## 1.b Combined Metric for Faculty with Ph.D and Experience (FQE) – 30 Marks

It is proposed to give equal weight (15 Marks each) to both qualifications and experience.

**Doctoral Qualification:**

This will be measured on the basis of percentage of faculty with Ph.D in Engineering and Technology, Science, Mathematics or Humanities, as relevant to the concerned departments. The benchmarks are different for Category A and Category B institutions to account for ground realities.

Assessment Metric for Category B Institutions on Ph.D Qualifications:

**FQ = 15 × (F/30) , if F ≤**

**30%; FQ = 15, if F > 30%.**

Here,

**F** is the percentage of Faculty with Ph.D's, averaged over the previous three (3) years.

(Implies that the benchmark is a minimum of 30% to get maximum score, decreasing proportionately otherwise).

**Experience Metric:**

Experience should be assessed based on the relevant experience of the faculty members. Relevance here means experience pertaining to the subject area being taught by the faculty member.

More specifically

$$E = \frac{\sum E_i}{F}$$

Here,

$E_i$ denotes the experience of the $i^{th}$ faculty member.

For simplicity , however $E_i$ may also be calculated from the age profile of the faculty members as follows:

$E_i = A_i - 30$, for $A_i \leq 45$ years.

$E_i = 15$, for $A_i \geq 45$ years.


Assessment Metric for Experience (for both Category A and Category B instituions):

$FE = 15 \times (E/15)$, for $E \leq 15$ years

$FE = 15$, for $E > 15$ years.

Here,

$E$ is the average years of experience of all faculty members as calculated above, in rounded years.

This implies that the benchmark experience is fifteen ( 15) years to score maximum Marks, decreasing proportionately otherwise.

**Data Collection:**

Institutions to submit information in a tabular form indicating faculty name, qualifications (indicating the University attended for the qualifying degree) and experience under the categories of academic and industrial. Updated data for the last three (3) years should be available on a publicly available website, and suitably archived for consistency check in subsequent years.


**Data Verification:**

On a random sampling basis.


Combined Metric for Faculty Qualifications and Experience:

**FQE = (FQ + FE)**