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KERALA GAZETTE

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PART III University of Calicut

(General & Academic Branch-I)

NOTIFICATION

No. 3696/GA-I-F1/2013/CU.

26th February 2014.

It is hereby notified that the following Amendments to the amended Regulations of 2002 and 2009 of the Regulation of 1977 (Chapter IV) relating to the qualification, placement and promotion of University and College Teachers have been finally approved by the Senate at its meeting held on 10-9-2013.

2. Amendments :

The existing Regulations contained in Regulation 3 relating to qualifications of teachers in University Teaching Departments and Regulation 4 relating to qualifications of teachers in non-professional Arts and Science Colleges and Regulation 5 (a) relating to qualifications of teachers in Training Colleges and Regulation 5 (b) relating to qualifications of teachers in Engineering Colleges in Chapter IV respectively be substituted by the following with effect from 30-7-2013.

Recruitment and Qualifications

- (i) The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the University teaching departments, and to the posts of Assistant Professors, Associate Professors and Professors in Private Aided Colleges affiliated to the University shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees, to be set up under the statutes/ordinances/regulations of the University.

- (ii) The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports will be those as prescribed in these Regulations.
- (iii) The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test-SLET), shall remain for the appointment of Assistant Professors.
- (iv) NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities/Colleges.

Provided however, that candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges.

- (v) NET/SLET shall not be required for such Master's Degree Programmes in disciplines for which NET/SLET accredited test is not conducted.
- (vi) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Directors of Physical Education and Sports.
- (vii) A relaxation of 5% may be provided at the Graduate and Master's level for the Scheduled Caste/ Scheduled Tribe/Differently-abled (physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- (viii) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.
- (ix) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.
- (x) The Ph. D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (xi) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (xii) The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.

3. Teachers of the University

(I) Professor

- A. (i) An eminent scolar with Ph.D. qualification (s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out in this Regulation in Appendix III.

OR

B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

(2) Associate professor

- (i) Good academic record with a Ph.D. Degree in the concerned/allied /relevant disciplines.
- (ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed.) of this University or an Indian/Foreign University recognized as equivalent thereto.
- (iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/Industry excluding the period of Ph.D. research with evidence of published work and a minimum of five publications as books and/or research/policy papers.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

(3) A. Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication.

(1) Assistant Professor

- (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject of this University or an Indian/Foreign University recognized as equivalent thereto as specified in the hand book issued by Association of Indian Universities from time to time.
- (ii) Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC like SLET.
- (iii) Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges.
- (iv) NET/SLET shall also not be required for such Master's Programmes in disciplines for which NET/SLET is not conducted.

(3) B. Music and Dance Discipline

(1) Assistant Professor

- (i) As in Regulation 3 (3) A. 1

OR

- (ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
 - (b) A high grade artist of AIR/TV; and
 - (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(2) *Associate Professor*

- (i) Good academic record with doctoral degree, with performing ability of high professional standard.
- (ii) Eight years of experience of teaching at the University, College level and/or research in University National Level institutions excluding the period spent for obtaining the research degree.
- (iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- (iv) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

- (v) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) 'A' grade artist of AIR/TV;
 - (b) Eight years of outstanding performing achievements in the field of specialization ;
 - (c) Experience in designing of new courses and/or curricula;
 - (d) Participation in seminars/conferences in reputed institutions;
 and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(3) *Professor*

- (i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

- (ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have :
 - (a) 'A' grade artist of AIR/TV ;
 - (b) Twelve years of outstanding performing achievements in the field of specialization ;
 - (c) Significant contributions in the field of specializations and ability to guide research ;
 - (d) Participation in National/International Seminars/Conferences/ Workshop and/or recipient of National/International Awards/ Fellowships ; and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(3) C. Drama Discipline**1. *Assistant Professor***

- (i) As in Regulation 3 (3) A. 1

OR

- (ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have :
 - (a) A professional artist with first class degree/diploma from National School of Drama or any other such approved institution in India or abroad ;
 - (b) Five years of regular acclaimed performance in Regional/National/International stage with evidence; and
 - (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

2. Associate Professor

- (i) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.
- (ii) Eight years of experiences of teaching in a University/College and/or research in University/national level institutions excluding the period spent for obtaining the research degree.
- (iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- (iv) Contributions to educational innovation such as designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

OR

- (v) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) A recognized artist of Stage/Radio/TV;
 - (b) Eight years of outstanding performing achievements in the field of specialization;
 - (c) Experience in designing of new courses and/or curricula;
 - (d) Participation in Seminars/Conferences in reputed institutions; and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledg to teach theory with illustrations in that discipline.

3. Professor

- (i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization

OR

- (ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) Twelve years of outstanding performing achievements in the field of specialization;
 - (b) Has made significant contributions in the field of specializations and has the ability to guide research;
 - (c) Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/ Fellowships; and
 - (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

(3) D. Visual (Fine) Arts Discipline**1. Assistant Professor**

- (i) As in Regulation 3 (3) A. 1

OR

- (ii) A professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (a) First class Diploma in Visual (Fine) Arts discipline from the recognized Institution of India/ Abroad;
 - (b) Five years of experience of holding regular Regional/National exhibitions/Workshops with evidence; and
 - (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. Associate Professor

- (i) Good academic record with doctoral degree, with performing ability of high professional standard.
- (ii) Eight years of experience of teaching in a University/College and/or research in University/National level institutions excluding the period spent for the research degree of M.Phil./Ph.D.
- (iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- (iv) Contributions to educational innovation such as designing new courses and/or curricula and or outstanding performing achievements in the field of specializations.

OR

- (v) A professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) A recognized artist of his/her own discipline;
 - (b) Eight years of outstanding performing achievements in the field of specialization ;
 - (c) Experience in designing of new courses and/or curricula;
 - (d) Participation in Seminars/Conferences in reputed institutions; and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustration in that discipline

3. Professor

- (i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

- (ii) A professional artist with highly commendable professional achievement in the concerned subject, Who should have:
 - (a) Twelve years of experience of holding regular regional/national exhibition/ workshops with evidence;
 - (b) Significant contributions in the field of specialization and ability to guide research ;
 - (c) Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships; and
 - (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(3) (E) Occupational Therapy

1. Assistant Professor

- (i) Bachelor Degree in Occupational Therapy (B.O.T/B.Th.O/B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O/M.Sc.O.T/ M.OT) with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

2. Associate Professor

- (i) Master in Occupational Therapy (M.O.T/M.O.Th/M.Sc.O.T) with eight years experience as Assistant Professor.
- (ii) Desirable: Higher Qualification like Ph.D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

3. Professor

- (i) Masters in Occupational Therapy (M.O.T/M.O.Th/M.Th.O/M.Sc.O.T) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).
- (ii) Desirable: Higher Qualification like Ph.D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.

4. Principal/Director/Dean:

- (i) Masters in Occupational Therapy (M.O.T/M.Th.O/M.Oth./M.Sc.O.T) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).
- (ii) Senior-most Professor shall be the Principal/Director/Dean
- (iii) Desirable: Higher Qualification like Ph.D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.

(3) (F) Physiotherapy.

1. Assistant Professor

- (i) Bachelor Degree in Physiotherapy (B.P/T./B.Th/P./B.P.Th), Masters in Physiotherapy (M./P.Th/M.Th.P/M.Sc.P.T/M.PT) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

2. Associate Professor

- (i) Masters in Physiotherapy (M.P.T/M.P.Th/M.Th.P/M.Sc. P.T) with eight years total experience as Assistant Professor.
- (ii) Desirable: Higher Qualification like Ph.D. in any discipline in Physiotherapy recognized by the UGC/independent published work of higher standard.

3. Professor

- (i) Masters in Physiotherapy (M.P.T/M.P.Th/M.Th.P/M.Sc. P.T) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).
- (ii) Desirable: Higher qualification like Ph.D. in any discipline in Physiotherapy recognized by the UGC/independent published work of high standard.

4. Principal/Director/Dean:

- (i) Masters in Physiotherapy (M.P.T/M.Th.P/M.P.Th./M.Sc. P.T) with fifteen years total experience, including five years experience as Professor (Physiotherapy).
- (ii) Senior-most Professor shall be the Principal/Director/Dean.
- (iii) Desirable: Higher qualification like Ph.D. in any discipline in Physiotherapy recognized by the UGC/independent published work of high standard.

(3) (G) Management/Business Administration

1. Assistant Professor

(i) Essential:

1. First Class Masters Degree in Business Management/Administration/ in a relevant management related discipline of this University or an Indian/Foreign University recognized as equivalent thereto or First Class in two year full time PGDM declared equivalent by AIU/accredited by the AICTE/ UGC ;

OR

- 2 First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory bodies.

(ii) Desirable:

1. Teaching, research, industrial and/or professional experience in a reputed organization ;
2. Papers presented at Conferences and/or published in refereed journals.

2. Associate Professor

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Masters Degree in Business Management/Administration/ in a relevant management related discipline of this University or an Indian/Foreign University recognized as equivalent thereto or first class in two year full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC ;

OR

First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body.

(ii) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

(iii) A minimum of eight years' experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.

OR

(iv) In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

(1) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/in a relevant management related discipline of this University or an Indian/ Foreign University recognized as equivalent thereto or first class in two year full time PGDM declared equivalent by AIU/recognized by AICTE/UGC.

