

# Rajagiri Career Advancement Scheme

## For RBS

In 2017, UGC has decided to implement the recommendations of the 7<sup>th</sup> CPC. The recommendations assure a huge hike in the pay scale of faculty members starting from Assistant Professor – Stage 1 to Senior Professor.

Although the Universities and government colleges are bound to implement the new scheme, aided and private higher education institution enjoy the freedom to procrastinate its implementation owing to their financial positions.

**The Rajagiri Career Advancement Scheme (RCAS) is based on the recommendations of 7<sup>th</sup> CPC and a matrix developed by the institution itself, that consists of four parameters.**

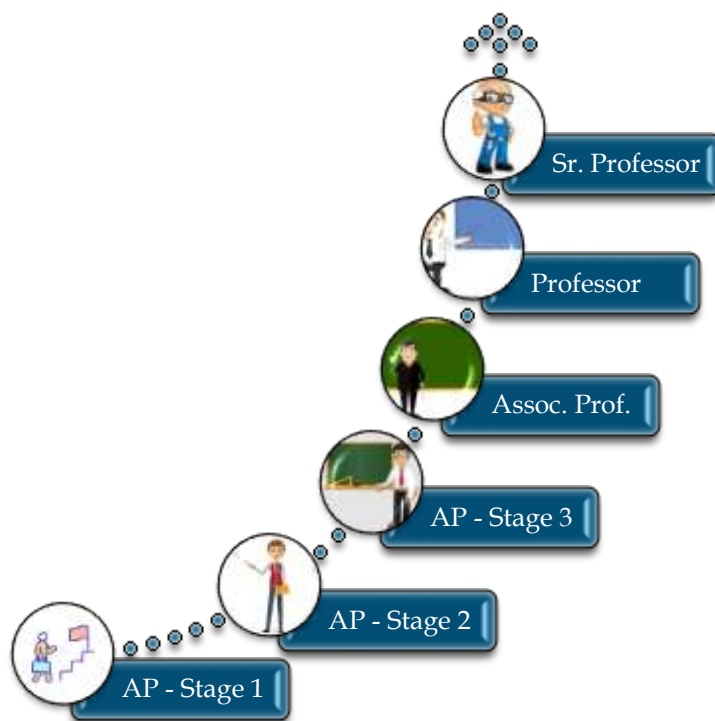
The four parameters that constitute the RCAS are:

- ✓ Research and Publications
- ✓ Teaching Learning Facilitation
- ✓ Administration
- ✓ Experience

As per the latest recommendations, there are six levels of faculty members are depicted in the following diagram. Besides, the difference in the pay bands as per the 6<sup>th</sup> CPC and the revised pay bands as per 7<sup>th</sup> CPC are as follows:

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/ PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)





## RCAS - AN OVERVIEW

The aforementioned four parameters are the bedrock of Rajagiri Career Advancement Scheme (RCAS). All these parameters have distributed among the aforementioned six categories of faculty members. **Besides, it is to be noted that the present scheme is applicable only to the faculty members in the category of Academic Track only. The scheme for faculty members under the Practice Track, Consolidated Pay and Non-Teaching Faculty categories are under consideration.** In addition to this, a minimum API point has also been set for each category. Key takeaways of the matrix are:

- ✓ There are four parameters, that act as the fulcrum of RCAS.
- ✓ Each parameter is assigned with a minimum API point, which the faculty members are to be attained **during the tenure of the present post** so as to consider for the promotion to the succeeding position<sup>1</sup>.

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<sup>1</sup> Position means the levels as specified in the difference in the pay bands in the last two CPC reports chart.

- ✓ In order to ensure the participation of faculty members in all these four parameters, **API Cap Score** and **Parameter Base Score** have been set for each parameter.
- ✓ For example, if a faculty member in the AP – Stage 1 wishes to be considered for the promotion to AP – Stage 2, as per RCAS, following are the criteria:
- ✓ Minimum required service tenure in AP – Stage 1 is four years with Ph.D. OR five years with M.Phil. or PG in professional course OR six years of service for those who have not Ph.D./M.Phil. or PG in professional course.
- ✓ Minimum API required for the aforementioned tenure is 40, which is distributed with the maximum caps of 60% (24 points) for Research and Publications, 30% (12 points) for Teaching Quality and 10% (4 points) for Experience (and no points for Administration). The minimum points for these parameters are 25, 80/year and 8, respectively.

Further, if a faculty member (AP Stage – 1) gains all these 40 points solely by meeting only one of the four criteria without gaining the base scores for the remaining parameters, that faculty member will not be considered for the promotion.



