



B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan, (Sonapat) Haryana

(A State University recognized under section 2(f) and 12(B) of the U.G.C. Act 1956)

Advt. No. 01/July/2012

The first women university in North India, equipped with the latest infrastructure and State-of-Art facilities for the students and the staff, invites application on prescribed format from eligible candidates for the following post for appointment in University Teaching Departments / Constituent Colleges / Institutes / Academic Staff College / Indic and Asian Studies Centre.

1. Professor: (07 posts)- Law (01-Gen), Pharmacy(01- Gen) , Social Work- (01- Gen) , Economics(01- Gen), English (01- Gen), Computer Science Engineering (01- Gen) , Management Studies(01- Gen).
2. Associate Professor (06)- Management Studies(01-Leave Vacancy), Hospitality & Hotel Administration (01- Gen), Social Work- (01- Gen), Economics(01- Gen), Commerce (01- Gen), Pharmacy(01- Gen),
3. Assistant Professor (04) – For-BPS Institute of Higher Learning- History (01- Gen), Home Science- (01- Gen) and 02 for Department of Law (01 SC and 01 Gen - Both Leave Vacancy).
4. Librarian- 01- Gen,
5. Hostel warden-10 (SC-02 ,BC-A-01, BC-B-01, ESM(Gen)-01,Gen-05)
6. Hostel Supervisor-04 (Gen-04),
7. Hostel Attendant -11, (SC-02 ,BC-A-01, BC-B-01, ESM(Gen)-01,Gen-06)
8. Drivers-3 (Gen-03)
9. Lecturer in D Pharmacy- For- BPS Mahila Polytechnic- 01- Gen.
10. Academic Staff College, BPSMV, Khanpur Kalan- Director- 01- Gen, Section Officer- 01- Gen, Junior Assistant-01- Gen.
11. Centre for Indic and Asian Studies (UGC) Professor-01- Gen, Associate Professor-01- Gen, Assistant Professor-02-Gen, Research Associate-02-Gen.

For details of qualifications, specializations & other general instructions/guidelines, application form etc. kindly visit the University website www.bpswomenuniversity.ac.in. The number of vacancies may vary as per University requirements. The application forms complete with all required documents along with a Bank Draft of Rs.500/- for general Category and Rs.150/- for SC/BC candidates, in favor of Registrar, BPSMV, Khanpur Kalan payable at Khanpur Kalan, should reach the Office of the Registrar latest by 06.08.2012 . The University reserves the right to shortlist candidates for interview on objective basis.

- Note: 1. University has right to consider the candidature of any person for the post of Professor, even if he/she has not applied for the post.
2. University will not be responsible for any kind of postal delay.
 3. Applications may be submitted personally / registered post/speed post.
 4. For posts at sr no. 5, 6 & 7 only women candidates may apply.
 5. Record of the non-selected candidates shall not be preserved beyond three months from the date of approval of Selection Committee minutes by the Executive Council.

REGISTRAR

Teaching

Sr. No	Post /Subject	Qualification	No of Posts / Category	Pay Scale
1.	Professor in Law	As per UGC/BPSMV/State Govt rules	Law - Gen-01	37,400-67000+ 10,000
2.	Professor Computer Science Engineering.	As per AICTE/UGC/BPSMV/State Govt rules	Computer Science Engineering. Gen-01	37,400-67000+ 10,000
3.	Professor in Management	As per AICTE/UGC/BPSMV/State Govt rules	Management . Gen-01	37,400-67000+ 10,000
4	Professor in Social Work	As per UGC/BPSMV/State Govt rules	Social Work Gen-01	37,400-67000+ 10,000
5	Professor in Economics	As per UGC/BPSMV/State Govt rules	Economics Gen-01	37,400-67000+ 10,000
6	Professor in English	As per UGC/BPSMV/State Govt rules	English Gen-01	37,400-67000+ 10,000
07	Professor in Pharmacy	As per AICTE/UGC/BPSMV/State Govt rules	Pharmacy Gen-01	37,400-67000+ 10,000
08	Director Academic Staff College	As per UGC/BPSMV/State Govt rules	Gen-01	37,400-67000+ 10,000
09	Professor for Indic and Asian Study	As per UGC/BPSMV/State Govt rules as mentioned under Annexure-A	Gen-01	37,400-67000+ 10,000
10	Associate Professor in H & H A	As per AICTE/UGC/BPSMV/State Govt rules	Hospitality and Hotel Administration Gen-01	37,400-67000+ 9,000
11.	Associate Professor in Social Work	As per UGC/BPSMV/State Govt rules	Social Work – Gen-01	37,400-67000+ 9,000
12	Associate Professor in Economics	As per UGC/BPSMV/State Govt rules	Economics – Gen-01	37,400-67000+ 9,000
13	Associate Professor in Management	As per UGC/BPSMV/State Govt rules	Management- Gen-01(Leave Vacancy)	37,400-67000+ 9,000
14	Associate Professor in Commerce	As per UGC/BPSMV/State Govt rules	Commerce- Gen-01	37,400-67000+ 9,000
15	Assistant Professor in Law	As per UGC/State Govt/ BPSMV	Law-02 (Gen-01 ,SC-01) (Leave Vacancy)	15,600-39,100 + 6,000
16	Associate Professor in Pharmacy	As per AICTE/UGC/BPSMV/State Govt rules	Pharmacy- Gen-01	37,400-67000+ 9,000
17	Associate Professor for Indic and Asian Studies	As per UGC/BPSMV/State Govt rules	Gen-01	37,400-67000+ 9,000
18	Assistant Professor for Indic and Asian Studies	As per UGC/BPSMV/State Govt rules	Gen-02	15,600-39,100 + 6,000
19	Research Associate for Indic and Asian Studies	As per UGC/BPSMV/State Govt rules	Gen-02	Pay as per UGC latest Rules
20	Assistant Professor in History	As per UGC/BPSMV/State Govt rules	Gen-01	15,600-39,100 + 6,000

21	Assistant Professor in Home Science	As per UGC/BPSMV/State Govt rules	Gen-01	15,600-39,100 + 6,000
22	Lecturer in D Pharmacy	As per AICTE/UGC/ BPSMV/ State Govt rules,	Gen-01	9300-34,8 00 +5400

Non-Teaching

Sr.No	Post	Qualification and Category	Pay Scale
1.	Librarian	As per UGC/BPSMV/State Govt rules Gen -01	37,400-67000+ 10,000
2	Section Officer	Gen-01 (as per annexure –A ,placed below)	9300-34,8 00 +4200
03	Junior Assistant	Gen-01(as per annexure –A, placed below)	5200-20,2 00 +1900
04	Hostel warden (women only)	10 (GEN-05,SC-02, BCA-01, BCB-01,ESM Gen-01,) (as per annexure –A, placed below)	9300-34,8 00 +3300
05	Hostel Supervisor warden (women only)	04 (Gen-04) (as per annexure –A, placed below)	9300-34,8 00 +3200
06	Hostel Attendant (women only)	11 (GEN-06SC-02, BCA-01, BCB-01,ESM Gen-01) (as per annexure –A, placed below)	5200-20,2 00 +1900
07	Drivers	3 (Gen-03) (as per annexure –A ,placed below)	5200-20,2 00 +2400

Only those possessing prescribed qualifications and the required specialization(s) wherever indicated in the enclosed annexure, may apply along with attested copies of testimonials (from Metric & onwards) and demand draft of Rs.500/- (Rs.150/- for SC/BC) in favor of Registrar, BPSMV, Khanpur Kalan.

