

UNIVERSITY OF RAJASTHAN, JAIPUR

No.F.2(6)Acad.I/

Dated: 12/01/2017

NOTIFICATION NO. 16

In exercise of the powers conferred under Section 22(a) of the University of Rajasthan Act, 1946 and consequent upon the Syndicate 30.7.2012 and No. 4(iii) dated 30.7.2012 approving the recommendations of the Academic Council made vide Resolutions No. 22 dated 2.5.2011, No. 2 dated 10.6.2011, No. 17 dated 4.1.2012, NO. 23 dated 5.7.2012 and No. 1 dated 11.10.2012 regarding adoption of the UGC Regulation of June 30, 2010 about minimum qualifications for appointment of teachers etc., the Ordinances series 141-141E, and 141-I having been substituted by the new Ordinance series 141-141F which are notified as under :-

CHAPTER – XXIX

UNIVERSITY PROFESSORSHIP, ASSOCIATE PROFESSORSHIP AND ASSISTANT PROFESSORSHIP

These Ordinances shall be deemed to have come into force with effect from 18.9.2010

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

Provided that notwithstanding anything contained in these Ordinances, in the event any candidate became eligible for promotion under Career Advancement Scheme prior to 1.12.2008, the promotion of such a candidate under CAS shall be governed by the provisions of Ordinance 141-I as amended from time to time read with the relevant notifications, guidelines, orders, circulars etc. issued by the University Grants Commission and the University from time to time.

ORDINANCE 141

1. DUTIES OF THE UNIVERSITY TEACHERS

- (1) To engage in research and teaching post-graduate and under-graduate classes;
- (2) To guide and supervise research work wherever permissible of such students as are assigned by the University.
- (3) To give extension lectures at various centres of the University.
- (4) To work as Head of the Department and carry on such other duties as are assigned by the University.
- (5) To do such examination work as is assigned by the University from time to time.

2. WORKLOAD OF THE TEACHERS

- (1) The workload of the teachers in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It shall be necessary for the teacher to be available for at least 5 hours daily in the University/constituent College for which necessary space and infrastructure should be provided by the University/constituent College. Direct teaching-learning process hours shall be as follows:

Assistant Professor 16 hours

Associate Professor and Professor 14 hours

- (2) A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week have to be allocated for research activities of a teacher.

3. SERVICE AGREEMENT

- (1) A service agreement shall be executed between the University and the teacher concerned and a copy of the same shall be deposited with the Registrar. Such service agreement shall be duly stamped as per the rates applicable.
- (2) The self-appraisal or linked Performance Based Appraisal System (PEAS) shall form part of the service agreement and annual record.

4. COUNTING OF PAST SERVICES FOR PROMOTION UNDER CAS

- (1) Previous regular service whether national or international as Assistant Professor, Associate Professor, 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., shall 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 in Table NO. II(A) of Appendix III provided that:
- (i) The essential qualifications of the post held were not lower than the qualifications prescribed by the University for Assistant Professor, Associate Professor and Professor as the case may be.
 - (ii) The post is/was in an equivalent grade or the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
 - (iii) The candidate for direct recruitment has applied through proper channel only.
 - (iv) The concerned Assistant Professor or equivalent incumbent, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the University for appointment to the post of Assistant Professor or equivalent incumbent, Associate Professor and Professor as the case may be.
 - (v) The post was filled substantively in accordance with the prescribed selection procedure as laid down in the relevant laws of the Universities/State Government/Central Government/concerned institutions for such appointments.
 - (vi) 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:
 - (a) The period of service was of more than one year duration;
 - (b) The incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (c) The incumbent was selected to the permanent post in continuation to the ad hoc or temporary service without an break.

Provided counting of previous service of a person from outside this University or an ad hoc service of a person(s) in this University will

not disturb the existing inter-se-seniority of the persons working in the University in that cadre.

Notwithstanding anything contained in these ordinances, in the eventuality of promotion under CAS of a person(s) availing benefit of counting of previous service he/she shall remain junior to the person who was senior in the lower cadre if the promotion of the latter has been effected from the date of minimum service eligibility i.e. without extending the date of eligibility for whatever reasons as provided in these ordinances.

N.B.

Regular appointment in this University means the appointment made in this University after regular selection in continuance of his/her ad hoc or temporary appointment as Assistant Professor/Research Associate/Case Analyst immediately before regular selection in this University.



ORDINANCE 141-a

1. The following shall be the scales of pay for University teachers:

1)	Assistant Professor	15600-39100
	(Ordinary Scale)	AGP – 6000
	Assistant Professor	15600-39100
	(Senior Scale)	AGP – 7000
	Assistant Professor	15600-39100
	(Selection Scale)	AGP – 8000
	who have not completed three years as on 1.1.2006	
	Assistant Professor	37400-67000
	(Selection Scale)	ABP – 9000
	Who have completed three years as on 1.1.2006	
(2)	Associate Professor	37400-67000
		AGP – 9000
(3)	Professor	37400-79000
		AGP – 10000
(4)	Professor	67000-79000
		(AGP-12000) 79000 without AGP

2. Discretionary award of advance increments:

Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, higher number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the University 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 Librarian 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 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 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.

ORDINANCE 141-B

1. RECRUITMENT AND SELECTION PROCEDURE

- (1) The direct recruitment to the posts of Assistant Professors or equivalent teaching post, Associate Professors and Professors in the University shall be on the basis of merit through all India advertisement for a period of 30 days. The period of validity of the applications received by the University shall be six months at a time which can be extended for a period of six months by the Syndicate.
- (2) 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 these ordinances.
- (3) The scrutiny of the application forms shall be done by the Screening cum Evaluation committee constituted by the Vice-Chancellor.

Increase
Font - 5



(4) (a) In case a large number of applications (more than 10 times of the number of post for the category) are received the short listing of applications for Assistant Professor or equivalent position will be done by preparing merit on following basis

- (i) Academic Background as per Appendix III Table II(a) - Max. 30
- (ii) Ph.D. degree - Max. 10
- (iii) Research Papers to be given 1 mark to each paper published in the journals approved by UGC.-Max. 20
- (iv) Teaching Experience as
Asst. Professor in regular scales (2 per year)-Max. 20
- (v) Research Experience as Post Doctoral on a Fellowship - Max. 10 (1 per year)
- (vi) Patents Granted by a sovereign - Max. 10 (5 per patent)

In case of equal score all such candidates will be shortlisted.