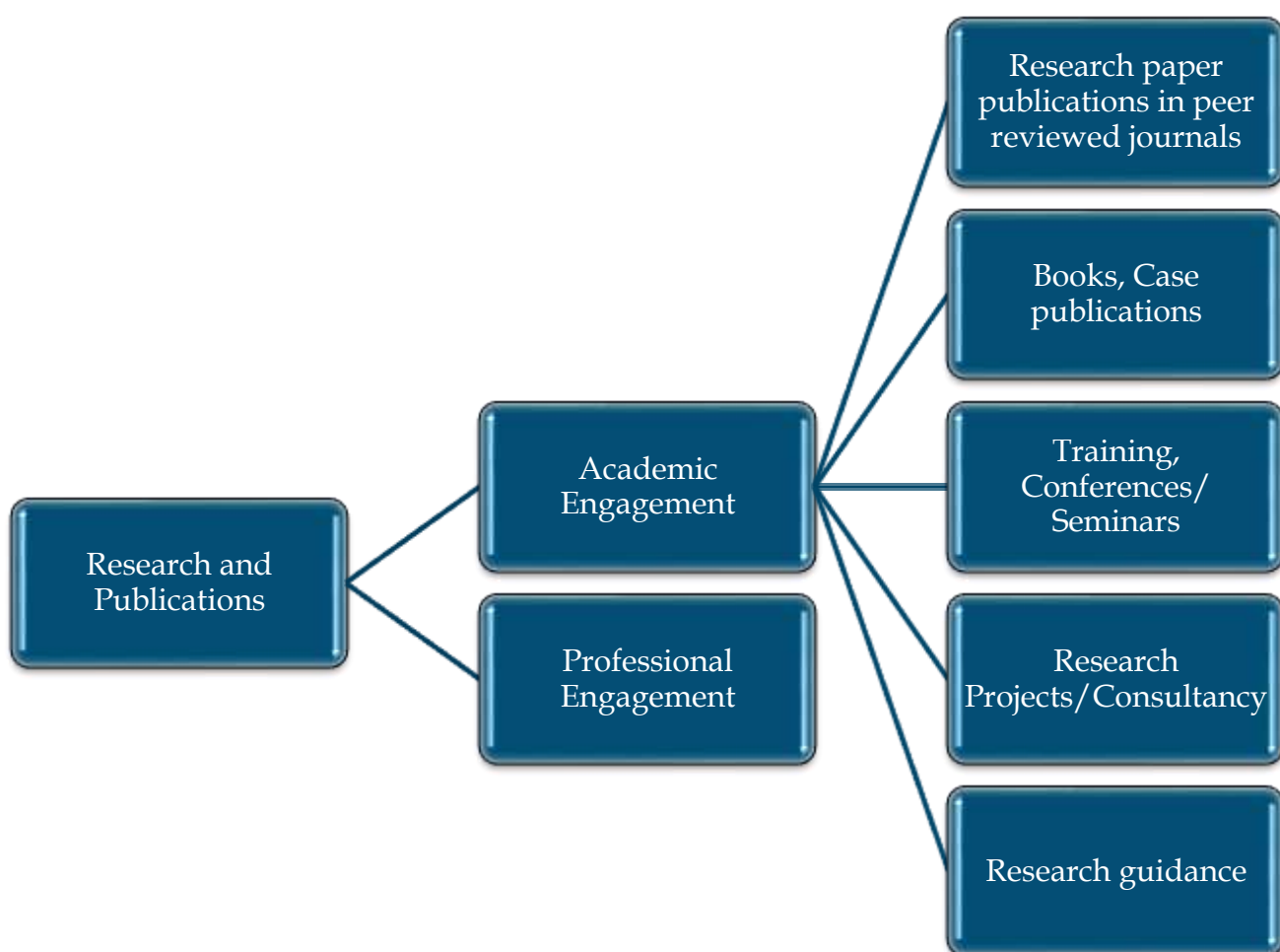
On the other hand, if a faculty member achieves the minimum API score of 40 without getting the base scores for the four parameters mentioned above, then the faculty members will not be considered for promotion.

The API Cap Score and Parameter Base Score have been introduced to maintain a balance between the four parameters of RCAS.

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## Parameter – 1: Research & Publications

The **Research and Publication** parameter aims at inculcating, fostering and promoting the research activities of faculty members. As per RCAS, it consists of two different categories and sub-categories as given in the following chart. This parameter holds a prominent position in all the well reputed rankings and accreditations, hence it is bestowed with highest marks in the RCAS.



The score calculation for this parameter is given in the following table:

Parameter	Sub-Parameters	Sub- Categories	API Cap Score for Sub-Categories
Research and Publications	Academic Engagement <sup>2</sup>	Research paper publications in peer reviewed journals	60%
		Books, Case publications	10%
		Training, Conferences/ Seminars	10%
		Research Projects/ Consultancy	10%
		Research guidance	10%
	Professional Engagement	Under Consideration	

The API Cap Score and Parameter Base Score required for different positions are as follows:

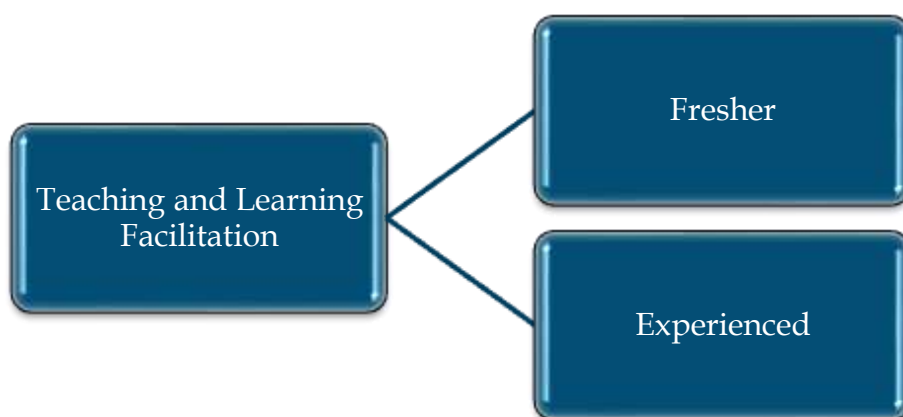
	AP - Stage 1	AP - Stage 2	AP - Stage 3	Associate Professor	Professor	Senior Professor
Minimum API Required	40	56	140	126	168	180
API Cap Score	60%	40%	40%	40%	40%	40%
Parameter Base Score	25	50	100	130	160	190

## Parameter – 2: Teaching and Learning Facilitation

**Teaching and Learning Facilitation** gauges the quality of delivering the lectures by the faculty members. For freshers, it will be the average of scores (as marked by the Faculty Council members) obtained by the presenter in the presentation at the Faculty Council. For Experienced category faculty members, it will be the scores obtained in their 360<sup>0</sup> evaluation that consists of Students' Feedback<sup>3</sup>, evaluation by peers and the evaluation by the management.

<sup>2</sup> See Annexure-1 (1A to 1E) for the journals, conferences/seminars/types of books/Case Clearing Houses/type of research projects and research guidance considered for score calculation.

<sup>3</sup> See Annexure 2 for the classification of Students' Feedback Scores and its corresponding conversion scores.