Qualifications for the teaching and Non –Teaching posts are placed at **Annexure- A & B.**

Assistant Professors working in the Senior Scale/ Selection Grade can also be considered for appointment in the same pay scale.

Candidates applying for the post of Professor and Associate Professor as per UGC qualifications are required to send ten copies of filled Performance Based Appraisal System (PBAS) performa.

(Annexure- B) as well as to submit **five duly- bound sets** of reprints of their five and three major publications, respectively, along with their applications. In the case of Professor, two out of five such publications could be books or research reports.

For Associate Professor, 300 points consolidated API score, and for Professor 400 such points as based on Performance Based Appraisal System (PBAS) shall be needed, which the candidates should calculate and justify on their own, enclosing necessary documentary evidence in support of their claim.

Candidates for the post of Professor can be considered in absentia based on their bio-data, provided a written request is received to the effect. Meritorious candidates may be invited to join professorial (or equivalent) positions with the approval of the competent authority.

Candidates to be called for interview, especially even where specializations are mentioned against any post, will be decided by the Screening Committee whose recommendations for one being called (or not being called) for interview shall be final. Only those possessing the required specialization(s) and fulfilling the minimum eligibility conditions thus need apply.

The requirement of having strict specialization(s) will not be applicable in the case of posts of Assistant Professors reserved for S.C. candidates.

Only candidates found eligible by the Screening Committee will be called for interview. Those declared ineligible will not be informed of their status being as such. Candidates are thus advised to make sure before applying that they are indeed eligible for a given post both in terms of minimum eligibility conditions and the required specialization attached therewith, if any.

One's claim for a given specialization must be backed by credible evidence in terms of research publications in peer reviewed Research Journals, and/or teaching experience in the relevant field/ specialization for at least five years to be properly certified and authenticated by the appropriate authority/Head of the institution. Applications found lacking in any such respect(s) are liable to be ignored/ rejected

The University reserves the right to shortlist candidates on the basis of objective criteria.

That only such candidates who have qualified NET conducted by the UGC or its equivalent (excluding ICAR) will be considered eligible for the post of Asstt. Professor in Computer Science.

The number of posts may vary, depending on requirement and availability. Any post here advertised may be withdrawn from being filled up at any time without assigning any reason. Incomplete applications and those received late shall be summarily rejected.

Age: 18- 50 years.

The candidates, who are in employment in Govt./Semi Govt./Public undertakings should send their applications through proper channel, or submit No Objection Certificate from their employer.

Abbreviations: U.R.: Unreserved, S.C.: Scheduled Caste, BC: Backward Classes, ESM: Ex-Serviceman, Gen: General

CSE: Computer Science Engineering,

REGISTRAR

ANNEXURE-A

QUALIFICATIONS FOR THE POSTS OF PROFESSOR, ASSOCIATE PROFESSORS & ASSISTANT PROFESSOR, REPRODUCED BELOW.-

PROFESSOR

- A. (i) An eminent scholar 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 ten publications in refereed journals.
- (ii) The Ph.D. degree shall be a mandatory qualification for the appointment of Professors.
- (iii) 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.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (v) A minimum score as stipulated in the Academic Performance Indicator(API) based Performance Based Appraisal System(PBAS) set out in the UGC/ State Govt. notification.

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.

ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D degree in the concerned/allied/ relevant disciplines.
- (ii) The Ph.D. degree shall be a mandatory qualification for the appointment of Associate Professors.
- (iii) A Master's degree with at least 55% marks(or an equivalent grade in a point scale wherever grading system is followed).
- (iv) 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 institutions/ industry excluding the period of Ph.D. research with evidence of published work and a minimum of five publications as books and/or research papers in refereed journals only/ policy papers.
- (v) 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.
- (vi) A minimum score as stipulated in the Academic Performance Indicator(API) based Performance Based Appraisal System(PBAS) set out in the UGC/ State Govt. notification

Assistant Professor

- i. Good academic record as defined by the concerned university with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii. Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil /Ph.D Degree), Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

Qualification for the Professors, Associate Professors, Assistant Professors and Research Associate for the Centre for Indic Studies

Professors:- Ph D in Ancient Indian History /Archeology preferably with knowledge of Sanskrit/Prakrit/Pali/Classical Tamil.

Associate Professor: Ph D. in Philosophy preferably Buddhist/ Indian system of Philosophy with knowledge of classical Indian language.

Assistant Professor: For Post One; Ph. D in History / Museology / Indology / Manuscriptlogy / Budhism preferably with knowledge of classical Indian language.

For post Second: Ph.D Sanskrit / Pali / Prakrit preferably with knowledge of Indian and / or Asian Art and culture.

Research Associate; - For post One:- Ph D in Tibetan Studies / Traditional Sanskrit / Persian.

For post Second: Ph D in Manuscript logy with experience of computational data organization and management.

Qualification for the post of Director, Academic Staff College :- Qualification for the post of Director will be the same as for the post of Professor.

Qualifications for the post of Librarian

Librarian:

- i. A Master's Degree in Library Science / Information Science / documentation with at least 55% marks or its equivalent grade B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least thirteen years as a deputy Librarian in a University Library or Eighteen years' experience as a college Librarian.
- iii. Evidence of innovative library service and organization published work.
- iv. Desirable: M. Phil. / Ph D Degree in library science / information science / documentation / achieves and manuscript-keeping.

Hostel Warden :

Post Graduate with at least 5 years experience of supervising hostel. Preference shall be given to diploma holders in Hotel Management.

Hostel Supervisor :

At least Graduate with 01 years experience of supervising hostel. Preference shall be given to diploma holders in Hotel Management.

Hostel Attendant: 10+2 Pass

Driver : (i) Matric pass or its equivalent.

- (ii) Five years experience in driving heavy and light vehicle in a Govt. /Semi Govt. /Public Sector Undertaking/Private institute and firms of repute.
- (iii) Should possess driving license for heavy and light vehicles.
- (iv) Knowledge of Hindi/Sanskrit upto Matric standard.

Section Officer :

- i) At least 2nd Class Post Graduate Degree.
- ii) At least five years experience in office management.
- iii) Proficiency of use of computer.
Suitable test may be conducted to shortlist candidates for the interview.

Junior Assistant

- i) At least First Class Graduate.
- ii) Proficiency in use of Computer.
- iii)** Candidate will have to qualify a written test and typing test at the speed of 30 Words in English/Hindi per minute and computer test at the speed of 8000 depressions per hour in MS Word.

Annexure-B

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 required 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 (35) 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 :

Sr. No.	Nature of Activity	Maximum Score
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) with documentary proofs.	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

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.

Sr.No. APIs Faculties of languages Arts/Humanities/Social Sciences /library/physical education/ Management Max. points for University and college teacher position Refereed Journals * 15/ publication Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. 10 / publication III A Research papers published in:

Conference proceedings as full papers, etc. (Abstracts not to be included) 10/
publication III 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 50/sole author, 10/chapter in an edited book. Subject Books by / national
level publishers/State and Central Govt.