Or

In case of very large number of applicants, University may hold written examination for short listing the candidates. Short listing score will not be communicated to Selection Committee as well as if written exam is to be conducted then these marks are also not to be communicated to Selection Committee.

4(b) In case a large number of applications (more than 10 times of the number of post for the category) are received the short listing of applications for Associate Professor / Professor or equivalent position will be done by preparing merit on following basis

- (i) Academic Background as per Appendix III Table II(b) - Max. 20
- (ii) Research Performance based On API calculation (10% of Sum of API of Category III) - Max. 50
- (iii) Teaching Experience as
Asst. Professor in regular scales (1 per year)-Max. 20
- (iv) Patents Granted by a sovereign Max. 10 (5 per patent)

In case of equal score all having equal scores will be short listed.

- (5) Only such candidates who fulfill the minimum eligibility conditions and qualifications as per prevalent law shall be allowed to appear before the selection committee for interview.
- (6) The ability of a candidate for teaching and/or research aptitude shall be assessed 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 procedure shall be followed for both direct requirement and CAS promotions wherever selection committees are prescribed in these Ordinances.
- (7) (i) The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the

UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC.

(ii) 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 shall be considered by the selection committees alongwith the other discipline-specific databases.

- (8) The process of selection of Associate Professor/Professor shall involve inviting the bio-data with the duly filled performance Based Appraisal System (PBAS) proforma (Appendix I) based on the API criteria alongwith attested copies of all the required documents carrying weightage scores and reprints of major publications of the candidates as set out in these Ordinances.

Provided that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

- (9) All the selection procedures by the selection Committee/ screening procedure by the Screening cum evaluation Committee shall be completed on the day of the meeting wherein the minutes are reported along with recommendations made on the basis of merit and duly signed by all the members of the committee present in the meeting in the minutes.
- (10) In the case of selection of Professors who are from outside the academic stream and are considered under these Ordinances the University shall lay down clear and transparent criteria so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.
- (11) The Internal Quality Assurance Cell (IQAC) will act as the documentation and Record Keeping Cell for annual Performance Appraisal System. The teachers shall submit their duly filled in Performance Based Appraisal System proforma (Appendix II) duly supported by credentials and documents to the IQAC at the end of each calendar year.
- (12) Notwithstanding anything in the rules/ordinances, the University may stipulate desirable qualifications for specified discipline(s) at

any level of teaching positions, namely Assistant Professor/Associate Professor/Professor.

ORDINANCE 141-C

**SELECTION COMMITTEE/SCREENING CUM
EVALUATION COMMITTEE**

- (1) The Selection Committee for direct recruitment of Assistant Professors, Associate Professors and Professors or equivalent teaching positions as well as for promotion under CAS as Associate Professor/Professor shall be constituted under Section 5 of the Rajasthan Universities Teachers and Officers (Selection for Appointment) Act, 1974.

The quorum for the meeting of the Selection Committee shall not be less than five out of which at least two shall be the experts if the selection to be made is for the post of Professor or Associate Professor: and at least one shall be subject expert if the selection to be made is for the post of an Assistant Professor or any other post of a teacher equivalent there to.

At least five members including the two subject experts shall constitute the quorum

- (2) The screening cum evaluation Committee provided under these Ordinances shall consist of the following -
- (i) Dean of the faculty concerned, if the person holds the post of Professor be convener
 - (ii) Professor shall Head of the Department/Professor and Director of the Centre as the case may be,.
 - (iii) Vice-Chancellor Nominee
 - (iv) One subject expert in the concerned subject/discipline

Note : In case of any technical problem, the Vice Chancellor will constitute the Committee.

At least three members including the subject expert shall constitute the quorum.

ORDINANCE 141-D

GENERAL REQUIREMENTS & QUALIFICATIONS

The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, or equivalent positions, Assistant Librarians, Deputy Librarians, and Librarians shall be as prescribed in these Ordinances.

- (1) (i) NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors or equivalent positions.

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

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
- (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

(a)(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean.

(ii) NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

- (2) The minimum requirement 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.SET), shall remain for the appointment of Assistant Professor.
- (3) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) shall 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 Librarians.
- (4) Wherever the University/ College/ Institution declares results in grade points which is on a scale of seven, the following mechanism shall be applied to ascertain grade and equivalent Marks in percentage:

Grade	Grade Point	Percentage Equivalent
'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

- (5) A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/ Scheduled Tribes/ Differently-able (physically and visually differently-able)/Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records 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.
- (6) A relaxation of 5% at Master's Degree may be provided to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

- (7) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (8) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (9) The period of time spent 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. Such period shall be calculated from the date of commencement of research to the date of submission and/or resubmission of PhD if subsequently awarded. Likewise, the period of time spent by a teacher candidate being on leave from, duty, to acquire M.Phil. and/ or Ph.D. Degree shall not be considered as teaching experience to be claimed for appointment to the teaching positions.
- (10) Scores for Academic Performance Indicators (APIs) for direct recruitment and career advancement scheme (CAS) for promotion of teachers shall be as set out in Table I of Appendix III.
- (11) Minimum scores for APIs for direct recruitment of teachers and weightage in Selection Committees alongwith other specified eligibility/qualifications stipulated in these Ordinances shall be as set out in table II of Appendix-III.
- (12) Weightage for Academic background of candidates for direct recruitment of Assistant Professor or equivalent positions shall be as set out in table 11(a) of Appendix III.
- (13) Weightage for Academic background of candidates for direct recruitment of Associate Professors and Professors or equivalent positions shall be as set out in table 11(b) of Appendix III.
- (14) Minimum APIs as provided in table I of Appendix III to be applied for the promotion and weightages for expert assessment in selection committees of teachers under the Career Advancement Scheme shall be as set out in table II(c) of Appendix-III.
- (15) Minimum academic performance and service requirements for promotion of teachers under CAS shall be as set out in table 11(d) of Appendix III.
- (16) Academic Performance Indicators (APIs) and scores of Performance based Appraisal System (PBAS) for direct recruitment and Career Advancement Scheme (CAS) of promotion of the Librarian, Deputy

Librarian, and Assistant Librarian shall be as set out in Table III(a) of Appendix III.

