### Proforma for Performance Based Appraisal System (PBAS)

**GBU- CAS**

(To be submitted for consideration for promotion to Associate Professor and above)

### Assessment Period: Date of Joining to 31st May 2024

(Information provided should pertain to the assessment period referred above)

**PART-A: GENERAL INFORMATION AND ACADEMIC BACKGROUND**

1. Name (in Block Letters):
2. Father’s Name/Mother’s Name:
3. Date and Place of Birth:
4. Sex:
5. Marital Status:
6. Nationality:
7. Department:
8. Current Designation and Academic Level:
9. Date of Last Appointment/Promotion:
10. Date of eligibility:
11. Period of assessment:
12. Category (SC/ST/OBC/PWD/General):
13. Address for Correspondence (with Pin code): Address:

Telephone No.: Mobile No.:

1. Permanent Address (with Pin code), in case different from Sl. No. 13:
2. Academic Qualifications:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Examination | Name ofExam | University | Year of Passing | Percentage of Marksobtained | Division/ Class/Grade | Main Subject |
| Graduation |  |  |  |  |  |  |
| Post-Graduation |  |  |  |  |  |  |
| Other Examinations, ifany |  |  |  |  |  |  |

1. Research Degree (s)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Degrees | Name of theUniversity | Title of dissertation/thesis | Date ofsubmission | Date ofaward |
| M.Phil. |  |  |  |  |
| Ph.D./D.Phil. |  |  |  |  |
| D.Sc./D.Lit. |  |  |  |  |
| Other Degree,if any |  |  |  |  |

1. Experience (Before joining Gautam Buddha University) in chronological order: Use extra sheet if required.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| S. No. | Organization | Designation | PayScale | Duration | TotalExperience |
| From | To |
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1. Course taught at various levels during the academic year (name the course giving details):
2. Undergraduate:
3. Postgraduate:
4. Field of Specialization under the Subject/Discipline:
5. Details of Course/Programmes/Workshop/MOOCs attended or completed.
	1. Details of refresher/orientation course/research methodology/workshop/syllabus up- gradation/teaching- learning- evaluation/technology programmes/ Faculty Development Program

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| S. No. | Details | Place | Period | Year | Sponsoring/Organizing Agency |
| From | To |
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* 1. 20.2 MOOCs completed with e-certificate

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| --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Details ofMOOCs | Subject | Certificate providingagency | Date of certification | Level (UG/PG/Other) | Year | E-certification no. |
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* 1. 20.3Contribution towards development of e-content/MOOCs in 4-quadrants

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Details E- Contents/ MOOCs in4-quadrants | Quadrants developed | No. of Module | Course | Sponsoring agency | Year | Level (UG/PG/Other) |
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* 1. 20.4 Contribution towards conduct of MOOCs

|  |  |  |  |  |  |  |
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| S.No. | Details of MOOCs | Subject | Sponsoring agency | Level (UG/PG/Other) | Year | E-certification no. |
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1. Period of Teaching experience during the assessment period:

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| --- | --- | --- | --- | --- | --- |
| Name of the | Position | Ad-hoc/ | From | To | Total Experience |
| Institution | held with | Temporary/ |  |  | (as on ) |
|  | pay | Permanent/ |  |  |  |
|  | scale/Pay | Regular/  |  |  |  |
|  | Band with | Contract |  |  |  |
|  | Grade pay |  |  |  |  |
|  |  |  |  |  | Years | Months | Days |
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**PART-B: ACADEMIC PERFORMANCE ASSESSMENT**

**SECTION B.1**

### TEACHING, LEARNING, EVALUATION RELATED ACTIVITIES

1. Teaching Activity Details of Lectures, Tutorials, Practicals, and other teaching related activities)

Grading Criteria:

1. 80% & above- Good
2. Below 80% but 70% & above- Satisfactory
3. Less than 70% - Not Satisfactory

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| --- | --- | --- | --- | --- | --- |
| S. No. | Year | Course/ Paper | Level (PG/UG) | Teaching Mode | Grading as per Annual Performance Appraisal Report for the AssessmentPeriod(To be filled by the Establishment Cell of the University as per the University records) |
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### SECTION B.2

1. ADMINISTRATIVE SUPPORT, PARTICIPATION IN STUDENT’S CO-CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES PERSONAL DEVELOPMENT RELATED TO TEACHNING AND RESEARCH ACTIVITIES. (Kindly furnish the supporting documents)
2. Student related activities/Research Activities

### Grading criteria:

Good- Involved in at least 3 activities Satisfactory- 1-2 activities

Not-satisfactory- Not involved/ undertaken any of the activities

1. Administrative responsibilities such as Head, Chairperson/ Dean/Chief Proctor/In- Charge Student Affairs/Director/Coordinator/Warden/Assistant Registrar/Deputy Registrar etc.

