



## **ACADEMIC PERFORMANCE INDEX: A PROFILE OF ANDHRA UNIVERSITY, INDIA**

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Scientific Board Member, European Journal of Intellectual Disability Switzerland. Editor for Preston Journal of Social Sciences, Pakistan and Consulting Editor Journal of Indian Applied Psychology. He has authored 11 books in English and Regional language and 3 Edited Books. He attended 32 national and international conferences and presented research papers. And also he published 33 research articles in national and international journals. He was awarded Psychometric Testing Services Award 2007 at the 10<sup>th</sup> National Conference, Applied Psychology, 2008, Pondicherry for outstanding contribution in Human Resource Development, Best Academician Award 2007 Andhra University, and Dr. Sarvepalli Radha Krishna Best Researcher Award Andhra University 2006. He has been involved in consultancy and projects in national and international level handled projects in major industries, UGC and Adult Psychiatry Department, University Hospitals of Geneva are major credits. He has organized 7 national and international Conferences and Workshops in the area of Health Psychology. He visited countries like UK, Singapore and Germany as part of academic endeavors. He is a resource person and trainer in major public and private sector organizations like HPCL, Visakhapatnam Steel Plant. Visakhapatnam Port Trust, NTPC, NMDC, regency Ceramics Ltd, Central Prison, Police Department, and Revenue Department etc.



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### ABSTRACT

All academic organizations undergo a review cycle to assess their performance from time to time. The present paper highlights the academic performance results of the Department of Psychology of Andhra University under IQAC (Internal Quality Assurance Cell), assessed by National Accreditation Assessment Council (NAAC) for a period of five years i.e. from 2002-2007. The academic performance was based on students, faculty, infrastructure development and activities. The scoring criterion was a maximum score of 300 for students, 500 for faculty, 300 for infrastructure development and 500 for activities. The basis for scoring included actual score or obtained score, weightage was 30 for students, 30 for faculty, 15 for infrastructure developments and 25 towards activities. The final weighted score was drawn. The analysis was based on item wise total score, weighted score, adding weighted score of all the four factors and finally the department academic percentage performance was drawn by using total score divided by 41000 (maximum possible score). The Department Academic Performance Index is beneficial to academic organizations for regular monitoring and developing higher standards and upholding quality of higher education.

### INTRODUCTION

The evaluation of the performance of universities and institutions is an attractive concept. In theory, objective and accurate evaluations of institutional excellence may help allocate funding rationally, prioritize research and educational investment, and inform the public, guide the burgeoning market of candidate students and junior researchers, and help institutions in internal self-evaluation and improvement. International ranking of universities and institutions has received wide attention in the last few years within higher education administrators as well as in the broader public.

In India, there is no formal system of rankings for colleges and universities. Various rankings are carried out by interested organizations and associations, mostly newspapers and magazines carry out their rankings independently which are and based on factors they consider important to them. However, the most followed and regarded rankings is done by a popular national weekly magazine *India Today* which conducts a review of the performance of more than 150 universities and colleges in India each year and comes up with its rankings titled Top 10 Colleges in India in each area of arts, commerce, engineering, science, law and medicine. In certain areas, even city wise rankings are provided. The rankings take into account a number of factors like (1) Reputation, (2) Curriculum, (3) Quality of Academic Input, (4) Student Care, (5) Admission Process, (6) Infrastructure, (7) Job Prospects etc.

Ranking creates competitiveness among the universities and institutions. The ranking is based on certain parameters which should be selected on the basis of international exercise.

In higher education, university rankings are determined by any combination of factors. Rankings can be based on subjectively perceived "quality," on some combination of empirical statistics, or on surveys of educators, scholars, students, prospective students, or others.

The Academic Performance Index (API) helps measure the academic performance and growth of academic institutions. It is a measurement used to assess the quality of development in universities with regard to research, teaching and co-curricular activities. The present API has been developed by the Andhra University Internal Quality Assurance Cell.

Performance appraisal systems specify criteria for judging performance. The criteria are generally based on the mission of the academic organization and are typically applied to evidence by an evaluating authority. It is used as indicator of performance and academic achievement in universities.

***Objectives:***

To compute the Department Academic Performance Index of Andhra University for future adoption of other universities.

***Tool:***

The Department Academic Performance Index is developed by Internal Quality Assurance Cell, Andhra University. It is a numeric index (or scale) where 41000 is the maximum score. This index is first of its kind launched by Andhra University and it successfully presented the departmental academic performance during University Grants Commission, New Delhi, National Accreditation Assessment Committee inspection.