Publications with ISBN/ISSN numbers 25/sole author, and 5/chapter in edited books
Subject Books by other local publishers with ISBN/ISSN numbers. 15/sole number and
3/chapter in edited books Chapters contributed to edited knowledge based volumes published
by international publishers 10/ Chapter Chapters in knowledge based volumes in
Indian/National level publishers with ISBN/ISSN numbers and with
numbers of national and international directories. 5/ chapter III(C)

III (C) (i) Sponsored Projects carried out/ongoing Major Projects amount mobilized with
grants above 5.0 lakhs 20/each Project Major Projects Amount mobilized with minimum of Rs.
3.00 lakhs up to Rs. 5.00 lakh 15/each Project Minor Projects (Amount mobilized with grants
above Rs. 25,000/- up to Rs. 3.00 lakh) 10/ each Project III(C) (ii) Consultancy Projects
carried out /ongoing Amount mobilized with minimum of Rs. 2.0 lakhs Rs. 10.0 lakhs and Rs.
2.0 lakhs respectively.

(III)(C)(iii) Completed projects Quality Evaluation Completed project report (Accepted
by funding agency) 20/each major project and 10/each minor project III (C)

(iv) Projects outcome /outputs Major policy document of Govt. Bodies at Central and State
Level 30/ each national level output or patent /50 each for international level.

*Wherever relevant to any specific discipline, the API score for paper in refereed journal
would be augmented as follows: (i) indexed journals-by 5 points (ii) papers with impact factor
between 1 and 2 by 10points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv)
papers with impact between 5 and10 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 Universities to prepare and publicize within six months subject-wise
lists of journals periodicals and publishers under categories III (A) 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 authors/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40 % would be shared equality by all other authors.

III (D) (i) M.Phil Degree awarded only 3/ each candidate

(ii) Ph.D Degree awarded 10/ each candidate III (E)

(a) Not I III(E) (i) Refreshers courses, less than two weeks duration 20/ each
Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30points)

(b) One week duration 10/ each

III(E)(ii) Papers in Conferences /Seminars/workshops etc **

Participation and Presentation of research papers (oral/poster) in

(a) international conference 10/ each

(b) National 7.5 /each

(c) Regional/State Level 5/ each

(d) Local-University/College 3/each

III(E) (iv) Invited lectures or presentations for conferences/ symposia

(a) International 10/each

(b) National Level 5/ each

Proforma for consensus scores/ weightage to be awarded by the selection committee for the post of Assistant Professor

Sr.No/ App.No.	Name & Father's Name	Academic Record and Research Performance (50%)	Assessment of Domain Knowledge and Teaching Skill (30%)	Interview Performance (20%)	Total Score (3+4+5)	Remarks, if any
1	2	3	4	5	6	7



Bhagat Phool Singh Mahila Vishwavidyalaya

Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283001,283002, Fax No. 01263-283779, www.bpswomenuniversity.ac.in

(Established under Haryana Act No.31 of 2006)

For office use

Application Form No.....

Demand Draft No.....

Dated.....Amount.....

Affix your latest
Passport Size
Photograph

Signature

APPLICATION FORM (for Non-Teaching posts)

1. Name of the Post applied for :
2. Advertisement No. :
3. Name of the Candidate in block letters :
(As per Matric Certificate)
4. Father's/Husband's Name (block letters) :
5. a) Date of Birth :
b) Place of birth with State :
6. Nationality :
7. Marital Status :
8. Present Postal Address :
:
9. Contact Telephone / Mobile No. :
10. E-Mail I.D. :
11. Permanent Address :
:
12. Academic/Professional Qualification (Attach attested copies of mark sheets & certificates)

Sr. No.	Examination passed	Board/University	Year of passing	% age of marks obtained	Division/ Class	Subject/Specialization

13. a) Topic of /M. Phil/Thesis /Dissertation :
- b) Topic of Ph.D. Thesis :
14. Details of Research Publication (Attach reprints of research papers) :
a) International Journals :

- b) National Journals :
 c) International/National Conference/ Seminar/Workshop etc. :
 Total :
 15. Do you belong to any reserved category :
 (Scheduled Caste/Scheduled Tribes/Backward Class/Ex-Serviceman/Physically Handicapped) If yes, state the Category and attach the attested copy of Certificate issued by the competent Authority.

16. Experience (Attach attested copies of relevant certificates):-

Sr. No.	Organization/ Dept.	Post held	Basic Pay & Pay scale drawn/being drawn	From	To	Total Experience	Reason for leaving

17. Details of present employment (Attach Employer's Certificate)

- a) Name of the organization :
 b) Designation :
 c) Pay Scale :
 d) Basic Pay :
 e) Date of Next increment :
 18. Basic Pay acceptable :
 19. Minimum joining period required :
 20. Reference from the two responsible persons of the field and not related to you
 i)
 ii)
 21. Any other relevant information :

I certified that the above information furnished by me in this application form is correct and true and nothing has been concealed therein. I also undertake to accept the liability for any action under the rules for any wrong-statement or concealment of facts on my part.

Place :
 Date :

Signature of applicant



Bhagat Phool Singh Mahila Vishwavidyalaya

Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283001,283002, Fax No. 01263-283779, www.bpswomenuniversity.ac.in

Application Form for promotion of teachers under Career Advancement Scheme (CAS) / Direct Recruitment

Paste a latest passport size photograph

IMPORTANT NOTE: The candidate is required to fill in this form along with PBAS proforma (Ten copies)

For office use

Application Form No.....

Demand Draft No.....

Dated.....Amount.....

1. Post applied for _____
Department _____
2. Name of the Candidate (in Capital Letters) _____
3. Father's Name _____
4. Gender (M/F) _____ Married/Unmarried _____ Nationality _____
5. Whether differently abled Yes / No
6. Whether you belong to SC/ST/BC/ESM _____
7. Date of birth and place _____
8. Date of Joining (In case of CAS) _____
9. Present Designation _____
10. Date of Placement in the Reader/Selection Grade _____
11. Date of Placement of Assistant Professor Stage II/Stage III _____
12. Date of Placement as Associate Professor/ Professor _____
13. API Score Earned under various categories:
Category I:
Average of the sessions under consideration=
Category II:
Average of the sessions under consideration=
Category III:
14. Educational Qualifications: (Strike off which is not applicable):

Exam Passed	University/ Board	Year of Passing	%age of Marks	Subjects studied Including options	Awards/ Medals Prize/Merit, if any
Matric or Equivalent					
Hr. Sec./Pre. Uni./ 10+2/Inter					

B.A. / B.Sc. /B.Com.					
M.A./M.Sc./or any other Master's Degree (Name the subject)					
NET					
M. Phil					
Ph.D.			Subject..... Title of the Thesis		
Any other Exam.					