OR

First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body.

(2) A minimum of ten years experience of teaching/industry/research/profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national/international level as equivalent to Ph.D. and ten years managerial experience in industry/profession of which at least five years should be at the level comparable to that of Lecturer/Assistant Professor.

(v) Without prejudice to the above, the following conditions may be considered desirable:

(a) Teaching, research, industrial and/or professional experience in a reputed organization ;

(b) Published work, such as research papers, patents filed/obtained, books and/or technical reports ; and

(c) Experience of guiding the project work/dissertation of PG/Research Students or supervising R & D projects in industry.

3. Professor

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Masters Degree in Business Management/Administration/ in a relevant discipline of this University or an Indian/Foreign University recognized as equivalent thereto or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC ;

OR

First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body.

(ii) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

(iii) A minimum of ten years' experience of teaching/industry/research/professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

(iv) In the event the candidate is from industry and the profession, the following shall constitute as essential:

(1) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/in a relevant management related discipline of this University or an Indian/Foreign University recognized as equivalent thereto or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC.

OR

First Class graduate and' professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body.

(2) The candidate should have professional work experience which is significant and can be recognized at national/international level as equivalent to Ph.D. and twelve years' managerial experience in industry/profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

(v) Without prejudice to the above, the following conditions may be considered desirable:

- (a) Teaching, research, and/or professional experience in a reputed organization ;
- (b) Published work, such as research papers, patents filed/obtained, books and/or technical reports;
- (c) Experience of guiding the project work/dissertation of PG/Research Students or supervising R & D projects in industry ;
- (d) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and
- (e) Capacity to undertake/lead sponsored R&D consultancy and related activities.

4. Principal/Director/Head of Institution

i. Qualification same as those prescribed for the post of Professor in the relevant discipline with a minimum of fifteen years' experience of postgraduate teaching/industry/research.

OR

ii. For candidates from Industry/Profession :

(1) Qualification same as those prescribed for the post of Professor from industry/ profession stream with fifteen years' experience of postgraduate teaching/research out of which five years must be at the level of Professor in the relevant discipline.

iii. Without prejudice to the above, the following conditions may be considered desirable :

(1) Administrative experience in senior level responsible position in the Industry/Professional Institution.

(3) (H) Pharmacy Discipline

1. Assistant Professor

(i) Essential:

- (1) A basic degree in Pharmacy (B. Pharm.).
- (2) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
- (3) First Class Master's Degree in appropriate branch of specialization in Pharmacy of this University or an Indian/Foreign University recognized as equivalent thereto.

(ii) Desirable:

- (1) Teaching, research, industrial and/or professional experience in a reputed organization; and
- (2) Papers presented at Conferences and/or in referred journals.

2. Associate Professor

(i) Essential:

- (1) A basic degree in Pharmacy (B.Pharm.)
- (2) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
- (3) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and/or profession at the level of Lecturer or equivalent grade; excluding the period spent on obtaining the research degree.

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (1) First Class Master's Degree in the appropriate branch of specialization in Pharmacy of this University or an Indian/Foreign University recognized as equivalent thereto;
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial/professional experience of eight years in a position equivalent to the level of Lecturer :

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts Appointed by the Vice-Chancellor of the University.

(iii) Desirable:

- (1) Teaching, research, industrial and/or professional experience in a reputed organization;
- (2) Published work, such as research papers, patents filed/obtained, books and/or technical reports; and
- (3) Experience of guiding the project work, dissertation of post graduate or research students or supervising R & D projects in industry.

3. Professor

(i) Essential:

- (1) A basic degree in Pharmacy (B.Pharm.)
- (2) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
- (3) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and/or profession at the level of Lecturer or equivalent grade;

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (1) First Class Master's Degree in the appropriate branch of specialization in Pharmacy of this University or an Indian/Foreign University recognized as equivalent thereto; and
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial/professional experience of five years at a senior level comparable to Assistant Professor/Reader :

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice Chancellor of the University.

(iii) Desirable :

- (1) Teaching, industrial, research and/or professional experience in a reputed organization;
- (2) Published work, such as research papers, patents filed/obtained, books and/or technical reports;
- (3) Experience of guiding the project work, dissertation of post graduate or research students or supervising R & D projects in industry;
- (4) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and
- (5) Capacity to undertake/lead sponsored R & D, consultancy and related activities.

For avoidance of doubt, it is hereby clarified that :

- (1) If Class or Division is not declared the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
- (2) In respect of CGPA awarded to the candidate on a 10-Point Scale, the Table of equivalence shall be provided by the University concerned followed for determining the Class obtained by them as per (1) cited above.

(3) (I) Physical Education

1. Professor

- (a) A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto.
- (b) Ph.D. in Physical Education or equivalent published work; and
- (c) At least ten years teaching/research experience in a department/college of Physical Education out of which at least five years in the post graduate Institution/University department.

2. Associate Professor

- (a) A Master's Degree Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto.
- (b) At least eight years teaching/research experience in a department/college of Physical Education out of which at least three years in the post graduate level; and
- (c) Ph.D. in Physical Education or equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor/Associate Professor as per above eligibility criteria, it would be permissible to appoint retired Professor/Associate Professor in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.

3. Assistant Professor

- (a) A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto.
- (b) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET.
- (c) Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges.
- (d) Any other stipulation prescribed by the UGC/such other affiliating body/State Government, from time to time for the positions of Principal and Lecturers, shall be mandatory.

4. Principal/Head

- (a) A Master's Degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto.
- (b) Ph.D. in Physical Education or equivalent published work in Physical Education; and
- (c) Ten years teaching experience out of which five years experience shall be in a college of Physical education.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Principal/Head as per above eligibility criteria, it would be permissible to appoint retired Principal/ Head in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

5. Assistant Director of Physical Education

- (i) A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/ Foreign University recognized as equivalent thereto with a consistently good academic record.
- (ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State and/or national championships.
- (iii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- (iv) Passed the physical fitness test conducted in accordance with these Regulations.
- (v) Notwithstanding anything contained in sub-clauses (i) and (iv), to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of University Assistant Director of Physical Education/College Director of Physical Education and Sports.

6. Deputy Director of Physical Education

- (i) A Ph.D. in Physical Education. Candidates from outside the University system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the University concerned.
- (ii) Eight years experience as University Assistant DPEs/College DPEs, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like state/national/inter- university/combined university etc.
- (v) Passed the physical fitness test in accordance with these Regulations.
- (vi) Consistently good appraisal reports.

7. Director of Physical Education

- (i) A Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College (selection grade).
- (iii) Participation in at least two national/international seminars/conferences.
- (iv) Consistently good appraisal reports.
- (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (vi) Evidence of having produced good performance teams/athletes for competitions like state/national/inter- university/combined university etc.

Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN

12 minutes Run/Walk Test

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN

8 minutes Run/Walk Test

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 metres	800 metres	600 metres	400 metres

(3) (J) Assistant Professor Stage 2 (Promotion from Assistant Professor Stage 1)

(i) Service requirement:

Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil./P.G. Degree in Professional Courses such as LLM, M.Tech, MV.Sc., M.D., or six years of service who are without Ph.D./M.Phil./P.G. Degree in Professional Courses.

(ii) Minimum Academic Performance Requirements and Screening/ Selection Criteria:

- (1) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table II (A)/ II (B) of Appendix III.
- (2) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.
- (3) Screening cum Verification process for recommending promotion.

(3) (K) Assistant Professor Stage 3 (Promotion from Assistant Professor Stage 2)

(i) Service requirement:

Assistant Professor with completed service of five years in Stage 2

(ii) Minimum Academic Performance Requirements and Screening/Selection Criteria:

- (1) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table II (A)/ II(B) of Appendix III.
- (2) One course/programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of 2/3 week duration.
- (3) Screening cum Verification process for recommending promotion.

(3) (L) Associate Professor Stage 4 (Promotion from Assistant Professor Stage 3)

(i) Service requirement :

Assistant Professors with three years of completed service in Stage 3.

(ii) Minimum Academic Performance Requirements and Screening/Selection Criteria:

- (1) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table II(A)/II(B) of Appendix III.
- (2) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D. holders.

- (3) One course/programme from among the categories of Methodology Workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of minimum one week duration.
- (4) A selection committee process as stipulated in this Regulations and in Tables II (A) and II (B) of Appendix III.

(3) (M) Professor Stage 5 (Promotion from Associate Professor Stage 4)

- (i) Service requirement:
Associate Professor with three years of completed service in Stage 4.
- (ii) Minimum Academic Performance Requirements and Screening/Selection Criteria :
 - (1) Minimum yearly/cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table II(A) / II(B) of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.
 - (2) A minimum of five publications since the period that the teacher is placed in Stage 3.
 - (3) A selection committee process as stipulated in this Regulations and in Tables II(A) and II(B) of Appendix III.

(3) (N) Professor Stage 6 (Promotion from Professor Stage 5)

- (i) Service requirement:
Professor with ten years of completed service (Universities only)
- (ii) Minimum Academic Performance Requirements and Screening/Selection Criteria:
 - (1) Minimum yearly/cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III.
 - (2) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards/honours/recognitions/patents and IPR on products and processes developed/technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LI.D. etc.,
 - (3) A review process by an Expert Committee as stipulated in this Regulations and in Tables II(A) and II(B) of Appendix III.

