

**REVISED / UPGRADED YEARLY PERFORMANCE EVALUATION PROFORMA FOR EVALUATION OF
SELF-ASSESSMENT REPORTS OF THE FACULTY MEMBERS ON TTS, APPROVED BY THE
SYNDICATE IN ITS MEETING HELD ON 03-05-2018**

Sr. No.	Descriptions/Categories/duties performed	Maximum points
1	<p>Courses Taught, Clinical & Extension services and academic activities etc: Details: i. Courses Taught:* 02 points per credit hour/per semester 01 point per credit hour for shared course/per semester ii. Clinical / Extension Services - Clinical/Extension services for officially assigned duties outside UVAS = 1.0 point per duty/activity iii. Academic Activity: - Lab Manual/ Book/ Monograph published by an International Publisher = 20 points - Lab Manual/ Book/ Monograph published by a National Publisher = 10 points** - Editor/ Co-Editor of a Book: 04 points - Proceeding/ Manual = 02 points - Book Chapter published by an International Publisher = 06 points - Book Chapter published by a National Publisher = 04 points - Member Editorial Board of a HEC recognized Journal with IF = 04 points - Reviewer of a HEC recognized Journal with Impact Factor = 01 points/ reviewed article - Development of new courses if duty notified independently = 04 points/ course</p> <p>* Minimum 60% teaching evaluation made by the students in a course taught will be compulsory for points claimed of a course. **Benefits claimed for Nationally published Books/Lab Manuals/Monographs will be subject to evaluation and approval by Faculty Board of Studies / ICEE.</p>	40
2	<p>Research Publications*: Published/ Accepted ** Details: - Paper published/accepted in journals with impact factor < 0.6= 10 points - Paper published/accepted in journals with impact factor ≥ 0.6 = but less than 1.2 = 20 points - Paper published in journals with IF ≥ 1.2 but less than 2.5 = 25 points - Paper published in journals with IF ≥ 2.5 but less than 5.0 =30 points - Paper published in journals with IF ≥ 5.0 = 40 points Management Sciences/Social Sciences - Paper published/accepted in HEC recognized journal X Y category journals = 04 points - Paper published/accepted in journals with impact factor <0.2 = 10 points - Paper published/accepted in journals with impact factor ≥ 0.2 but less than 0.5 = 20 points - Paper published in journals with IF ≥ 0.5 and less than 01 IF = 30 points - Paper published in journals with IF ≥ 01 and above = 40 points</p> <p>* Points will be given only to the 1st and 2nd author of the Research Publication and in case of publication by a student, the points will be given to the Supervisor and all other members of the Supervisory Committee of the student. This condition will be applicable w.e.f. 27-07-2016. Moreover, if any research article is published as a result of Inter-institutional collaboration, then the author/authors of the such research article shall be eligible to claim the points in the Yearly Performance Reports with the provision of documented proof of inter-institutional collaboration. **Research Papers accepted for publications having DOI numbers or appearing on internet will be considered. Points claimed against an Accepted Article will not be claimed again on publication of the same Article.</p>	40