15. Total teaching experience (full time) in College/University:
Under-Graduate Post-Graduate
16. Total Research Experience
17. Field(s) of Specialization
18. Employment Details (in Chronological Order):

Sr. No.	Name of Institution	Designation	From	To	Pay Scale/ Consolidated salary
(i)					
(ii)					
(iii)					
(iv)					

19. Guidance/Supervision of Ph.D. Theses:
(A) Number of Candidates registered at present
(B) Number of Candidates who have completed Ph.D.
20. Language (s) known Read Write Speak
.....
.....
.....
21. Present Basic Pay AGP..... in the Pay
Band of Rs. Total Emoluments

22. Publications:

Publications	Total (Attach the list with details)	During the period under consideration for promotion (Attach ten copies of the list with details)	Major Publications as per requirement (Attach ten copies of the publications)
Books			
Papers in Journals			
Chapters in Books			
Papers in the Proceedings of the Conferences			
Patents			
Additional Information, if any			

20. List of Enclosures (Give supportive documents of the claims made in the application):

- | | |
|---------|---------|
| 1. | 2. |
| 3. | 4. |
| 5. | 6. |

I certify that the foregoing information given by me is correct, complete to the best of my knowledge and belief and no material information has been concealed. I am not aware of any circumstances which may impair my fitness or employment

Date:

Signature of the candidate

Permanent Address:

Correspondence Address

(in Capital Letters)

(in Capital Letters)

.....

.....

.....

.....

.....

.....

.....Pin

Email:

Mobile No.:

Forwarded by

Head/Dean

ACADEMIC PERFORMANCE INDICATORS

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

Period: _____

Category I: Teaching, Learning and Evaluation Related Activities**Maximum Scores Allocated: 125****Minimum API Score Required: 75**

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

Sr. No.	Course/Paper	Mode of Teaching*	Hours per week allotted	% of classes taken as per documented record	Average of the percentages	API Score

*Lecturer (L), Seminars (S), Tutorials (T), Practical (P), Contact Hours (C)

2. Lectures or other teaching duties in excess of the UGC norms

Sr. No.	Course/Paper	Mode of Teaching	Hours per week	API Score
Total				

3. Preparation and Imparting of knowledge / instructions as per curriculum; syllabus enrichment by providing additional resources to students

Sr. No.	Course/Paper	Reading/Instructional material consulted & prescribed (a)	API Score (Max. 15) of (a)	Additional Resource provided (b)	API Score of (b)	Total API Score
Average API (a)				Total API (b)		
Average (a) + Total (b)						

4. Use of participatory and innovating teaching-learning methodologies, updating of subject content, course improvement etc.

Sr. No.	Short Description	API Score
	Total	
	Score	

5. Examination duties as per allotment

Sr. No.	Type of Examination Duties	Duties Assigned	Duties Performed	API Score
	Total Score			

Total API Score Earned:

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

Maximum Scores Allocated: 50

Minimum API Score Required: 15

Sr. No.	Nature of Activity	Score Earned
1.	Extension, Co-curricular and Related Activities	
	Total Score (Max. Limit: 20 points)	
2.	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees	
	Total Score (Max. Limit: 15 points)	
3.	Professional Development Related Activities	
	Total Score (Max. Limit: 15 points)	

Total API Score Earned:

Category III: Research and Academic Standards

III A: Research Papers Published in Journals or Conference Proceedings

Sr. No.	Title with name of author(s) as appearing in the publication	Journal, Volume, Year, Page Numbers	Whether indexed/ refereed/ Non-refereed or Conference Proceedings	Impact factor, if any	ISSN / ISBN No., if any	Whether you are first/Principal/corresponding author or supervisor/mentor or other author	API Score
1							
2							
3							
4							
5							
6							
7							

III B (i): Books published

Sr. No.	Whether Text of Reference Book, published by International publishers/ Subject books by National level publishers or State and Central Govt. Publications with ISSN/ ISBN /Subject Books by other local publishers with ISSN/ISBN	Title with name of authors as appearing in the publication	Book Title, Editor, Publisher Year, Page Numbers	ISSN/ ISBN No, if any	Total No. of authors	API Scores (To be shared equally by all methods)
1						
2						
3						
4						

III B (ii): Research Publications (Chapter in Books/Monograph other than refereed journal articles)

Sr. No.	Chapter in a Book/ Monograph	Title with name of authors as appearing in the publication	Book Title, Editor, Publisher Year, Page Numbers	Whether contributed to edited knowledge based volume published by International Publishers or in knowledge based volume of Indian/National Level Publishers with ISSN/ISBBN Numbers and with numbers of National and International Directories	ISSN/ ISBN No, if any	Total No. of authors	API Scores (To be shared equally by all methods)
1							
2							
3							
4							

III C (i) & (ii): Research Projects

Sr. No.	Title & Type of Projects(Sponsored/Consultancy) (Major/Minor)	Carried out / On Going	Funding Agency	Period	Grant/Amount Mobilized (Rs in lakhs)	API Score
1						
2						
3						
4						

III C (iii): Completed Projects Quality Evaluation

Sr. No.	Title & Type of Project (Major/Minor)	Funding Agency	Period	Grant/Amount Mobilized (Rs. Lakhs)	Whether accepted from Funding Agency	API Score
1						
2						

III C (iv): Projects Outcome/Outputs

Sr. No.	Title & Type of Project (Major/Minor)	Funding Agency	Period	Grant/Amount Mobilized (Rs. Lakhs)	Whether Patent/ Technology Transfer/Product/ Process/Major Policy of Govt. (Bodies at Central and State Level)	API Score
1						
2						

III D: Research Guidance

Class	No. of Students	Thesis/Dissertation Submitted	Degree Awarded	API Score
PG Courses (Dissertation less than 1 semester)				
PG Courses (Dissertation more than 1 semester)				
M. Phil.				
Ph. D.				

III E (i): Refresher Course, Methodology workshops, Training, Teaching-Learning Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes

Sr. No.	Programme	Duration	Organized by	API Score
Total Score (Max. Limit: 30 points)				

III E (ii): Participation and Papers presented in Conferences/Seminars/Workshops/Symposia etc.

Sr. No.	Title of the paper presented	Presented by	Title of the Conference/ Seminar etc & Organizer	Date (s) of the event	Whether International/ National/ State/ Regional/ University or College level	Whether published in the proceedings	API Score

III E (iii): Invited for conferences/ seminars/ workshops/ symposia to deliver lectures/ Chair sessions

Sr. No.	Whether Lecture delivered / Academic Session Chaired	Title of the Lecture delivered	Title of Conference/ Seminar etc.	Date(s) of the event	Organizer	Whether International/ National/ State/ Regional/ University or College level	API Score
1							
2							
3							
4							

OTHER RELEVANT INFORMATION

Please give details of any other credential/ significant achievement not mentioned earlier:

Sr. No.	Details (Mention Year, Venue etc. where relevant)

Total API Score Earned:

APPENDIX-II TABLE-I

SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENT AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS

Category I: Teaching, Learning and Evaluation Related Activities

Maximum Scores Allocated: 125

Minimum API Score Required: 75

Sr. No.	Nature of Activity	Max. Score
1.	Lectures, seminars, tutorials, practicals, contact classes undertaken as percentage of lectures allocated	
	Lectures, seminars, tutorials, practicals, contact classes should be based on verifiable records. Maximum 50 for 100% performance & proportionate score up to 80%. No score will be assigned if a teacher has taken less than 80% of the assigned classes. No score should be deducted for classes not held or missed due to i) students not turning up or bunking classes, ii) sanctioned leave of the teacher of any kind, iii) any other reason beyond the control of the teacher. <i>(To be calculated out of the total possible classes to be held or number of classes mentioned in the syllabus)</i>	50
2.	Lectures or other teaching duties in excess of the UGC norms	
	If a teacher has taken classes exceeding UGC norms, then 0.25 scores to be assigned for each extra hour of unpaid class.	10
3.	Preparation and Imparting of knowledge / instructions as per curriculum; syllabus enrichment by providing additional resources to students	
	a) Preparation and Imparting of knowledge/instructions as per curriculum with the prescribed material (Text book/Manual etc.): 15 points b) Syllabus enrichment by providing additional resources to students such as lab manuals, lecture notes, etc.: 5 points for each paper or manual	20
4.	Use of participatory and innovative teacher-learning methodologies; updating of subject content, course improvement etc.	
	Updating of courses, design of curriculum: 5 points per paper per course	10
	Participatory & Innovative Teaching-Learning process with material for problem based learning, case studies, Group discussions, project work, product development, assignment, ICT based teaching material etc. (5 points each)	10
	Use of ICT in Teaching-Learning process with computer-aided methods like power-point/multimedia/simulation/software etc. on regular basis. (Use of any one of these in addition to Chalk & Board: 10 points)	20
	Developing and imparting Remedial/Bridge Courses (each activity: 5 points)	10
	Developing and imparting soft skills/communications skills/personality development courses/modules, etc. (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, e-library skills to students, etc. a) Workshop/Training course: 10 points each b) Popularization programmes: 5 points each	10
	Developing of laboratories, initiatives for purchase of equipment, maintenance of existing infrastructure, development of class rooms, development of software (each activity: 5 points)	10
	Maximum Aggregate Limit for Sr. No.4	20
5.	Examination Related Work	
	College/University semester/Annual Examination work as per duties allotted (Supdt.-in-Chief/Supdt./Deputy Supdt. – 10 points per semester, Invigilation – 5 points per semester for at least five duties, Evaluation of answer scripts-5 points up to 100 answer scripts and one point for each subsequent block of 100 answer books subject of maximum of 15 points, Question paper setting-5 points per paper subject to maximum of 15) (100 % compliance = 20 points)	20
	College/University examination/Evaluation responsibilities for internal assessment/sessionals/seminars/assignment/continuous assessment work as allotted. (100 % compliance = 15 points)	15
	Examination work such as coordination, or flying squad duties etc. (2 points per week per duty)	10
	Maximum Aggregate Limit for Sr. No.5	25

Note: If a candidate claims score for an item not covered in the above list, the claim for the same shall be settled by a committee constituted for the purpose.

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

Maximum Scores Allocated: 50

Minimum API Score Required: 15

Sr. No.	Nature of Activity	Maximum Score
1.	Extension, Co-curricular and Related Activities	
	Institutional Co-curricular activities for students such as field studies/ educational tours/industrial tour/field training/quiz contest/declamation contest/debate/industry implant training etc. (5 points each for teacher incharge/ one additional member)	10
	Positions held/Leadership role played in organization linked with Extension Work and National services like NSS, NCC, Red Cross, Eco-Club, Woman Cell or any other similar organizational activity (10 points each as teacher incharge for complete year and proportionate score for less period)	10
	Donating blood, commitment to donate eyes or body or organs, contribution of at least one day salary to Prime Minister's relief fund or Chief Minister's relief fund or University corpus fund, instituting a scholarship as contributor or motivator having endowment of not less than Rs 1 lakh for the education of the poor/needy/meritorious student, organizing a blood donation camp (5 points each)	10
	Students and Staff Related Socio, Cultural and Sports Programmes (Organizing such programme (s) or contributing by participating or accompanying a team in any of the programme (s) at intra/interdepartmental or intercollegiate or interuniversity level). a) Intradepartmental/college level: 5* points each b) Interdepartmental: 10* points each c) Intercollegiate: 10* points each d) Interuniversity: 15* points each * Teacher incharge/convener will get full points and member will get half points for the event	15
	Community work such as values of National Integration, Environment democracy, social work, Human Rights, peace, scientific temper, flood or drought relief, small family norms, tree plantation, energy conservation, Library literacy programme, etc. through lectures/awareness programmes or through TV/Satellite/ EDUSAT/Radio etc. (5 points each)	10
	Maximum Aggregate Limit for Sr. No.1	20
2.	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	
	Contribution to Corporate life in Universities/colleges through meetings, popular lectures, expert/extension lectures, EDUSAT lectures, INSPIRE programmes, invited lectures on subject related/scientific/legal etc. issues, or articles in college magazine and University volumes (5 points each)	10
	Institutional Governance responsibilities: DAA, DR&D, Dean of Colleges, DSW, Proctor, Chief Warden (Boys/Girls): 15 points each Deans of faculties, Director UIET, Director Distance Education, Principal, Chairperson/Head/Director, Librarian, NAAC Coordinator, Director IQAC, Coordinator SAP: 10 points each Vice-Principal, Faculty-in-charge, Warden, Bursar, School Vice-Chairperson, Director Public Relations, , Deputy Coordinator SAP, Coordinator University Website, Coordinator Campus Networking, Member of University Court/Executive Council/Academic Council/IQAC/IAEC/Human Ethics Committee/High Powered Purchase Committee, GSCASH, House Allotment Committee, to coordinate the activities at departmental/college level related to various committees constituted at the University level, NAAC Committee, Health Advisory Committee, membership of UG/PG Board of Studies, membership of Governing Bodies of Colleges/Institutions, Secretary of the Departmental Committee, etc.: 7 points each (Full points for completed year)	15
	Participation in committees concerned with any aspect of departmental or institutional activity such as admission (including online admission), budget/purchase, time-table, campus development, inspection, library, students welfare, guidance & counseling, placement, help desk, anti-ragging, UMC, Proctorial duty, UGC or any such committee/sub-committee appointed by Vice-Chancellor/Chairperson/Director/Principal/Head/University Court/Executive Council/Academic Council/Staff Council etc. (Convener: 7 points each, Member: 5 points each)	15
	Organization of Conferences/Seminars/Symposia/Workshops/Training as Coordinator/Chairman/Co-Chairman/Convener/Co-convener/Secretary/Joint-Secretary/Treasurer etc:	10

	<p>a) Conferences/Seminars/Symposia: i) International level (10 points each) ii) National /Regional (7 points each) b) Workshop/Training (1 point each day subject to maximum of 7 points) As member of the organizing committee of a) (i) above (5 points each) As member of the organizing committee of a) (ii) or b) above (3 points each) Member of the Advisory Committee of a) (i) above (3 points each) Member of the Advisory Committee of a) (ii) above (2 points each)</p>	
	Organization of Faculty Development Programmes/Technology Based Entrepreneurship Development Programme as Coordinator/Chairman/Co-Chairman/Convener/Co-convener/Secretary/Joint Secretary/Treasurer etc. (5 points each)	15
	Maximum Aggregate Limit for Sr. No.2	15
3.	Professional Development Activities	
	Participation in subject associations, conferences, seminars, symposia, workshop without paper presentation (2 points each): Visits abroad (excluding for conference/seminar/symposia/workshop) for research collaborations or delivering lectures or attending academic meetings (5 points each), Co-Chair/ Rapporteur (5 points each).	10
	Invited Lectures in orientation courses/refresher courses (5 points each)	10
	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, examination reforms, institutional governance, new and emerging fields/subjects/technologies (5 points each)	10
	Membership/participation in State/Central Bodies/Committees on Education, Research and National Development such as UGC/DST/ICMR/ICAR/ICHR, etc. (5 points each)	10
	Membership of professional associations/bodies/academic societies, membership of committees like Board of Studies (UG and PG), Ph.D. Committee, Research Committee, course design committee, expert committee of any University/Institute, editorial committees/boards of journals; referring of research papers of Journals (5 point each) Evaluation of Ph.D Thesis (5 points each), M.Phil Dissertation (3 points each) Conducting Viva-Voce of Ph.D. (5 points each); M.Phil (3 points each)	10
	Office bearers of professional bodies including Teachers' association, Teachers' club, Alumni Association, Academic Societies etc. (5 points each)	10
	Publication of articles in newspapers, magazines or other publications (not covered in category III), radio talks, television programmes (2 points each)	10
	Maximum Aggregate Limit for Sr. No.3	15

Note: *If a candidate claims score for an item not covered in the above list, the claim for the same shall be settled by a committee constituted for the purpose.*

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.