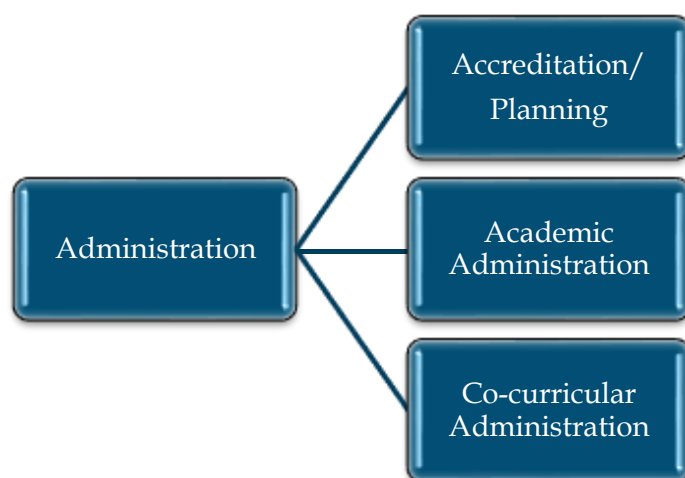
The API Cap Score and Parameter Base Score required for different positions are as follows:

	AP - Stage 1	AP - Stage 2	AP - Stage 3	Associate Professor	Professor	Senior Professor
Minimum API Required	40	56	140	126	168	180
Cap Score	30%	20%	20%	20%	20%	20%
Base Score	80/year	80/year	80/year	120/year	120/year	120/year

### Parameter – 3: Administration

In **Administration**, the capability of faculty members in discharging their administrative duties along with the teaching is evaluated. Other than the freshers in their Probation Period of one year (the first year of their appointment), all the faculty members are expected to take up administrative duties of different types. There are mainly three types of administrative duties<sup>4</sup> counted here, as given in the following diagram.

<sup>4</sup> See Annexure-3 (3A to 3C) for the classification of administrative duties and items come under each category.

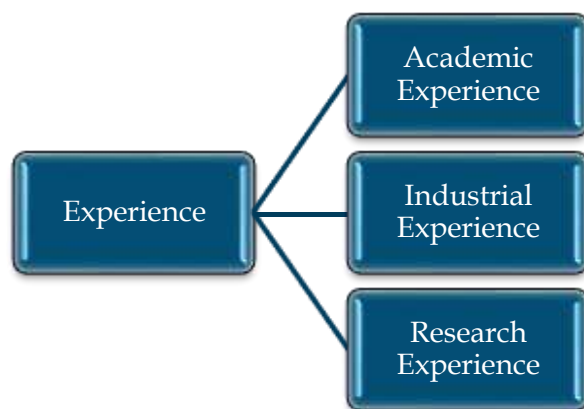


The API Cap Score and Parameter Base Score required for different positions are as follows:

	<b>AP - Stage 1</b>	<b>AP - Stage 2</b>	<b>AP - Stage 3</b>	<b>Associate Professor</b>	<b>Professor</b>	<b>Senior Professor</b>
Minimum API Required	40	56	140	126	168	180
API Cap Score	NA	20%	20%	20%	20%	20%
Parameter Base Score	NA	5/year	10/year	15/year	20/year	25/year

## Parameter – 4: Experience

**Experience** consists of academic, industrial and research experience and this parameter is considered with adequate importance as experienced faculty members can provide insightful suggestions in the teaching and administrative innovations and renovations.

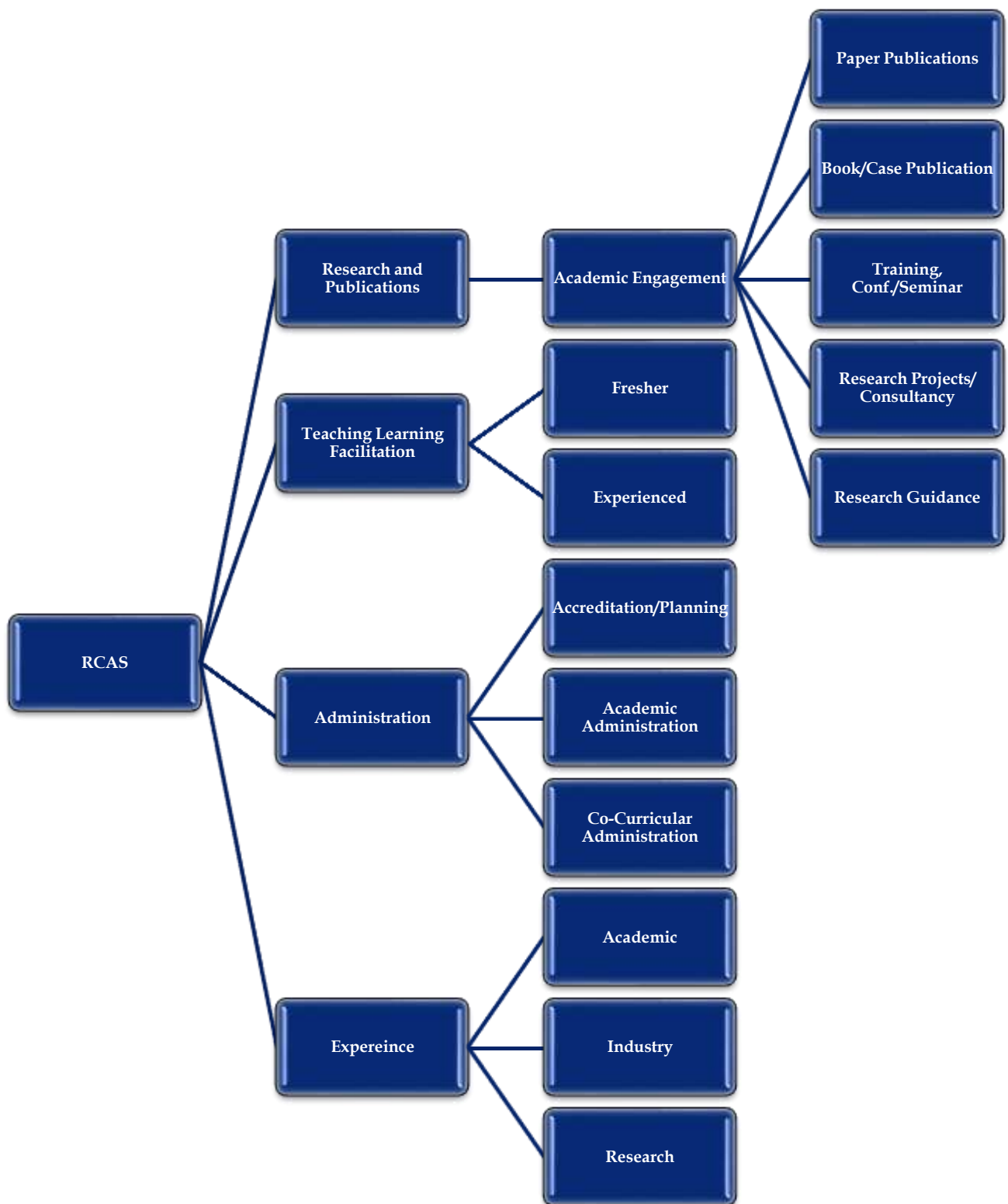


One point will be assigned for each one year of academic experience. This 1 point is equivalent to 4 API points. Similarly, 0.5 points will be assigned for each year of industrial experience (hence equivalent to 2 API points). Research experience will be assigned with 1 point (equivalent to 4 API points). An important point to be noted here that the research experience should not be the ones as part of academic requirement<sup>5</sup>.

