

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%	Exceptional	Appreciation & Cash Award (2 days' salary)
70% – 79%	Satisfactory	No action
60% – 69%	Below Average	Show Cause Notice
Below 60%	Critical Concern	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