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| --- | --- | --- | --- | --- | --- |
| S. No. | Year | Nature of Activity | Designation  | Institute(School)/department | Period |
| From | To |
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1. Examination and evaluation duties assigned by the University or attending the examination paper evaluation.

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| S. No. | Year | Nature of Activity | Designation | Institute(School)/department | Period |
| From | To |
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1. Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.

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| S. No. | Year | Nature of Activity | Level(UG/PG) | Institute(School)/department | Period |
| From | To |
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1. Organizing seminars/conferences/workshops, other University activities.

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| S. No. | Year | Details | Place | Period | Sponsoring/Organizing Agency |
| From | To |
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1. Evidence of actively involved in guiding Ph.D. students.

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| --- | --- | --- | --- |
| Registered (Ph.D.) | Thesis/ Dissertation Submitted | Year | Degree Awarded |
|  |  |  |  |

1. Conducting minor or major research project sponsored by national or international agencies.

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| S. No. | Year | Title | Period | Major/Minor | Sponsoring/ Funding Agency |
| From | To |
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1. At least one single or joint publication in peer-reviewed or UGC list Journals.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. No. | Title of the paper | Journal Name | Year | Vol. No. | Page No. | ISSNNo. | Impact Factor | Whether SCOPUSIndexed | Authorship | Reference number of UGC-CARE List |
|  |  |  |  |  |  |  |  |  |  |  |
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Note: Impact factor to be determined as per Thomson Reuters list The Authorship is to be filled as follows:

* + One of Two Authors
	+ For more than two Authors
		- First/Principal/Corresponding Author
		- Joint Author

### OVERALL GRADING FOR B.2

|  |  |  |
| --- | --- | --- |
| Year | No. of Activities covered\* | Overall grading Annual Performance Appraisal Report (APAR) for the assessmentperiod(To be checked by the Establishment Cell of the University as per University records and verified by the external committee.) |
|  |  |  |
|  |  |  |

Number of activities can be within or across the broad categories of activities.

(Please attach supporting documents as per requirement)

### SECTION B.3:

**RESEARCH AND ACADEMIC CONTRIBUTIONS**

1. Published Research papers in Referred/Peer-Reviewed or UGC listed Journals

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Title of the paper | Journal Name | Year | Vol. No. | Page No. | ISSNNo. | Impact Factor | SCOPUSIndexed | Authorship | Reference number of UGC- CAREList | Academic Research Score |
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| Total |  |

Note:

Impact factor to be determined as per Thomson Reuters list The Authorship is to be filled as follows:

* + One of Two Authors
	+ For more than two Authors:
		- First/Principal/Corresponding Author
		- Joint Author
1. Publication (other than Research papers)
2. (i) books authored as one of two authors/First Principal/Corresponding Author/Joint Author

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Title of | Authorship\* | Level of | Publisher | ISBN | Whether | Academic |
| No. |  | the |  | Publisher | (with |  | Refereed | Research Score |
|  |  | Book |  | (National/ | city/country) |  |  |  |
|  |  |  |  | International) | & Year of |  |  |  |
|  |  |  |  |  | Publication |  |  |  |
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| Total |  |

* The Authorship is to be filled as follows:
	+ One of Two Authors
	+ For more than two Authors:
		- First/Principal/Corresponding Author
		- Joint Author a.(ii) Chapter in Edited books

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Title of | Title | of | Authorship\* | Publisher | ISBN | Whether | Academic Research Score |
| No | Edited | Chapter |  |  | (with |  | Refereed |  |
| . | Book |  |  |  | city/country) |  |  |  |
|  |  |  |  |  | & Year of |  |  |  |
|  |  |  |  |  | Publication |  |  |  |
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|  |  |  |  |  |  |  |  |
| Total |  |