(3) (O) Assistant DPE (Senior Scale) / College DPE (Senior Scale)—Promotion from Assistant DPE/College DPE Stage 1

- (i) Service requirement:
Assistant DPE/College DPE completed four years of service in Stage 1 with Ph.D. or five years of service who are with M.Phil. or six years of service who are without Ph.D./M.Phil.
- (ii) Minimum Academic Performance Requirements and Screening/Selection Criteria :
 - (1) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges.
 - (2) One Orientation and one Refresher Course of 3/4 weeks duration.
 - (3) No separate interview points for the Screening cum Evaluation process of recommending promotion.

(3) (P) Deputy DPE/Assistant DPE (Selection Grade) / College DPE (Selection Grade)—Stage 3 [Promotion from Assistant DPE (Senior Scale) / College DPE (Senior Scale) Stage 2]

- (i) Service requirement:
Assistant DPE (Senior Scale) College DPE (Senior Scale) with completed service of five years in Stage 2.
- (ii) Minimum Academic Performance Requirements and Screening/Selection Criteria :
 - (1) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix III for University DPEs cadres in Universities and in Table V(b) of Appendix III for DPEs cadres in Colleges.

(2) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period.

(3) No separate interview points for the Screening cum Evaluation process of recommending promotion.

(3) (Q) Deputy DPE/ Assistant DPE(Selection Grade)/College DPE (Selection Grade)—Stage 4 [Promotion from Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade) Stage 3]

(i) Service requirement :

Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade) with three years of completed service in Stage 3.

(ii) Minimum Academic Performance Requirements and Screening/Selection Criteria :

(1) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix III for University DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges.

(2) Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M.Phil. holders and exemption of two publications for Ph.D. holders.

(3) Evidence of having produced teams/athletes

(4) A selection committee process as stipulated in this Regulation and in Table V(a) of Appendix III for the University DPE cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges.

(3) (R) University Director of Physical Education—Stage 5 (Promotion from Stage 4)

(i) Service requirement :

Deputy DPE in Universities with three years of completed service in Stage 4.

(ii) Minimum Academic Performance Requirements and Screening/Selection Criteria :

(1) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix III for DPEs in University. These may be achieved over two assessment periods, if required.

(2) A minimum of five publications over two assessment periods (six years).

(3) Evidence of having produced teams/athletes.

(4) A selection committee process as stipulated in this Regulations and in Table V(a) of Appendix III for DPEs in the University.

4. Teachers of Affiliated Non-professional Arts and Science Colleges

(1) Principal

(i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian / Foreign University recognized as equivalent thereto;

(ii) A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance;

(iii) Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities, Colleges, and other institutions of higher education; and

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulations in Appendix III for direct recruitment of Professors in Colleges.

(2) *The qualifications for appointment and promotion of teachers in non-professional Arts & Science Colleges shall be as per Regulation 3 and 7.*

5. (a) Teachers in Affiliated Professional Colleges-Training Colleges

(1) Principal :

(i) Academic and professional qualification will be as prescribed for the post of Assistant Professor ;

(ii) Ph.D. in Education with evidence of published work and research guidance ;

- (iii) Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities, Colleges, and other institutions of higher education; and
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulations in Appendix III for direct recruitment of Professors in Colleges.

(2) Assistant Professor (qualification for B.Ed & M.Ed Courses)

(1) Foundation Courses:

- (i) A Master's Degree in Science/Humanities/Arts with 50% marks or an equivalent grade in a point scale wherever grading system is followed of this University or an Indian/Foreign University recognized as equivalent thereto;
- (ii) M.Ed with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed of this University or an Indian/Foreign University recognized as equivalent thereto;
- (iii) Besides fulfilling the above qualification candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test (State Level Eligibility Test—SLET) accredited by the UGC.
- (iv) Notwithstanding anything contained in sub-clauses (i) and (iii), to this clause, candidates, who are or have been awarded a Ph. D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges.

OR

- (i) M.A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto;
- (ii) B.Ed. with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto; and
- (iii) Besides fulfilling the above qualification candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test (State Level Eligibility Test—SLET) accredited by the UGC.
- (iv) Notwithstanding anything contained in sub-clauses (i) and (iii), to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges.

(2) Methodology Courses:

- (i) A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto;
- (ii) M.Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) of this University or an Indian/Foreign University recognized as equivalent thereto;
- (iii) Besides fulfilling the above qualification candidates must have cleared the National Eligibility Test (NET) for Lecturers conducted by the UGC,CSIR or similar test (State Level Eligibility Test—SLET) accredited by the UGC.

Provided that at least one Lecturer should have specializations in ICT and another in the special education.

- (iv) Notwithstanding anything contained in sub-clauses (i) and (iii), to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges.

(3) The qualifications for promotion of teachers in Training Colleges shall be as per Regulation 3 and 7.

5. (b) Teachers in Affiliated Professional Colleges—Engineering Colleges

(A) Engineering and Technology Discipline

1. Assistant Professor

(i) Essential:

First class Master's Degree in the appropriate branch of Engineering (Engg.) and Technology (Tech.) of this University or an Indian/Foreign University recognized as equivalent thereto.

(ii) Without prejudice to the above, the following conditions may be considered desirable:

- (1) Teaching, research, industrial and/or professional experience in a reputed organization;
- (2) Papers presented at Conferences and/or in referred journals.

2. Associate Professor

(i) Essential:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Tech., of this University or an Indian/Foreign University recognized as equivalent thereto and experience of eight years in teaching, research and/or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (1) First Class Master's Degree in the appropriate branch of Engg. & Tech. of this University or an Indian/Foreign University recognized as equivalent thereto;
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech., and industrial/professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice Chancellor of the University.

(iii) Without prejudice to the above, the following conditions may be considered desirable :

- (1) Teaching, research, industrial and/or professional experience in a reputed organization ;
- (2) Published work, such as research papers, patents filed/obtained, books, and/or technical reports; and
- (3) Experience of guiding the project work/dissertation of PG/Research Students or supervising R & D projects in industry.

3. Professor

(i) Essential :

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Tech. of this University or an Indian/Foreign University recognized as equivalent thereto and experience of ten years in teaching, research and/or industry, out of which at least five years at the level of Assistant Professor, Reader or equivalent grade.

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential :

- (1) First Class Master's Degree in the appropriate branch of Engg. & Tech. of this University or an Indian/Foreign University recognized as equivalent thereto ;
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech., and industrial/professional experience of ten years, out of which at least five years at a senior level of Assistant Professor/Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice Chancellor of the University.

(iii) Without prejudice to the above, the following conditions may be considered desirable :

- (1) Teaching, research, industrial and/or professional experience in a reputed organization ;
- (2) Published work, such as research papers, patents filed/obtained, books, and/or technical reports ;
- (3) Experience of guiding the project work/dissertation of PG/Research Students or supervising R & D projects in industry ;
- (4) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities ; and
- (5) Capacity to undertake/lead sponsored R & D, consultancy and related activities.

(B) Biotechnology (Engg. and Tech.) Discipline

1. Assistant Professor

(i) Essential :

- (1) First Class Master's Degree in the appropriate branch of Engineering (Engg.) and Technology (Tech.) of this University or an Indian/Foreign University recognized as equivalent thereto ;

OR

- (2) A Ph.D. Degree in Applied Biological Sciences, such as Microbiology, Biochemistry, Genetics, Molecular Biology, Pharmacy and Biophysics

OR

- (3) Good academic record with at least 55% marks (or an equivalent grade) at the Master's Degree level, in the relevant subject of this University or an Indian/Foreign University recognized as equivalent thereto.

(ii) Besides fulfilling the qualifications as in (3) candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

(iii) Desirable:

- (1) Teaching, research, industrial and/or professional experience in a reputed organization ;
- (2) Papers presented at Conferences and/or in referred journals.

2. Associate Professor

(i) Essential :

- (1) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Tech./Applied Biological Sciences, and experience of eight years in teaching, research and/or industry at the level of Lecturer or equivalent grade, excluding the period spent on obtaining the research degree.

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential :

- (1) First Class Master's Degree in the appropriate branch of Engg. & Tech./Applied Biological Sciences of this University or an Indian/Foreign University recognized as equivalent thereto ;
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech., and industrial/professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice Chancellor of the University.

(iii) Desirable :

- (1) Teaching, research, industrial and/or professional experience in a reputed organization ;
- (2) Published work, such as research papers, patents filed/obtained, books and/or technical reports ; and
- (3) Experience of guiding the project work/dissertation of PG/Research Students or supervising R & D projects in industry.

3. Professor

(i) Essential:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Tech./Applied Biological Sciences of this University or an Indian/Foreign University recognized as equivalent thereto and experience of ten years in teaching, research and/or industry, out of which at least five years at the level of Assistant Professor, Reader or equivalent grade.

OR

(ii) In the event the candidate is from industry and the profession, the following shall constitute as essential :

- (1) First Class Master's Degree in the appropriate branch of Engg. & Tech./Applied Biological Sciences of this University or an Indian/Foreign University recognized as equivalent thereto;
- (2) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech./Applied Biological Sciences, and Industrial/professional experience of ten years out of which at least five years at the senior level of Assistant Professor/Reader ,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice Chancellor of the University.

