

ACADEMIC AUDIT GRADES (E&C and EEE Departments) - KSIT


Sl.No.	Name	Designation	Grade	Observations and Remarks
1.	Dr. P. N Sudha	Professor & HOD	A+	<ul style="list-style-type: none"> Engaged in Administration, Research, Teaching – being Professor and Head of the Department Efficient leadership attributes. Academic research ability demonstrated on 2 PhDs guided and four on-going PhDs guidance. Published many research papers and Filed one Indian patent Encourage students develop Entrepreneurial skill by selecting society impact projects. Suggest dept. faculties to publish in unpaid and good impact journals. Suggest dept. faculties to offer more industry oriented projects instead of student selected one. Introduce peer review process for content beyond syllabus and Pedagogy to next level learning skill in students. Students could be introduced project at least 6th semester itself.
2.	Dr. Surekha	Professor	A	<ul style="list-style-type: none"> Good leadership attributes apart from teaching and research activities. Guiding one PhD scholar. Published around seven papers but attempt should be good impact factor journals. Could focus on writing research and lab infrastructure development grant proposals.
3.	Dr. Chanda V Reddy	Professor	A	<ul style="list-style-type: none"> Involved in teaching activities apart from showing leadership ability by active coordination in many dept activities. Need to focus on writing research and lab infrastructure grant proposals and initiate guiding PhD scholars.

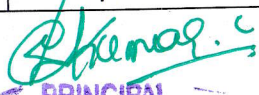
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Principals
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				<ul style="list-style-type: none"> • Need to give industry innovation based student projects instead of student selected projects.
4.	Dr. B. Sudharshan	Professor	A	<ul style="list-style-type: none"> • Involved in teaching activities apart from showing leadership ability by active coordination in many dept activities such as project exhibitions and other committees. • PhD scholar guiding is in progress. • Attempted to submit research proposals and could be continued further till success. • Focus on few innovation oriented student projects instead self-taken student projects.
5.	Dr. Rekha N	Associate Professor	A-	<ul style="list-style-type: none"> • Performing well in teaching and record maintenance • Focus required on taking PhD scholars, publishing in good impact factor journals and attempt required research and lab infrastructure grant proposals. Focus on publications in good impact factor journals. • Emphasis on innovation in student project instead of self-selected projects.
6.	Dr. Dinesh Kumar D S	Associate Professor	A	<ul style="list-style-type: none"> • Completed PhD in 2020. • Adhering teaching with good record maintenance, taking institute/dept activities. • Focus on guiding PhD scholars, attempts to research grants and publication in good impact factor journals. • Involve in innovation based student projects instead of students self-selected projects.
7.	Mr. Santhosh Kumar D S	Associate Professor	A-	<ul style="list-style-type: none"> • Taking very good interest in department and institute level coordination along with satisfactory teaching learning process. • Focus on complete PhD and publish review and contributory article in good impact factor journals.

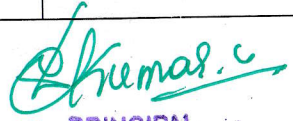

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				<ul style="list-style-type: none"> • Need to focus on guiding innovation based student projects.
8.	Dr. Devika B	Associate Professor	A+	<ul style="list-style-type: none"> • Shown good interest in teaching apart from involving in department and institute activities. • Need to focus on research grant proposals and PhD scholar guiding. • Emphasis students to take up innovation based project solving small industry problems.
9.	Mrs. Ramya K R	Associate Professor	B+	<ul style="list-style-type: none"> • Shown good interests in both teaching and department activities. • Published around 6 papers but need to focus on publishing in good impact factor journals. • Need to register for PhD in some relevant area. • Involve in formulating innovation student projects instead of student self-selected projects.
10.	Mrs. Vishalini Divakar	Assistant Professor	B-	<ul style="list-style-type: none"> • Giving importance to both teaching and departmental activities. • Need to register for PhD and focus on research publications. • Involve actively in student project guiding by suggesting innovation based problems.
11.	Mrs. Sangeetha V	Assistant Professor	B	<ul style="list-style-type: none"> • Shown good interests in both teaching and coordination dept activities. • Complete PhD soon. • Though published 10 articles need to focus on good impact factor journals. • Involve in suggesting only innovation based student projects.
12.	Mr. Praveen	Assistant Professor	B	<ul style="list-style-type: none"> • Giving interest in both teaching and departmental activities. • Registered for PhD and focus on thesis writing to completion. • Give importance to publish papers in good impact factor journals. • Formulate and involve innovation importance student projects only.