- (17) Minimum APIs and other norms for the direct recruitment of the Librarian, Deputy Librarian, and Assistant Librarian shall be as set out in Table III (b) of Appendix. III.
- (18) Minimum APIs as provided in Table III (a) of Appendix III to be applied for Career Advancement .Scheme of promotion of the Librarian, Deputy Librarian, and Assistant Librarian and weightages for expert assessment in Screening/selection committees shall be as set out in Table III(c) of Appendix III.
- (19) Minimum academic performance and service requirements for promotion of the Librarian, Deputy Librarian, and Assistant Librarian shall be as set out in Table III (d) of Appendix III.
- (20) "Good academic record" wherever occurring in these Ordinances means an average of at least 55% marks in three examinations preceding to Masters' Degree with at least 50% marks in graduation and any one of Secondary/High School, Higher Secondary/Senior Secondary or equivalent grades in the point scale wherever grading system is followed without including any grace marks and/or rounding off to make it 55% or 50% as the case may be. Consistently good academic record will mean the same as of Good Academic Record.

Definition of Average of three is to be given –

$$\frac{[(\text{sum of total marks obtained in 3 exams})/(\text{Sum of total maximum marks in 3 exams})] \times 100}{}$$

Note: Word Consistent good academic record wherever occurring in Ord. 141 will mean same as good academic record.

Following be added to clause 20 of Ordinance 141 – D while defining Good academic record that:

"The examinations preceding to Master's degree" in reference to recruitment in-

- (i) (a) Law faculty means LL.B., Graduation, Senior Secondary or equivalent. or
- (b) 5 year LLB Integrated Course, Senior Secondary & Secondary.
- (ii) (a) Education means B.Ed.,

- Graduation, Senior
Secondary or equivalent. or
(b) 4 years/ 5 year Integrated B.A. or B.Sc. B.Ed., Senior Secondary &
Secondary.
- (iii)(a) Physical Education
means B.P.Ed., Graduation,
Senior Secondary or
equivalent. or
(b) 4 or 5 year integrated course, Senior Secondary & Secondary
- (iv) Library Science means B.Lib., Graduation, Senior
Secondary or equivalent.
- (21) 'Evidence of having guided Doctoral candidates' wherever occurring
in these Ordinances means a certificate(s) issued by the concerned
University/Institute etc. to the effect of submission/resubmission of
the Ph.D. thesis.

ORDINANCE 141-E

QUALIFICATIONS FOR DIRECT RECRUITMENT

I. FACULTIES OF ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, LAW AND SUBJECTS OF LIBRARY SCIENCE, DRAWING & PAINTING, 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 from an Indian University
or an equivalent degree from an accredited foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have
cleared the National Eligibility Test (NET) for lecturers conducted by
the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to
this Clause candidates, who are, or have been awarded a Ph. D.
Degree in accordance with the University Grants Commission

(Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

- (iii) Besides fulfilling the above qualifications, candidates for the post in the specialized field should also possess additional qualification wherever approved by the Syndicate and notified with the post in the advertisement for recruitment.

(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).
- (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 with evidence of published work and a minimum of 5 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 Table-1 of Appendix-III.
- (vi) Besides fulfilling the above qualifications, candidates for the post in the specialized field should also possess additional qualification wherever approved by the Syndicate and notified with the post in the advertisement for recruitment.

(3) 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 10 publications as book 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 Table 1 of 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 substantiated by credentials.

II. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.

(A) MUSIC AND DANCE DISCIPLINE

1. ASSISTANT PROFESSOR

(a)(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 the relevant subject or an equivalent degree from an Indian/ Foreign university.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions. Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the

fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

(a)(i) 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

(a)(i) Good academic record with doctoral degree and 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.

(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

(b) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

(i) 'A' grade artist of AIR/ TV;

(ii) Eight years of outstanding performing achievements in the field of specialization;

(iii) Experience in designing of new courses and/ or curricula;

(iv) Participation in Seminars/ Conferences in reputed institutions; and

(v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR

- (a) An eminent scholar with a doctoral degree actively and 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

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

(B) DRAMATICS

1. ASSISTANT PROFESSOR

- (a)(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 the relevant subject or an equivalent degree from an Indian/ Foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET

for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

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

2. ASSOCIATE PROFESSOR

- (a)(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 experience of teaching in a University/ College and/ or research in University/ national level institutions.
- (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 of new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

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

3. PROFESSOR

- (a) 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 at doctoral level, with outstanding performing achievement in the field of specialization.

OR

- (a) A traditional and a professional artist with highly commendable professional achievement in the concerned subject who should be or have:
 - (i) Twelve years of outstanding performing achievements in the field of specialization;
 - (ii) Has made significant contributions in the field of specializations and has the ability to guide research;

- (iii) Participation in National/ International Seminars/ Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships; and
- (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

(C) VISUAL (FINE) ARTS DISCIPLINE I. ASSISTANT 1. PROFESSOR

- (a)(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 the relevant subject or an equivalent degree from an Indian/ Foreign University.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

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

2. ASSOCIATE PROFESSOR

- (a)(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 institution. .
- (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

- (b) A professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (i) A recognized artist of his/ her own discipline;
 - (ii) Eight years of outstanding performing achievements in the field of specialization;
 - (iii) Experience in designing of new courses.and/ or curricula;
 - (iv) Participation in Seminars/ Conferences in reputed institutions; and

- (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR

- (a) 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

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

FACULTY OF MANAGEMENT

1. ASSISTANT PROFESSOR

- (i) Essential:
 - a. First Class Masters Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/ accredited by the AICTE/ UGC;

OR

- b. First Class graduate and professionally qualified Chartered Accountant/ Cost and Works Accountant/ Company Secretary of the concerned statutory bodies.
- (ii) Desirable:

- a. Teaching, research, industrial and/ or professional experience in a reputed organization;
- b. 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 Master's Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two years 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 MCTE 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.
- (iv) In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:
 - a) 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 or first class in two years full time PGDM declared equivalent by AIU/ recognized by AICTE/ UGC;

OR

- b) First Class graduate and professionally qualified Chartered Accountant/ Cost and works Accountant/ Company Secretary of the concerned statutory body.
- (v) 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 Master's Degree in Business Management/ Administration/ in a relevant discipline 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

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

- (i) 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 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 years 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) 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.

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

- a) Teaching, 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/ ;ead sponsored R&D consultancy and related activities.