(iii) Desirable:

- (1) Teaching, industrial research and/or professional experience in a reputed organization;
- (2) Published work, such as research papers, patents filed/obtained, books and/or technical reports;
- (3) Experience of guiding the project work, dissertation of post graduate or research students or supervising R & D projects in industry;
- (4) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and
- (5) Capacity to undertake/lead sponsored R & D, consultancy and related activities.

C. Principal

Method of Appointment:

By promotion from the category of Professors

Qualifications:

- (1) Ph.D Degree in Engineering with First Class Degree at Bachelor's or Master's level in Engineering/ Technology.
- (2) 15 years experience in teaching at UG level or above/industry/research out of which 5 years must be at the level of Professor or above in Engineering/Technology.

D. The method of appointment and qualifications for the posts of Workshop Superintendent, Instructor Grade-I and Instructor Grade-II in Engineering Colleges shall be governed by the existing Regulations approved by the Senate on 27/03/2009 and 28/03/2009.

E. The qualifications for promotion of teachers in Engineering Colleges shall be as per Regulation 3 and Regulation 7.

5.(c) Teachers in Affiliated Professional Colleges-Law Colleges

The existing Regulations shall continue

5.(d) Teachers in Affiliated Professional Colleges - Ayurveda Colleges

The existing Regulations shall continue

6. Teachers in Affiliated Oriental Title Colleges

The existing Regulations shall continue

7. **Stages of promotion under career Advancement Scheme of incumbent and newly appointed Assistant Professors/Associate Professors/ Professors.**

- (1) Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Regulations 12 and 13.
- (2) An entry level Assistant Professor, possessing Ph.D. Degree in the relevant discipline shall be eligible for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.
- (3) An entry level Assistant Professor possessing M.Phil. Degree or Postgraduate Degree in professional courses, approved by the relevant statutory body, such as LL.M./M.Tech., etc. shall be eligible for the next higher grade (Stage 2) after completion of five years service as Assistant Professor.
- (4) An entry level Assistant Professor who does not have Ph.D. or M.Phil. or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.
- (5) The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in this Regulation.
- (6) Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade (stage 3)
- (7) Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- (8) Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.
- (9) In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to Regulation 14.
- (10) Ten per cent. of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert Committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:
 - (a) post-doctoral research outputs of high standard;
 - (b) awards/honours/ and recognitions;
 - (c) additional research degrees like D.Sc., D.Litt., LID., etc. patents and IPR on products and processes developed/technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the University by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. in case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II(A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category,

11. In the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 31st December 2008, the promotion of such a candidate shall be governed by the provisions of these Regulations.

Provided further that notwithstanding anything contained in these Regulations, in the event any candidate became eligible for promotion under Career Advancement Scheme prior to 31st December 2008, the promotion of such a candidate under Career Advancement shall be governed by the University Regulations as amended in 2002 and 2009.

12. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph.D., M.Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

8. Stages of promotion under Career Advancement Scheme for Physical Education and Sports Personnel

- (1) Assistant DPE & S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).
- (2) Assistant DPE & S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (Stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage-2)
- (3) Assistant DEP&S/College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage and if otherwise eligible as per API scoring system and PBAS methodology prescribed for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).
- (4) After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed in these Regulations. Assistant DPE&S (Senior Scale)/College DEPE&S (Senior Scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade)/College DPE&S (Selection Grade), as the case may be.
- (5) After completing service of three years in stage 3 and subject to satisfying API scoring system and PBAS methodology prescribed in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE &S/Assistant DPE&S (Selection Grade)/College DPE&S (Selection Grade)
- (6) Post of Director, Physical Education and Sports (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed in these Regulations, shall be the eligibility for recruitment.

9. Counting of Past Services for Direct recruitment and promotion under CAS

1. Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III-Table No. II provided that:
 - (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.
 - (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
 - (c) The candidate for direct recruitment has applied through proper channel only.
 - (d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
 - (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.
 - (f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that :
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.
 - (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government) was considered for counting past services under this clause.

10. The concerned Board of Studies shall be the competent authority to decide/define/fix whether the PG/Ph.D. is in the relevant/concerned/allied discipline.

11. Percentage equivalence of grade points for a seven points scale:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

<i>Grade</i>	<i>Grade Point</i>	<i>Percentage Equivalent</i>
‘O’ - Outstanding	5.50-6.00	75-100
‘A’ - Very Good	4.50-5.49	65-74
‘B’ - Good	3.50-4.49	55-64
‘C’ - Average	2.50-3.49	45-54
‘D’ - Below Average	1.50-2.49	35-44
‘E’ - Poor	0.50-1.49	25-34
‘F’ - Fail	0-0.49	0-24

12. Selection Committee/Screening Committee Specifications.

- (1) The Selection Committee for direct recruitments of Assistant Professors, Associate Professors and Professors, and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor in the University shall have the following composition.

A. Assistant Professor in the University:

1. The Vice Chancellor shall be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University concerned.
3. Dean of the concerned Faculty, wherever applicable.
4. Head/Chairperson of the Department/School.
5. An academician nominated by the Visitor/Chancellor, wherever applicable.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(At least four members, including two outside subject experts, shall constitute the quorum.)

B. Associate Professor in the University:

1. The Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the University concerned.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(At least four members, including two outside subject experts, shall constitute the quorum.)

C. Professor in the University:

The composition of the Selection Committee for the post of Professor in the University shall be similar in the composition as that for the post of Associate Professor set out in Clause B above.

(2) The “Screening cum Evaluation Committee” for CAS promotion of Assistant Professors/equivalent cadres in Physical Education from one AGP to the other higher AGP shall consist of:

(i) For University teachers:

- (a) The Vice Chancellor as the Chairperson of the Selection Committee;
- (b) The Dean of the concerned Faculty;
- (c) The Head of the Department/Chairperson of the School; and
- (d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

(ii) For College teachers:

- (a) The Principal of the college;
- (b) Head of the concerned department from the college;
- (c) Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

The quorum for these committees in both categories mentioned above shall be three including the one subject expert/University nominee need to be present.

(3) The Selection Committee for the post of Associate Professor and Professor in Colleges including Private Colleges for direct recruitments and CAS promotions, shall have the following composition:

- (a) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing Body to be the Chairperson of the Selection Committee.
- (b) The Principal of the College.
- (c) The Head of the Department of the concerned subject from the College.

- (d) Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating University from the list of experts suggested by the relevant statutory body of the College of whom one should be a subject expert.
- (e) Two subject experts not connected with the College to be nominated by the Chairperson of the Governing Body of the College out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University. In case of Colleges notified/declared as minority educational institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- (f) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

The quorum for the meeting should be five of which at least two must be from out of the three subject experts.

(4) The Selection Committee for the post of College Principal shall have the following composition:

- (a) Chairperson of the Governing Body as Chairperson.
- (b) Two members of the Governing Body of the College to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- (c) One nominee of the Vice Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating University of whom one should be a subject expert.
- (d) Three experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved by the relevant statutory body of the University concerned.
- (e) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

At least five members, including two experts, should constitute the quorum. All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/panel of names in order of merit, duly signed by all members of the selection committee. The Principal shall hold the office till his/her retirement.

- (5) The Selection Committee specifications as delineated in this Regulations are applicable to all direct recruitments of Faculty Positions except Assistant Professor in Colleges and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor in Colleges.**
- (6) Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.**

13. Selection Procedures

- (1) The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this Regulations in Tables I to VI of Appendix III.
- (2) In order to make the system more credible, the University shall assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.
- (3) The Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) template proforma adopted by the University for Career Advancement Schemes (CAS) is provided in Appendix I & II.
- (4) Besides the indexed publications documented by various discipline-specific databases, the University shall draw through committee(s) of subject experts and ISBN/ISSN experts: (a) a comprehensive list of National/Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals/periodicals/official publication volumes of language bodies and upload them on the University website which are to be updated periodically. In respect of Indian language publications, equivalence in quality shall be prescribed for universities located in a State by a Co-ordination Committee of experts to be constituted by the Chancellor of the concerned State University. At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases. The UGC shall constitute a committee as soon as practicable, in so far as acceptability of the (list of) Indian language journals so developed by Universities/States, to arrive at equivalence in quality of such publications with otherwise accepted and recognized journals.
- (5) The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the University based on the API criteria provided in this Regulation. Without prejudice to the requirements provided for selection of Associate Professor under this Regulation, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:
 - (a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
 - (b) For those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
 - (c) For those without Ph.D. or M.Phil. Degree, at least three publications during the period of service as Assistant Professor.Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.
Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.
- (6) The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the University based on the API criteria provided in this Regulation and reprints of five major publications of the candidates.
Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor Stage-II.
Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

(7) In the case of selection of Professors who are from outside the academic stream and are considered under Regulation 3 (1) B, the University's statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

(8) The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- Assessment of aptitude for teaching, research and administration (20%);
- Ability to communicate clearly and effectively (10%);
- Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
- Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and

(e) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University based on these Regulations (deduced to 40% of the total API score).

(9) In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

(10) The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by the UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

(11) While the API:

- Tables I and III of Appendix III are applicable to the selection of Professors/Associate Professors/ Assistant Professors in Universities and colleges;
- Tables IV, V and VI of Appendix III are applicable to Directors/Deputy Directors/Assistant Directors of Physical Education and Sports; and
- The ratio/percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix III.