Sr. No.	APIs	Engineering/ Agriculture/ Veterinary Science/ Sciences/Medical Sciences	Faculties of Arts & Languages/Social Sciences/Life Sciences/Science/ Education/Indic Studies/Law/Comm. & Mgt.	Max. points for University and College teacher position		
				API Score allotted	Self Appraisal Score+	Verified API Score#
III A	Research Papers* published in:	Refereed Journals with impact factor 5 and above	Refereed Journal with impact factor 5 and above	45/publication		
		Refereed Journal with impact factor between 2 and 5	Refereed Journal with impact factor between 2 and 5	35/publication		
		Refereed Journal with impact factor between 1 and 2	Refereed Journal with impact factor between 1 and 2	30/publication		
		Refereed and Indexed	Refereed and Indexed	20/publication		
		Refereed	Refereed Journals (Fine Arts: participation in international exhibition/Workshop with one's own work-15 points each)	15/publication		
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers (Fine Arts: participation in international exhibition/Workshop with one's own work-10 points each; state level-5 points each)	10/publication		
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/publication		
III 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 with ISBN	Text or Reference Books published by International Publishers with an established peer review system with ISBN	50/sole author (book) and 10 each chapter in an edited book		
		Subject Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	Subject Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers (Fine Arts: Solo exhibition of one's work-25 points each)	25/sole author (book) and 5 each chapter in an edited book		
		Subject Books by Other	Subject Books by Other	15/sole author		

		local publishers with ISBN/ISSN numbers	local publishers with ISBN/ISSN numbers	(book) and 3 each chapter in an edited book		
		Chapters contributed to edited knowledge based volumes published by International Publishers with ISBN	Chapters contributed to edited knowledge based volumes published by International Publishers with ISBN	10/Chapter		
		Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5/Chapter		
III C	RRESEARC H PROJECTS					
(i)	Sponsored Projects carried out/ ongoing	(a) Major Project (Amount mobilized with grant above Rs.30.00 lakhs)	(a) Major Project (Amount mobilized with grant above Rs.5.00 lakhs)	20/Project		
		(b) Major Projects (Amount mobilized with grants above Rs.5.00 lakhs upto Rs.30.00 lakhs)	(b) Major Projects (Amount mobilized with grants above Rs.3.00 lakhs upto Rs.5.00 lakhs)	15/Project		
		(c) Minor Projects (Amount mobilized with grants above Rs.50,000 upto Rs.5.00 lakhs)	(c) Minor Projects (Amount mobilized with grants above Rs.25,000 upto Rs.3.00 lakhs)	10/Project		
(ii)	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	Amount mobilized with minimum of Rs.2.00 lakhs	10 per every Rs.10 lakhs and Rs. 2 Lakhs, respectively		
		Amount mobilized between Rs.20,000/- and Rs.10.00 lakhs	Amount mobilized between Rs.10,000/- and Rs.2.00 lakhs	5 for <Rs.10 lakhs and <Rs.2 lakhs, respectively		
(iii)	Completed projects quality evaluation	Completed project report (Accepted by Funding Agency)	Completed project report (Accepted by Funding Agency)	20/each major project and 10/each minor project		
(iv)	Projects outcome/ outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30/ each national level output; 50 /each for international level		
III D	Research Guidance					
(i)	PG Courses	Dissertation work involving one semester / 6 months	Dissertation work involving one semester / 6 months	1/each candidate		
(ii)	PG Courses	Dissertation work involving more than one semester / more than 6 months	Dissertation work involving more than one semester / more than 6 months	1/each candidate		
(iii)	M.Phil	Degree awarded only	Degree awarded only	3/each		

				candidate		
(iv)	Ph.D.	Degree awarded	Degree awarded	10/each candidate		
		i) Thesis submitted	i) Thesis submitted	7/each candidate		
III E Training Courses and Conferences /Seminar/Symposium/Workshop Papers						
(i)	Refresher courses, 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	a) Not less than two weeks duration	20/each		
		b) One week duration	b) One week duration	10/each		
(ii)	Papers in Conferences/ Seminars/ Symposia/ Workshops etc.**	Participation and presentation of research papers (oral/poster) in a) International b) National c) Regional/State level d) Local-University/ College level	Participation and presentation of research papers (oral/poster) in a) International b) National c) Regional/State level d) Local-University/ College level	10/ each 7.5/each 5/each 3/each		
(iii)	Invited for conferences/ seminars/ workshops/ symposia to deliver lectures/ Chair sessions	a) International b) National c) Regional/State level d) Local-University/ College level	a) International b) National c) Regional/State level d) Local-University/ College level	10/ each 7.5/each 5/each 5/each		

+ To be filled by the candidate

For office use only.

* 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 the other authors. For example, if the total score for a publication is 10 (say), then the First / Principal author, the corresponding author, supervisor, co-supervisor and mentor would get 6 points each and the other authors would get 4 points each.

** API Score for III E (ii) will be claimed solely by the author who participated and presented the paper (oral/poster). However, if a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III) (a) and under presentation III (e) (ii). **Note: Date of publication of research paper will be 1st January in case journals published annually, 1st day of the half year in case of journals published half yearly, 1st day of the quarter in case of journals published quarterly, 1st day of the month in case of journals published monthly and likewise.**

APPENDIX – II: 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

Sr. No.		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)
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
III	Minimum total average annual Score under Categories I & 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 to 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 either Category I or Category II to achieve the minimum score required under Category I + II.

Note: Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000, respectively.

APPENDIX – II: TABLE – II (B)
MINIMUM POINT NORMS OF THE AIPs AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

Sr. No.		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
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 & II*	100/year	100/year	100/year	100/year
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 either Category I or Category II to achieve the minimum score required under Category I + II.

Note: Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, and 10000, 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/colleges 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 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 (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 2011, one year API scores for 2010-11 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2012, 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 he / she fulfils the eligibility conditions at a late date and applies on that date and is successful, his/her promotion will be deemed to be from the date of application.
 - (c) If the candidate does not succeed in the first assessment but succeeds in an eventual assessment, his/her promotion will be deemed to be from the later date.

APPENDIX – II 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 Committee to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/ equivalent cadres (Stage 5)
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%) d) 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%) d) 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 Rs.6000, 9000 and 10000, respectively.