3	<p>Paper Presentation in Scientific Conference & Trainings/Workshops/Professional Development: Details:</p> <p>i. Paper presentation in Scientific conferences:</p> <ul style="list-style-type: none"> - Paper presentation in Foreign International Conference = 5 points - Paper presentation in Local international/ National / Regional Conference = 3 points <p>ii. Trainings/ Workshops/ Professional Development:</p> <p>a. Resource Person:</p> <ul style="list-style-type: none"> - International Workshop/ Training/ Professional Development Course = 05 points per activity - National Workshop/ Training/ Professional Development Course = 2.5 points per activity <p>b. Participation: Foreign Short Term Training Programs/ Visits (through nomination by competent authority) National/ International Local Short Term Training Programs/ Visits (through nomination by competent authority)</p> <ul style="list-style-type: none"> - 01 - 07 days = 02 points - 8 days – 2 weeks = 04 points - More than 2 weeks = 06 points <p>c. Organization: Chief organizer/president/secretary of training/ workshop/ seminar/ conference/ Symposium etc. = 05 points</p>	15
4	<p>1. Competitive Research Grants Details:</p> <ul style="list-style-type: none"> - Full benefit to be given to Principal Investigator, ½ benefit for Co-Principal Investigator and 1/3 for Team Member No.1 (non-salaried only) - For a project won during the year for which the report is being submitted, maximum points for that category will be rewarded. For the subsequent years, the points awarded will be calculated by dividing the maximum points by the duration of the project in years. - Sanctioned Grant of less than 1 million = 5 points - 1.0-2.0 millions= 10 points - 2.01-5.0 millions = 15 points - 5.01-10.00 millions= 20 points - 10.00 millions & above = 40 points - (Extra points / incentives etc. may be allowed for outstanding amount of international Research Grant) - Research Project Submitted as a PI = 01 point <p>Management/Social Sciences</p> <ul style="list-style-type: none"> - Sanctioned Grant of less than 1 million = 10 points - 1.0-2.0 million= 15 points - 2.01-5.0 millions & above = 20 points - 5.00 million & above = 40 points <p>2. Impact Details:</p> <ul style="list-style-type: none"> - Process, Product, Technology Developed or patent registered through National / International Collaboration: 15 points - Laboratory developed: 05 points - Technique developed: 05 points 	40
5	<p>Post Graduate Supervision Details:</p> <ul style="list-style-type: none"> - M. Phil under supervision <ul style="list-style-type: none"> - Supervisor= 02 points - M. Phil produced <ul style="list-style-type: none"> - Supervisor = 03 points - Major Member = 01 point - Ph.D. under supervision <ul style="list-style-type: none"> - Supervisor= 04 points - Major Member= 02 points 	15

	<ul style="list-style-type: none"> - Ph.D. produced <ul style="list-style-type: none"> - Supervisor = 05 points - Major Member = 02 points <p>Note: a. For management / social sciences, postgraduate supervision at other HEC recognized universities of Pakistan/foreign universities will be given credit b. Ph.D. to be completed by the student in prescribed time. However, if there are circumstances beyond the control of the person in the Department, the period may be extended with permission of the competent authority i.e. Vice Chancellor</p>	
6	<p>Administrative Services*:</p> <ul style="list-style-type: none"> - Dean /Principal of Constituent College = 10 points - Principal Officer, Director / Chairperson = 05 points - Officer Incharge of a department/centre/institute where no chairman / director is available = 03 points <p>Advisory / General Services*:</p> <ul style="list-style-type: none"> - Director Student Affairs (DSA)/ Senior Tutor/ Hall Warden = 05 points - Miscellaneous duties/ nominations by the competent authority = 1 point/ activity (maximum 03 points) <p>*These points will be added in the total points earned by the relevant faculty member on annual basis serving at least for a period of six months in the year under consideration against the above mentioned administrative & advisory/general services capacity.</p>	Extra points
Total maximum points		150

Footnote:

- Qualifying points for grant of annual increment will be 60% i.e. **90/150**.
- The newly appointee faculty member on TTS during January to June will submit their report for their service period on TTS only and their qualifying points will be 60% points of the period of their service after joining on TTS (dividing total points by 12 months (year) and multiply by months of service after joining on TTS). For example, an employee appointed on 15th June, 2016, his qualifying points will be calculated as $150/12 \times 6.5 = 81.25$ and 60% of these points will be 48.75 i.e. minimum qualifying points for annual increment in the first year of service under TTS.
- Although all aspects mentioned in TTS Statutes and well as job descriptions of the faculty members working under TTS have been taken into account and quantified accordingly, yet if the job description of any faculty member working on TTS is different from the above, he may appeal to the Vice Chancellor for grant of annual increment with full justification and documentary proof through the DTRC and Dean concerned.