



Khwaja Yunus Ali University
Founder: Dr. M. M. Amjad Hussain

Key Performance Indicators (KPI) for the Faculty Members

Weight Allocation (by Variables)

SL	Evaluator	Variables	Weight	To be evaluated by
A	Academic Profile	6	20	HR (Registrar)
B	Teaching Quality	13	25	Students, HoD, Dean, IQAC, VC
C	Research	6	15	IQAC
D	Sense of Responsibility	4	8	HoD, Dean, IQAC, VC
E	Personal Attributes	7	14	HoD, Dean, IQAC, VC
F	Student Advising	3	9	HoD, Dean, IQAC, VC
G	Faculty Development	3	9	HoD, Dean, IQAC, VC
Total			100	

Weight Allocation (by Evaluator)

SL	Evaluator	Weight	Remarks	Formula
01	Students	20	On teaching quality only	$\frac{\text{Avg of Students provided marks}}{25} \times 20$
02	HoD	15	TQ, SoR, PA, SA, FD	$\frac{\text{HoD provided marks}}{65} \times 15$
03	Dean	10	TQ, SoR, PA, SA, FD	$\frac{\text{Dean provided marks}}{65} \times 10$
04	IQAC	10	TQ, Research, SoR, PA, SA, FD	$\frac{\text{IQAC provided marks}}{65} \times 10$
05	Vice Chancellor	10	TQ, SoR, PA, SA, FD	$\frac{\text{VC provided marks}}{65} \times 10$
	Academic Profile	20	Registrar	Directly from Academic Profile
	Research	15	IQAC	Directly from Research
Total		100		

A. Academic Profile (20)

SL	Examination	Result
01	SSC/Equivalent	2 if GPA more than 4.00 or 1 st division, and 1 if GPA more 3.00 but less than 4.00 or 2 nd division
02	HSC/Equivalent	3 if GPA more than 4.00 or 1 st division, 2 if GPA more 3.00 or less than 4.00 or 2 nd division
03	Hons.	4 if CGPA 3.50 and more or 1 st Class, 3 if more than 3.00 but less than 3.50 and 2 if CGPA 2.5 or more but less than 3.00 or 2 nd class.
04	Masters	4 if CGPA 3.50 and more or 1 st Class, 3 if more than 3.00 but less than 3.50 and 2 if CGPA 2.5 or more but less than 3.00 or 2 nd class.
05	M. Phil.	2 if awarded and 1 if admitted and 1 seminar/publication done. (If gets any mark in PhD, then no marks for MPhil.)
06	Ph.D.	5 if awarded, 3 if admitted and 2 seminar/publication done, 2 if admitted.
07	Previous Publications	2 if 5 or more, and 1 if more than 2 but less than 5.

B. Teaching Quality: (25) (2X12 {1st 12 questions} and 1 in last question)

SL	Variables	HS	S	DS	HDS
1	Voice is loud and clear (All students can hear him/her)	2	1.5	1	0
2	Invites and answers questions as well as provide feedback in time.				
3	Makes eye contacts with students and displays appropriate body language				
4	Establishes the subject in the class				
5	Uses Audio Visual Aids				
6	Remains available in counseling hour				
7	Punctuality in the Class				
8	Follows innovative teaching strategies.				
9	Relates course matters with industry(ies) and /or other academia				
10	Have good command over OBE curriculum				

11	Maintains sound interpersonal relationship				
12	Smart in time management to complete the class and course				
13	Introduces and practices innovative self-learning packages				

C. Research: (15)

SL	Variables	Number
1	Publishes at least one in Scopus/ABDC/WoS indexed journals in last one year, if more than one, will get another 3 marks (assigned for publishing in non-Scopus/ABDC/WoS indexed journals. In that case will not get any marks from the 2 nd question/point)	6
2	Publishes in non-Scopus/ABDC/WoS indexed journals in the last one year	3
3	Position in authorship (2 for 1 st , 1.5 for corresponding or 2 nd , 1 for 3 rd or more)	2
4	Participates and presents paper in international conferences in last one year	2
5	Participates and presents paper in national conferences in last one year	1
6	Got any patents/licensed/trade marks in last one year	1

D. Sense of Responsibility: (8) 4x2

SL	Variables	HS	S	DS	HDS
1	Arrival and departure in/from the office in time	2	1.5	1	0
2	Keeps vigilance while performing invigilation				
3	Scripts examination completes in time judiciously				
4	Performs the responsibilities in different committees				

E. Personal Attributes: (14) 7x2

SL	Variables	HS	S	DS	HDS
1	Puts duty before self interest	2	1.5	1	0
2	Takes initiative and drive for the improvement of the university				
3	Follows rules and regulations				
4	Working relationship with colleagues is very nice				
5	Performs social responsibilities through research and development				
6	Maintains collaboration with industry/academia				
7	Ethically sound				

F. Student Advising (9) 3x3

SL	Variables	HS	S	DS	HDS
1	As course adviser keeps a log book of regular counseling	3	2	1	0
2	Motivates students to follow dress code and other disciplinary affairs, manners and etiquettes of the students and maintains the record				
3	Maintains contact with the guardians				

G. Faculty Development: (9) 3x3

SL	Variables	HS	S	DS	HDS
1	Very good organizer and sensible as a team member	3	2	1	0
2	Actively participates in the National/international days				
3	Actively participates in seminar/workshop				