Goals Plan: 2025-26 Goal Plan Staff Category: Self Development/Other
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Completion of my Phd by December 2025 (Public)

Updated: Aug 30, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

10%

Weight:

10%

Goals Plan: 2025-26 Goal Plan Staff Category: External Connect Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

External Connect-Organized conferences, seminars, work-shops, FDPs, MDPs, etc. (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - 1 Major and 1 Minor event
4 - 1 Major event
3 - 1 Minor event
2 - Part of a Major
1 - Part of a Minor event

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Finance Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Finance- Undertaking Extension Projects (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5- Leading a Major project (Externally funded)
4- Leading a Minor Project (Externally funded)
3- Part of a (Externally funded) major Project
2- Part of a minor project
1- Nil

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Finance Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Finance- Funded Research/Consultancy projects under-taken (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - 1 Externally funded Major project
4 - 1 Externally funded Minor project
3 - 1 Institutional funded project
2 - Part of the Institutional funded project
1 - Number of proposal submitted (2 Proposals)

Weight:

15%

Goals Plan: 2025-26 Goal Plan Staff Category: Research & Publication
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Research & Publication-Presenting paper in International/National Conference in renowned conference of repute (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date

22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - Presented in 02 International conferences of repute (IIM/NIT/IIT/etc.) where in proceedings are published in scopus indexed book series

4 - 01 International & 1 National conference of repute (IIM/NIT/IIT/etc.) where in proceedings are published in scopus indexe(1) and google index(1)

3 - 01 International conference of repute (IIM/NIT/IIT/etc.) where in proceedings are published in google index book proceeding

2 - 01 National conference of repute (IIM/NIT/IIT/etc.) where in proceedings are published in ISBN / ISSN proceeding

1 - Nil

Weight:

10%

Goals Plan: 2025-26 Goal Plan Staff Category: Research & Publication
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Research & Publication-Publishing paper in International/National Journal of repute (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - 2 Publications in Scopus (WOS/ABDC)

4 - 1 Published in Scopus/WOS/ABDC + 1 published in other refereed journal of repute.

3 -2 Publication in reputed journal of repute.

2 - 1 Publications in refereed journal of repute

1 - Nil

Weight:

15%

Goals Plan: 2025-26 Goal Plan Staff Category: Administration & Management
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC,

Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Committee Club and Centre (Centre Committee and Club wise) (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

Activities and initiatives to strengthen Committee Club and Centre

5 - Substantially Exceeds Expectations

4 - Exceeds Expectations

3 - Meets Expectations

2 - Approaching Expectations

1 - Requires Significant Improvement

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Administration & Management
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Department (Department wise) (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

Activities and initiatives to strengthen Department (Department wise)

5 - Substantially Exceeds Expectations

4 - Exceeds Expectations

3 - Meets Expectations

2 - Approaching Expectations

1 - Requires Significant Improvement

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Administration & Management
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Quality initiatives to strengthen criteria (criteria wise) (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

Quality initiatives to strengthen criteria (criteria wise)
5 - Substantially Exceeds Expectations
4 - Exceeds Expectations
3 - Meets Expectations
2 - Approaching Expectations
1 - Requires Significant Improvement

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Administration & Management
Owner: Anitha B M D'silva Print Date: Jul 22, 2026

Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, Ranking etc. - Documentation (criteria wise) (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

Documentation (criteria wise)
5 - Substantially Exceeds Expectations

4 - Exceeds Expectations
3 - Meets Expectations
2 - Approaching Expectations
1 - Requires Significant Improvement

Weight:
5%

Goals Plan: 2025-26 Goal Plan Staff Category: Academic Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Academic- PG projects guided and their outcome. Conversion of project into Publications. (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:
Conversion of project into Publications.
5 - 4 and more projects
4 - 3 projects
3 - 2 Projects
2 - 1 projects
1 - Nil

Weight:
5%

Goals Plan: 2025-26 Goal Plan Staff Category: Academic Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Academic-Students feedback and Mentees feedback (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:
Based on Student feedback : on 5 point scale
5- 4.5 to 5
4- 3.5 to 3.99
3- 3.0 to 3.49

2- 2.5 to 2.99

1- < 2.5

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Academic Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Academic-Effective content delivery, facilitating experien-tial learning-theory classes and lab- Using Quiklrn, LMS, Impartus, Piruby and other electronic platforms to its best capcity. Usage of innovative pedagogical tool like project based learning, field visits, simulations, multi media cases and etc (minimum 10 cases & 2 simulations) (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - Substantially Exceeds Expectations

4 - Exceeds Expectations

3 - Meets Expectations

2 - Approaching Expectations

1 - Requires Significant Improvement

Weight:

5%

Goals Plan: 2025-26 Goal Plan Staff Category: Academic Owner: Anitha B M D'silva
Print Date: Jul 22, 2026

Academic-Complete course related work-Prepare Lesson Plan, Teaching/course Material, Video Lectures, PPTs, Preparation of course docket. Uploading all the content on Quiklrn - LMS and using all the features of LMS and Impartus. Publishing all lectures on Impartus post editing the content along with supporting study material (Public)

Updated: Aug 17, 2025

Overdue	Start Date	Due Date
22 Days	Jul 1, 2025	Jun 30, 2026

More Info

Metric:

5 - Substantially Exceeds Expectations
4 - Exceeds Expectations
3 - Meets Expectations
2 - Approaching Expectations
1 - Requires Significant Improvement

Weight:

5%