

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

It is proposed to give equal weightage (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 a relevant field. The expected benchmarks would be different for Category A and Category B Institutions to account for ground realities.

Assessment metric for Category A Institutions on Ph.D Qualification:

$$FQ = 15 \times (F/95), \text{ for } F \leq 95\%$$

$$FQ = 15, \text{ for } F > 95\%.$$

Here,

F is the percentage of Faculty with Ph.D. averaged over the previous 3 years.

(Implies that the expected percentage is a minimum of 95% to score maximum score, decreasing proportionately otherwise).

### Experience Metric:

Experience would normally be assessed based on Average relevant experience of the faculty members. Relevance here pertains to experience in the subject area being taught by the faculty member.

More specifically,

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

Here,

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

To simplify,  $E_i$  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  $A_i > 45$  years.**

Assessment Metric for Experience:

**$FE = 15 \times (E/15)$ , 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.

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

### **Data Collection:**

Institutions to submit information in a tabular form indicating faculty name, age, qualifications (indicating the University attended for the qualifying degree) and experience under the categories academic and industrial. Updated data for the last 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:

**$FQE = FQ + FE$**