(12) The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II (c) of Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II (b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

- (13) In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities/colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V(b), Tables VIII (a) and VIII-(b) respectively. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API score for this category will be applied for the entire assessment period.
- (14) A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfills all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as adopted by the University duly supported by all credentials as per the API guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on 31-12-2008 and till the date on which this Regulation is notified, can be considered for promotion from the date, on or after 31-12-2008, on which they fulfill these eligibility conditions, provided as mentioned above.
- (15) Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II (a and b) of Appendix III or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- (16) CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix III.
- (17) The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the University based on these Regulations and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor, (b) in Tables V and VI for each of the cadre of Physical Education and Sports shall recommend to the Syndicate of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.
- (18) All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.
- (19) CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
- (20) The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.
- (21) Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the University shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

(22) In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

(23) (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from the date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

14. Professors in Under Graduate and Post Graduate Colleges

(1) Ten per cent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/appointment as that of Professors in Universities,

Provided that there shall be no more than one post of Professor in each Department ;

Provided further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(2) Identification of posts of the Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment/deputation is not an integer, the same shall be rounded off to the next higher integer.

(3) The selection process is to be conducted by the University by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota System' shall be followed starting with promotions and the direct recruitment quota shall be rotated in an alphabetical order.

(4) There shall be one post of Professor in each department of a Post-Graduate College which shall be subject to the same criterion for selection/appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of Professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor for CAS promotion or direct recruitment/deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

(5) The selection process is to be conducted by the University by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the ‘Rota-Quota System’ shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

(15) **Where there are any provision in the Regulations inconsistent with the provisions in G. O. (P) No. 58/2010/H.Edn. dated 27-3-2010 and G. O. (P) No. 389/10/H.Edn. dated 7-12-2010, those provisions in the Government Orders would override the provisions in the Regulations to the extent of such inconsistency. Notwithstanding anything contained in the Regulations, only those benefits, both monetary and others, specified in the Government Orders would be receivable.**

(16) **For fixing qualification to various posts by direct recruitment to the University or affiliated colleges, the modifications, additions, deletion or clarifications made by the apex statutory bodies like UGC, AICTE, IMC or Bar Council etc. shall be made applicable to the regulations and such modifications issued shall be reported to the Academic Council and shall form part of the regulation.**

APPENDICES

Appendix I	PBAS Pro forma for Promotion under CAS
Appendix II	Annual Self—Assessment for the Performance Based Appraisal System (PBAS)
Appendix III	
Table I	
Table II (A)	
Table II (B)	Performance Based Assessment Scheme
Table II (c)	(PBAS) & Annual Performance Indicators (APIs)
Table III	for Direct Recruitment & Promotion under Career
Table IV	Advancement Scheme (CAS)
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Table V (b)	
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Appendix IV	PBAS Pro forma for Direct Recruitment

APPENDIX—I

University of Calicut**PBAS Pro forma for Promotion under CAS****PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND**

1. Name (in Block Letters) :
2. Father's Name/Mother's Name :
3. Department :
4. Current Designation & Grade Pay :
5. Date of last Promotion :
6. Which position and grade pay are you an applicant under CAS ?
7. Date of eligibility for promotion :
8. Date and Place of Birth:
9. Sex :
10. Marital Status :
11. Nationality :
12. Indicate whether belongs to SC/ST/OBC Category :
13. Address for correspondence (with Pincode) :
14. Permanent Address (with Pincode) :

Telephone No :

Email :

15. Academic Qualifications (Matric till post graduation) :

<i>Examinations</i>	<i>Name of the Board/University</i>	<i>Year of Passing</i>	<i>Percentage of marks obtained</i>	<i>Division/ Class/Grade</i>	<i>Subject</i>
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High School/Matric

Intermediate

B.A./B.Sc./B.Com./
B. Mus.

M.A./M.Sc./M.Com./
M. Mus.

Others examination,
if any

16. Research Degree (s) :

<i>Degrees</i>	<i>Title</i>	<i>Date of award</i>	<i>University</i>
M. Phil			
Ph.D./D.Phil			
D. Sc./D.Litt.			

17. Appointments held prior to Joining this institution

<i>Designation</i>	<i>Name of Employer</i>	<i>Date of Joining</i>	<i>Salary with Grade</i>	<i>Reason of leaving</i>
		Joining Leaving		

18. Posts held after appointment at this institution :

<i>Designation</i>	<i>Department</i>	<i>Date of Actual Joining</i>	<i>Grade</i>
		From To	

19. Period of teaching experience : P. G. Classes (in years) : U.G. Classes (in years) 20. Research experience excluding years spent in M. Phil/Ph. D. (in years)

21. Fields of Specialisation under the Subject /Discipline

(a) ..

(b) ..

22. Academic Staff College Orientation/Refresher Course attended:

<i>Name of the Course/ Summer School</i>	<i>Place</i>	<i>Duration</i>	<i>Sponsoring Agency</i>

PART B: ACADEMIC PERFORMANCE INDICATORS

(Please see detailed instructions of this PBAS proforma before filling out this section)

Category : I. Teaching Learning and Evaluation Related Activities

(i) Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

<i>S. No.</i>	<i>Course/Paper</i>	<i>Level</i>	<i>Mode of teaching*</i>	<i>Hours per week allotted</i>	<i>% of classes taken as per documented record</i>
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*Lecture (L), Seminar, (S), Tutorials (T), Practicals (P), Contact Hours (C)

API Score
<p>(a) Classes Taken (max 50 for 100% performance & proportionate score upto 80 % performance, below which no score may be given)</p> <p>(b) Teaching Load in excess of UGC norm (max score: 10)</p>

(ii) Reading/Instructional material consulted and additional knowledge resources provided to students

<i>S. No.</i>	<i>Course/Paper</i>	<i>Consulted</i>	<i>Prescribed</i>	<i>Additional Resource provided</i>
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API Score based on Preparation and imparting of knowledge/instruction as per curriculum & syllabus enrichment by providing additional resources to Students (max-score: 20)

API Score

(iii) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.

<i>S. No.</i>	<i>Short Description</i>	<i>API Score</i>
Total Score (Max Score : 20)		

(iv) Examination Duties Assigned and Performed

<i>S. No.</i>	<i>Type of Examination Duties</i>	<i>Duties Assigned</i>	<i>Extent to which carried out (%)</i>	<i>API Score</i>
Total Score (Max Score : 25)				

Category: II. Co-Curricular, Extension, Professional Development Related Activities

Please mention your contribution to any of the following :

<i>S. No.</i>	<i>Type of Activity</i>	<i>Average Hrs/week</i>	<i>API Score</i>
(i)	Extension, Co-Curricular & field based Activities		
Total (Max : 20)			

(ii)	Contribution to Corporate Life and Management of the Institution	Yearly/Semester wise responsibilities	API Score
Total (Max : 15)			

(iii)	Professional Development Activities
Total (Max : 15)	

Total Score (i + ii + iii) (Max : 25)

Category: III. Research, Publications and Academic Contributions**A. Published Papers in Journals**

S. No.	Title with page Nos.	Journal	ISSN/ISBN No.	Whether peer reviewed, Impact Factor, if any	No. of co-authors	Whether you are the main author	API Score

B (i) Articles / Chapters published in Books

S. No.	Title with page Nos.	Book Title, editor and publisher	ISSN/ISBN No.	Whether peer reviewed.	No. of co-authors	Whether you are the main author	API Score

(ii) Full Papers in Conference Proceedings

S. No.	Title with page Nos.	Details of Conference Publication	ISSN/ISBN No.	No. of co-authors	Whether you are the main author	API Score

(iii) Books Published as single author or as editor

S. No.	Title with page Nos.	Type of Book and authorship	Publisher and ISSN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

III C. On going and Completed Research Projects and Consultancies**(c) (i & ii) Ongoing Projects/Consultancies**

S. No.	Title	Agency	Period	Grant/Amount Mobilized (Rs. lakh)	API Score

(c) (iii & iv) Completed Projects/Consultancies

S. No.	Title	Agency	Period	Grant/Amount mobilized (Rs. lakh)	Whether policy document/patent as outcome	API Score

(D) Research Guidance

S. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score
M. Phil or equivalent				
Ph. D. or equivalent				

(E) (i) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration)

S. No.	Programme	Duration	Organised by	API Score

(E) (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

S. No.	Title of the Paper Presented	Title of Conference/ Seminar	Organised by	Whether International/ National/State/Regional/ College or University level	API Score

(E) (iii) Invited Lectures and Chairmanships at national or international conference/seminar etc.

S. No.	Title of Lecture/ Academic Session	Title of Conference/ Seminar etc.	Organised by	Whether International/ National	API Score

IV. Summary of API Scores

	Criteria	Last Academic Year	Total-API Score for Assessment Period	Annual Av. API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, Professional development etc.			
	Total I+II			
III	Research and Academic Contribution			

PART C—OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

S. No.	Details (Mention Year, Value etc. where relevant)

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

1	6
2	7
3	8
4	9
5	10

I certify that the information provided is correct as per records available with the university and /or documents enclosed along with the duly filled PBAS proforma.

Signature of the faculty with
Designation, Place and Date

Signature of HOD/School
Chairperson/Principal

NB:—The individual PBAS proforma duly filled along with all enclosures, submitted for CAS promotions will be duly verified by the university/college as necessary and placed before the Screening cum Evaluation Committee or Selection Committee for assessment/verification.