IV. ENGINEERING AND TECHNOLOGY (ALL STREAMS AND SUBJECTS).

1. ASSISTANT PROFESSOR

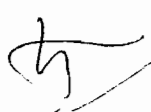
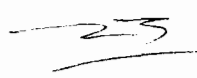
- (i) Essential:

- a. First Class Master's Degree in the appropriate branch of Engineering & Technology;

OR

A Ph.D. Degree in appropriate branch of Engineering & Technology

Good academic record with at least 55% marks (or an equivalent grade) and at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

 
27

- (b) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
- (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
- (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean.

- (ii) Desirable:

- a) Teaching, research industrial and/ or professional experience in a reputed organization;
- b) Papers presented at conferences and/ or in refereed 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 Engineering & Technology/ Applied Sciences, and experience of eight years in teaching, research and/ or industry at the level of Lecturer or equivalent grade.

OR

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

- a. First Class Master's Degree in the appropriate branch of Engineering & Technology/ Applied Sciences;
- b. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering & Technology, 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.

(ii) 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) Essential:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engineering & Technology/ Applied Sciences, 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

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

- a. First Class Master's. Degree in the appropriate branch of Engineering & Technology/ Applied Sciences;
- b. Significant. professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering & Technology/ Applied Sciences, 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.

(ii) Desirable:

- a. Teaching, industrial 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 post graduate or research students or supervising R&D projects in industry.
- d. Demonstrated leadership in planning and organizing academic, research, industrial and/ or professional activities; and
 - a. Capacity to undertake/ lead sponsored R&D, consultancy and related activities.

V. EDUCATION

1. ASSISTANT PROFESSOR

- (i) A Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR
M.A.-(Education) and B.Ed. each With a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

- (ii) 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.

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy/ Sociology besides M.Ed.

2. ASSOCIATE PROFESSOR

- (i) A Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

MA. (Education) and BEd. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

- (ii) Ph.D. in Education; and
(iii) At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.

3. PROFESSOR

- (i) A Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M.A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

- (ii) Ph.D. in Education; and
(iii) At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M.Ed. level with published work in the area of his specialization. .

Provided that, in the even of non-availability of eligible and suitable candidates for appointment as Professor/ Head of the Department/

Associate Professor as per above eligibility criteria, it would be permissible to appoint retired Professor/ Head of the Department/Associate Professor in 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.

VI. PHYSICAL EDUCATION

1. ASSISTANT PROFESSOR

- (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) with a consistently good academic record.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
- (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

- (iii) Record of having represented the university/ college at the inter-university/ inter-collegiate competitions or the State and/or national championships.;
- (iv) Passed the physical fitness test conducted in accordance with these Regulations.

N.B. PHYSICAL FITNESS TEST NORMS:

- a) Subject to the provisions of these Ordinances, 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			
Upto 30 years	Upto 40 years	Upto 45 years	Upto 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

ASSISTANT PROFESSOR LN YOGA

- (i) A Masters degree in Physical Education or Philosophy or Sanskrit or Psychology with at least 55% marks(or an equivalent grade in a

point scale wherever grading system is followed) with good academic record along with a diploma/ degree (at least one year duration) in Yoga/Yogic/Yoga Therapy/ Yoga studies from Universities or institutions recognized by the UGC.

- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil / Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfilment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in Seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

2. ASSOCIATE PROFESSOR

- (i) 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);
- (ii) 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
- (iii) Ph.D. in Physical Education
- (iv) Evidence of organizing competition and conducting coaching camps of at least two weeks' duration.
- (v) Evidence of having produced good performance teams/ athletes for competitions like state/national/inter-university/combined university, etc.
- (vi) Passed the physical fitness test in accordance with the provisions laid down for the post of Assistant Professor.

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. PROFESSOR

- (i) 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);
- (ii) Ph.D. in Physical Education
- (iii) 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.
- (iv) Participation in at least two national/ international seminars/ conferences.
- (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.

VII. LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN

1. ASSISTANT LIBRARIAN

- (i) A Master's Degree in Library Science/ Information Science/ Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- (ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- (iii) However, candidates, who are, or have been awarded Ph.D. degree 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/ SET for recruitment and appointment of University Assistant Librarian.

2. DEPUTY LIBRARIAN

- (i) A Master's Degree in library science/ information science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- (ii) Five years experience as an Assistant University Librarian/ College Librarian.
- (iii) Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- (iv) Desirable: A M.Phil./ Ph.D. Degree in library science/ information science/ Documentation/ Archives and manuscript-keeping/ computerization of library.

3. LIBRARIAN

- (i) A Master's Degree in Library Science/ Information Science/ documentation with at least 55% marks or its equivalent grade of 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 of published

work.

- (iv) Desirable.: A M.Phil./ Ph.D. Degree in library science/ information science/ documentation/. achieves L-krid manuscript-keeping.

C.A.S. PROMOTIONS

ORDINANCE 141 F

I. CONDITIONS AND PROCEDURE FOR PROMOTION

- (1) The incumbent teacher must be on roll and active service of the Universities on the date of eligibility. Provided persons who were in the active service of the University before 18.9.2010 shall be eligible for consideration.
- (2) 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.
- (3) Every calendar year shall be treated as a selection year for promotion under the Career Advancement Scheme. 1st January of each calendar year shall be considered as a cut off date for determination of the eligibility conditions for promotion against the preceding selection year.
- (4) As far as possible the meetings of the selection committee / screening cum evaluation committee will be held once in a year. The benefits shall be extended from the date of eligibility.
- (5) Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in these Ordinances as per Tables 11(c) of Appendix III or those who obtain less than 50% in the expert assessment of the selection process on earliest date of eligibility will have to be assessed with extension in the date of eligibility or re-assess only after a minimum period of one year. The date of promotion shall be the date of eligibility recommended by the Selection Committee/ Screening cum Evaluation Committee.
- (6) Process of CAS' promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" set out in ordinance 141 C (2).
- (7) The Selection Committee specified under Ordinance 141 C (1) is

applicable to the Career Advancement scheme of promotions of Assistant Professor (stage 3) to Associate Professor and to that of Associate Professor to Professor.

- (8) 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 from the date of the meeting of the assessment committee.
- (9) (i) 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.
(ii) If, however, the candidate finds 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 that date of application fulfilling the criteria.
(iii) 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 new date of eligibility recommended by the Selection Committee/ Screening cum Evaluation Committee.

II. REMOVAL OF DIFFICULTIES IN THE IMPLEMENTATION

The teacher who become eligible for the promotion under CAS prior to 31-12-2008 will be considered by the provisions of University old ordinance 141-I which came into force from 1-3-2002.