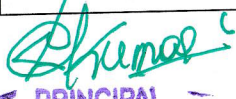

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13.	Mr. Christo Jain	Assistant Professor	B	<ul style="list-style-type: none"> • Satisfactorily importance to both teaching and department/institute activities. • Need to focus on completion of PhD thesis writing for submission. • Give emphasis on publishing in good impact factor journals. • Attempt giving innovation based project instead of student self-taken projects.
14.	Mr. Saleem S Tevaramani	Assistant Professor	B+	<ul style="list-style-type: none"> • Pursuing PhD but aim to submit thesis. • Giving adequate effort in both teaching and department activities. • Though around 18 papers but in need to submit in good impact journals. • Emphasis the student to take up innovation based projects.
15.	Mr. Satish Kumar B	Assistant Professor	B	<ul style="list-style-type: none"> • Giving importance teaching and department activities. • Concentrate to finish PhD and publish in good impact factor journals. • Active involvements needed in student projects with innovation.
16.	Dr. Pooja S	Assistant Professor	A	<ul style="list-style-type: none"> • Giving importance to both teaching and departmental activities. • Obtained PhD and initiated interest in guiding PhD scholars. • Applied for UNGA and VGST funding for research and conducting conferences. • Focus on publishing good impact factor journals. • Need to focus in giving innovation based students projects.
17.	Mrs. Bhargavi Ananth	Assistant Professor	C	<ul style="list-style-type: none"> • Taking good interest in teaching and departmental activities. • Though published three papers but need aim in good impact journals. • Need to register for PhD. • Focus on innovation student project guiding instead of student self-taken projects.



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18.	Mrs. Shruthi V Joshi	Assistant Professor	C	<ul style="list-style-type: none"> • Giving good interest in both teaching and coordination of department activities. • Need to register for PhD and publish good impact journal with review papers that helps in PhD. • Focus on guiding innovation centric project instead self-taken student projects.
19.	Mrs. Bhanumathi A	Assistant Professor	C	<ul style="list-style-type: none"> • Giving adequate interest in both teaching and department activities. • Need to register for PhD and attempt publishing review study papers in good impact factor journals in year time. • Concentrate to formulate innovation centric student projects.
20.	Mrs. Kavya B M	Assistant Professor	C	<ul style="list-style-type: none"> • Showing satisfactory interest in both teaching and department activities. • Need to register for PhD and attempt publishing review study papers in good impact factor journals in year time. • Concentrate to formulate innovation centric student projects.
21.	Mrs Anitha P	Assistant Professor	C	<ul style="list-style-type: none"> • Shown satisfactory interest in both teaching and department activities. • Need to focus on research skill by involving formulating innovation student projects. • Initiate to clear PhD entrance tests to pursue PhD.
22.	Mrs. Suma Santosh	Assistant Professor	C	<p>Well adhering to both teaching and department activities.</p> <p>Focus need to give on research skills by guiding some innovative student projects and review publication.</p>


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A REPORT ON THE EXTERNAL AUDIT OF ACADEMIC PERFORMANCE OF

TEACHING FACULTY

Name of the Auditor: Prof. M.V.Krishnamurthy,
Retired Professor, IISc, Bengaluru-560012.

Name of the Institution: K.S.Institute of Technology, Bengaluru-560109.

Department: Mechanical Engineering,

No. of Candidates : 13 (Thirteen)

Dates of Audit: 24th.04.2023 and 25.04.2023

Method of Audit:

The Auditor had one –to-one personal interaction meeting of one hour duration with each faculty member. During these meetings, information was elicited from the faculty members regarding their performance in the following broad areas of their work:

1. Teaching and learning
2. Academic Research
3. Resource Generation efforts(Sponsored Research and Consultancy)
4. Continuing Education
5. Contribution to the corporate life in the campus.

The documentary support like Course File, Certificates, Research Papers etc provided by the faculty member was qualitatively evaluated on a five point scale (5 being the highest and 1 being the lowest)in respect of different dimensions pertaining to the attributes mentioned earlier and are detailed in the "Report Proforma" provided by the institute for each faculty member

In addition, each faculty member is assigned a letter grade (A or B or C)indicating the level of his or her capabilities as perceived by the auditor.

