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 Pharmacy [appropriate specialization]. 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× (F/95), for F≤95%;

FQ = 15, for F > 95%.

Here,

F is the percentage of Faculty with Ph.D. averaged over the previous three (3) years, (Implies that the benchmark is a minimum of 95% to get the maximum score, decreasing proportionately otherwise).

Experience Metric:

Experience should normally 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 ith 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:

$FE = 15 \times (E/15)$, 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 experience is to be 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 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:

$FQE = FQ + FE$