***Performance Indicators Included:***

Students, faculty, infrastructure development and activities.

***Table 1: Criteria for Assessment of Performance***

Particulars	Max. score	Actual score	Weightage	Weighted score
Students	300		30	
Results	100			
Placements	100			
Seminars	25			
Achievements	50			
Research fellowships/fellowships	25			
Faculty	500		50	
Students feedback	60			
Research guidance	60			
Research projects	60			
Publications	60			
Seminars attended	20			
Served as Resource Person	30			
Membership in editorial boards	30			
Membership in professional bodies	30			
Training programmes attended	30			
Guest lecturers delivered by faculty	30			
Awards and honours	30			
Administrative positions	30			
Infrastructure development	300		15	
Library	75			
Computers added/upgraded	75			
Lab equipment added	75			
Expenditure on infrastructure	75			
Activities	500		25	
Seminars organized	75			
Quality circle meetings	50			
DC Meeting/ Staff Council Meeting/ DRC Meetings/ Board of Studies Meetings	30			
New courses introduced	20			
Syllabus revision	10			
Expert faculty visits	20			
Events organized	25			

Particulars	Max. score	Actual score	Weightage	Weighted score
Patents	20			
Grants received from funding agencies (other than research project of the faculty)	25			
Department journal/magazine published	5			
Placement brochure/website	5			
Department newsletter/website	5			
Certificate programmes/short term programmes organized	20			
FDP's Organized	20			
Consultancy offered	20			
Alumni association meetings	10			
Contribution from alumni	20			
Medals/prizes/awards instituted	20			
Endowments	10			
Department-industry/organization interaction	30			
Extension activities (participation of faculty and students in community services)	20			
MOU's /Joint programmes signed	40			
<b>Total score</b>	<b>1600</b>		<b>100</b>	

*Table 1 gives the details of the criteria and their weights.*

The scoring criterion was a maximum score of 300 for students, 500 for faculty, 300 for infrastructure development and 500 for activities. The basis for scoring included actual score or obtained score, weightage was 30 for students, 30 for faculty, 15 for infrastructure developments and 25 towards activities. The final weighted score was drawn. The analysis was based on item wise total score, weighted score, adding weighted score of all the four factors and finally the department academic percentage performance can be drawn by using total score divided by 41000 (maximum possible score).

### **Calculation of Department Score:**

1. Calculate item wise total score:  
Ex: Students Add the score all items under the head students.
2. Calculate weighted score:  
Weighted Score = Actual Score x Factor Weight  
Ex: Students weighted score= actual score calculated as in point 1x30
3. Add Weighted score of all the four factors i.e. Students, Faculty, Infrastructure Development and Activities to get Total Score.
4. Calculate Department percent performance by using the following formula

$$\frac{\text{Total Score}}{41000} \times 100$$

(41000 is the maximum possible score)

Criteria Max.		Max. Score	Performance Score (PS)	Weight	Total score
<b>Students</b>	<b>Results (Percentage All Courses)</b>				
	Distinction 1%=1				
	First Class 1%=0.75				
	Second Class 55 to <60=0.50 1%=0.05	<b>100</b>			
	<55=0.25 1%=0.25				
	<b>Placements</b>	<b>100</b>			
	Number of premier organizations conducted campus interviews pay package offered 3 lakhs and above 1=10				
	Total placements to the percentage of number students 1%=1				
	Selection in state and central government services 1=5				
	<b>Number of students seminars</b> (Per course-Per semester) 10-20=5, 21-30=10, 31-40=15, 41-50=20, >50=25	<b>25</b>			
	<b>Achievements in curricular, co-curricular and extra curricular activities</b>	<b>50</b>			
	International level 1 <sup>st</sup> prize=10, 2 <sup>nd</sup> prize =10, 3 <sup>rd</sup> prize =5, Participation 5=1				
	National level 1 <sup>st</sup> prize=10, 2 <sup>nd</sup> prize =5, 3 <sup>rd</sup> prize =2, Participation 5=1				
	State level 1 <sup>st</sup> prize=5, 2 <sup>nd</sup> prize=3, 3 <sup>rd</sup> prize=1, participation 10=1				
	<b>Research Fellowship/Fellowships 1=5</b>	<b>25</b>			
<b>(a) Total Score of Students</b>		<b>300</b>		<b>30</b>	
<b>Faculty</b>	<b>Student feedback on teacher Performance</b> 60<70=10, 70<80=20, 80<90=50, 90<100=60	<b>60</b>			
	<b>Research Guidance</b>	<b>60</b>			
	M.Phil./M.Tech./ML/ M.Pharma.1=5				
	PhD 1=5				
	<b>Research Projects</b>	<b>60</b>			
	Major 1=20				
	Minor 1=10				
	<b>Publications</b>	<b>60</b>			
	Books 1=20				
	International 1=15				
	National referred journals 1=10				
	Others (Excluding Magazines and Souvenirs) 1=5				
	<b>Seminars/conferences/workshops/symposia/attended and papers presented</b>	<b>20</b>			
	<i>International</i>   Keynote speaker/chairman/co-				