A	Good	The faculty member is capable of being a more impactful player as a teaching and research professional.
B	Average	The faculty member is capable of making more significant contributions in teaching and research.
C	Acceptable	The faculty member can definitely do better with proper mentoring and guidance.

{In some cases, the grade is affixed with a superscript (+ or -) indicating a further subdivision in the grade as high, medium (without any superscript) or low}

The Auditor's remarks / suggestions to each faculty members are given on the proforma sheet of the concerned faculty member.

Some General Observations and Comments for appropriate action by the authorities:

1. Most of the faculty members seem to confine their teaching to what is specified in the syllabus. No effort is made to teach any relevant topic beyond the syllabus
2. The quality of assignment question leaves much to be desired. Most of them are theory based and include question like :

"Describe....."

"Define....."

"Explain....."

The same questions are repeated in the tests. If any numerical problem is given in the assignment, the same is repeated in the test without even a change in the numerical values. This almost amounts to giving the test question paper in advance (in the form of

assignments) and students get double credit (Assignment and Test). The whole objective of the teacher seems to be "to make the students pass" rather than "Make them Learn". The assignment paper should be designed more like a take home examination which would require the students to put some effort for solving the same.

3. At present the test question papers are signed by four people – Instructor/Teacher, module coordinator, HOD and Principal. This is likely to affect the confidentiality of the question paper. The question paper should be in the domain of the authority of the teacher alone and no body else should have access to it.
4. Most of the teachers are not able to think outside the box because their educational qualification and background have a bearing on their thinking. To broaden their outlook and widen their thinking it is advisable to induct a few faculty with ME/M.Tech from IISC/ IITs/NITs
5. Even the FDPs attended by most of the faculty are mostly organized by local Engineering Colleges which are more or less at the same level of attainment as KSIT. Faculty should be encouraged and advised to look beyond VTU and attend FDPs organized at IISC/ IITs/NITs so that there is real enrichment of their knowledge.
6. Though KSIT is recognized as Research Centre by VTU, not much research work is done "In-House" have external research advisors and as most of the PhD registrants do their PhD work outside the institute. As a result the centre of gravity of what little research being done lies outside the institute and therefore research ambience is completely absent in the campus. As far as possible there should be an inhouse research guide for every PhD registrant. Both of them can jointly submit a research proposal (based on proposed PhD problem of the student) for funding agencies like DST/SERB, BRNS, DRDO etc.,
7. Even for Sponsored Research, the faculty should look beyond VTU, KSCST and submit proposals to other funding agencies like DST/SERB, BRNS, DRDO etc.,
8. Lady faculty members could seek research funding under ASPIRE of DST/ CSIR (Women in Science Program)

9. Support for development of infrastructure could be sought under DST's FIST (Fund for Infrastructure in Science and Technology) scheme.
10. At the college level, the institute may explore the possibility of submitting a proposal for funding under SATHI (Sophisticated Analytical and Technical Help Institute) of DST This requires the setting up of a Section-8 company, provision of a piece of land in the campus and a certain percentage of monetary contribution by the college.
11. For evaluation by faculty by students, only students with a certain minimum percentage of attendance should be eligible to evaluate and give their feedback.
12. Most of the faculty members do not seem to be aware of how the impact factor of a journal is calculated or the meaning of h-index or i-10 index. These should be taught under Research Methodology course.
13. The college should encourage its students to register for relevant MOOC courses and allow credit transfer as permissible under VTU rules.

ACADEMIC AUDIT GRADES:

Sl.No.	Name	Designation	Grade	Observations and Remarks
1.	Dr. M.Umashankar	Prof &HOD	A	<ol style="list-style-type: none"> 1. Possesses good leadership traits. Can do better if he can lead from the front. 2. Should concentrate on making the department as a truly research centre. 3. Should motivate his faculty to aim for excellence in teaching, research and consultancy and continuous updating of their knowledge.
2.	Mr.Nagabhushana M	Asso.Prof.	C+	<ol style="list-style-type: none"> 1. Very pessimistic in his approach. Should cultivate a positive attitude towards his profession. 2. Seems to be doing external consultancy/ conducting special courses without the knowledge of the college