* The Authorship is to be filled as follows:
	+ One of Two Authors
	+ For more than two Authors:
		- First/Principal/Corresponding Author
		- Joint Author

a.(iii) Books Edited as one of two Editor/First/Principal/Corresponding Editor/ Joint Editor

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Title | Editorship\* | Level of | Publisher | ISBN | Whether | Academic |
| No | of |  | Publisher | (with |  | Refereed | Research |
| . | Book |  | (National/ | city/country) |  |  | Score |
|  |  |  | International) | & Year of |  |  |  |
|  |  |  |  | Publication |  |  |  |
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| Total |  |

* The Editorship is to be filled as follows:
	+ One of Two Editors
	+ For more than two Editors:
		- First/Principal/Corresponding Editors
		- Joint Editors
1. Translation works in Indian and Foreign Languages by qualified faculties. b.(i) Chapter or Research Paper

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| S.No. | Title of the paper/Chapter | Journal/Book Name | Year | Vol. No. | Page No. | ISSN/ISBNNo. | Impact Factor | Authorship\* | Reference number of UGC-CARE List | Academic Research Score |
|  |  |  |  |  |  |  |  |  |  |  |
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| Total |

* The Authorship is to be filled as follows:
	+ One of Two Translators
	+ For more than two Translators:
		- First/Principal/Corresponding Translators
		- Joint Translators

b. (ii) Book Translated

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| S. | Title of Book | Authorship\* | Publisher | ISBN | Whether | Academic |
| No. |  |  | (with city/country) |  | Refereed | Research |
|  |  |  | & Year of |  |  | Score |
|  |  |  | Publication |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Total |

* The Authorship is to be filled as follows:
	+ One of Two Translators
	+ For more than two Translators:
		- First/Principal/Corresponding Translators
		- Joint Translators
1. Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula
2. Development of Innovative Pedagogy

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Name of the Module | Subject | Stream | Organization for which itwas developed | Year | Level (UG/PG/Other) | We blink | Academic Research Score |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Total |  |

1. Design of new Curricula and Courses

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Name of | Subject | Organization | Year | Level | We | Academic |
| No. | Curricula/ |  | for which it |  | (UG/PG/Other) | blink | Research |
|  | Course |  | was |  |  |  | Score |
|  |  |  | developed |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| Total |

1. Development of MOOCs
	1. C.1 Development of complete MOOCs in 4 quadrant for a course with credits

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details of | Credits | Course | Subject | Organization | Level | We blink | Academic |
| No. |  | MOOC (with |  |  |  | for which it | (UG/PG/ |  | Research |
|  |  | no. of |  |  |  | was | Other) |  | Score |
|  |  | quadrant) |  |  |  | developed |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
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| Total |

* 1. C.2 MOOCs (developed in 4 quadrants) per module/Lecture

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details of | Details | Course | Subject | Organization | Level | We blink | Academic |
| No. |  | MOOC (with | of |  |  | for which it | (UG/PG/ |  | Research |
|  |  | no. of | Module |  |  | was | Other) |  | Score |
|  |  | quadrant) |  |  |  | developed |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Total |

* 1. C.3 Content writer/subject matter expert for each module of MOOCs (at least one quadrant)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details | of | Details | Course | Subject | Organizatio | Level | Web- | Academic |
| No. |  | MOOC | (with | of |  |  | n for which | (UG/PG/ | link | Research |
|  |  | no. | of | Module |  |  | it | was | Other) |  | Score |
|  |  | quadrant) |  |  |  | developed |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
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* 1. C.4 Course Coordinator for MOOCs (4 credit course)

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| S. | Year | Details of | Credits | Course | Subject | Organizatio | Level | Weblink | Academic |
| No. |  | MOOC (with |  |  |  | n for which | (UG/PG/ |  | Research |
|  |  | no. of |  |  |  | it was | Other) |  | Score |
|  |  | quadrant) |  |  |  | developed |  |  |  |
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| Total |

1. Development of E-Content
	1. d.1 Development of e-Content in 4 quadrants for a complete course/e-book

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details of E- | Course/ | Subject | Organization | Level | Weblink | Academic |
| No. |  | Content (with | E-Book |  | for which it | (UG/PG/ |  | Research |
|  |  | no. of |  |  | was | Other) |  | Score |
|  |  | quadrant) |  |  | developed |  |  |  |
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| Total |  |