		chairman/distinguished guest/key speaker/lead Discussant 1=20			
	<i>National</i>	Keynote speaker/chairman/co-chairman/distinguished guest/key speaker/lead Discussant 1=10			
		<b>Membership in editorial boards 1=5</b>	<b>30</b>		
		<b>Membership in professional bodies 1=5</b>	<b>30</b>		
		<b>Executive positions in professional bodies 1=10</b>	<b>30</b>		
		<b>Training programmes attended</b>	<b>30</b>		
		Outside the country 1=20			
		Outside the state 1=5			
		Research Institutes			
		1=5			
		Other Universities			
		1=3			
		Awards and honours (only academic bodies and govy.) 1=10	<b>30</b>		
		<b>Administrative positions in the University 1=5</b>	<b>30</b>		
<b>(b)</b>		<b>Total Score of Faculty</b>	<b>500</b>	<b>30</b>	
<b>Infra Structure Development</b>		<b>Library</b>	<b>75</b>		
		Number of books added 100=10			
		Number of journals subscribed 1=2			
		Number of Dailies subscribed 1=1			
		<b>Computers added\Upgraded 1=5</b>	<b>75</b>		
		<b>Lab equipment added</b> One lakh rupees=5	<b>75</b>		
<b>Total</b>		<b>Score of infrastructure Development</b>	<b>300</b>	<b>15</b>	
<b>Activities</b>		<b>Seminars\Conferences\Workshops\Symposia organized</b>	<b>75</b>		
		International 1=20			
		National 1=10			
		Regional 1=5			
		<b>Quality Circle Meetings 1=2</b>	<b>50</b>		
		DC Meetings 1=1			
		Staff council 1=1	<b>30</b>		
		DRC 1=1			
		Board of Studies Meetings 1=1			
		New programmes introduced Each Course 10	<b>20</b>		
		Syllabus revision 1=5	<b>10</b>		
		Expert faculty Visits Foreign 1 National 1=2=5	<b>20</b>		
		Events organized 1=5	<b>25</b>		
		Parents 1=20	<b>20</b>		
		Grants received from funding agencies (other than research project of the faculty) One lakh rupees = 1	<b>25</b>		
		Department Journal\Magazine\Website published 1=5	<b>5</b>		
		Placement Brochure\Website 1=5	<b>5</b>		
		Department News Letter\Website 1=5	<b>5</b>		
		Certificate Programmes\Short term Programmes organized 1=10	<b>20</b>		

	FDP's organized 1=10	<b>20</b>			
	Consultancy offered One lakh Rupees=1	<b>20</b>			
	Alumni association meetings 1=10	<b>10</b>			
	Contributions from Alumni Ten thousand =1mark	<b>20</b>			
	Medals \Prizes\Awards instituted 1=5	<b>20</b>			
	Endowments 1=10	<b>10</b>			
	Department-Industry\Organization Interaction one meet=10	<b>30</b>			
	Extension activities (Participation of faculty &Students in community services) One programme=10	<b>20</b>			
	MOU's\Joint Programmes signed 1=20	<b>40</b>			
<b>(d)</b>	Total Score of Activities	<b>500</b>		<b>25</b>	
	Total Score	<b>1600</b>		<b>100</b>	

Signature of the Head of the Department with Seal

### ***Controversy of University Ranking***

Any ranking is controversial and no ranking is absolutely objective. Nevertheless, university rankings are becoming popular in many countries. Whether universities and other organizations agree with the various ranking systems; ranking systems clearly are here to stay. The key issue then becomes how to improve ranking systems for the benefits of higher education.

### **CONCLUSION:**

The present Department Academic Performance Index is helpful for universities for regular monitoring and developing higher standards and upholding quality of higher education. Therefore, this is a useful tool for universities to adopt and use to assess the performance of their respective departments.

### **REFERENCES:**

[http://en.wikipedia.org/wiki/College\\_and\\_university\\_rankings](http://en.wikipedia.org/wiki/College_and_university_rankings)