				administration
3.	Mr. K.Prasad	Asso.Prof	B	<ol style="list-style-type: none"> 1. Should complete his Ph.D. early 2. Should attend more FDPs/ NPTEL courses organized by IITs/IISc/NIT to update his knowledge and teaching skills.
4.	Dr. Nagaprasad K.S.	Asso.Prof.	A	<ol style="list-style-type: none"> 1. A very enthusiastic and committed teacher 2. Can do much better as a research worker with some mentoring 3. He should set for himself higher goals of achievement in teaching and research which he is definitely capable of.
5.	Dr. Girish T.R.	Asso.Prof.	B+	<ol style="list-style-type: none"> 1. Can definitely do better both as a teacher and a researcher. 2. Should seek external support for research work, develop research infrastructure and take research students.
6.	Dr. Nirmala. L	Assoc. Prof.	B+	<ol style="list-style-type: none"> 1. Is capable of improving her output as a teacher and researcher. 2. Should try for research funding under ASPIRE (DST/CSIR)
7.	Mr.Manjunath B.R.	Asst.Prof.	B	<ol style="list-style-type: none"> 1. Should speed up his research work. Should submit a research proposal(based on his proposed Ph.D. problem) to DST with one of his senior colleagues as P.I. 2. Should attend FDPs (of IITs, NITs and IISc) and NPTEL Courses. 3. Could do better with

				proper mentoring and guidance.
8.	Mr.Ranganath N	Asst. Prof.	B	<ol style="list-style-type: none"> 1. Should complete his Comprehensive and Ph.D. early 2. Need to attend FDPs / NPTEL Courses organized by IITs/NITs to update and enrich his knowledge and teaching skills.
9.	Mr.Anil Kumar	Asst.Prof.	B+	<ol style="list-style-type: none"> 1. Should speed up his research work. Should submit a research proposal (based on his proposed Ph.D. problem) to DST with one of his senior colleagues as P.I. 2. Should attend FDPs (of IITs, NITs and IISc) and NPTEL Courses.
10.	Mr.Harish U.	Asst.Prof	B+	<ol style="list-style-type: none"> 1. Should accelerate his Ph.D.work. Can submit a research proposal (based on his proposed Ph.D. problem) to DST with one of his senior colleagues as P.I. 2. Should attend FDPs organized by IITs/NITs/IISc for updating his knowledge and NPTEL courses for enhancing his teaching skills.
11.	Tejsawini M.L.	Asst Prof.	A	<ol style="list-style-type: none"> 1. Potentially a good teacher and research worker. 2. Should be encouraged to teach M.Tech Courses in her domain of specialization at KSSEM. 3. Can submit research proposal for funding under DST/CSIR's ASPIRE Scheme.

12.	Dr. Saleem Khan	Asst. Prof.		<ol style="list-style-type: none"> 1. Should generate resources for the college through sponsored research and consultancy. 2. Should attend FDPs/NPTEL for knowledge update and skill enhancement 3. Should develop research infrastructure at the college.
13.	Rajesh G.L.	Asst Prof	B	<ol style="list-style-type: none"> 1. Should accelerate his Ph.D. work. Should seek funding from DST by submitting a research proposal based on his proposed PhD problem. 2. He is not at all aware of the college's consultancy rules or IPR Policy but claims that he is the convenor of the IIIC and IPR cell 3. He needs to be mentored and guided in all his activities by his senior colleagues.

M. Krishna Murthy

(Prof. M.V. Krishna Murthy)

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K. S. INSTITUTE OF TECHNOLOGY, BANGALORE-109

DEPARTMENT OF ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING

External Audit Report, 25th Apr 2023

Consolidated

ACADEMIC AUDIT GRADES:

Sl.No.	Name	Designation	Grade	Observations and Remarks
1.	Dr. Vaneeta M	Professor and Head of Department	A	<ol style="list-style-type: none">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 brand ambassador of the Department.
2.	Mrs. Anu Mathews	Asst. Professor	B+	<ol style="list-style-type: none">1. Exposure to best practices and excellence in teaching has to be imparted.2. Write research proposal for funding3. Improve Industry and External connections for Projects and branding.4. Attend recognized external industry and academia events for awareness.