* 1. d.2 E-content (developed in 4 quadrants) per module

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details of E- | Module | Subject | Organization | Level | Weblink | Academic |
| No. |  | Content (with |  |  | for which it | (UG/PG/ |  | Research |
|  |  | no. of |  |  | was | Other) |  | Score |
|  |  | quadrant) |  |  | developed |  |  |  |
|  |  |  |  |  |  |  |  |  |
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| Total |  |

d.3 Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Year | Details of E- | Details | Course | Subject | Organization | Level | Weblink | Academic |
| No. |  | content (with | of |  |  | for which it | (UG/PG/ |  | Research |
|  |  | no. of | Module |  |  | was | Other) |  | Score |
|  |  | quadrant) |  |  |  | developed |  |  |  |
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| Total |  |

* 1. d.4 Editor of e-content for complete course/paper/e-book

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Year | Details of E- content (with no. ofquadrant) | Course/ Paper/E-book | Subject | Organization for which it was developed | Level (UG/PG/Other) | Weblink | Academic Research Score |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Total |  |

1. (a) Research Guidance

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level of Guidance | Year | Registered | Thesis/Dissertation submitted | Degree Awarded | Academic ResearchScore |
| Ph.D. |  |  |  |  |  |
| M.Phil. |  |  |  |  |  |
| Total |  |

1. Research Projects Completed

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Title | Status | of | Duration | Period | Total | Name of | Outcome | Academic |
| No. |  | PI\* |  | (in months) | (From to) | Grant/Funding | Sponsoring | of the | Research |
|  |  |  |  |  | Dates to | received (Rs.) | /Funding | Project | Score |
|  |  |  |  |  | be given |  | Agency |  |  |
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|  |  |  |  |  |  |  |  |  |
| Total |  |

\* Kindly indicate, whether you are Sole PI/PI/Co-PI in the project

1. Research Projects ongoing

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| . | Title | Status | of | Duration | Period | Total | Name of | Outcome | Academic |
| No. |  | PI\* |  | (in months) | (From to) | Grant/Funding | Sponsoring | of the | Research |
|  |  |  |  |  | Dates to | received (Rs.) | /Funding | Project | Score |
|  |  |  |  |  | be given |  | Agency |  |  |
|  |  |  |  |  |  |  |  |  |
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| Total |  |

\* Kindly indicate, whether you are Sole PI/PI/Co-PI in the project

1. Consultancy

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Title | Duration | Period | Total | Name of | Whether routed | Academic |
| No. |  | (in | (From to) | Grant/Funding | Sponsoring/ | through Parent | Research |
|  |  | months) | Dates to be | received (Rs.) | Funding | University/College | Score |
|  |  |  | given |  | Agency |  |  |
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| Total |

1. (a) Patents

|  |  |  |  |  |  |  |  |
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| S.No. | Title\* | Area/Subject | Date of Award | Level (International/National) | Reference Number | Sponsoring Agency | Academic ResearchScore |
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| Total |

* Only patents awarded are to be mentioned.
1. Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Government or State Government)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S.No. | Title\* | Area/Subject | Date ofpublication/Sub mission | Level (International/National) | Reference Number | Sponsoring Agency | Academic ResearchScore |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| Total |

* Only Policy document published/submitted to bodies/organization detailed above shall be considered.
1. Awards/Fellowship

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| --- | --- | --- | --- | --- | --- | --- |
| S.No. | Name of Award/ Hon or\* | Area/Subject | Name ofAwarding Body | Level (International/ National) | Date | Academic Research Score |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Total |

* Entries for awards made in this section should be from post-graduation onwards only, Junior/Senior research fellowship and non-net fellowship should not be included.
1. Invited lectures/ resource Person/paper presentation in Seminar/ Conferences/ full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S. | Title of | Invited | Nature of | Details | Level\*\* | Duration | Sponsoring | Academic |
| No. | Lecture/ | Lecture/Resource | Programme\* |  |  | (in minutes) | Agency | Research |
|  | Paper | Person/Paper |  |  |  |  |  | Score |
|  |  | presented |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Total |  |

* Seminar/FDP/Conference

\*\* Level: International (Abroad)/International (within country)/ National/State/ University.

