

Annexure L



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KISHKINDA UNIVERSITY
BALLARI

Policy for Faculty Development Programmes





T.E.H.R.D. Trust®

ಕಿಷ್ಕಿಂಧ ವಿಶ್ವವಿದ್ಯಾಲಯ

**Kishkinda University
Ballari**

**Approved by Karnataka Act 20 of 2023, Government of Karnataka dated: 05/08/2023
Recognized by the UGC under section 2f, dated: 22/11/2023**

Main Campus:

Mount View Campus,
GP No. 735, H. Hosalli Gram Panchayath,
Near Sindhigeri, off 28 km,
Ballari-Siruguppa Road,
Siruguppa Taluk 583 120,
Ballari District,
Karnataka, India.

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Policy for Faculty Development Programmes

Approved in: 5th Academic council Meeting **Dated:** 06/06/2026

For and on behalf of the Board of Management

Prof. T.N. Nagabhushana
Vice Chancellor

Preamble

Kishkinda University, a state private university established under Government of Karnataka, Kishkinda University Act No. 20 of 2023 and recognized by the University Grants Commission (UGC) under Section 2(f), is located on a 50-acre eco-friendly campus, 28 kilometers from Ballari on the Siruguppa arterial road. The University is committed to advancing academic excellence, fostering innovation, and cultivating global engagement through its faculty.

In alignment with the National Education Policy (NEP) 2020, this Faculty Development Policy (FDP) provides a structured framework to strengthen the professional growth of Assistant Professors, Associate Professors, Professors and research scholars. It emphasizes continuous upskilling, research productivity, pedagogical innovation, leadership development and industry collaboration.

The Policy for Faculty Development Programmes underscores the University's vision of building a dynamic academic community where faculty members are empowered to contribute meaningfully to curriculum reforms, interdisciplinary research, accreditation excellence and student success. By institutionalizing faculty development as a core priority, Kishkinda University seeks to nurture a culture of lifelong learning, reflective practice, and global competitiveness that enhances both individual careers and institutional reputation.

Contents

1. Objectives
2. Scope
3. Types of Faculty Development Programs (FDPs)
4. Faculty Development Components
 - 4.1. Teaching & Pedagogical Development
 - 4.2. Research & Innovation Development
 - 4.3. Industry & Professional Exposure
 - 4.4. Higher Studies & Qualification Improvement
 - 4.5. Leadership & Administrative Development
5. Budgetary Allocation
 - 5.1. Annual FDP Budget
 - 5.2. Suggested Budget Distribution
 - 5.3. Financial Support Norms
6. Faculty Incentive Scheme
 - 6.1. Research Incentives
 - 6.2. Recognition Mechanisms
7. Performance Evaluation & Linkage
8. Leave & Support Policies
9. Collaborations & Partnerships
 - a) Memoranda of Understanding (MoUs)
 - b) Faculty Exchange Programs
10. Monitoring & Governance
 - 10.1. Faculty Development Committee
 - 10.2. Responsibilities
11. Implementation Strategy
12. Review & Revision
13. Expected Outcomes
14. Faculty KPI Metrics & Scoring System (2026)
 - 14.1. Purpose
 - 14.2. KPI Categories & Weightage
 - 14.3. Detailed KPI Metrics & Scoring
 - 14.3.1. Teaching, Learning & Evaluation (30 Marks)
 - 14.3.2. Research & Publication (25 Marks)
 - 14.3.3. Professional Development (10 Marks)
 - 14.3.4. Institutional Contribution (15 Marks)
 - 14.3.5. Industry Interaction & Consultancy (10 Marks)
 - 14.3.6. Student Engagement & Mentoring (10 Marks)
15. Performance Grading
16. Linkage to Incentives & Career Growth
 - 16.1. Annual Incentives based on University Norms
 - 16.2. Promotional Eligibility
 - 16.3. Recognition
17. Evaluation Process
18. Digital Tracking
19. Special Provisions
20. Review Mechanism
21. Expected Impact

1. Objectives

- Enhance teaching-learning quality
- Promote research, innovation, and consultancy
- Encourage industry collaboration and global exposure
- Support career progression and leadership development
- Build a culture of continuous professional development

2. Scope

All faculty members of the University

3. Types of Faculty Development Programs (FDPs):

- **Short-Term Courses (STCs)** Intensive programs of 1–2 weeks focusing on specific academic, technological or research skills. Designed to provide hands-on exposure and quick upskilling for faculty across disciplines.
- **Online FDPs / MOOCs** Flexible, self-paced learning opportunities offered through platforms such as SWAYAM, NPTEL, and Coursera. These enable faculty to upgrade skills in pedagogy, subject expertise and digital tools without geographical constraints.
- **Induction Programs** Mandatory orientation for newly recruited faculty (minimum 2 weeks). Focus areas include institutional values, curriculum delivery, classroom management, outcome-based education and academic ethics.
- **Workshops and Seminars** Thematic programs conducted annually to address emerging academic practices, NEP 2020 reforms, research methodology and innovations in teaching. These sessions encourage dialogue, collaboration and exposure to best practices.

