

FINAL REPORT OF THE PERFORMANCE RELATED INCENTIVE SCHEME (PRIS) COMMITTEE

Members Present :

Prof. M. S. Ananth Director, IIT Madras	Chairman
Prof. Devang V. Khakhar Director, IIT Bombay	Member
Prof. Sudhir Kumar Jain Director, IIT Gandhinagar	Member
Dr. T. K. Ghosal Acting Registrar, IIT Kharagpur	Member
Prof. M. Chakravorty IIT Kharagpur (Representative of AIITFF)	Invitee
Capt. B. N. Yadav IIT Delhi (Representative of Federation of Officers)	Invitee
Shri Rabisankar Sukul IIT Kharagpur (Representative of All IIT Employees Unions / Associations)	Invitee

Prof. M. Singaperumal, Dean (Administration), IIT Madras was invited to join the deliberations

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The Committee noted that a PRIS (O) and a PRIS (I) were required separately. While PRIS (O) evaluates the performance of the organization, PRIS (I) would evaluate individuals. The Committee discussed the possibility of a separate PRIS (G) for group activities as in ISRO and DAE and felt that this could be thought of as a refinement at a later stage with the Departments / Centres representing groups. The Committee is of the view that as of now PRIS needs to have only two components PRIS (O) and PRIS (I).

PRIS (O)

The Committee noted that the quality of faculty on an average in IITs and the selection criteria for these positions are much higher than that in other Universities and these institutions can best be compared with themselves from year to year. The Committee felt that there could be a six-component evaluation of performance index.

The performance during the current academic year would be compared with the average performance over the previous three years. This comparison would be presented to the Board of Governors (BoG) and the BoG would make the decision regarding payment of a certain percentage of Basic Pay plus AGP/GP as bonus to all the permanent employees of respective IITs. The six proposed components are :

1. Publications
2. Students graduated
3. Courses taught in terms of credit hours, including highlights of new courses introduced
4. Sponsored Research, Consultancy and Endowment Funds received
5. Patents, Technology transfer, continuing education courses etc.
6. Contribution to improve Technology Education / Profession / Society

The BoG will have the freedom to decide the percentage of bonus to be given to them. The Committee recommends a bonus of 10%, 15% or 20% (of the Basic Pay + AGP/GP) depending on the BoG's assessment of the performance. For new IITs a 10% bonus is recommended for the first three years.

PRIS (I)

- a. Several models were presented for evaluation of faculty. The components included for evaluation were : research, research guidance, teaching, consultancy, IPR development, resource generation through sponsored research & so on. Large classes may be given additional credit in teaching. A spreadsheet in current use in IITM for evaluation of faculty is recommended (Annexure I). Other IITs also have similar documents and may choose to use them instead.

The time average of the scores under the above components for a faculty member during the current academic year and the previous two years would be compared with the group average performance over the previous three years. For the purposes of this comparison the faculty will be divided broadly into groups such as electrical sciences (EE, CS,...), mechanical sciences (ME, AE, AM, ED, CE, OE,...), basic sciences (PH, CY), chemical sciences (BT, CH,...) and other (MA, HS, MS)*. The weights for the components will be left to the individual IITs. Since awards are a one time phenomena and have their own compensation they will not be included in PRIS (I).

- b. Annexure II presents the criteria for evaluation of staff that is used in IIT Bombay. The sub-groups which are included in the evaluation are : Group A, Group B1 – Office Staff, Group B2 – Technical Staff, Group B3 – Field and Public Interacting Staff, Group B4 – Personal Staff, C1 – Office Staff, C2 – Technical Staff, C3 – Field and Public Interfacing Staff, C4 – Personnel Staff and Group D. The Committee recommends this format for evaluation of non-teaching staff. The time average of the scores under the above components for a staff member during the current academic year and the previous two years.

The Committee also recommended three levels of bonus (for faculty and staff) depending on their evaluation for faculty and staff:

Top 10% to be given 30%

Next 20% to be given 20% and

Next 40% to be given 10% (of the Basic + AGP/GP)

For B, C and D employees, the Deans Committee will decide the bonus and report to BoG while the BoG itself will decide the bonus for Group A and faculty.

Prof. M. S. Ananth

Date : 22/1/2010

*Abbreviations :

AE : Aerospace Engineering
AM : Applied Mechanics
BT : Biotechnology
CE : Civil Engineering
CH : Chemical
CS : Computer Science & Engineering
CY : Chemistry
EE : Electrical Engineering
ED : Engineering Design
HS : Humanities & Social Sciences
MA : Mathematics
ME : Mechanical Engineering
MS : Management Studies
OE : Ocean Engineering
PH : Physics