## (Please attach supporting documents wherever required)

SUMMARY OF GRADING AND RESEARCH SCORE FOR THE ASSESSMENT PERIOD

(Grading for Section B.1 and B.2)

(As per the APPARs submitted by the applicant during the assessment period)

|  |  |  |  |
| --- | --- | --- | --- |
| S. No. | Year | Overall Grading for Section B.1-B.2 | No. of grading as |
| Good | Satisfactory |
|  |  |  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

Research Score (Section B.3)

|  |  |  |
| --- | --- | --- |
| SectionB.3 | Details of Research Activity | Academic/ResearchScore |
| 1. | Published Research Papers |  |
| 2. | Publications (other than Research papers) |  |
| 2.a.(i) | Books authored |  |
| 2.a.(ii) | Chapter in Edited Books |  |
| 2.a.(iii) | Books Edited |  |
| 2.b | Translation works in Indian and Foreign Languages |  |
| 2.b.(i) | Chapter or Research Paper |  |
| 2.b.(ii) | Book Translated |  |
| **Sub total of Publications (other than Research Papers)** |
| 3. | Creation of ICT mediated Teaching Learning Pedagogy and content anddevelopment of new and innovative courses and curricula |
| 3.(a) | Development of Innovative Pedagogy |  |
| 3.(b) | Design of Curricula and Courses |  |
| 3.(c) | Development of MOOCs |  |
| 3.c.1 | Development of complete MOOCs in 4 quadrant for acourse with credits |  |
| 3.c.2 | MOOCs (development in 4 quadrants) permodule/Lecture |  |
| 3.c.3 | Content writer/subject matter expert |  |

|  |  |  |
| --- | --- | --- |
| 3.c.4 | Course Coordinator for MOOCs |  |
| 3.(d) | Development of E-Content |  |
| 3.d.1 | Development of E-Content in 4 quadrants for a completecourse/e-book) |  |
| 3.d.2 | E-content (developed in 4 quadrants) per module |  |
| 3.d.3 | Contribution to development of e-content |  |
| 3.d.4 | Editor of e-content for complete course/paper/e-book |  |
| **Sub total of Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula** |  |
| 4.(a) | Research Guidance |  |
| 4.(b) | Research Projects Completed |  |
| 4.(c) | Research Projects ongoing |  |
| 4.(d) | Consultancy |  |
| **Sub total of Research related activities** |  |
| 5.(a) | Patents |  |
| 5.(b) | Policy Document |  |
| 5.(c) | Awards/Fellowship |  |
| **Sub total of Patents** |  |
| 6. | Invited lectures/ paper presentation |  |
| **TOTAL ACADEMIC/RESEARCH SCORE** |  |

**PART-C: OTHER RELEVANT INFORMATION**

1. Membership/Fellowship of Learned bodies/ Societies:
2. Literary, cultural or other activities (e.g. attainment in sports etc.) in which the applicants is interested and distinctions obtained:
3. Please give details of any other credential, significant contributions, awards received, responsibilities, etc. not mentioned earlier.
4. Future Plans (In approximately 150 words):

LIST OF ENCLOSURES: (*Please attach self-certified copies of certificates, sanction orders, papers, etc. wherever necessary)*

|  |  |
| --- | --- |
| 1. | 11. |
| 2. | 12. |
| 3. | 13. |
| 4. | 14. |
| 5. | 15. |
| 6. | 16. |
| 7. | 17. |
| 8. | 18. |
| 9. | 19. |
| 10. | 20. |

**PART D-DECLARATION**

 I have read the applicable guidelines, which are binding. I do hereby solemnly declare that the information given, the statements made and documents uploaded with this application form are correct and true to the best of my knowledge and belief. If any information given by me in this application is found to be false or misleading, my candidature is liable to be cancelled and I may be subjected to legal/disciplinary proceedings.

Date:

Place:

Signature & Designation of the Applicant

 Certified that………………………………………………………has been working as ……………………………………………………………. In this School/Department since………………………..

The particulars given in this application have been checked and verified from office records and documents enclosed are found to be correct.

The gradations have been verified on the basis of the performance of the applicant and the credentials/documents provided and enclosed herewith by the applicant.

Authorized Committee/Dean Academics