Instructions for Filling up Part B of the PBAS Proforma

Part B of the proforma is based on Appendix-III, Table 1 of the UGC Regulations 2010.

B(I) is based on API scoring for Category I of the Table. Detailed information for 2009-10 or most recent assessment year is to be provided.

B(II) is based on Category II of the Table. Detailed information for 2009-10 or most recent assessment year is to be provided.

B(III) is based on Category III of the Table. Detailed information for the entire assessment period is to be provided.

The proforma is to be filled as per these tables and self-assessment scores given. For each category, even though several avenue of activities and their API scores are given to provide choice/opportunity to the teacher, maximum limit of scores that can be given or carried forward under each category/area is indicated in the Table-1 of the UGC Regulations.

The self-assessment scores are further to be based on the indicators/activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix III, Table 1.

NB:—The self-assessment scores are subject to verification by the university/college, and by the Screening cum Verification Committee or Selection Committee as the case may be.

CATEGORY: I—TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

(i) (a)

Lectures/Seminars/Practicals/Tutorials/Contact classes taken should be based on verifiable records.

Max. Score: 50

No score should be assigned if a teacher has taken less than 80% of the assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements have been made.

Maximum score of 50 if there is 100% performance.

(b)

If teacher has taken classes exceeding UGC norm, then two points to be assigned for each extra hour of classes/credit.

Max. Score: 10

(ii)

Imparting of knowledge/instruction as per *curriculum* with the prescribed material (Text book/Manual etc.), syllabus enrichment by providing additional resources to students (100% compliance=20 points)

Max. Score: 20

(iii) Use of participatory and innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.

Indicators/Activities	Maximum Score
Updating of courses, design of curriculum (5 per single course)	10
Participatory and Innovative T/L Process with materials for problem based learning, case studies, Group discussions etc.,	10
<ul style="list-style-type: none"> <li data-bbox="250 1304 699 1338">(a) Interacitve Courses: 5 points/each <li data-bbox="250 1349 831 1383">(b) Pariticipatory learning modules: 5 points/each <li data-bbox="250 1394 631 1428">(c) Case studies: 5 points/each 	
Use of ICT in T/L process with computer-aided methods like powerpoint/Multimedia/Simulation/Softwares etc.	10
(Use of anyone of these in addition to Chalk & Board: 5 points)	
Developing and imparting Remedial/Bridge Courses (Each activity: 5 points)	10
Developing and imparting soft skills/communication skills/personality development courses/modules (Each activity: 5 points)	10
Developing and imparting specialized teaching-learning programmes in physical education, library; innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity: 5 points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students	10
<ul style="list-style-type: none"> <li data-bbox="239 1929 790 1963">(a) Workshop/Training course:10 points each <li data-bbox="239 1974 766 2007">(b) Popularization programm: 5 points each 	
Maximum Aggregate Limit	20

(iv) Examination Related Work

Indicators	Maximum Score
College/University end semester/Annual Examination work as per duties allotted (Invigilation—10 points; Evaluation of answer scripts—5 Points; Question paper setting—5 points). (100% compliance=20 points)	20
College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance=10 points)	10
Examination work such as co-ordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance=10 points)	10
Maximum Aggregate Limit B(iv)	25

CATEGORY: II— CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

(i) Extension and Co-curricular and field based Activities

Institutional Co-curricular activities for students such as field studies/ educational tours, industry-implant training and placement activity (5 point each).	10
Positions held/Leadership role played in organization linked with Extentions Work and National Service Scheme (NSS), NCC, NSO or anyother similar activity (Each activity 10 points)	10
Students and Staff Related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points, institutional level 5 points)	10
Community work such as values of National Integration, Environment democracy, socialism, Human Rights, Peace, scientific temper; flood or, drought relief, small family norms etc. (5 points each)	10
Maximum Aggregate Limit	20

(ii) Contribution to Corporate Life and Management of the Institution

Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each)	10
Institutional Governance responsibilities like Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC co-ordinator (10 points each)	10
Participation in commities concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 point each)	10
Responsibility for, or participation in committees for Students Welfare, Counselling and Discipline (5 each)	10
Organisation of Conference/Traning as Chairman/Organizational Secretary/ Treasurer: (a) International (10 points); national/regional (5 points) (b) as member of the organizing committee (1point each)	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

Indicators/Activities	Maximum Score
Membership in profession related committees at state and national level	10
a. At national level: 3 points each	
b. At state level: 2 points each	
Participation in subject associations, conferences, seminars without paper presentation (Each activity: 2 point)	10
Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 points)	10
Membership/participation in State/Central Bodies/Committees on Education, Research and National Development (5 each)	10
Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes (1 point each)	10
Maximum Aggregate Limit	15

CATEGORY: III—RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

This is to be filled as per Appendix III Table 1, Category III of the UGC Regulations 2010. Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table 1.

III. Summary of API Scores

As stated in the UGC Regulations 2010, the API scoring will be progressively rolled out for categories I and II beginning with assessment of one year for selection committees in 2010-2011, annual averages of two years in 2011-2012 and so on. But for Category III, scores will be computed for the entire assessment period as already indicated in the Regulations.

IV. Similar PBAS proforma could be developed by the universities for the Cadres of Librarian/Deputy Librarian/Assistant Librarian and Director of Physical Education and Sports/Deputy Director of Physical Education and Sports/Assistant Director of Physical Education and Sports based on the API Scoring pattern outlined in Appendix III: Tables—IV to IX of the UGC-Regulations, 2010.

APPENDIX II

UNIVERSITY OF CALICUT

Annual Self-Assessment for the Performance Based Appraisal System (PBAS)

Session/Year

(To be completed and submitted at the end of each academic year)

Part A: GENERAL INFORMATION

1. Name (in Block Letters) :
2. Father's Name/Mother's Name :
3. Department :
4. Current Designation & Grade Pay :
5. Date of last Promotion :
6. Address for correspondence (with Pincode) :
7. Permanent Address (with Pincode) :
- Telephone No. :
- Email :
8. Whether acquired any degrees or fresh academic qualifications during the year :
9. Academic Staff College Orientation/Refresher Course attended during the year :

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency

Part B: Academic Performance Indicators

(Please see detailed instructions of this PBAS proforma before filling out this section)

CATEGORY: I—TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

(i) Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester—wise details, where necessary)

Sl. No.	Course/ Paper	Level	Mode of teaching*	No. of classes per week allotted	No. of classes conducted	% of classes/ practicals taken as per documented record

* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact House (C)

API Score

(a) Classes Taken (max 50 for 100% performance and proportionate score up to 80% performance, below which no score may be given)

(b) Teaching Load in excess of UGC norm (max score: 10)

(ii) Reading/Instructional material consulted and additional knowledge resources provided to students

Sl. No.	Course/Paper	Consulted	Prescribed	Additional Resource provided

API Score based on preparation and imparting of knowledge/instruction as per curriculum and syllabus enrichment by providing additional resources to students (max. score: 20)

API Score

(iii) Use of participatory and Innovative Teaching-Learning Methodologies, Updating of Subject content, Course Improvement etc.

Sl. No.	Short Description	API Score

Total Score (Max Score: 20)

(iv) Examination Duties Assigned and Preformed

Sl. No.	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score

Total Score (Max : 25)

CATEGORY: II—CO-CURRICULAR, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

Please mention your contribution to any of the following:

Sl. No.	Type of Activity	Average Hrs./Week	API Score
	(i) Extension, co-curricular & field based activities		
	Total (Max : 20)		
	(ii) Contribution to Corporate Life and Management of the Institution	Yearly/Semester wise responsibilities	API Score
	Total (Max : 15)		
	(iii) Professional Development Activities		
	Total (Max : 15)		
	Total Score (i + ii + iii) (Max : 25)		

CATEGORY: III—RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

(A) Published Papers in Journals

S. No.	Title with page Nos.	Journal	ISSN/ISBN No.	Whether peer reviewed impact Factor, if any	No. of co-authors	Whether you are the main author	API Score

(B)(i) Articles/Chapters published in Books

S. No.	Title with page Nos.	Book Title, editor & publisher	ISSN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

(ii) Full papers in Conference Proceedings

S. No.	Title with page Nos.	Details of Conference publication	ISSN/ISBN No.	No. of co-authors	Whether you are the main author	API Score

(iii) Books published as single author or as editor

S. No.	Title with page Nos.	Type of Book & Authorship	publisher & ISBN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

III (C) Ongoing and Completed Research projects and Consultancies

(c) (i &ii) Ongoing Projects/Consultancies

S. No.	Title	Agency	Period	Grant/Amount Mobilized (` lakh)	API Score

(c) (iii &iv) Completed Projects/Consultancies

S. No.	Title	Agency	Period	Grant/Amount Mobilized (` lakh)	Whether policy document/patent as outcome	API Score

(D) Research Guidance

<i>S. No.</i>	<i>Number Enrolled</i>	<i>Thesis Submitted</i>	<i>Degree awarded</i>	<i>API Score</i>
M. Phil or equivalent				
Ph. D. or equivalent				

(E) (i) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration).

<i>S.No.</i>	<i>Programme</i>	<i>Duration</i>	<i>Organised by</i>	<i>API Score</i>

(E) (ii) Papers presented in Conferences, Seminars, Workshops, Symposia.