The API Cap Score and Parameter Base Score required for different positions are as follows:

	AP - Stage 1	AP - Stage 2	AP - Stage 3	Associate Professor	Professor	Senior Professor
Minimum API Required	40	56	140	126	168	180
API Cap Score	10%	20%	20%	20%	20%	20%
Parameter Base Score	0-8	16	36	48	60	72

<sup>5</sup> For example, if a faculty member is having 4 years of academic experience and 18 years of industrial experience, the points he/she would earn will be  $(4*4)+(18*0.50)=16+9=25$ .





## ASSISTANT PROFESSOR – STAGE 1

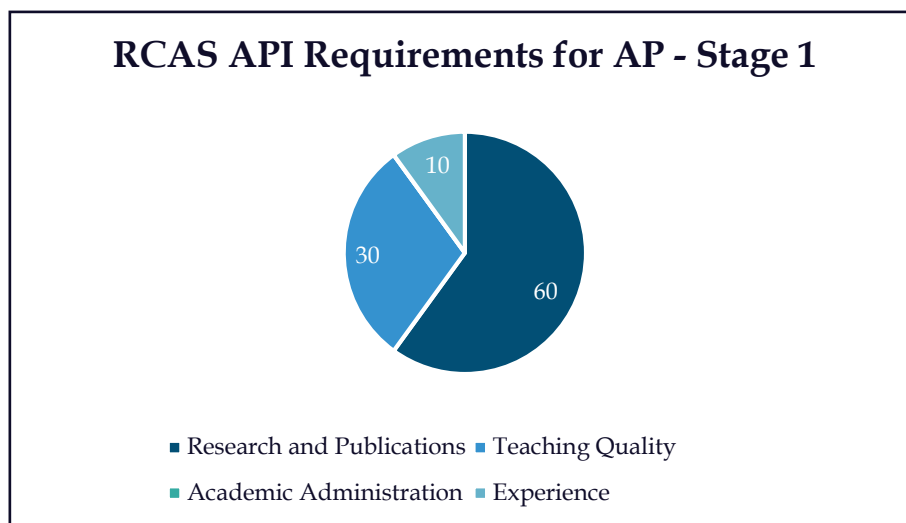
It is the entry level position. For appointment as AP – Stage 1, the candidate must fulfil the following the base criteria:

- ✓ PG/NET/Ph.D. from premiere institutes.
- +
- ✓ More than 60% marks in the presentation before the faculty members.
- +
- ✓ Orientation towards research (for non Ph.D. holders) assessed at the time of interview.
- +
- ✓ Research requirements as specified in the following table:

Condition	Requirement
1	1 ABDC C or Above
	<b>OR</b>
	1 Scopus Q3 or Above
	<b>OR</b>
2	2 Scopus Q4 or Above
	<b>OR</b>
	2 SAGE/Emerald/NUS Case Publications
	<b>OR</b>
3	1 Scopus Q4 or Above
	<b>AND</b>
	1 SAGE/Emerald/NUS Case Publications

### API Requirements for RCAS for Assistant Professor – Stage 1

The distribution of RCAS matrix for AP – Stage 1 is as follows:



- ✓ **The minimum API required for AP – Stage 1 is 40.**
- ✓ As it can be delineated from the pie chart given above, as far as the relatively new faculty members are concerned, more than 50% of their minimum required API score has been exclusively devoted for research and publications.
- ✓ Since they are relatively new to the Rajagiri system, it is not mandatory for them to take up any administrative role.
- ✓ Calculation of scores for Teaching Quality is given in Annexure – 2.
- ✓ Calculation of scores for Experience is given in Annexure – 3.
- ✓ The Cap Scores and Base Scores for AP – Stage 1 under RCAS are given the following table:

	Research and Publications	Teaching Quality	Administration	Experience	Minimum API
API Cap Score	24 (60%)	12 (30%)	00	4 (10%)	40
Parameter Base Score	25	80	00	0-8	

Assistant Professors, who have completed the tenure criteria mentioned above as AP – Stage 1 shall be eligible for AP – Stage 2, provided they meet the criteria set forth in RCAS.



## ASSISTANT PROFESSOR – STAGE 2

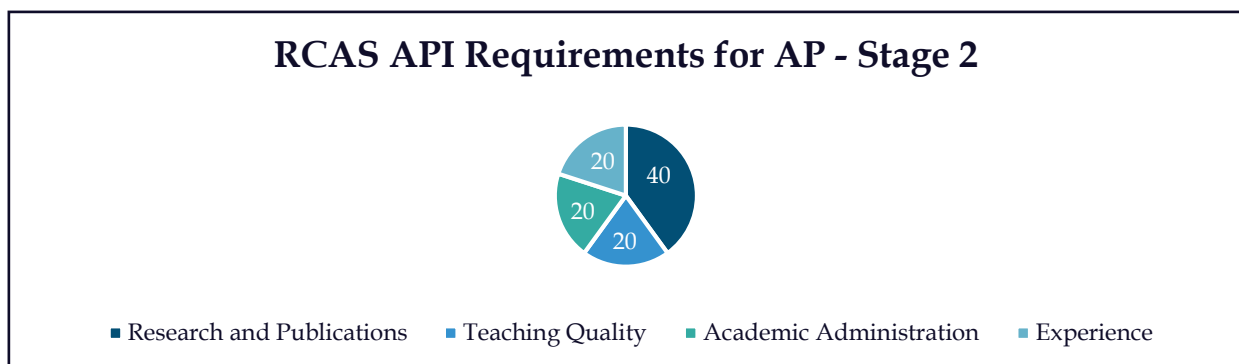
Faculty members joined as AP – Stage 1 are eligible for the promotion to the post of AP – Stage 2 upon the fulfilling of the following criteria:

- ✓ 4 years of service as AP – Stage 1 with Ph.D.
- OR**
- ✓ 5 years of service with M.Phil./ PG in professional courses.
- OR**
- ✓ 6 years of service for those who are not having Ph.D./ M.Phil./ PG in professional courses.
- +**
- ✓ Conditions in RCAS.
- +**
- ✓ Research requirements as specified in the following table:

Condition	Requirement
1	1 ABDC B or Above
	<b>OR</b>
	1 Scopus Q2 or Above
	<b>OR</b>
	1 Ivey case publication

### API Requirements for RCAS for Assistant Professor – Stage 2

The distribution of RCAS matrix for AP – Stage 2 is as follows:



- ✓ **The minimum API required for AP – Stage 1 is 56.**
- ✓ As it was seen in AP – Stage 1, a lion share of their minimum required API score has been exclusively devoted for Research and Publications.
- ✓ Unlike AP – Stage 1, faculty members in AP – Stage 2 are expected to take up administrative roles.
- ✓ Calculation of scores for Teaching Quality is given in Annexure – 2.
- ✓ Calculation of scores for Experience is given in Annexure – 3.

The API Cap Scores and Parameter Base Scores for AP – Stage 2 under RCAS are given the following table:

	Research and Publications	Teaching Quality	Administration	Experience	Minimum API
API Cap Score	22.40 (40%)	11.20 (20%)	11.20 (20%)	11.20 (20%)	56
Parameter Base Score	50	80	05/ Year	16	

Assistant Professors, who have completed a tenure of 5 years as AP – Stage 2 shall be eligible for promotion to AP – Stage 3, provided they meet the criteria set forth in RCAS.

	<h2>ASSISTANT PROFESSOR – STAGE 3</h2>
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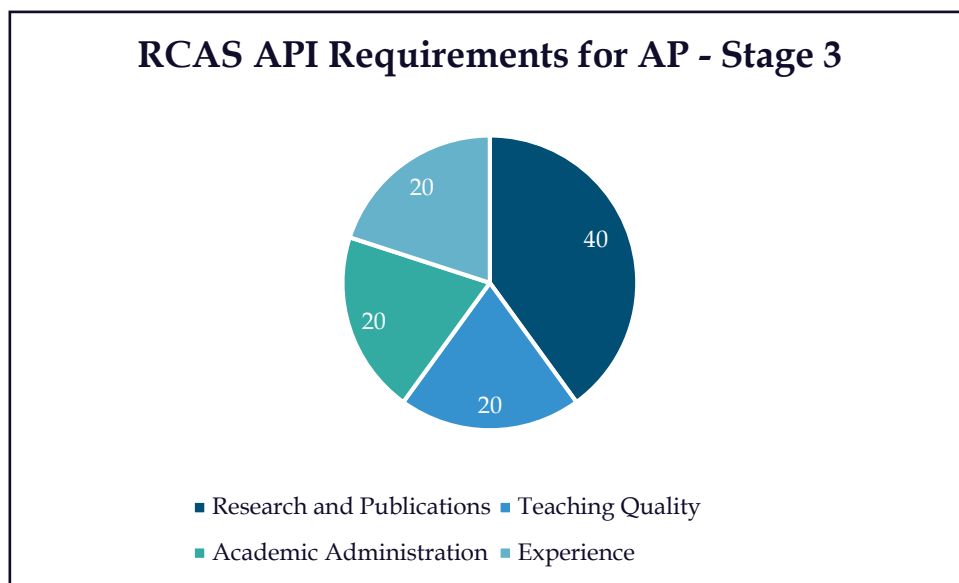
Faculty members in the AP – Stage 2 grade are eligible for the promotion to the post of AP – Stage 3 upon the fulfilling of the following criteria:

- |   |   |
|---|---|
| ✓ 5 years of service as AP – Stage 2.   | + |
| ✓ 1 Orientation and 1 Refresher/ Research Methodology course of 2/3 weeks Duration. | + |
| ✓ Conditions in RCAS.   | + |
| ✓ Research requirements as specified in the following table:                        |   |

Condition	Requirement
1	2 ABDC B or Above
	OR
	2 Scopus Q2 or Above
	OR
2	2 Ivey case publication
	1 ABDC B or Above
	OR
	1 Scopus Q2 or Above
	AND
	1 Ivey case publication

### API Requirements for RCAS for Assistant Professor – Stage 3

The distribution of RCAS matrix for AP – Stage 3 is as follows:



	Research and Publications	Teaching Quality	Administration	Experience	Minimum API
API Cap Score	56 (40%)	28 (20%)	28 (20%)	28 (20%)	140
Parameter Base Score	100	80/Year	10/ Year	36	



## ASSOCIATE PROFESSOR

Faculty members in the AP – Stage 3 grade are eligible for the promotion to the post of Associate Professor upon the fulfilling of the following criteria:

✓ 3 years of service as AP – Stage 3.

+

✓ 1 Orientation or 1 Refresher/ Research Methodology course of 2/3 weeks Duration.

+

- ✓ Conditions in RCAS.