However teachers who become eligible for the promotion under CAS in the period 31-12-2008 to 17-09-2010 will be considered by the provisions of University old ordinance 141-I since the new UGC regulation 2010 came into force on 18-09-2010.

However teachers who become eligible for the promotion under CAS in the period 18-09-2010 to 12-06-2013 will be considered by the provisions of University un-amended ordinance 141-F which was into force in that period since the 2nd Amendment of UGC regulation 2010 came into force on 13-06-2013.

However teachers who become eligible for the promotion under CAS in the period 13-06-2013 to 10-07-2016 will be considered by the provisions of amended ordinance 141-F which was into force in that

period since the 2nd Amendment of UGC regulation 2010 involving caps on sub-categories in the Category III (Research and Academic Contributions) has come into force on 13-06-2013. It to be applied prospectively. Further a choice of consideration with new amended regulations based on 3rd and 4th Amendment be given if desired by the candidate with the condition that date of earliest eligibility will be 11-07-2016 when the 4th amendment of UGC regulations came into force.

However teachers who become eligible for the promotion under CAS in the period subsequent to 11-07-2016 will be considered by the provisions of this amended ordinance 141-F which shall come into force from 11-07-2016.

Provided also that the API score claim of each of the sub-categories in the Category III (Research and Academic Contributions) shall not have a cap except for the sub-category of invited lectures/papers. With effect from 11th July 2016.

Transitory Provisions for Period 13.06.2013 to 10.07.2016

Teachers who become eligible for promotion under CAS on or after 13.06.2013 will be governed by the provisions of UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (2nd Amendment), Regulations, 2013 (Ref.No.F.1-2/2009(ECPS)V(1) Vol. II dated 13.06.2013).

According to the above Regulation 2013, the necessary amendments in University Ordinance 141-141F are required to be made. The above amendments be made effective from the date decided by the Syndicate. Teachers who become eligible prior to the adoption of Regulation 2013 by the Syndicate, the promotion of such teachers under CAS will be governed by the provisions of University Ordinance 141-141F (UGC Regulations 2010).

Following amendments in the Notification No.6 dated 17.10.2012 are required to be incorporated at the end of Para 3 of Chapter XXIX.

“Teachers who become eligible for promotion under CAS shall be considered by the provisions of Ordinance which are in operation on the date of eligibility and not on the date of interview.”

The above categories (from I to IV) have been made in the light of the letter No. F.1-1/2012 (PS) 22 Oct, 2014 by the Under Secretary, UGC New Delhi regarding clarification of the date of eligibility for promotion under CAS Shall be governed by the Regulations which are in operation on the date of eligibility and not on the date of interview

Part-II

1. Selection Committee for promotion to the Post of Associate Professor and Professor under CAS:

The Selection Committee for CAS Promotion will be same as per Ordinance 141 C (1) which is constituted as per Section-5 of the Rajasthan Universities Teachers and Officers (Selection for Appointment) Act, 1974.

As per UGC D.O. letter No.f.18-4/2013(PS/Misc.) dated 18.08.2015, the provision of nomination of the UGC Observer has been dispensed with by the UGC.

2. Scrutiny Committee

Scrutiny Committee to be constituted for the Candidates eligible prior to 18.09.2010 as per University Old Ordinance 141-I (A & B).

Since the Scrutiny Committee has been constituted vide University Office Order No. Estt.-I/Misc.-I/2015/8914 dated 10.12.2015 therefore the Committee recommends that the applications of the Teachers for CAS Promotion eligible prior to 18.09.2010 be scrutinized by this Committee.

3. The Screening Cum Evaluation Committee

The Screening Cum Evaluation Committee for the Teachers who become eligible on or after 18.09.2010 required to be constituted as per

provision of University Ordinance 141-C (2). Committee is of the view that to maintain sanctity of the selection process, the subject experts invited for Screening Cum Evaluation Committee from the panel should not be called/invited as member/subject expert of the Selection Committee.

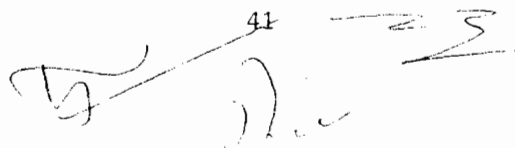
Screening /Evaluation of the application forms for the promotion from Assistant Professor to Associate Professor and Associate Professor to Professor who become eligible on or after 18.09.2010 will be processed as per provisions of University Ordinance 141F.

As a consequence, the table at Regulation 6.0.1 of the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of the standards in higher education) (2nd Amendment) Regulations, 2013 stands deleted.

III. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS:.

- (1) Promotion of teachers Under the Career Advancement Scheme shall be governed by academic performance indicators and assigned scored, minimum norms of*APIs and the minimum academic performance and service requirements and successful assessment as set out in the table 11(c) & (d) of Appendix III respectively, and by the screening cum evaluation committee/selection committee/expert committee as the case may be.
- (2) 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).
- (3) 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.
- (4) An entry level Assistant Professor possessing M.Phil. Degree or postgraduate Degree in professional courses, approved by the

41



relevant statutory body, such as LI.,M./ M.Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.

- (5) 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.
- (6) 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 Table II(c) & (d) of Appendix III.
- (7) 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 in Table II(c) & (d) of Appendix III.
- (8) 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 in Table II(c) & (d) of Appendix III to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- (9) 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 II(d) of Appendix III and (b) an assessment by a duly constituted selection committee as stipulated under Ordinance 141 (c).

Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

- (10) Ten percent 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 requirements laid down in Table II(d) of Appendix III 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 (d) of Appendix-I for teachers in University departments. No separate interview need to be conducted for this category.

IV. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS AND DEPUTY LIBRARIANS ETC.:

- (1) Promotion of Librarians, Deputy Librarians, and Assistant Librarians under the Career Advancement Scheme shall be governed by the academic performance indicators and assigned scores, minimum APIs and minimum academic performance and service requirements and assessment by the screening cum evaluation committee/selection committee/expert committee as the case may be as set out in the tables III (a) (c) and (d) respectively of Appendix
- (2) Assistant University Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade and fulfillment of other requirements as set out in table III (d) if otherwise eligible as per API scoring system and PBAS methodology as set out in the Table III(c) of Appendix-III shall be eligible for the higher grade (stage 2).
- (3) Assistant Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade and fulfillment of other requirements as set out in table III(d) if otherwise eligible as per API scoring system and

PBAS methodology as set out in the table III (C) Appendix-III shall become eligible for the next higher grade (stage 2).