3.	Mrs. Sahana Sharma,	Asst. Professor	B+	<ol style="list-style-type: none"> 1. Exposure to best practices and excellence in teaching has to be imparted. 2. Improve on Research. 3. Improve Industry and External connections for Projects and branding. 4. Attend recognized external industry and academia events for awareness
4.	Dr. Amulyashree S	Asst. Professor	B	<ol style="list-style-type: none"> 1. Exposure to best practices and excellence in teaching has to be imparted. 2. Write Research Proposals for funding.
5.	Mrs. Lakshmi K K	Asst. Professor	B	<ol style="list-style-type: none"> 1. Exposure to best practices and excellence in teaching has to be imparted.
6.	Ms. Roopa K Murthy	Asst. Professor	B	<ol style="list-style-type: none"> 1. Exposure to best practices and excellence in teaching has to be imparted

M. Jay

HOD

Head of the Department
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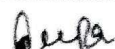
DEPARTMENT OF COMPUTER SCIENCE & DESIGN

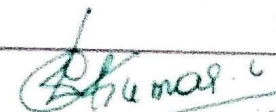
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ACADEMIC AUDIT GRADES

Sl.No.	Name	Designation	Grade	Observations and Remarks
1.	Dr. Deepa S R,	Professor and Head of Department	B+	<ol style="list-style-type: none">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 brand ambassador of the Department.
2.	Mrs.Sushma A,	Asst. Professor	B	<ol style="list-style-type: none">1. Exposure to best practices and excellence in teaching has to be imparted
3.	Mr. S Subhash Kumar,	Asst. Professor	B	<ol style="list-style-type: none">1. Exposure to best practices and excellence in teaching has to be imparted.2. Interested in Research.
4.	Mrs.Surekha Byakod,	Asst. Professor	B	<ol style="list-style-type: none">1. Exposure to best practices and excellence in teaching has to be imparted.2. Interested in Research.


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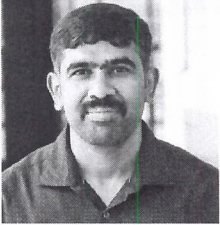

Department: **SCIENCE & HUMANITIES**


Report of Faculty Appraisal – 2023



Appraisal conducted by Dr. V. Krishna Murthy, Research Professor, Dayananda Sagar University, Bengaluru.

SN	Faculty Member	Report	GRADE
1.	 <p>Dr. JALAJA P Associate Professor & Head (S&H) (10 years @KSIT & Total 22 years)</p>	<p>Observations:</p> <ul style="list-style-type: none">• M.Sc, M.Phil, Ph.D (in 2021, Maths); field of interest is fluid dynamics• Has 4 articles to her credit and 9 conference presentations• Has professional body membership (ISTAM)• Head, BSH and engaged in administration, teaching and research <p>Suggestions / Comments:</p> <ul style="list-style-type: none">• Active, shows concern and attachment to the department.• As HoD, Research focus is required (Research proposal submissions to procure funds/grants and research articles publications in good journals is essential)• Ensure all faculty members register for PhD and pursue studies so that the research deliverables are enhanced.• Conferences, guest lectures and other co-curricular activities should also be organized keeping academic atmosphere live and active in the department an institute levels• Administrative loads may be reduced to those teachers who require more time to carryout PhD studies since that should be the priority• Focus on result analysis (CIA & SEE) and monitoring student progress is required• Personal involvement and encourage and motivate junior teachers to acquire additional qualifications and facilitating PhD degree is desired• Engage in student project supervision, PhD scholar supervision and research work.• Inspiring leadership, motivation of teachers & staff, intense engagement with students is desired for growth at both department and institute, personal and professional levels	B+



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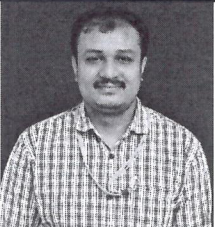
	Faculty Member	Report	GRADE
2.	 <p>Dr. VENKATA RAMANA B S Asst. Professor (Mathematics) (Total:14 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • MSc, PhD- completed PhD in the year 2022, administration; however minimal research work since preoccupied more in institutional work (Branding , hostel, canteen committees, alumini coordination work, time-table officer, NAAC coordination etc.) • Engages in teaching, research and shows interest in the mathematical means, area. <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • Re-commence research work and initiate to get research supervision eligibility from VTU to take a few research scholars so that research work could be done in more rigorous manner; research participation is essential. • Continue and participate in institutional activities and train a few junior teachers o share the responsibilities • Use variety of pedagogical methods of teaching, help slow-learners and focus on them, extend all necessary academic support to students 	B
SN	Faculty Member	Report	GRADE
3.	 <p>LAKSHMI C Asst. Professor (Mathematics) (Total:5.5 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • MSc (2014); engages in departmental activities and teaching work • Shows interest in the fields of graph Theory, complex analysis • Has registered for PhD studies <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To utilize full potential in academics and research work not compromising the departmental responsibilities • Commence participating in conferences and present results of preliminary studies with students and self-research work • Focus on completion of course work of PhD studies and be aggressive in reviewing of literature and aim for a review article publication soon • Be enthusiastic and help students in their academics, particularly the deserving students; use mix of pedagogical methods in teaching 	B

