

Faculty Appraisal, API & Increment policy

Creation of knowledge through research and dissemination of a better understanding through teaching, are the primary objective of an Institution. In this regard, faculty members who wish to be considered for promotion under Career Advancement Scheme may be invited to apply for the promotion Scheme at SKASC.

Procedure:

- Application form should be submitted for the applied position under Career Advancement Scheme (CAS) of SKASC.
- An API score sheet need to be enclosed along with the application form.
- Evidences pertaining to the API score sheet should be submitted along with the application form to verify the API score.

Committee:

A scrutiny committee will be formed to monitor the validity of the submitted score sheet and should be verified with the submitted evidences of the applicant.

1. CEO- Chairman and representative from Management
2. Principal- President of the Committee
3. Members-Senior Professors

Frequency:

- Once in a year

1.1 Career Advancement and Promotion

Associate Professor:

Eligibility:

1. Good academic record with a Ph.D Degree in the concerned/allied/relevant disciplines
2. A Master's Degree with at least 55% marks (or an equivalent grade in a CGPA point scale)

3. A minimum of eight (8) years of approved experience in teaching/research position equivalent to that of Assistant Professor in a University/College/Accredited Research Institution/Industry.
4. Minimum of 7 publication in a peer reviewed UGC care listed Journals/ Scopus/WOS/ISI/SCI.
5. A minimum of 300 API score is eligible for promotion under Career Advancement Scheme (CAS) of Sri Krishna Arts and Science College.

1.2 Increment and Revision of Pay

- Assistant Professor- A minimum of 200 API score is eligible for increment and pay revision at Sri Krishna Arts and Science College.
- Associate Professor- A minimum of 300 API score is eligible for the increment and pay revision at Sri Krishna Arts and Science College.
- Guideline:
- A detailed guideline has been provided for filling the application of API under different categories and position. This guideline on the self assessment score sheet will also be verified by the committee along with the overall score sheet.
- Recommendation
- Based on the eligibility norms and the record submitted, the committee will recommend for promotion / increment to the Management of Sri Krishna Institutions.

Promotional Exercise and Performance Appraisal

Name of the Applicant:
Department:

Year of Experience:

S.No	Category	Assistant Professor	Associate Professor	Self Assessment Score	Verified API Score
1.	Category I Teaching, Learning and Evaluation 30%	Min Score 75/year Max Score 100/year	Min Score 75/Year Max Score 100/Year		
2.	Category II Supervision 20%	Min Score 60/year Max Score 100/ year	Min Score 80/Year Max Score 100 /Year		
3.	Research & Publication 30%	Min Score 40/Year	Min Score 90/ year		

		Max Score 100/year	Max Score 120 /year		
4.	Academic Leadership 10%	Min Score 30/year Max Score 60/ year	Min Score 70/Year Max Score 100/ year		
5.	Service to the College and Society 5%	Min Score 70/year Max Score 100/year	Min Score 70/year Max Score 100 / year		
6.	Consultancy 5%	Min Score 0/Year Max Score 5 /Year	Min Score 5/year Max Score 15/year		
Total Score Obtained		Min Score 200	Min Score 300		