- (4) Assistant Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade and fulfillment of other requirements as set out in table III (d) if otherwise eligible as per API scoring system and PBAS methodology as set out in the Table III(e) of Appendix-III shall become eligible for the next higher grade (stage 2).
- (5) On completion of service of five years, Assistant Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to the fulfillment of other requirements/eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as set out in table III (d) and if otherwise eligible as per API scoring system based PBAS methodology as set out in the Table III(c) of Appendix-III shall be eligible for designating as Deputy Librarian/ Assistant Librarian (Selection Grade) as the case may be.
- (6) After completing three years in the above grade, Deputy Librarians/ equivalent positions shall move to the next higher grade (stage 4), subject to fulfillment of other conditions as set out in table III(d) if otherwise eligible as per API scoring system based on ABAS methodology as set out in the Table III(c) of Appendix-III.

Notes:

1. Reference, Table II a & b of Appendix III page 65:
Following be added to the table II (a) and Table II (b) of Appendix III.
For example, the range of 50 – 60 means $50 \leq X < 60$ where X denotes percentage of marks, except for the range of 90 – 100 where the upper range includes 100 also i.e. $90 \leq X \leq 100$.
2. Wherever interview is involved, the candidate shortlisted in General Category for the interview will only be considered for the post in General Category, However, for short-listing for General Category all candidates will be considered.



Explanatory Note for Selection cum Evaluation Committee in Reference to Ord. 141 F

1. For API category I: Teaching, Learning and Evaluation Related Activities the statements made in the Application will be assumed to be correct based on enclosed documents or self certification unless otherwise clearly indicated.

2. For API category II: Co-Curricular, Extension and Professional Development the statements made in the Application will be assumed to be correct based on supporting documents enclosed.

3. Further the total score of API of Category (I) and (II) shall be more than minimum prescribed in the ordinance.

4. For category III(A) while assigning points the following interpretation of the Appendix III Table III(a) will be taken. The sole author will get 100% of Maximum Points applicable for the particular publication. The first author/ corresponding author/ supervisor/ mentor of the publication will get 60% of Maximum Points applicable for the particular publication. To make it clear if the Max. Points for a publication is 15 points and the applicant is either first author or corresponding author or supervisor or mentor, the applicant will get 9 points. The other co-authors will get 40% of Maximum Points applicable for the particular publication. To make it clear if the Max. Points for a publication is 15 points and the applicant is neither first author nor corresponding author nor supervisor nor mentor, the applicant will get 6 points. Similarly III(B) will be evaluated.

5. For joint projects Principal Investigator and Co-Principal Investigator will be considered at par and applicant being PI or Co-PI will get the maximum points specified under III C.

6. For. Ph.D. supervision the Supervisor and the Joint Supervisor will be considered at par and applicant being Supervisor or Joint Supervisor will get the maximum points specified under III D(ii).

7. The role of the Screening and Evaluation Committee is to assess the eligibility and therefore the assessment with mention of the fact that total API is greater than minimum requirement will suffice and exact API calculation exceeding that may not be carried out. However in case the applicant is found not to have attained the less points upto the date of eligibility the detailed statement of calculation and ineligibility will be attached with the evaluation report.

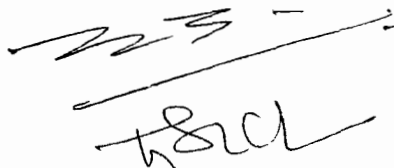
8. The application of each applicant will be put in an envelope and sealed by brown tape and signed by Convener.

9. The members of the Screen and Evaluation committee who are not serving the University at present will be paid a sitting fee at the rate of Rs. 500 per session of three hours and maximum two sessions in a day.

10. The University will reimburse the actual Travel Expenses by Air travel or Taxi Travel or travel by Rail or Bus as desired by the Subject Expert and shall provide free hospitality at University Guest House. Individual clearance from the Hon'ble Vice- Chancellor will not be required and it shall be treated as standing order as far as the Subject Expert is visiting the University for the Screening cum Evaluation. The Dy. Registrar (A&F) and Dy. Registrar (Estt.-I) will depute a clerk for fast and smooth processing of the bills.

11. The Convenor will talk to the Subject Expert on mobile and fix the meeting of the Screening cum Evaluation committee. The verbal communication and acceptance will suffice for the fixing of meeting.

12. Final Minutes of the Screening cum Evaluation Committee of the subject must clearly mention list of applicants found eligible with date of eligibility assessed by the committee. However the final decision regarding the date of eligibility will be of University Administration as per rules as some information may not be transparent to the evaluation committee



From the date of Commencement till 12th June 2013

Annexure-1
Appendix I

UNIVERSITY OF RAJASTHAN, JAIPUR

PBAS PROFORMA FOR DIRECT RECRUITMENT OF PROFESSOR &
ASSOCIATE PROFESSOR

The candidate should go through the Appendix-III of the Ordinances 141D-E before
filling up Part B of the PBAS proforma

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

1. Name (in Block Letters):
2. Father's Name
3. Department:
4. Current Designation & Grade Pay:
5. Date of last Promotion:
6. Date and Place of Birth:
7. Sex:
8. Marital status:
9. Nationality:
10. Indicate whether belongs to
SC/ST/OBC category:
11. Address for correspondence (with
Pincode)
12. Permanent Address (with Pincode)

Telephone No:

Email:

Handwritten signatures and initials are present at the bottom right of the page, including a large signature and several smaller ones.

13 Academic Qualifications (Matric till post graduation):

Examinations	Name of the Board/ University	Year of passing	Percentage of marks obtained	Division/ Class/Grade	Subject
High School/Matric					
Intermediate					
B.A./B.Sc./ B.Com/					
M.A /M.Sc./M.Com/					
Other examinations, if any					

14. Research Degree(s)

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

15. Appointments held prior to joining the present institution

Designation	Name of Employer	Date of Joining		Salary with Grade	Reason of leaving
		Joining	Leaving		

16. Posts held after appointment as Assistant Professor or equivalent teaching posts at the present institution:

Designation	Department /Institution	Date of Actual Joining		Grade
		From	To	

17. Period of teaching experience excluding period of time spent by a teacher candidate on leave from duty to acquire M.Phil./Ph.D. Degree

(a) Period of time spent on leave to acquire M.Phil./Ph.D. Degree from ----- (date of commencement) to ----- (date of submission/resubmission of Ph.D. thesis)

(b) Period of teaching experience

(i) P.G. Classes (in years, months & days):

(ii) U.G. Classes (in years, months & days):
(excluding (a) above)

18. Period of research experience excluding period of time spent to acquire M. Phil/ Ph.D. Degree from ----- (date of commencement) to ----- (date of submission/resubmission of Ph.D. thesis)

19. Fields of Specialisation under the Subject/Discipline

(a) ..