SN	Faculty Member	Report	GRADE
4.	 <p>NAVEEN V Assistant Professor (Mathematics) (8.5 yrs.)</p>	<p>Observations: MSc, engages in teaching, administration and research work Departmental work is a bit high (NSS program coordinator, Totrac club coordinator, NAAC, AICTE, NBA work etc.) but is managing Has registered for PhD studies (VTU, Belgaum) Shows interest in thermal radiation area; has two publications to his credit (but long back, 2016)</p> <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • Has to focus on research work and sustain rigor to complete the requisite milestones • Has to recommence publication work. Initially review articles upon serious and focused review of literature. • Continue showing interest in departmental activities, now slowing down either teaching or research work 	B
N	Faculty Member	Report	GRADE

5.	 MAMATHA N Assistant Professor (Mathematics) (Total 8 yrs.)	Observations: MSc (Mathematics), engages in teaching and administration Is a class teacher and engages in departmental work Suggestions / Comments: <ul style="list-style-type: none"> To register for PhD studies as early as possible since large amount of time has already lapsed after MSc.; concerted efforts are essential to register for PhD work Requested to organize guest lectures for the benefit of students To focus on review articles, till registration of PhD is achieved Be active and enthusiastic, help students to learn and practice maths, follow slow learners well to bring them to mainstream 	B
	Faculty Member	Report	GRADE
6.	 SNEHA G KULKARNI Assistant Professor (Mathematics) DoJ:2012 (Total 2.5 yrs.)	Observations: <ul style="list-style-type: none"> MSc in the year 2018, Shows interest in graph and number theory Engages in teaching and administration and has initiated PhD research work- has registered for PhD studies Suggestions / Comments: <ul style="list-style-type: none"> Suggested to adopt mix of PPT/videos along with blackboard and subject seminar pedagogy that could be useful to students Requested to organize guest lectures Continue rigor of research work and focus on review article publications Establish as a good and effective teacher; volunteer for variety of tasks of administration, academic activities and get exposed to active research. 	B
SN	Faculty Member	Report	GRADE



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7.	 <p>TEJASWINI R Assistant Professor (Mathematics) (~One yr.)</p>	<p>Observations: MSc, completed in 2022, newly recruited (Fresher); novice to teaching profession Engages in teaching and administration</p> <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To establish as good teacher for next two semesters by handling different courses • Commence regular, sustained reviewing of articles in journals with an aim of finding gaps that could be converted into research problem, register for PhD and pursue in research work • To learn evaluation, discuss with senior teachers to manage classes, and be familiar with administration related activities • Focus on teaching, mastering it and helping students to perform better; take up as much variety of tasks as possible to learn them on fast track mode 	(B)
	Faculty Member	Report	GRADE
8.	 <p>SUNIL KUMAR N Assistant Professor (Physics) (Total 11 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • M.Sc, B.Ed. (Ph.D.), Engages in teaching and administration predominantly; not much progress in research front • Shows interest in the fields of Physics, Material Science, Molecular spectroscopy • Has organized a few FDPs, participated in conferences and have presented oral papers <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To pursue PhD for successful completion and focus on publication of results in good journals as articles (on priority, 11 years is a longish experience and PhD completion is essential for career and professional growth) • As of now there has been no publication to his credit • To explore different modes of pedagogy • Lead by an example and focus more on research work 	B
N	Faculty Member	Report	GRADE

(Signature)