<i>S.No.</i>	<i>Title of the paper presented</i>	<i>Title of Conference/ Seminar</i>	<i>Organised by</i>	<i>Whether International/ National/State/ Regional/College or University level</i>	<i>API Score</i>

(E) (iii) Invited Lectures and Chairmanships at National or International Conference/Seminar etc.

<i>S.No.</i>	<i>Title of the Lecture/Academic Session</i>	<i>Title of Conference/ Seminar etc.</i>	<i>Organised by</i>	<i>Whether International/ National</i>	<i>API Score</i>

IV. SUMMARY OF API SCORES

<i>S.No.</i>	<i>Criteria</i>	<i>Last Academic Year</i>	<i>Total-API Score for Assessment Period</i>	<i>Annual Av. API Score for Assessment Period</i>
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, Professional Development etc.			
	Total I + II			
III	Research and Academic Contribution			

PART C—OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

S. No.	Details (Mention Year, Value etc. where relevant)

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

1	6
2	7
3	8
4	9
5	10

I certify that the information provided is correct as per records available with the University and/or documents enclosed along with the duly filled PBAS proforma.

Signature of the faculty with Designation, Place and Date.

Signature of HOD/School Chairperson/Principal.

NB:—The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS Promotions will be verified by the University/College and information filed with the IQAC.

Instructions for Filling up Part B of the PBAS Proforma

Part B of the Proforma is based on Appendix-III, Table 1 of the UGC Regulations 2010. It is to be filled out for the recently completed academic year.

The Proforma is to be filled as per these tables and self assessment scores given. For each category, maximum scores that can be given or carried forward is indicated in the Table.

The self assessment scores are further to be based on the indicators/activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix III, Table 1.

NB:—The self-assessment scores are subject to verification by the University/College, and by the Screening cum Verification Committee or Selection Committee as the case may be.

I.—Teaching and Evaluation Related Performance.

(i) (a)

Lectures/Practicals/Tutorials/Contact Classes taken should be based on verifiable records.

Max. Score: 50

No score should be assigned if a teacher has taken less than (Say) 80% assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements would ordinarily be made.

Maximum score if there is 100% achievement.

(b)

If teacher has taken classes exceeding UGC norm, then two point to be assigned for each extra hour of classes. Max. Score : 10

(ii)

Imparting of knowledge/instruction *vis a vis* with the prescribed material (Text book/Manual etc.), and methodology of the curriculum (100% compliance=20 points) Max. Score: 20

(iii) Use of participatory and innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.

Indicators/Activities	Max. Score
Updating of courses, design of curriculum, (5 - single course)	10
Preparation of resource material, fresh reading materials, Laboratory manuals etc.	10
Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement.	10
(a) ICT Based Teaching material : 10 points/each	
(b) Interactive Courses : 5 points/each	
(c) Participatory learning modules : 5 points/each	
Developing and imparting Remedial/Bridge Courses and Counseling modules (Each activity : 5 points)	10
Developing and imparting soft skills/communication skills/personality development courses/modules (Each activity : 5 points)	10
Developing and imparting specialized teaching-learning programmes in physical education, library; innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity : 5 points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students	10
(a) Workshop/Training course : 10 points each.	
(b) Popularization program : 5 points each	
Maximum Aggregate Limit	20

(iv) Examination Related Work

Indicators	Max. Score
College/University end semester/Annual Examination work as per duties allotted (Invigilation—10 points; Evaluation of answer scripts—5 points; Question paper setting—5 points). (100% compliance = 20 points)	20
College/University Examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10 points)	10
Examination work such as co-ordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of (duty) (100% compliance = 10 points)	10
Maximum Aggregate Limit B (iv)	25

II Co-curricular, Extension and Profession Related Activities and Participation in the Corporate Life of the Institution

(i) Extension and Co-curricular Related Activities

Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 point each).	10
Positions held/leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC or any other similar activity (Each activity 10 points)	10
Students and Staff-Related Socio Cultural and Sports—Programmes, campus publications (departmental Level 2 points, institutional level 5 points).	10
Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points each)	10
Maximum Aggregate Limit	20

(ii) Contribution to Corporate Life and Management of the Institution

Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each).	10
Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points each)	10
Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 point each).	10
Responsibility for or participation in committees for Students Welfare, Counseling and Discipline (5 each)	10
Organisation of Conference/Training: International (10 points); National/regional (5 points).	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

<i>Indicators/Activities</i>	<i>Maximum Score</i>
Membership in profession related committees at State and National level	
(a) At National level : 3 points each	10
(b) At State level : 2 points each	
Participation in subject associations, conferences, seminars without paper presentation (Each activity: 2 point)	10
Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 points).	10
Membership/participation in Bodies/Committees on Education and National Development (5 each).	10
Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks etc. (1 point each).	10
Maximum Aggregate Limit	15

CATEGORY: III—RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

This is to be filled as per Appendix III Table 1, Category III of the UGC Regulations, 2010.

Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table 1.

III Summary of API Scores

The summary must take into account the maximum score limits for each set of indicators as given in Appendix III, Table 1.

IV Similar PBAS proforma could be developed by the universities for the Cadres of librarian/Deputy Librarian/ Assistant Librarian and Director of Physical Education & Sports/Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports based on the API Scoring pattern outlined in Appendix III:Tables-IV to IX of the UGC-Regulations, 2010.**APPENDIX—III TABLE—I****Proposed Scores for Academic Performance Indicators (APIS) in Recruitments and Career Advancement Scheme (CAS) Promotions of University/College Teachers****CATEGORY: I—TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

Brief Explanation:—Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening /selection committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

<i>S.No.</i>	<i>Nature of Activity</i>	<i>Maximum Score</i>
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of Lectures allocated ^a	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-Learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/ assessment of answer scripts) as per allotment.	25
Total score		125
Minimum API Score Required		75

Note:—^aLectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe Minimum cutoff (net of due leave) say 80%, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

CATEGORY: II—CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

Brief Explanation:—Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

<i>S.No.</i>	<i>Nature of Activity</i>	<i>Maximum Score</i>
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
Minimum API Score Required		15

CATEGORY: III—RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation:—Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

<i>S. No.</i>	<i>APIs</i>	<i>Engineering/Agriculture/ Veterinary Science/ Sciences/Medical Sciences</i>	<i>Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical Education Management</i>	<i>Max. points for University and college teacher position</i>
(1)	(2)	(3)	(4)	(5)
A	Research Papers published in :	Refereed Journals* Non-refereed but recognized and reputable journals and periodicals having ISBN/ISSN numbers Conference proceedings as full papers, etc. (Abstracts not to be included)	Refereed Journals* Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers Conference proceedings as full papers etc. (Abstracts not to be included)	15/publication 10/publication 10/publication
B	Research Publications (Books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by international publishers with an established peer review system Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers Subjects Books by other local publishers with ISBN/ISSN numbers Chapters contributed to edited knowledge based volumes published by international publishers Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Text or Reference Books Published by international publishers with an established peer review system Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers Subjects Books by other local publishers with ISBN/ISSN numbers Chapters contributed to edited knowledge based volumes published by international publishers Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	50/sole author, 10/ chapter in an edited books 25/sole author, and 5/chapter in edited book 15/sole author, and 3/chapter in edited books 10/Chapter 5/Chapter

(1)	(2)	(3)	(4)	(5)
C Research Projects				
C (i) Sponsored Projects carried out/ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs (b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs (c) Minor Projects (amount mobilized with grants above ` 50,000 up to 5 lakhs)	Major Projects amount mobilized with grants above 5.0 lakhs Major Project Amount mobilized with minimum of ` 3.00 lakhs up to ` 5.00 lakhs Minor Project (Amount mobilized with grants above ` 25,000 up to 3 lakhs)	Major Projects amount mobilized with grants above 5.0 lakhs Major Project Amount mobilized with minimum of ` 3.00 lakhs up to ` 5.00 lakhs Minor Project (Amount mobilized with grants above ` 25,000 up to 3 lakhs)	20/each Project 15/each Project 10/each Project
C (ii) Consultancy Projects carried out/ongoing	Amount mobilized with minimum of ` 10.00 lakhs	Amount mobilized with minimum of ` 2.00 lakhs	Amount mobilized with minimum of ` 2.00 lakhs	10 per every ` 10.00 lakhs and ` 2.00 lakhs, respectively
III(c) Completed (iii) Projects Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project Report (Accepted by funding agency)	Completed project Report (Accepted by funding agency)	20/each major project and 10/ each minor project
III(c) Project (iv) Outcome/outputs	Patent/Technology transfer/Product/ Process	Major Policy document of Govt. Bodies at Central and State level	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/50/each for international level.

III (D) Research Guidance

III (D) M.Phil. (i)	Degree awarded only	Degree awarded only	3/each candidate
III (D) Ph.D (ii)	Degree awarded Thesis submitted	Degree awarded Thesis submitted	10/each candidate 7/each candidate

III (E) Training Course and Conference/Seminar/Workshop Papers

III (E) Refresher courses, (i) Methodology workshops, training, Teaching-Learning-Evaluation Technology Programmes, soft skills development programmes, Faculty Development programmes (Max. 30 points)	(a) Not less than two weeks duration (b) One weeks duration	(a) Not less than two weeks duration (b) One week duration	20/each 10/each
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(1)	(2)	(3)	(4)	(5)
III(E) Papers in Conferences/ Seminars/Workshop etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in		
	(a) International conference	(a) International conference	10 each	
	(b) National	(b) National	7.5/each	
	(c) Regional/State level	(c) Regional/State level	5/each	
	(d) Local-University/College level	(d) Local-University/College level	3/each	
III(E) Invited lectures or presentations for Conferences/ symposia	(a) International	(a) International	10/each	
	(b) National level	(b) National level	5	

*Wherever relevant to any specific discipline, the API score for paper in referred journal would be augmented as follows: (i) indexed journals - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication [III (a)] and not under presentation [III (e) (ii)].