APPENDIX-II TABLE: III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sr. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
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 <u>or</u> five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech., M.V.Sc., M.D, <u>or</u> 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 University as per the norms provided in Table II (A)/II (B) of Appendix II. (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 the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II (A)/II (B) of Appendix II. (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 weeks 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 II. (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-Learning-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 II.
4.	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Associate Professor with three year of complete 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 II. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3. (iv) A Selection Committee process as stipulated in this regulation and in Tables II (A) and II (B)

			of Appendix II.
5.	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (Universities only)	<ul style="list-style-type: none"> (i) Minimum yearly/cumulative API scores for the assessment period as per the norms provided in Table II (A) of Appendix II. (ii) Additional credentials are to be evidenced by: <ul style="list-style-type: none"> (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 degree like D.Sc., D.Lit, 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 II.

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professor 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: Stage 1, 2 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000, respectively.

APPENDIX-II: TABLE- IV

ACADEMIC PERFORMANCE INDICATORS (APIs) AND SCORES 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-1: Teaching, Training, Coaching, Sports Person Development and Sports Management Activities

Max. Score Allocated : 125

Min. API Score Required : 75

Sr. No.	Nature of Activity	Max. Score
1.	Management of Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports) (20 points) Lecture cum practice based athlete / sports classes, seminars undertaken as percentage of allotted hours. (20 points)	40
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. (25 points) Organizing and conducting Coaching camps / sports person development / training programmes. (15 points)	40
4	Up gradation of scientific and technological knowledge in Physical Education and Sports. (10 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

Note: *If a candidate claims score for an item not covered in the above list, the claim for the same shall be settled by a committee constituted for the purpose.*

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

Please see Category-II given in Appendix II: Table I

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Please see Category-III given in Appendix II: Table I

APPENDIX – II TABLE – V (A)

MINIMUM NORMS OF APIS AS PROVIDED IN APPENDIX – II TABLE IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY DIRECTOR / DEPUTY DIRECTOR / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION, AND WEIGHTAGES OF EXPERT ASSESSMENT IN SELECTION COMMITTEES

Sr. No.		Assistant Director of Physical Education (Stage 1 to Stage 2) (Senior Scale)	Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education / Assistant Director Physical Education (Selection Grade) (Stage 3)	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (University Only)
I	Teaching, training coaching, sports person development and sports management activities (Category I)	75/year	75/year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year
III	Minimum total average API annual Score under Categories I & II*	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)- Minimum annual score required-to be assessed cumulatively	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/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	30%- Research Evaluation. 50%- Assessment of domain knowledge and skills in sports. 20%- Interview performance	50%- Research evaluation. 30%- Assessment of domain knowledge and organisation track record with vision plan. 20%- Interview performance.

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

Note: Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000 and 10000, respectively.

APPENDIX – II: TABLE – V (B)
MINIMUM AIPs AS PROVIDED IN TABLE IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE), AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES

Sr. No.	Categories of Criteria	Minimum average, yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages for expert assessment		
		College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3)	College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4)
I	Teaching, training coaching, sports person development and sports management activities (Category I)	75/year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/year	15/year	15/year
III	Minimum total average API annual Score under Categories I & II*	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)-Minimum annual score required-to be assessed cumulatively	5/year (20/assessment period)	10/year (50/assessment period)	15/year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening 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	30%- Research Evaluation. 50%- Assessment of domain knowledge and skills in sports. 20%- Interview performance

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

Note: Stages 1, 2, 3, and 4 correspond to scales with AGP of Rs.6000, 7000, 8000, and 9000, respectively.

APPENDIX – II TABLE – V (C)

**MINIMUM APIS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN
UNIVERSITY DEPARTMENTS
(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED
IN THIS REGULATION)**

Minimum Norm / Criteria	Assistant Director of Physical Education / College Director of Physical Education (Entry Stage— Stage 1)	Deputy Director of Physical Education In University (Stage 4)	Director of Physical Education in University (Stage 5)
API Score (Research and Academic Contribution— Category III)	----	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria / weightages (Total Weightage=100)	a) Track Record of championship won (30%) b) Sports and Athletic Skills (40%) c) Interview Performance (30%)	a) Research papers (3 Nos.) evaluation (20%) b) Organisational skills / Plans of sports (30%) c) Interview Performance (30%)	a) Research papers (5 nos.) evaluation (50%) b) Organisational track vision plan (25%) c) Interview Performance (25%)

Note: Stages 1, 4 and 5 correspond to scales with AGP of Rs.6000, 9000 and 10000, respectively.

APPENDIX-II TABLE: VI

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

Sr. No.	Promotion of Physical Education Cadres through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1.	Assistant DPE / College DPE to Assistant DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D <u>or</u> five years of service who are with M.Phil <u>or</u> six years of service who are without Ph.D./M.Phil.	(i) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(A) of Appendix II for University DPEs cadres in Universities and in Table V(B) of Appendix II for cadres in Colleges (ii) One Orientation and one Refresher Course of 3/4 weeks duration. (iii) No separate interview points for the Screening cum Evaluation process of recommending promotion.
2.	Assistant DPE (Senior Scale) / College DPE (Senior Scale) to Deputy DPE / Assistant DPE (Selection grade) / College DPE (Selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) / College DPE (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table V (A) of Appendix II for university DPEs cadres in Universities and in Table V (B) of Appendix II for DPEs cadres in Colleges. (ii) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (iii) No separate interview points for the Screening cum Evaluation process of recommending promotion.
3.	Deputy DPE / Assistant DPE (Selection grade) / College DPE (Selection grade) to Deputy DPE / Assistant DPE (Selection grade) / College DPE (Selection grade) (Stage 3 to Stage 4)	Deputy DPE / Assistant DPE (Selection grade) / College DPE (Selection grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table V (A) of Appendix II for university DPEs cadres in Universities and in Table V (B) of Appendix II for DPEs cadres in Colleges. (ii) 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. (iii) Evidence of having produced teams / athletes. (iv) A Selection Committee process as stipulated in this regulation and in Table V (A) of Appendix II for university DPEs cadres in Universities and in Table V (B) of Appendix II for DPEs cadres in Colleges.
4.	University DPE (Stage 5)	Deputy DPEs in University with three years of completed service in Stage 4.	(i) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table V (A) of Appendix II for DPEs in Universities. These may be achieved over two assessment periods, if required. (ii) A minimum of five publications over two assessment periods (six years) (iii) Evidence of having produced teams / athletes (iv) A Selection Committee process as stipulated in this regulation and in Table V (A) of Appendix II for university DPEs.

* The explanatory note provided for Tables II(A) and for II(B) for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

Note: Stage 1, 2 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, and 10000, respectively.

APPENDIX-II; TABLE- VII

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT/CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO LIBRARIAN, (UNIVERSITY) DEPUTY LIBRARIAN AND ASSTT. LIBRARIAN /COLLEGE LIBRARIAN.