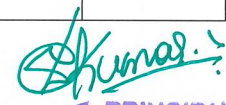
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9.	 DR. RENUKA C Assistant Professor (Physics) (3 yrs @ KSIT; Total 16 yrs.)	Observations: <ul style="list-style-type: none"> • Msc., M.Phil., Ph.D (Physics-Bharatiar Univ.); engages in teaching, research and administration • Has 6 articles published in journals (latest year, 2020); and six papers presented in conferences, a good achievement • Pursues interest in phosphatic glasses, microwave treatment, incorporating heavy metals in glasses. Suggestions / Comments: <ul style="list-style-type: none"> • Energetic, enthusiastic, positive, active researcher • To focus on research article publications- aim for atleast one article publication per year; attempt for a project proposal submission to procure funds from grant agencies • To explore research guidance to PhD scholars to gather momentum in the field of glass research field • Deserves encouragement and support 	B+
N	Faculty Member	Report	GRADE
10.	 KAVYA TN Assistant Professor (Physics) (Total 6 yrs.)	Observations: <ul style="list-style-type: none"> • MSc (Physics); shows interest in the fields of Condensed matter physics, nanotechnology • Engages teaching and administration • No attempt to publish and active in research Suggestions / Comments: <ul style="list-style-type: none"> • To focus on registering for PhD (6 years is a long period) • Commence active review of literature and firm up a university, research supervisor, topic and register and aim to complete course work in next6-9 months time • Use subject seminar mode of teaching • Arrange guest lectures and attempt a review article publication in the current year • Be active and enthusiastic researcher 	B

	Faculty Member	Report	GRADE
11.	 <p>DR. MADHAVI S Assistant Professor (Physics) (Total 7 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • MSc (Physics), engages in teaching, research and administration • Has two publications to her credit, in the year 2021. • Shows interest in the filed of Nuclear Physics, Material Science <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To publish articles, since you have experience in publications • Try for PhD supervision recognition from VTU and take a few research scholars for PhD work • Use subject seminar mode of teaching; use variety of pedagogical methods • Think of co-guiding 8th semester students in engineering streams (particularly Mech. Engg students) in the domain of material science 	B
12.	 <p>Dr. KIRAN KUMAR SR Assistant Professor (CHEMISTRY) (Total 11 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • Has MSc (Chemistry) and PhD in 2019 qualification; shows interest in the fields of Physical Chemistry, Nanotechnology • Has 3 research articles published to his credit; 4 conference papers • Has membership to three professional bodies - The Society of Indian Society for Surface Science & Technology; Indian Crystallographic Association. And World Research Council. <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To focus on research work leading to publication of articles in journals; latest publication was in 2017 and now it is long due; focus on review articles publications • Use variety of pedagogical methods in class-room teaching • Do result analysis to follow a few slow learners and bring them to mainstream • Try for research supervision recognition from VTU as early as possible so that PhD guidance to scholars could be initiated • Be active and enthusiastic in both teaching and in research 	B

SN	Faculty Member	Report	GRADE
13.	 <p>SHYLAJA KR Assistant Professor (Chemistry) (Total 12 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • BEd , MSc, PhD (Chemistry); Engaged in teaching, research and administration • Has registered for PhD (VTU, Belgaum) • Has a few papers presented in conferences • Coordinates training and placement cell and also a class teacher <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To commence publication of article; lots of time is lost; explore a review article publication related to the PhD topic • Shows interest in nanocomposites and photocatalysis as applied to waste (dye) water treatment • Use mixed mode of teaching methods; subject seminar, tutorials and PPT slides • Maintain the rigor or PhD studies and aim for completion in the committed time. • Help slow learners after doing a good result analysis of first internal test. 	B
	Faculty Member	Report	GRADE
14.	 <p>RADHIKA NP Assistant Professor (Chemistry) (Total 12 yrs.)</p>	<p>Observations:</p> <ul style="list-style-type: none"> • MSc (Chemistry); has registered for PhD studies (VTU, Belgaum) and pursuing the work. • Engages in teaching, administration; teaches environmental science course (5th sem) • Has professional membership in Scientific and Technical Research Association STRA-M19390 <p>Suggestions / Comments:</p> <ul style="list-style-type: none"> • To attempt review articles by intensive critical reading of latest published articles and publish a review article by the year end (2023) • Shows interest in the field of photocatalysis and nanomaterial synthesis and characterization. • Use subject seminar mode of pedagogy that would be useful to students • Focus on helping slow learners. 	B