4. Faculty Development Components

4.1. Teaching & Pedagogical Development

- Mandatory Induction Program – minimum 2 weeks for all newly recruited faculty.
- Annual Teaching Enhancement Programs to strengthen classroom delivery.
- Regular training in:
 - Outcome-Based Education (OBE) – conducted every year.
 - Digital tools – LMS, AI-based teaching, smart boards.
 - Blended and experiential learning – hands-on and interactive methods.

4.2. Research & Innovation Development

- Seed funding for faculty-led projects.
- Incentives for:
 - Publications in Scopus/WoS indexed journals.
 - Patents filed or granted.
 - Funded projects from government or industry.
- Establishment of Research Clusters and Centers of Excellence.

4.3. Industry & Professional Exposure

- Industry internships/sabbaticals for 2–6 months.
- Support for consultancy projects.
- Collaboration with industry experts through lectures, projects, and MoUs.

4.4. Higher Studies & Qualification Improvement

- Sponsorship or partial support for:
 - Ph.D. and Post-Doctoral programs.
 - Professional certifications (NPTEL, Coursera, etc.).
- Provision of study leave as per university norms.

4.5. Leadership & Administrative Development

- Training for:
 - Academic leadership roles.
 - Department administration and governance.
 - Accreditation processes (NBA/NAAC).

5. Budgetary Allocation**5.1. Annual FDP Budget**

- Minimum 2% to 5% of the total institutional budget will be earmarked for Faculty Development Programs.
- Department-wise allocation will be based on faculty strength to ensure equitable distribution.

5.2. Suggested Budget Distribution

Component	Allocation (%)	Purpose
Training & Workshops	25%	Induction programs, annual teaching enhancement, skill-based workshops.
Research Funding	30%	Seed grants, publication incentives, patent support, research clusters.
Conference Participation	15%	Support for faculty attending national and international conferences.
Faculty Incentives	20%	Recognition through awards, cash incentives, performance-linked benefits.
Industry Exposure	10%	Internships, sabbaticals, consultancy projects, industry collaborations.

5.3. Financial Support Norms

Component	Support Provided
National Conferences	₹15,000 – ₹25,000 per faculty per year
International Conferences	₹50,000 – ₹1,50,000 (based on merit)
Research Seed Grant	₹1 – 5 lakhs per project
Patent Filing Support	100% reimbursement of patent filing fees

6. Faculty Incentive Scheme

6.1. Research Incentives

Achievement	Incentive
SCI/Scopus Journal Paper	₹5,000
Q1/Q2/Q3/Q4 Journal Publication	₹25,000 / ₹20,000 / ₹15,000 / ₹10,000
Patent Filed	₹5,000
Patent Granted	₹10,000
Funded Project (₹10L+)	2–5% incentive

6.2. Recognition Mechanisms

- Certificates & cash awards for outstanding contributions.
- Public recognition during university events.
- Fast-track promotion consideration for consistently high-performing faculty.

7. Performance Evaluation & Linkage

FDP Participation Linkage

- Annual Performance Appraisal (API/PBAS) – FDP participation will be directly linked to annual appraisal scores.
- Promotion and Career Advancement – Successful completion of FDPs will be considered essential for eligibility in career progression and promotions.

Minimum Requirements

Faculty members must meet the following baseline requirements each academic year:

Requirement	Minimum Standard
FDP Programs	2 programs per year
Research Output	At least 1 paper, patent or funded project

8. Leave & Support Policies

- On-Duty Leave (OD): For conferences, workshops
- Sabbatical Leave: After 6 years of service
- Study Leave: For higher education
- Workload relaxation for active researchers

9. Collaboration & Partnerships

a) Memoranda of Understanding (MoUs)

- **Industry partnerships** – MoUs with leading companies to support curriculum co-development, internships and consultancy projects.
- **Foreign universities** – Academic collaborations for joint research, faculty exchange and global exposure.
- **Research organizations** – Partnerships to strengthen interdisciplinary research, innovation and knowledge transfer.

b) Faculty Exchange Programs

- **National exchange** – Collaboration with Indian universities and institutes to share expertise and best practices.
- **International exchange** – Opportunities for faculty to teach, research and collaborate abroad, enhancing global competitiveness.

10. Monitoring & Governance

10.1. Faculty Development Committee (FDC)

- **Chairperson** – Pro- Chancellor
- **Members** include:
 - Dean FET
 - Dean Research

10.2. Responsibilities

- Approve FDP proposals submitted by departments.
- Monitor fund utilization to ensure transparency and accountability.
- Evaluate outcomes and impact through reports, feedback and measurable indicators.