(b) ..

20. Academic Staff College Orientation/Refresher Course attended:

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency
--------------------------------------	-------	----------	-------------------

47

mark

48

12/2

Amey

- 12/2

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)

S. No.	Course/Paper	Level	Mode of teaching*	No. of classes per week allotted	No. of classes held

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

	API Score
(a) Classes Taken (max 50 for 100% performance & 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

S. No.	Course/Paper	Consulted	Prescribed	Additional Resource Provided
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

4.8

10/11

10/11

10/11

10/11

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

S. No.	Short Description	API Score
	Total Score (Max Score: 20)	

- (ii) Examination Duties Assigned and Performed

S. 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:

S. 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/Semesters wise responsibilities	API Score
	Total (Max: 15)		
	(iii) Professional Development Activities		
	Total (Max: 15)		
	Total Score (i + ii + iii) (Max: 25)		

48

10/11

10/11

10/11

CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

A) Published Papers in Journals notified by the University

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 pages nos.	Details of Conference Publication	ISSN/ISBN No.	No. of co-authors	Whether you are the main author	API Score

50 10/11 10/11

(iii) Books Published as single author or as editor

S.No	Title with page nos.	Type of Book & Authorship	Publisher & ISSN/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 (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	AP Score

(D) Research Guidance (Number of students)

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

(E) (i) Training Course. 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 Chairmanship 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	Total consolidated API Score for entire period
III	Research, publications and Academic Contributions (A to F)	

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 documents enclosed along with the duly filled PBAS Proforma.

Signature of the Candidate
Place & Date

N.B: API score will be verified by the university from the supporting documents like certificates, sanction letters, research papers etc. API scores claimed by the candidates without attaching supporting documents shall be treated zero. The PBAS proforma duly filled along with all enclosures, will be placed before the Screening cum Evaluation Committee or Selection Committee for assessment/verification..

543 1000 1000 1000 1000

Instructions for Filling up PBAS Proforma

Part B of the Proforma is based on Appendix III, category III of the Ordinances 141 D-E available on university web site. Candidates are advised to go through details of the Appendix I tables relevant for Direct recruitment of Professor, Associate Professor, Assistant Professor etc. Detailed information for the entire 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 I of these Ordinances.

All the candidates are required to attach a self attested copy of certificates, letters, orders, research papers etc. to support their claim of API score

Appendix – II

UNIVERSITY OF RAJASTHAN, JAIPUR

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

Year _____

(To be completed and submitted at the end of each Calendar 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 Pin code)
7. Permanent Address (with Pin code)
- Telephone No:
- E-mail:
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/ Agency	Place	Duration	Sponsoring
Summer School			

SS

12/11/11

12/11/11

12/11/11

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)

S. No.	Course/Paper	Level	Mode of teaching*	No. of classes per week allotted	No. of classes held as per documented record

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

	API Score
(a) Classes Taken (max 50 for 100% performance & 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

S. No.	Course/Paper	Consulted	Prescribed	Additional Resource Provided
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 Methodology.
Updating of Subject Content, Course Improvement etc.

S. No.	Short Description	API Score
	Total Score (Max Score: 20)	

- (iv) Examination Duties Assigned and Performed

S. 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:

S. No.	Type of Activity	Average Hrs/week	API Score
	(ii) Extension, Co-curricular & field based activities		
	Total (Max: 20)		
	(ii) Contribution to corporate Life and Management of the Institution	Yearly/Semesters 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 CONTRIBUTION

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 editor & publisher	Title, & /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 & ISSN/ISBN No	Whether peer reviewed.	No. of co-authors	Whether you are the main author

III c). Ongoing and Completed Research Projects and Consultancies

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

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

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

S. No.	Title	Agency	Period	Grant/ Amount Mobilized (Rs lakhs)	Whether policy document/ patent outcome as	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 Course, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration)

S. No.	Programme	Duration	Organised by	API Score

(F) (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 Chairmanship 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 API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension			
	Total I+II			
III	Research and Academic Contribution			

60

marks

by --

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 documents enclosed along with the duly filled PBAS Proforma.

Signature of the Candidate

Place & Date

N:B: API score will be verified by the university from the supporting documents like certificates, sanction letters, research papers etc. API scores claimed by the candidates without attaching supporting documents shall be treated zero. The PBAS proforma duly filled along with all enclosures, will be placed before the Screening cum Evaluation Committee or Selection Committee for assessment/verification..

61

by

10/10/20

Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement. b. ICT Based Teaching material: 10 points/each c. Interactive Courses: 5 points/each d. Participatory Learning modules: 5 points/each	10
Developing and imparting Remedial/Bridge Course 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 (a) Workshop/Training course : 10 points each (b) Popularization program : 5 points each	10
Maximum Aggregate Limit	20

(iv) Examination Related Work

Indicators	Max Score
College/University and 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 coordination, 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 Part cipation 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 meeting, popular lectures, subject related events, articles in college magazine and University volumes (2 points 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 points 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

Indicators/ Activities	Maximum Score
Membership in profession related committees at state and national level. a. At national level : 3 points each b. At site level : 2 points each	10
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 points each).	10
Maximum Aggregate Limit	15

64

100

Category: III Research and Publications and Academic Contributions

This is to be filled as per Appendix III Table I, Category III of the Ordinance 141 D-E wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table I.

III. Summary of API Scores

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

IV. Similar PBAS proforma will be developed for Librarian, Deputy Librarian and Assistant Librarian based on the API Scoring pattern outlined in Appendix III: Table – III (a).

Handwritten signatures and initials are present in the right margin of the page.

Appendix III, Table-1

Scores for Academic Performance Indicators (APIs) in Recruitment and Career Advancement Schemes (CAS) of promotions.

