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 Engineering and Technology, Science, Mathematics or Humanities, as relevant to the concerned departments. The expected percentages would be different for Category A and Category B Institutions to account for ground realities.

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

FQ = 15 × (F/30), for F ≤ 95%;

FQ = 15, for F > 30%.

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 should be assessed based on Average regular and relevant experience of the faculty members (from first relevant employment to the present employment). Relevance here means 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'th faculty member.

To simplify, E_i will be calculated from the age profile of the faculty members as follows:

$E_i = A_i$ - 30, for A_i ≤ 45 years.

$E_i = 15$, for A_i > 45 years.

Assessment Metric for Experience:

FE = 15 × (E/15), for E ≤ 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 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)