11. Implementation Strategy

- Annual FDP Calendar – prepared and approved by the Faculty Development Committee.
- Department-level FDP plans – aligned with institutional goals and accreditation requirements.
- Digital tracking system – to monitor faculty participation, research outputs and professional growth.
- Feedback and impact assessment – regular evaluation of program effectiveness through surveys, reports and performance metrics.

12. Review & Revision

- Policy review cycle – The Faculty Development Policy will be reviewed every **3 years** by the Faculty Development Committee (FDC).
- Accreditation requirements – Updates will be made to align with evolving standards of NAAC, NBA, and DASC.
- National Education Policy (NEP) – Revisions will incorporate directives and reforms under NEP 2020 and subsequent guidelines.
- Institutional goals – Adjustments will reflect Kishkinda University’s strategic priorities and academic vision.

13. Expected Outcomes

- Improved teaching quality – Faculty equipped with modern pedagogy and learner-centric approaches.
- Increased research output – Growth in publications, patents and funded projects.
- Higher rankings and accreditation scores – Enhanced institutional standing in national and international evaluations.
- Enhanced faculty satisfaction and retention – Motivated faculty with clear career progression pathways and recognition mechanisms.

14. Faculty KPI Metrics & Scoring System (2026)

14.1. Purpose:

To establish a quantitative and qualitative performance evaluation system for faculty that:

- Links performance with career advancement, incentives, and recognition.
- Encourages teaching excellence, research productivity, and institutional contribution.
- Ensures accountability and continuous improvement.

14.2. KPI Categories & Weightage

Category	Weightage (%)
Teaching, Learning & Evaluation	30
Research & Publications	25
Professional Development (FDPs)	10
Institutional Contribution	15
Industry Interaction & Consultancy	10
Student Engagement & Mentoring	10
Total	100

14.3. Detailed KPI Metrics & Scoring

14.3.1. Teaching, Learning & Evaluation (30 Marks)

Metric	Max Marks
Subject delivery (as per syllabus plan)	5
Student Feedback ($\geq 70\%$)	10
Innovative Teaching Methods	5
Course File & Documentation	5
Result Analysis (Pass % & Outcomes)	5

Scoring Guide:

- $\geq 90\%$ feedback $\rightarrow$ Full marks
- 70–89% $\rightarrow$ 80% marks
- $< 70\%$ $\rightarrow$ Improvement required

14.3.2. Research & Publications (25 Marks)

Metric	Marks
Q1/Q2 Journal (Scopus/WoS)	10 per paper
Other Indexed Journals	5 per paper
Conference Publications	3 per paper
Patent Filed	5
Patent Granted	10
Funded Project	Up to 10

Cap: Maximum 25 marks

14.3.3. Professional Development (10 Marks)

Activity	Marks
Attending FDP (1–2 weeks)	3
Attending STTP/Workshop	2
NPTEL/Certification Courses	3
Organizing FDP	5

14.3.4. Institutional Contribution (15 Marks)

Contribution	Marks
Committee Work	5
Accreditation (NAAC/NBA)	5
Event Coordination	5

14.3.5. Industry Interaction & Consultancy (10 Marks)

Activity	Marks
Industry Visit Organized	3
Consultancy Project	5
MoU/Collaboration	5
Guest Lectures by Industry	2

14.3.6. Student Engagement & Mentoring (10 Marks)

Activity	Marks
Mentoring (minimum 20 students)	5
Student Achievements (placements, competitions)	5
Project Guidance	5

15. Performance Grading

Score	Grade	Performance Level
≥85	A+	Outstanding
75–84	A	Excellent
65–74	B	Good
50–64	C	Satisfactory
<50	D	Needs Improvement

16. Linkage to Incentives & Career Growth**16.1. Annual Incentives based on University Norms.****16.2. Promotion Eligibility**

- Minimum **Grade A** for last 2 consecutive years
- Mandatory:
 - 2 research publications
 - 2 FDPs/year

16.3. Recognition

- Best Faculty Award (Top 5%)
- Research Excellence Award
- Teaching Excellence Award

17. Evaluation Process

- Self-appraisal submission (annual)
- Reviewed by:
 - Chairperson → Dean → Central Evaluation Committee
- Final approval by:
 - Vice Chancellor

18. Digital Tracking

- Faculty KPI dashboard
- Automated score calculation
- Transparent reporting

19. Special Provisions

- Relaxation for:
 - New faculty (first year)
 - Faculty on study leave
- Additional weightage for:
 - Interdisciplinary research
 - International collaborations

20. Review Mechanism

- KPI system reviewed annually
- Updated based on:
 - Accreditation requirements
 - Institutional priorities

21. Expected Impact

- **Improved** faculty productivity
- **Increased** research output
- **Better** student outcomes
- **Stronger** institutional ranking