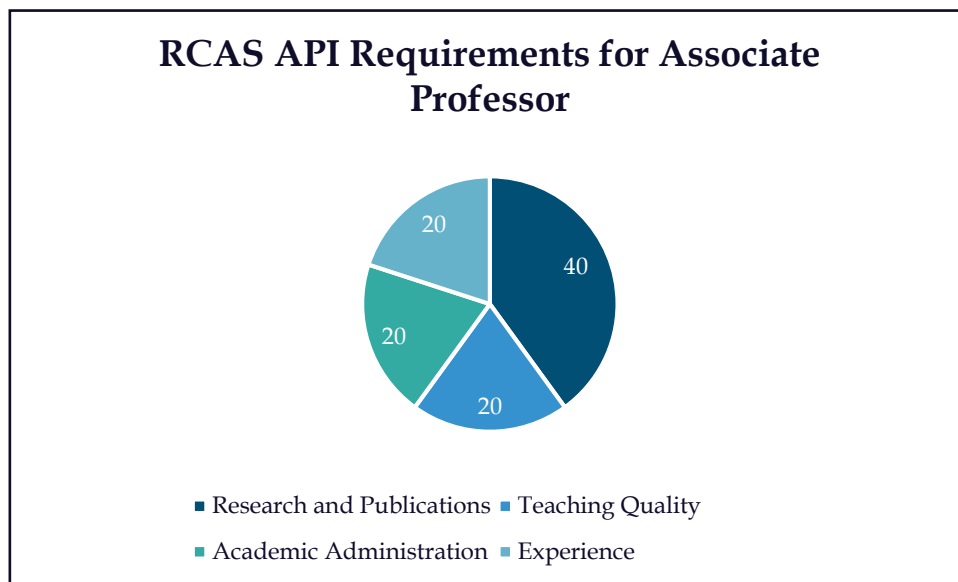
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- ✓ Research requirements as specified in the following table:

Condition	Requirement
1	1 ABDC A
	OR
	1 Scopus Q1
	OR

#### *API Requirements for RCAS for Associate Professor*

The distribution of RCAS matrix for Associate Professor is as follows:



The API Cap Scores and Parameter Base Scores for Associate Professor under RCAS are given the following table:

	Research and Publications	Teaching Quality	Administration	Experience	Minimum API
<b>API Cap Score</b>	50.40 (40%)	25.20 (20%)	25.20 (20%)	25.20 (20%)	<b>126</b>
<b>Parameter Base Score</b>	130	120/year	15/year	48	



## PROFESSOR

Faculty members in the Associate Professor grade are eligible for the promotion to the post of Professor upon the fulfilling of the following criteria:

- ✓ 3 years of service as Associate Professor.

+

- ✓ 1 Orientation or 1 Refresher/ Research Methodology course of 2/3 weeks Duration.

+

- ✓ Conditions in RCAS.

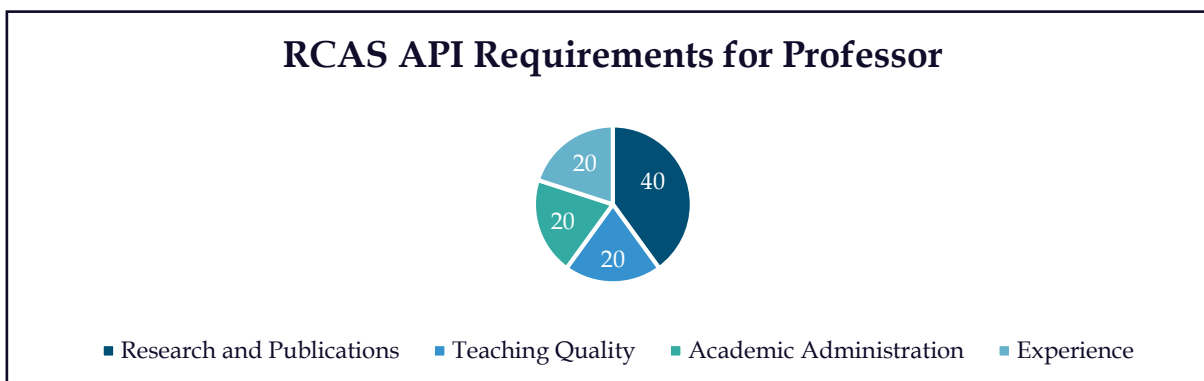
+

- ✓ Research requirements as specified in the following table:

Condition	Requirement
1	2 ABDC A
	OR
	2 Scopus Q1
	OR
2	A combination of any two

### *API Requirements for RCAS for Professor*

The distribution of RCAS matrix for Associate Professor is as follows:



The API Cap Scores and Parameter Base Scores for Professor RCAS are given the following table:

	Research and Publications	Teaching Quality	Administration	Experience	Minimum API
API Cap Score	67.20 (40%)	33.60 (20%)	33.60 (20%)	33.60 (20%)	168
Parameter Base Score	160	120/year	20/year	60	



## SENIOR PROFESSOR

Faculty members in the Professor grade are eligible for the promotion to the post of Senior Professor upon the fulfilling of the following criteria:

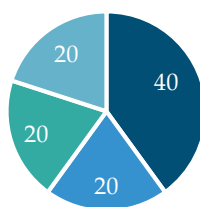
- ✓ 3 years of service as Professor.
- +
- ✓ 1 Orientation or 1 Refresher/ Research Methodology course of 2/3 weeks Duration.
- +
- ✓ Conditions in RCAS.
- +
- ✓ Research requirements as specified in the following table:

Condition	Requirement
1	2 ABDC A*
	OR
	1 FT 50 publication

### *API Requirements for RCAS for Senior Professor*

The distribution of RCAS matrix for Associate Professor is as follows:

### RCAS API Requirements for Senior Professor



■ Research and Publications   ■ Teaching Quality   ■ Academic Administration   ■ Experience

The API Cap Scores and Parameter Base Scores for Senior Professor under RCAS are given the following table:

	Research and Publications	Teaching Learning Facilitation	Administration	Experience	Minimum API
<b>API Cap Score</b>	72 (40%)	36 (20%)	36 (20%)	36 (20%)	<b>180</b>
<b>Parameter Base Score</b>	190	120/year	25/year	72	

Category	Upper and Lower Limit	Assistant Professor - Stage 1	Assistant Professor - Stage 2	Assistant Professor - Stage 3	Associate Professor	Professor	Senior Professor
1. Research and Publications	Cap as % of API accumulative score	60%	40%	40%	40%	40%	40%
	Minimum as point Score from the Category	25	50	100	130	160	190
2. Teaching Learning Facilitation	Cap as % of API accumulative score	30%	20%	20%	20%	20%	20%
	Minimum as point Score from the Category	80/year	80/year	80/year	120/year	120/year	120/year
3. Administration	Cap as % of API accumulative score	0	20%	20%	20%	20%	20%
	Minimum as point Score from the Category	0	5/year	10/year	15/year	20/year	25/year
4. Experience	Cap as % of API accumulative score	10%	20%	20%	20%	20%	20%
	Minimum as point Score from the Category	0-8 during the tenure	16 during the tenure	36 during the tenure	48 during the tenure	60 during the tenure	72 during the tenure
Additional Requirements		NET/PG/Ph.D. from premiere institute	Completed four years of service in AP-Stage 1 with	One orientation and one Refresher/Res	Same as previous one	Same as previous one	Same as previous one

