

ANNEXURE 5.8

K.S. INSTITUTE OF TECHNOLOGY

#14, Raghuvanahalli, Kanakapura main Road, Bengaluru – 560 109



Department of Computer Science & Engineering

**Faculty Performance Appraisal and Development
System (FPADS)**

Promotion policy and Audit Report.



KSIT
K.S. INSTITUTE OF TECHNOLOGY

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K.S. GROUP OF INSTITUTIONS

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K.S. INSTITUTE OF TECHNOLOGY

Affiliated to VTU, Belagavi & Approved by AICTE, New Delhi, Accredited NAAC & NBA (CSE, ECE and ME)

14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560 109.

Tel : 080 28435722 / 24, Fax : 080 28435723

E-mail : principal.ksit@gmail.com / principal@ksit.edu.in | Website : www.ksit.edu.in

Promotion Policy

A fresh Postgraduate candidate is appointed as Assistant Professor after successfully going through the selection process and put on probation for a period of 2 Years. After the successful completion of probation period, he/she will be put on regular AICTE 6th pay of scale – AP1 Scale (Rs.15600/--Rs.39100/-). Once the candidate successfully completes a period of 5 years, he/she is put on AP2 scale (Rs.15600-Rs.39100/- with AGP Rs.6000/-- Rs.8000/-). If the candidate has good performance score as well as obtains NPTEL/ MOOC / Coursera etc. Certifications he/she shall be eligible to be put on AP3 Scale (Rs.37400/--Rs.44700/-).

If the candidate has enrolled for Ph.D. and has adequate research publication in refereed quality journals, he/she could be considered to be elevated as Associate Professor without AGP provided there are vacancies in their respective department. On completion of Ph.D. the candidates are put through a screening committee and based on recommendations of screening committee the candidates are liable to get a substantial financial benefit or a change in designation or both. If a candidate with 15+ year of experience and other prerequisite is put through screening committee and elevated to the position of Professor & is given all the benefits as per AICTE Norms

CHIEF EXECUTIVE OFFICER
Member Secretary
Academic Advisory Board
K.S. Group of Institutions



K. S. INSTITUTE OF TECHNOLOGY, BANGALORE-109

External Audit Report, 12th Apr 2023

Name of the Faculty: Dr. Rekha B Venkatapur, Professor and Head of Department

Designation and Department: Computer Science and Engineering

Sl. No	Dimensions		5	4	3	2	1
1.	Academic discipline	1) Lesson Plan 2) Co-Po Mapping 3) Presentation / Updating of teaching materials 4) Punctuality of Engaging classes 5) Maintenance of attendance register 6) Number of classes held 7) Pedagogy 8) Content Beyond Syllabus	5				
			Can further improve. Specifically on 8.				
2.	Evaluation	1) Adherence to the formats given by IQAC 2) Quality of question paper setting 3) Completeness of question paper including i. Instructions to the candidates ii. Required set of data to answer the question iii. Balancing of weightage of marks 4) Fairness in evaluation 5) Clarity in scheme 6) Efforts put in for designing the assignment 7) Result analysis of subject handled 8) Availability of attainment calculation	4				
			Can further improve.				
3.	Departmental Responsibilities	1) NAAC 2) NBA 3) QS I – GAUGE 4) ARIIA / IIC / NIRF / NISP Coordinator Ship i. College Level Committees ii. Departmental responsibilities 5) Project Guide 6) Mentoring 7) Events organized	4				
			Can further improve.				
4.	Interpersonal Relations	1) Superior subordinate relations 2) Peer-group relations(colleagues) 3) Staff-Student relations 4) Parents interactions 5) Interaction with non-teaching staff 6) Faculty interaction with other department staff	4				
			Can further improve.				
5.	Inter departmental interaction	1) Project interactions 2) Exam related interactions 3) Data collections for NAAC, NBA & QS – I - GUAGE 4) Committee interactions	4				
			Can further improve, specifically on 1				
6.	Institutional	1) Admission & Branding	4				

	Responsibilities	2) Insistence on discipline i. Self ii. Student 3) Institutional level Activities 4) Participation in National festivals 5) Organizing & taking responsibilities in institutional level activities	Can further improve, specifically on 1
7.	Research	1) Research proposals for funding 2) Abstract / Synopsis of research work 3) Research publication & patents 4) Initiative taken to develop research infrastructure 5) Number of research scholars Registered & working for Ph.D. i. completion course work ii. Finished comprehensive iii. Thesis submission iv. Viva completed v. PDC obtained	3 Improve Research Proposal for funding.
8.	Personal development	1) FDP s attended 2) Course era/NPTEL coursed attended & certificate received 3) Industrial internships 4) Workshops, Seminars attended 5) Special training programs attended	4 Can further improve.
9.	Industry Connect	1) Guest lectures from industrial personal arranged 2) Industrial visits arranged 3) Industrial contacts maintained	3 Can further improve. Specifically 3.
10.	Overall Impression		A

Note:

- i. Departmental responsibilities - (Time table, Test coordinator, Exam time table, Class teacher, Project Coordinator, Internship Coordinator, Seminar Coordinator)
- ii. College Level Committees – Committees (34)

D. Narasimhan
Signature of Faculty

[Signature]
Name and Signature of Evaluator

Auditor Ranking: A+ 4.5-5.0; A 4.4-3.9; B+ 3.8-3.3; B 3.2-2.6; C 2.5 and below

Auditor Remark(s):

1. Improve Industry and External connections for Projects.
2. Write Research proposals for funding.
3. Spl. Training: Take training on managing the Department.
4. Attend recognized external industry and academia events for awareness.
5. Become a brand ambassador of the Department.

D. Narasimhan
Head of the Department
Dept. of Computer Science & Engg
K.S. Institute of Technology
Bengaluru - 560 109

[Signature]
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BENGALURU - 560 109.