Audit Form.
- The final score obtained by each faculty during these audits shall be analysed against the set benchmark.

Evaluation

The result of different programmes shall be uploaded and analysed in PI 360 against the set benchmark.

ii. Research, Professional Development and Achievements

Each faculty shall upload their respective data under the above categories in PI360 and their performance shall be analysed against the set benchmark by the management.

B. Analysis of the Data

The data uploaded under different key performance areas shall be analysed through PI360 to evaluate the performance of faculty as per the indices set in the software.

The final score sheet shall be prepared by the IQAC and submitted to the management. The faculty member with the highest score shall be adjudged as the '**Best Teacher**' for the session.



7. Key Performance Areas: Benchmarks & Score from PI360

S.No.	Key Performance Areas	Benchmark	PI 360 Score
1.	Academics Teaching	90% - 100% 80% - 89% 70%-79% 60%-69% 50%-59%	1 0.75 0.50 0.25 0.0
	Results	Above 85% 75% - 84% 65%-74% 55%-64% 45%-54%	1 0.75 0.50 0.25 0.0
2.	Research Research Paper-		
	<ul style="list-style-type: none"> • International Journal • National Journal • International Conference • National Conference • Book Chapter National • Book Chapter International • Patent 	1 1 1 1 1 1 1	1 0.75 0.5 0.1 0.1 0.5 1
	<ul style="list-style-type: none"> • Conference – International • Conference - National 	1 1	0.5 0.25
	Projects <ul style="list-style-type: none"> • Govt. • Non-Govt. • International 	1 1 1	1 0.5 0.25
3.	Professional Development Training External		
	<ul style="list-style-type: none"> • 1 day • 2 to 5 days • Above 5 days 	1 1 1	0.75 1 2
	Training Internal		
	<ul style="list-style-type: none"> • 1 day • 2 to 5 days • Above 5 days 	1 1 1	0.25 0.5 1
	Inhouse Training by External Agency		
	<ul style="list-style-type: none"> • 1 day • 2 to 5 days • Above 5 days 	1 1 1	0.5 0.75 1.25
	Online Training with Exam up to 10 Hrs	1	0.2
	Online Training with Exam up to 20 Hrs	1	0.5
	Online Training with Exam up to 40 Hrs	1	1
	Online Training with Exam above 40 Hrs	1	1.5



	Online Training without Exam up to 10 Hrs	1	0.1
	Online Training without Exam up to 20 Hrs	1	0.25
	Online Training without Exam up to 40 Hrs	1	0.75
	Online Training without Exam above 40 Hrs	1	1
	Workshop External		
	• 1 day	1	0.75
	• 2 to 5 days	1	1
	• Above 5 days	1	2
	Workshop Internal		
	• 1 day	1	0.25
	• 2 to 5 days	1	0.5
	• Above 5 days	1	1
	Inhouse Workshop by External Agency		
	• 1 day	1	0.5
	• 2 to 5 days	1	0.75
	• Above 5 days	1	1.25
	Online Workshop with Exam up to 10 Hrs Online	1	0.2
	Workshop with Exam up to 20 Hrs Online	1	0.5
	Workshop with Exam up to 40 Hrs	1	1
	Online Workshop with Exam above 40Hrs	1	1.5
	Online Workshop without Exam up to 10 Hrs	1	0.1
	Online Workshop without Exam up to 20 Hrs	1	0.25
	Online Workshop without Exam up to 40 Hrs	1	0.75
	Online Workshop without Exam above 40 Hrs	1	1
4.	Professional Development		
	Seminar External		
	• 1 day	1	0.75
	• 2 to 5 days	1	1
	• Above 5 days	1	2
	Seminar Internal		
	• 1 day	1	0.25
	• 2 to 5 days	1	0.5
	• Above 5 days	1	1
	Inhouse Seminar by External Agency		
	• 1 day	1	0.5
	• 2 to 5 days	1	0.75
	• Above 5 days	1	1
	Online Seminar with Exam up to 10 Hrs	1	0.2
	Online Training with Exam up to 20Hrs	1	0.5
	Online Training with Exam up to 40Hrs	1	1
	Online Training with Exam above 40Hrs	1	1.5
	Online Training without Exam up to 10 Hrs	1	0.1
	Online Training without Exam up to 20 Hrs	1	0.25
	Online Training without Exam up to 40 Hrs	1	0.75
	Online Training without Exam above 40 Hrs	1	1



5.	Achievement Award Regional	1	0.5
	Achievement Award State	1	1
	Achievement Award National	1	1.5
	Achievement Award International	1	2
	Achievement Prize Regional Consolation	1	0.5
	Achievement Prize Regional Third	1	0.75
	Achievement Prize Regional Second	1	1
	Achievement Prize Regional First	1	1.25
	Achievement Prize State Consolation	1	0.75
	Achievement Prize State Third	1	1
	Achievement Prize State Second	1	1.25
	Achievement Prize State First	1	1.5
	Achievement Prize National Consolation	1	1
	Achievement Prize National Third	1	1.25
	Achievement Prize National Second	1	1.5
	Achievement Prize National First	1	1.75
	Achievement Prize International Consolation	1	1.25
	Achievement Prize International Third	1	1.5
	Achievement Prize International Second	1	1.75
	Achievement Prize International First	1	2
Achievement Participation Regional	1	0.25	
Achievement Participation State	1	0.5	
Achievement Participation National	1	0.75	
Achievement Participation International	1	1	
6.	Contribution and Achievements		
	• Development of e-content/MOOCs	1	1
	• Resource person	1	0.25
	• Consultancy- National	1	0.75
International	1	1	
7.	Membership Lifetime	1	0.5
	Membership Annual	1	0.25

Renu Gupta

Chairperson

Principal