		Ph.D. or five years of service with M.Phil/PG in professional course or six years of service for those who are not having Ph.D./M.Phil or PG in professional course	Research Methodology course of 2/3 weeks duration				
Research Requirements as specified for each position							
Minimum API Score		40/Assessment Period	56/Assessment Period	140/Assessment Period	126/Assessment Period	168/Assessment Period	180/Assessment Period

## RELAXATION POLICY

In order to strike a balance between Research & Publications, Teaching-Learning Facilitation and Administration, a relaxation policy has been introduced. **Note that such relaxations are applicable only after meeting the conditions mentioned in the previous section<sup>6</sup>.**

### ❖ *Relaxation with reference to Additional Research and Publication Points*

The relaxation policy with reference to Research and Publication is applicable **only after** meeting the conditions specified in RCAS and the additional research activity required. **A maximum of three years of relaxation is applicable after scrutiny. Besides, it is to be noted that no double promotion is applicable even though the faculty member may get points suitable to be considered for a level transcending the succeeding level of the present level. A faculty member is required to complete at least one year in all the levels applicable to avail this relaxation.**

Type of excess publication during the assessment Period	Relaxation in experience
For each additional A category/Q1 publication	0.5 Year

<sup>6</sup> The number of years remaining in the tenure bracket also will be considered here.

For each additional A* category publication	1 Year
For Each additional FT 50 publication	2 Years
Overall maximum relaxation allowed during the entire tenure	3 Years

❖ *Relaxation with reference to Administration (Minimum API Category Points)*

If a faculty member is having excessive administrative responsibilities that results in relatively lower contribution to her/his Research & Publications and Teaching Learning Facilitation, the excess point (pegged at 30 points) so obtained in Administration will be distributed in the Teaching Learning Facilitation Parameter. The maximum of such adjustable point will be 30 till the level of 12. From Level 13A onwards this will be 60.

Relaxation with reference to TLF is explained below with the help of an example:

Suppose if a faculty member in level 11 (AP – Stage 2) gains 40 marks towards Administration owing to his/her membership/chairman/personship of different administrative duties. As per the RCAS, the Parameter Base Score for a faculty member in that level is 5. Hence. S/he will have an excess 35 points. Out of these 35 points, 30 points will straightaway count towards her/his Teaching Learning Facilitation. Further, if s/he could score only 70 points in the TLF (which is 10 points less than the Parameter Base core for AP – Stage 2), the 30 points s/he earned above will make it 100. In such a situation, s/he will have 20 extra points in the TLF (100-80), which will be carry forwarded to Research and Publications.

❖ *Relaxation with reference to Teaching and Learning Facilitation*

If a faculty member earns excess points for Teaching Learning Facilitation parameter, this will be adjusted to the Research and Publications Parameter of the faculty member. The maximum adjustable point will be 30 per tenure for AP – 1 to AP - 3. For Associate Professor to Senior Professor, it will be 50, 68 and 72, respectively.

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- The maximum adjustable accumulated points from TLF and Administration will be 30 at the stage of AP-level 10, AP-level 11 and AP-Level 12.
  - The maximum adjustable accumulated points from TLF and Administration will be 40 at the stage of Associate Professor-Level 12.
  - The maximum adjustable accumulated points from TLF and Administration will be 50 at the stage of Professor Level-14
  - The maximum adjustable accumulated points from TLF and Administration will be 60 at the stage of Senior Professor- Level- 15
  - It is to be noted that the relaxation is like a bonus upon the minimum requirement.
  - It can be availed only if the conditions in RCAS are fully met.
  - Management will have the right to implement or revoke this relaxation at any point of time.

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# Annexure – 1: Research and Publications

## Introduction

Rajagiri management expects its members of faculty to engage in high quality research and publish in indexed and highly rated journals. A research policy has been formulated to include all research and related policies. This research policy gives guidelines on types of good quality journals, conferences, the support extended for doing research and the incentive scheme for publishing. The purpose of this policy is to motivate the faculty members of the college to do good quality research and help the college to meet the standards specified by the accrediting agencies and to facilitate the promotion in the career<sup>7</sup>. There are five categories of research works identified for RCAS with API Cap Points. They are given below:

Sub-Category	API Cap
a. Research Paper Publication (Peer reviewed journals)	60%
b. Research Publications (Books, cases etc)	10%
c. Training, Conference/Seminar etc.	10%
d. Research Projects	10%
e. Research Guidance	10%

## 1A. API Score for Points for Research Category from Paper Publication in Peer Reviewed Journals

Sl No.	Category of Journal	API Points
1	Paper <sup>8</sup> in refereed journal without impact factor <sup>9</sup>	05 Points
2	Paper with impact factor less than 1	10 Points
3	Paper with impact factor between 1 and 2	15 Points
4	Paper with impact factor between 2 and 5	20 Points
5	Paper with impact factor between 5 and 10	25 Points
6	Paper with impact factor > 10	30 Points

<sup>7</sup> Academic Year (April to March) will be considered for the calculation of Research Points. Besides, the points for any activity in this parameter, say, article publication or attending national/international conferences will be taken into consideration only after IQAC or Research Committee confirms the quality, say the quality of the journal in which the article has been published or the reputation of the conference etc.

<sup>8</sup> Journal should be listed on the UGC CARE list.

<sup>9</sup> Impact factor is based on Thomson Reuters list.

