

**Subject: Policy on Faculty Review based on Student Academic Performance**

Dear Deans, HODs, and Faculty Members,

To promote academic excellence and objectively recognize teaching effectiveness, the University is implementing a **Faculty Appreciation and Review Policy** tied directly to student learning outcomes. Student performance serves as a primary indicator of instructional quality and assessment effectiveness.

**Evaluation Framework**

Faculty performance will be assessed section-wise using official examination records. The evaluation considers critical parameter:

**Section-wise Average Marks (%):** The mean performance of the entire section.

**Unified Performance Rubric**

Section-wise Average Marks (%)	Performance Category	Reward / Action
80% – 100%	<b>Exceptional</b>	Appreciation & Cash Award (2 days' salary)
70% – 79%	<b>Satisfactory</b>	No action
60% – 69%	<b>Below Average</b>	Show Cause Notice
Below 60%	<b>Critical Concern</b>	2 Days Loss of Pay (LOP) & Show Cause Notice

**Implementation Guidelines**

- **Data Source:** Evaluation is based strictly on official University examination and evaluation records.
- **Objective:** This policy aims to strengthen accountability and encourage faculty to adopt high-impact teaching and mentoring practices.

**Roles and Responsibilities for Academic Performance Monitoring****1. Deans/HODs**

- **Performance Analytics:** Review school-wise academic data to identify trends and ensure that the evaluation process is conducted with absolute transparency.



- **Final Approval:** Validate the list of faculty members eligible for "Exceptional" appreciation and those categorized under "Critical Concern" for administrative action (Show Cause/LOP).
- **Syllabus & LMS Compliance:** Verify that poor student performance is not due to delays in syllabus completion or lack of high-quality learning materials on the LMS/iCloud.
- **Intervention Initiation:** Identify faculty members falling into the "Below Average" and "Critical Concern" categories and formally refer them to the Active Learning Mentors (ALMs) for targeted pedagogical support.

## 2. Active Learning Mentors (ALMs)

- **Classroom Observation:** Conduct "Classroom Observations" for faculty members identified for "Below Average" and "Critical Concern" categories to gather firsthand insights into student engagement and teaching effectiveness.
- **Syllabus & LMS Compliance:** Verify that poor student performance is not due to delays in syllabus completion or lack of high-quality learning materials on the LMS/iCloud.
- **Skill Development:** Support faculty in transitioning from traditional "telling-based" instruction to the "facilitator model" emphasized in the G-SCALE framework.
- **Collaborative Growth:** Work with faculty in the "Below Average" or "Critical Concern" categories to help them design more effective active learning activities and continuous evaluation rubrics.

**This report should be submitted to the Honorable Chancellor and Vice Chancellor by Dean of each school section wise at the end of the semester.**

With regards,



(Dr. Ankush Mittal)

Vice Chancellor

To : All Deans/Heads of Departments/Faculties

Copy to : Secretary to Chancellor / Secretary to CEO / Secretary to Director Operations