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N	Faculty Member	Report	GRADE
15.	 <p data-bbox="436 448 651 576">DR. HARISHA S Assistant Professor (Chemistry) Exp.: 5 Yrs</p>	<p data-bbox="674 172 864 204">Observations:</p> <ul data-bbox="719 212 1800 355" style="list-style-type: none"> • MSc, PhD (Chemistry); Engages in teaching, research, administration, specialty: Azo Dyes, Electrochemistry • Has six research article publications (latest in the year, 2020) in journals and a few conferences oral presentations <p data-bbox="674 395 1014 427">Suggestions / Comments:</p> <ul data-bbox="719 435 1800 738" style="list-style-type: none"> • To settle down fast and focus on student research supervision of PhD scholars upon becoming recognized PhD supervisor • Attempt review articles by intensive research/review work and become a co-guide for a few students of mechanical engineering in material science/environmental / electrochemistry science fields • Suggested to use active verbs and a few open-ended questions in question papers to induce thinking in students • Has a positive approach and likes teaching/research 	B+
SN	Faculty Member	Report	GRADE
15.	 <p data-bbox="432 1023 656 1174">ANURADHA V Assistant Professor (English) DoJ: 2015 (Total 7 yrs.)</p>	<p data-bbox="674 810 842 842">Observations:</p> <p data-bbox="674 850 1800 914">BAL, LLB-1993, Humanities (English) teacher; engages in teaching, administration in the courses like communicative English; shows interest in the field of Law studies</p> <p data-bbox="674 994 981 1026">Suggestions / Comments:</p> <ul data-bbox="719 1034 1778 1281" style="list-style-type: none"> • Speaks fluently, positive, energetic and active • Has zeal to learn and teach; use different modes of pedagogy • Useful to department and institute in the field of humanities domain • To focus on students hailing from outside Karnataka and help non-Kannada speaking students to have better speaking skills in English • To focus also on elements of technical and business communication skills along with spoken English 	B

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DEPARTMENT OF APPLIED SCIENCE AND HUMANITIES
Faculty Appraisal Report-2023

Appraisal conducted by: Dr. V. Krishna Murthy, Research Professor, Dayananda Sagar University, Bengaluru

SN	NAME	DESIGNATION	GRADE
MATHEMATICS			
1.	Dr. Jalaja, P	Assoc.Prof. & HoD	B+
2.	Dr. Venkataramana B.S.	Asst. Prof.	B
3.	Ms. Lakshmi C	Asst. Prof.	B
4.	Mr. Naveen V	Asst. Prof.	B
5.	Ms. Mamatha N	Asst. Prof.	B
6.	Ms. Sneha G Kulkarni	Asst. Prof.	B
7.	Ms. Tejaswini R	Asst. Prof.	B
PHYSICS			
1.	Mr. Sunil Kumar N	Asst. Prof.	B
2.	Dr. Renuka C	Asst. Prof.	B+
3.	Ms. Kavya T.N.	Asst. Prof.	B
4.	Dr. Madhavi S	Asst. Prof.	B
CHEMISTRY			
1.	Dr. Kiran Kumar S.R.	Asst. Prof.	B
2.	Ms. Shylaja K.R.	Asst. Prof.	B
3.	Ms. Radhika N.P.	Asst. Prof.	B
4.	Dr. Harisha S	Asst. Prof.	B+




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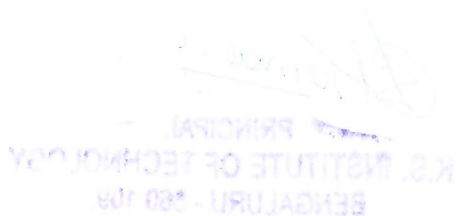
Notes:

Faculty Grades Consequent to Annual Appraisals - connotations of letters

Letter Grade (Marks in %)

Faculty Grades Consequent to Annual Appraisals - Notations of Letters- Letter Grade (Marks in %)		
A+	≥ 75	<ul style="list-style-type: none">Engages in Teaching (Theory & Practical sessions), Research (Publications & proposal submission, and /or procured research grants) & Administration – Demonstrated capabilitiesDeserve consideration for promotion to next higher designation after considering existing cadre ratios
A	71 to 74+	<ul style="list-style-type: none">Engages in Teaching (Theory & Practical sessions),Research (Publications & Attempted proposal submission) & Administration
B+	61 to 70	<ul style="list-style-type: none">Engages in Teaching & Administration;Shows sincere efforts in Research; Promising and has good academic and research potentialTo focus on submission of research project proposal / hasten completion of PhD degree
B	60-69	<ul style="list-style-type: none">Engages in Teaching & Administration; Fair Performance;Suggested to better existing qualification (to complete PhD qualification);Focus on research article publications.


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