Category-1 : Procurement, organisation, and delivery of knowledge and information through Library services

Max. Score Allocated : 125

Min. API Score Required : 75

	Nature of Activity	Max. Score
1.	Library resources organization/ services	
	Library resources organisation and maintenance of books, journals, reports (Technical processing of documents)	30
	Acquisition of learning resources (Acquisition Section)	30
	Circulation operations (Circulation Section)	30
	Periodical/Serial management (Periodical Section)	30
	Provision of library reader- services, literature retrieval services to researchers and analysis of reports	30
	Departmental Library management and services	30
	Over all Management and control of various library activities using Library management software (Acquisition, processing, circulation, serial control)	30
	Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents (Bibliography related services)	10
	Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc	20
	Maximum Aggregate limit for Sr. No. 1	40
2	ICT and other new technologies' application for upgradation of library services	
	Application of ICT in libraries various operations e.g. automation of catalogue (20 points of each operation)	20
	Learning resources procurement functions	20
	Library resources organisation	20
	Circulation operations including membership records	20
	Serial subscription system	20
	Reference and information services	20
	Library security (technology based methods such as RFID, CCTV)	15
	Development of library management tools (software),	25
	Intranet management	20
	Maximum Aggregate limit for Sr. No. 2	30
3	Development, organisation and management of e- resources	
	e- resources including their accessibility over intranet/Internet	15

	Digitization of library resources	20
	e-delivery of information, etc.	10
	Maximum Aggregate limit for Sr. No. 3	25
4	User awareness and instruction programmes	
	Orientation lectures, users' training in the use of library services as e-resources	15
	Knowledge resources user promotion programmes like organizing book exhibitions	10
	other interactive latest learning resources, etc.	10
	Maximum Aggregate limit for Sr. No. 4	20
5.	Additional services	
	Extending library facilities on holidays (0.5 point per additional unpaid duty, maximum up to 10 points)	10
	Shelf order maintenance	5
	Building of library user manual (section wise user manual of its operation)	10
	Building and extending institutional library facilities to outsiders through external membership norms	5
	Maximum Aggregate limit for Sr. No. 5	10

Note: *If a candidate claims score for an item not covered in the above list, the claim for the same shall be settled by a committee constituted for the purpose.*

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

Please see Category-II given in Appendix II: Table I

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Please see Category-III given in Appendix II: Table I

APPENDIX – II TABLE – VIII (A)

MINIMUM APIS AS PROVIDED IN APPENDIX – II TABLE VII TO BE APPLIED FOR THE PROMOTION OF LIBRARY STAFF OF UNIVERSITIES AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS)

Sr. No.		Assistant Librarian to Assistant Librarian (Senior scale) (Stage 1 to Stage 2)	Deputy Librarian / Assistant (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian / Assistant (Selection Grade) (Stage 3 to Stage 4)	Librarian (University Only) (Stage 4 to Stage 5)
I	Procurement, Organisation and delivery of knowledge and information through library services (Category I)	75/year	75/year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year
III	Minimum total average API annual Score under Categories I & II*	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)- Minimum annual score required-to be assessed cumulatively	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/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	30%- Library related research papers evaluation 50%- Assessment of domain knowledge on Library automation and organizational skills. 20%- Interview performance	50%- Library publication work. 30%- Assessment of innovative Library services. 20%- Interview performance.

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

Note: Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000 and 10000, respectively.

APPENDIX – II: TABLE – VIII (B)

MINIMUM WEIGHTAGE POINTS (WP) NORMS OF THE AIPS AS PROVIDED IN APPENDIX TABLE VII TO BE APPLIED FOR THE PROMOTION OF LIBRARY STAFF OF COLLEGES AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS)

Sr. No.		College Librarian to College Librarian (Senior scale) (Stage 2)	College Librarian (Senior scale) (Stage 2) to College Librarian (Selection grade) (Stage 3)	College Librarian (Selection Grade) (Stage 3 to Stage 4)
I	Procurement, Organisation and delivery of knowledge and information through library services (Category I)	75/year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/year	15/year	15/year
III	Minimum total average API annual Score under Categories I & II*	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)-Minimum annual score required-to be assessed cumulatively	5/year (20/assessment period)	10/year (50/assessment period)	15/year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening 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	30%- Library related research papers evaluation.. 50%- Assessment of domain knowledge on automation and organizational skills. . . 20%- Interview performance

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

Note: Stages 1, 2, 3, and 4 correspond to scales with AGP of Rs.6000, 7000, 8000, and 9000, respectively.

APPENDIX – II TABLE – VIII (C)

**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN
POSITIONS IN UNIVERSITY DEPARTMENTS / COLLEGES
(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS
STIPULATED IN THIS REGULATION)**

Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in University (Stage 4)	Librarian (University only) (Stage 5)
API Score (Research and Academic Contribution—Category III)	----	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria / weightages (Total Weightage=100)	<ul style="list-style-type: none"> a) Teaching/Compute and Communication skills by a Lecture demonstration (30%) b) Record of Library management skills (20%) c) Interview Performance (50%) 	<ul style="list-style-type: none"> a) Library related research / Theme papers (3 Nos.) Evaluation (50%) b) Library automation skills and organizational plans (20%) c) Interview Performance (30%) 	<ul style="list-style-type: none"> a) Library Research papers (Five) evaluation (60%) b) Organisational track record of innovative library service and vision plan (20%) c) Interview Performance (20%)

Note: Stages 1, 4 and 5 correspond to scales as given and the AGP of Rs.6000, 9000 and 10000, respectively.

APPENDIX-II TABLE: IX
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

Sr. No.	Promotion of Librarian Cadres through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1.	Assistant University Librarian / College Librarian to Assistant Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant University Librarian / College Librarian (Stage 1) completed four years of service 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.	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table VIII(A) of Appendix II for Librarian cadres in Universities and in Table VIII(B) of Appendix II for College Librarian cadres (ii) One Orientation and one Refresher Course of 3/4 weeks duration. (iii) No separate interview points for the Screening cum Evaluation process of recommending promotion.
2.	Assistant University Librarian (Senior Scale) / College Librarian (Senior scale) to Assistant University Librarian (Selection grade) / College Librarian (Selection grade) (Stage 2 to Stage 3)	Assistant University Librarian (Senior Scale) / College Librarian (Senior Scale) with completed service of five years in Stage 2	<ul style="list-style-type: none"> (i) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table VIII(A) of Appendix II for Librarian cadres in Universities and in Table VIII(B) of Appendix II for College Librarian cadres (ii) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (iii) No separate interview points for the Screening cum Evaluation process of recommending promotion.
3.	Deputy University Librarian / Assistant University Librarian (Selection grade) / College Librarian (Selection grade) (Stage 3 to Stage 4)	Assistant University Librarian (Selection grade) / College Librarian (Selection grade) 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 University as per the norms provided in Table VIII(A) of Appendix II for Librarian cadres in Universities and in Table VIII(B) of Appendix II for College Librarian cadres. (ii) Three publications over twelve years. In colleges, an exemption of one publication will be given to M.Phil holders and two publications to Ph. D. holders. (iii) Additionally, one course / training under the categories of Library automation / Analytical tool development for academic documentation. (iii) A Selection Committee process as stipulated in this regulation and in Table VIII(A) of Appendix II for University and in Table VIII(B) of Appendix II for Librarian cadres in colleges.
4.	Librarian (University) (Stage 5)	Deputy Librarian in University with three years of completed service in Stage 4.	<ul style="list-style-type: none"> (i) Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table VIII(A) of Appendix II for Librarian (University). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4, if required). (ii) A minimum of five publications over current and previous assessment periods. (iii) Evidence of innovative library service and organization of published work. (iv) A Selection Committee process as stipulated in this regulation and in Table VIII (A) of Appendix II for Librarian (University).

* The explanatory note provided for Tables IIa and for IIb for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre.

Note: Stage 1, 2 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, and 10000, respectively.