



DEAN – SUSTAINABILITY, RESOURCE CONSERVATION & SOCIAL RESPONSIBILITY (SRCS)

PERFORMANCE EVALUATION SHEET

Maximum Attainable Score: 300 Marks

S. No.	Key Result Area (KRA)	Key Performance Indicators	Attainable Goal	Weightage	Max. Marks	List of Proofs Enclosed
1	Sustainability Strategy, Governance & Policy	1. Develop and implement the Sustainability Policy and Annual Action Plan. 2. Integrate SDGs into institutional planning and initiatives. 3. Establish sustainability priorities, guidelines and SOPs. 4. Conduct periodic SRCS reviews and monitor compliance.	Approved action plan implemented; minimum 10 SDG-linked initiatives and 4 review meetings annually; priority areas, SOPs and compliance reviewed.	20%	60	Approved policy and action plan; SDG mapping; sustainability roadmap; SOPs; meeting minutes and ATRs; compliance reports.
2	Green Campus & Resource Conservation	1. Implement green-campus initiatives for energy, water, waste and biodiversity. 2. Promote renewable energy and energy efficiency. 3. Conduct energy/water audits and track recommendations. 4. Monitor resource	Minimum 5 major green-campus initiatives annually; annual energy audit with at least 75% of actionable recommendations implemented; quarterly resource monitoring;	25%	75	Green-campus project reports; renewable-energy records; energy/water audits; ATRs; waste-disposal records; biodiversity records; resource-consumption analysis.

		consumption and ensure compliant waste management.	documented waste compliance.			
3	SDG Integration, Climate Action & Environmental Performance	<ol style="list-style-type: none"> 1. Map relevant institutional activities to applicable SDGs. 2. Implement SDG and climate-action initiatives. 3. Assess institutional carbon footprint and track reduction targets. 4. Promote sustainable transport, procurement and green practices; complete applicable submissions. 	Relevant activities mapped to SDGs; minimum 10 SDG initiatives and 3 climate/environment initiatives annually; annual carbon-footprint assessment and sustainability report completed.	20%	60	SDG mapping matrix; activity reports; climate-action records; carbon-footprint assessment; baseline/comparative data; green procurement records; submission acknowledgements.
4	Community Engagement & Social Responsibility	<ol style="list-style-type: none"> 1. Deliver community-oriented sustainability programmes and awareness campaigns. 2. Mobilise student and faculty participation. 3. Build active collaborations with NGOs, local bodies, industry and community organisations. 4. Promote student-led sustainability projects and assess impact. 	Community initiatives and awareness programmes implemented as per the approved monthly activity calendar; stakeholder collaborations maintained, with participation, outcomes and impact documented.	15%	45	Approved activity calendar; programme proposals and reports; circulars; attendance and participation records; photographs; NGO/industry collaboration records and MoUs; student project reports; beneficiary feedback; outcome and impact assessment reports.
5	Monitoring, Audits, Reporting & Continuous Improvement	<ol style="list-style-type: none"> 1. Maintain a verified institutional sustainability database and dashboard. 2. Monitor initiatives across all departments. 3. Conduct sustainability 	100% departmental coverage and updated data; annual audit and report completed on time; at least 75% of actionable audit recommendations	20%	60	Sustainability database/dashboard; department-wise reports; green/sustainability audit; ATR and closure evidence; Annual SRCS Report;

		audits and track corrective actions. 4. Submit the Annual SRCS Report and required IQAC/NAAC/NBA/NIRF data. 5. Review KPIs and close audit observations within timelines.	implemented and 90% of observations closed within stipulated timelines.			institutional submissions; KPI review.
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FINAL EVALUATION SUMMARY

Key Result Area (KRA)	Weightage (%)	Maximum Marks
Sustainability Strategy, Governance & Policy	20%	60
Green Campus & Resource Conservation	25%	75
SDG Integration, Climate Action & Environmental Performance	20%	60
Community Engagement & Social Responsibility	15%	45
Monitoring, Audits, Reporting & Continuous Improvement	20%	60
TOTAL	100%	300

NOTE:

All achievements shall be supported by verifiable documentary evidence, including approved policies and action plans, audit reports, SDG mapping, resource-consumption data, project and outreach reports, compliance records, impact assessments, institutional submissions and Action Taken Reports (ATRs)

The Dean -SRCS shall present an annual performance review highlighting achievements, gaps, corrective actions and targets for the next assessment period