**1B. API Score for Points for Research Category from Case Study and Book Publications**

SI No.	Item	API Points
1.	Case writing: Ivey	15
2.	Case writing: Sage/Emerald/NUS	10
3.	Cases published in Case Journals / Case uploaded in ECCH/ET cases/Case centre/ Cases presented in national/international case conferences	2
4.	Peer reviewed Conference Proceedings of Full Papers in International conferences approved by Rajagiri	4
5.	Peer reviewed Conference Proceedings of Full Papers in National Conferences approved by Rajairi	2
6.	Text Book / Book – Published (International)	10
7.	Text Book / Book – Published (National)	8
8.	Editor of a Professional Book (Editor of an academic book)	4
9.	Member of Editorial Board for journals listed in incentives	4
10.	Chapter in an edited book	4

**1C. API Score for Points for Research Category from Training, Conference/Seminar etc.**

SI No.	Item	API Points
1.	Paper presented in International Conferences	4
2.	Paper presented in International/ National Conferences/ FDP Attended	2
3.	Other Teaching materials (Registered Games, Registered Technical notes etc)	2
4.	Review of a paper for a journal	2
5.	Organising an International / National Conference/ FDP	4
6.	Publicly available research working papers or book reviews	2
7.	Paper published in non-peer reviewed journal	2
8.	Development of published instructional materials, online courses, or instructional software	2

9.	Papers presented in academic or professional meetings	2
10.	Significant discipline-based presentation to national or regional audience of business, academics or practitioners	2
11.	Presentation to an academic group (FDP)	2
12.	Chair/co-chair or track chair of a major conference	2
13.	Other presentation - e.g. as panellist, discussant at a scholarly meeting	2
14.	Relevant, active editorship/service on editorial board or committees with peer reviewed academic journals or other business publications	4
15.	External examiner of PhD thesis or Ph.D. dissertation chair	4
16.	Appointment as a visiting professor or scholar at other business schools	6
17.	Attendance at academic conferences, seminars, or other events providing discipline-related professional development	2
18.	Participation in three or more RBS or RCSS research and/or teaching seminars annually	2
19.	Delivery of short presentation on a topic related to one's discipline to an academic or professional group	2
20.	MOOC attended	1/ Course

**1D. API Score for Points for Research Category from Research Projects/Consultancy Completed**

Sl No.	Item	API Points
1.	Principal Investigator or co-principal investigator of a research grant from external agencies with an award of above Rs. 1,000,000	16
2.	Principal Investigator or co-principal investigator of a research grant from external agencies with an award of Rs. 500,000 - Rs. 1,000,000	8
3.	Principal Investigator or co-principal investigator of a research grant from external agencies with an award of Rs 100,000 - Rs 500,000)	4
4.	Obtained a patent (International)	20
5.	Obtained a patent (International)	10
6.	Consultancy	2 Per Lakh

### 1E. API Score for Points for Research Category from Research Guidance

Sl No.	Item	API Points
1.	Ph. D/ FPM	10 per degree awarded 05 per thesis submitted (maximum 10)
2.	M.Phil/ PG Dissertation/Internship	02 per degree awarded

### 1F. Point Sharing System for Multiple Authorship

Sl No.	Scenario	No. of Authors			
		1	2	3	4
1	Research paper with single author	100%			
2	Research paper with two authors	60%	40%		
3	Research paper with two authors with second author is corresponding author	50%	50%		
4	Research paper with three authors	60%	40%	40%	
5	Research paper with three authors with second author is corresponding author	60%	60%	40%	
6	Research paper with four authors with second author is corresponding author	60%	60%	40%	40%

## Annexure – 2: Teaching Learning Facilitation

The points for Teaching Learning Facilitation is finalised after a 360<sup>0</sup> evaluation exercise i.e., evaluation by students, peer group and the management. The following table delineates the Grades for Students' Evaluation for Faculty Members.

Feedback Score (out of 6)	Score Range	Grade	Equivalent API Point
90% and above	5.5-6.0	Excellent	40
80% to 90%	4.9-5.5	Good	30
70% to 80%	4.3-4.8	Satisfactory	20
60% to 70%	3.7-4.2	Ok	10
Less than 60%	Below 3.6	Poor	00

# Annexure – 3: Administration

## 3A. Accreditation/Planning Activities

Sl No.	Name of the Accreditation	Head	Committee Head	Member
1	AACSB	20	10	5
2	EFMD	20	10	5
3	AMBA	20	10	5
4	ACBSP	10	-	-
5	AOL	20	10	5
6	NAAC	10	5	2.5
7	NBA	10	5	2.5
8	NIRF	10	5	-
9	Strategic Pillar	20	10	5

## 3B. Academic Administration

Sl No.	Designation	Head	Member
1	Principal/Director	40	Nil
2	Associate Director/ Vice Principal	30	Nil
3	Assistant Director	20	Nil
4	Administrator/ AC Member	10	Nil
5	Dean/ Associate Dean- Research	30	Nil
6	Dean/ Associate Dean Academics	30	Nil
7	Dean/ Associate Dean – Student Activities	30	Nil
8	Controller of Exams	30	Nil
9	Assistant Controller of Exam	20	Nil
10	Program Chair/ HoD	30	Nil
11	Program Coordinator	20	
12	Doctoral Centre Coordinator	20	
13	Area Chair	20	Nil
14	Batch Coordinator	10	Nil
15	IQAC- Head	20	Nil
16	Placement Head	30	Nil
17	Rajagiri Journal Editor	20	10
18	Dissertation Coordinator	20	Nil
19	MOOC (for students)	10	Nil
20	Institutional Research Committee	20	10
21	Library Warden	20	Nil
22	Admission	30	Nil
23	IIC	20	10
24	Student Success Centre	20	10

25	Studio	10	5
26	Finance Lab-Head	10	5
27	Business Paper Reading	10	5
28	Institutional Ethics Committee	10	5
29	Field Work Coordinator	20	10
30	Staff Secretary	20	10
31	International Relations	20	10

### 3C. Co-Curricular Administrative Activities

Sl No.	Name	Head	Member
1	Vanavasm	20	10
2	Rural Camp	20	10
3	Kalypso	10	5
4	Diversity Committee	10	5
5	Club Activity	10	5
6	Hostel Warden	20	10
7	FORMS/INFLORE	20	10
8	Anti-Ragging/ Disciplinary Committee	10	5
9	Buddy Assignment	10	5
10	Transcend	20	10
11	Inflore events	10	5
12	RajagiriNBQ	20	10
13	RBL	20	10
14	R-Basar	20	10
15	Walk with Scholar	10	5
16	Rajagiri Blog	10	5
17	Social Media	20	10
18	IT- Committee-	20	10
19	Ad-Hoc Committee	20	10
20	Incubation Centre	20	10
21	Live lab Coordinator	20	10