Notes:—1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

2. The API for joint publications will have to be calculated in the following manner, of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX—III TABLE—II (A)

Minimum APIS as Provided in Appendix—III Table I to be Applied for the Promotion of Teachers Under Career Advancement Scheme (CAS) in University Departments and Weightages for Expert Assessment

		Assistant Professor/ equivalent cadres (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres (Stage 2 to Stage 3)	Assistant Professor (Stage 3)to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (stage 5) to Professor (Stage 6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I	Teaching-learning, Evaluation Related Activities (Category—I)	75/year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category—II)	15/year	15/year	15/year	15/year	15/year

(1)	(2)	(3)	(4)	(5)	(6)	(7)
III	Minimum total average annual Score under Categories I and II*	100/year	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/assessment period)	50/year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage=100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee verify API scores	30%-Contribution to Research 50%-Assessment of domain knowledge and teaching practices 20%-Interview performance	50%-Contribution to Research 30%-Assessment of domain knowledge and teaching practices 20%-Interview performance	50% research 50% performance evaluation and other credential by referral procedure

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note:—For Universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of ` 6,000, 7,000, 8,000, 9,000, 10,000 and 12,000 respectively.

APPENDIX—III TABLE—II (B)

Minimum point norms of the APIS as Provided in Table I and weightages for export assessment to be applied for the Promotion of Teachers, in Colleges (UG and PG) Under Career Advancement Scheme (CAS)

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2	Assistant Professor/ equivalent cadres: Stage 2 to Stage 3	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)	Associate Professor to Professor promotion in Colleges (Stage 5) as per assigned posts
(1)	(2)	(3)	(4)	(5)	(6)
I	Teaching-learning, Evaluation Related Activities (Category—I)	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category—II)	15/year	15/year	15/year	15/year
III	Minimum total average annual Score under Categories I and II*	100/year	100/year	100/year	100/year

(1)	(2)	(3)	(4)	(5)	(6)
IV	Research and Academic Contribution (Category III)	5/year (20/assessment period)	10/year (50/assessment period)	15/year (45/assessment period)	20/year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage=100 Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20%-Contribution to Research. 60%-Assessment of domain knowledge and teaching practices 20 %-Interview performance	30%-Contribution to Research. 50%-Assessment of domain knowledge and teaching practices. 20 %-Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

*Note:—*For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of ` 6,000, 7,000, 8,000, 9,000, and 10,000 respectively.

Explanatory Note for Tables II (a) and II (b)

1. All Universities/colleges will set up verifiable systems for the API related information required in these tables within Three months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities/colleges for follow up by the universities/college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities/Colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API Scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings.

5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful the date of promotion will be deemed to be the minimum period of eligibility.
- (b) If however, the candidate finds that she/he fulfills the eligibility conditions at a late date and applies on that date and is successful, her/his promotion will be deemed to be from that date of application.
- (c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her/his promotion will be deemed to be from the later date.

APPENDIX—III TABLE—II (C)

Minimum Scores for APIs for direct recruitment of teachers in university Departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	<i>Assistant Professor/ equivalent cadres (Stage 1)</i>	<i>Associate Professor/ equivalent cadres (Stage 4)</i>	<i>Professor/equivalent cadres (Stage 5)</i>
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
Selection Committee criteria/weightages (Total weightages=100)	(a) Academic Record and Research Performance (50%) (b) Assessment of Domain Knowledge and Teaching Skills (30%) (c) Interview performance (20%)	(a) Academic Background (20%) (b) Research performance based on API score and quality of publications (40%) (c) Assessment of Domain Knowledge and Teaching Skills (20%)	(e) Academic Background (20%) (f) Research performance based on API score and quality of publications (40%) (g) Assessment of Domain Knowledge and Teaching Skills (20%) Interview performance (20%)

*Note.—*For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales with AGP of ` 6000, 9000 and 10000 respectively.

APPENDIX—III TABLE—III

**Minimum Academic Performance and Service Requirements for Promotion of Teachers
in Universities and Colleges**

<i>S. No.</i>	<i>Promotion of Teachers through CAS</i>	<i>Service requirement</i>	<i>Minimum Academic Performance Requirements and Screening/Selection Criteria</i>
(1)	(2)	(3)	(4)
1	Assistant Professor/equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V. Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II (A)/II (B) of Appendix III. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant Professor/equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II (A)/II (B) of Appendix III. (ii) One course/programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion.
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<ul style="list-style-type: none"> (I) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II (A)/II (B) of Appendix III (II) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders. (III) One course/programme from among the categories of methodology workshops, Training, Teaching-Learing-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (IV) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.
4	Associate Professor (Stage 4) Professor/equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<ul style="list-style-type: none"> (i) Minimum yearly/cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II (A)/II (B) of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required

(1)	(2)	(3)	(4)
5 Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (Universities only)		<ul style="list-style-type: none"> (ii) A minimum of five publications since the period that the teacher is placed in Stage 3. (iii) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III. (i) Minimum yearly/cumulative API scores for the assessment period as per the norms provided in Table II (A) of Appendix III. (ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards/honours/recognitions/patents and IPR on products and processes developed/technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc., (iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II(A) and II(b) of Appendix III.

*For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

Note.—For Universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of 6,000, 7,000, 8,000, 9,000, 10,000 and 12,000 respectively.

APPENDIX—III TABLE—IV

Academic Performance Indicators (APIs) and Proposed Scores Developed by the UGC for Adoption of Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions of University/Director/Deputy Director/Assistant Director of Physical Education/College Director of Physical Education

CATEGORY: I—TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

S. No.	<i>Nature of Activity</i>	Maximum Score
(1)	(2)	(3)

CATEGORY—I

1 Management of Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports) 40
(20 Points)

Lecture cum practice based athlete/sports classes, seminars undertaken as percentage of allotted hours
(20 Points)

2 Extending services, sports facilities and training on holidays to the institutions and organisations 10

3 Organizing and conducting sports and games competitions at the international/National/State/Inter University/Inter Zonal Levels 40
(25 Points)

Organizing and conducting coaching camps/sports person development/training programmes

(15 Points)

(1)	(2)	(3)
4	Up gradation of scientific and technological knowledge in Physical Education and Sports (5 Points) Identifying sports talents and Mentoring sports excellence among students (10 Points)	20
5	Development and maintenance of play fields, purchase and maintenance of the other sports facilities	15
	Total Score	125
	Minimum API Score Required	75

CATEGORY : II—CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

S. No.	<i>Nature of Activity</i>	<i>Maximum Score</i>
1	Student related co-curricular, extension and field based activities (such cultural exchange and Sports Programmes (Various level of extramurals and intramural programmes); extension work through NSS/NCC and other channels	20
2	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, camps and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	15

CATEGORY : III—RESEARCH AND ACADEMIC CONTRIBUTIONS

S. No.	<i>APIs</i>	<i>Faculties of Physical Education</i>	<i>Maximum points for University and College teacher position</i>
(1)	(2)	(3)	(4)
		Referred journals	15/Publication
III(a)	Research Publication (Journals)	Non-referred but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10/Publication
		Full papers in Conference proceedings, etc.* (Abstracts not to be included)	10/Publication

(1)	(2)	(3)	(4)
III(b)	Research Publications (books, chapters in books, other than referred journal articles)	Text or Reference Books Published by International Publishers** Text or Reference Books Published by National/ Central/State Government/Societies** Subject Books by other local publishers with ISBN/ISSN numbers**	50/sole author 10/chapter in an edited book 25/sole author, 5/chapter in edited books 15/sole author, 3/chapter in edited books
		Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories **	5/Chapter

*For Joint Research papers, the First/Principal author will share 60%, while the rest joint authors will share the 40% of API scores

** Scores (50/25/10/03 whatever the case may be) to be shared equally by all authors

III (C) RESEARCH PROJECT

	Major Projects/Events amount mobilized with grants above 5.0 lakhs	20 each Project
III (C) (i)	Sponsored Projects carried out/ongoing	Major Projects/Events Amount mobilized with minimum of ` 4.00 lakhs up to ` 5.00 lakhs
		Minor Projects from central/state funding agencies with grants below 4.00 lakhs
III (C) (ii)	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of ` 1.0 lakhs
III (C) (iii)	Completed Projects. Quality Evaluation	Completed project report (Accepted by funding agency)
III (C) (iv)	Projects Outcome/Outputs	Policy document of Government Bodies at Central and State level

III (D) RESEARCH GUIDANCE

III (D) (i)	M.Phil.	Degree awarded only	3/each candidate
III (D) (ii)	Ph.D.	Degree awarded Thesis submitted	10/each candidate 7/each candidate

III (E) TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS

III (E) (i)	Research Methodology/ Training/ Coaching	Research methodology/training/Coaching programme (not less than three weeks)/ workshops of not less than one week.	20
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