CATEGORY I: TEACHING LEARNING AND EVALUATION RELATED ACTIVITIES

The minimum APIs scores required by teachers from this category is 75. The self assessment score shall be based on objectively verifiable criteria specified below and shall be finalized by the Screening/Selection Committee.

S. No.	Nature of Activity	Maximum Score
1*	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	50
2	Lectures or other teaching duties in excess of the University 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

*API Scores for Activities Mentioned at Sl. No. 1 and 5 in Table-1(category I) of Appendix III are as under.

Table I (a)

S.No.	Percentage of duties performed to the total duties assigned	Scores for activities at Sl.No.1	Scores for activities at Sl.No.5
1.	Less than 80%	Nil	Nil
2.	80%	30	15
3.	80% - 90%	40	20
4.	90% - 100%	50	25

Appendix III, Table-1

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

The minimum API scores required by teachers from this category is 15. The self-assessment scores shall be based on objectively verifiable criteria and shall be finalized by the Screening/Selection Committee.

S. 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)	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

APPENDIX – III, TABLE – I

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTION

The minimum API score required by teachers from this category is different for different levels of promotion as stipulated in Table II. The self-assessment score will be based on verifiable criteria specified below and will be finalized by the Screening/Selection Committee.

S.No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Language Arts/Humanities/Social Sciences/Library/Physical education/Management	Max. points for University and college teacher position
10(A)	Research Papers published in:	Refereed Journals*	Refereed Journals*	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	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
10(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	Text or Reference Books Published by International Publishers with an established peer review system	50/sole author, 10/chapter in an edited books
		Subject Books by National level publishers/State and Central Govt. Publication with ISBN/ISSN numbers.	Subject Books by /national level publishers/State and Central Govt. Publication with ISBN/ISSN numbers.	25/sole author, and 3/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15/sole author, and 3/chapter in edited books
		Chapter contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes publishers by International Publishers	10/Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories.	Chapter in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories.	5/ Chapter

will say - 52
Munir
Jha

III (C) RESEARCH PROJECTS				
II. (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20/ each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15/ each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakhs)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakhs)	10/ each Project
III (C) (ii)	Consultancy Projects	Amount mobilized with	Amount mobilized with	10 per every
	Carried out/ ongoing	Minimum of Rs. 10.00 lakh	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 (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/ each major project and 10/ each minor project
III (C) (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 or patent /50 /each for International level.
III (D) RESEARCH GUIDANCE				
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
	Ph.D	Degree awarded	Degree awarded	10 /each candidate
III (D) (ii)		Thesis submitted	Thesis submitted	7 /each candidate
III (E) TRAINING COURSES AND CONFERENCE/SEMINAR /WORKSHOP PAPERS				
III (E) (i)	Refresher courses, Methodology workshop, 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

with 32
Amf
Shir

III (E) (ii)	Papers in Conferences/ Seminars/ workshop etc.**	Participation and Presentation of research papers (oral/ poster)	Participation and presentation of research papers (oral/ poster) in	
		(a) International conference	(b) 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) (iv)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) International	10 /each
		(c) National level	(b) National level	5

*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 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(s)\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)).

N.B. The APIs for joint publication will be calculated in the following manner:

Of the total score for the relevant of category of publication by the concerned teacher, the first/principle 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.

33
rule 12- Ahmed
Jha

Appendix III, Table-II

Minimum scores for APIs for direct recruitment of teachers/Librarian cadres and weighages in Selection Committees to be considered along with other specified eligibility, qualifications stipulated in these Ordinances

	Assistant Professors/equivalent cadres (stage 1)	Associate Professor/equivalent cadres (stage 4)	Professor/equivalent cadres (stage 5)
Minimum API Scores	Minimum qualification as stipulated in these Ordinances	Consolidated API score requirement of 300 points from category III of APIs of table-I.	Consolidated API score requirement of 400 points from category III of APIs of Table-I.
Selection Committee weightages	a) Academic Record (30) b) Research Performance (20) c) Assessment of Domain knowledge and Teaching Skills (30%) 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%)	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: Stages 1, 4 & 5 correspond to scales as provided and AGP of Rs.6,000, 9000. and 10,000 respectively in sixth PRC awards.

(2)

mk wj - *[Signature]*

Weightage Scores for Academic Background for Direct Recruitment of Assistant Professors and equivalent teaching positions

Aggregate percentage Examinations	<50	50-60	60-70	70-80	80-90	90-100
Secondary /High school or equivalent	Nil	1.50	1.88	2.25	2.63	3.00
Sr. Secondary/ Hr. Secondary /Intermediate or equivalent	Nil	3.00	3.78	4.50	5.25	6.00
Graduation	Nil	4.50	5.60	6.75	7.88	9.00
Post graduation	Nil	6.00	7.50	9.00	10.50	12.00
Total						30.00

Weightage Scores for Academic Background for Direct Recruitment of Associate Professors/Professors

Aggregate percentage	<50	50-60	60-70	70-80	80-90	90-100
Examinations						
Secondary /High school or equivalent	Nil	1.00	1.25	1.50	1.75	2.00
Sr. Secondary / Hr. Secondary /Intermediate or equivalent	Nil	2.00	2.50	3.00	3.50	4.00
Graduation	Nil	3.00	3.50	4.00	4.50	6.00
Post graduation	Nil	4.00	5.00	6.00	7.00	8.00
Total						20.00

For explanatory note see amended Ordinance 141 Page No. 44

Wali Wed- 2/2 Amir
Idris

APPENDIX - III TABLE - II (c)

MINIMUM APIS AS PROVIDED IN APPENDIX -III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER COVER FOR ADVANCEMENT SCHEME (CAS) 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)
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 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 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 practice. 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: Stages 1, 2, 3, 4, 5 and 6 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively in the sixth PRC awards.

5	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service	<p>that the teacher is placed in Stage 3.</p> <p>(iii) A selection committee process as stipulated in these ordinances and in Tables II of Appendix II.</p> <p>(i) Minimum yearly cumulative API scores for the assessment period as per the norms provided in Table II of Appendix III.</p> <p>(ii) Additional credentials are to be evidenced by:</p> <p>(a) post-doctoral research outputs of high standard, (b) awards/honours/recognition/patents and IPR on products and processes developed/technology transfer achieved, and</p> <p>(c) Additional research degree like D.Sc., D.Lit., LL.B. etc.</p> <p>(iii) A review process by an Expert Committee as stipulated in these ordinances and in Tables II of Appendix III.</p>
---	--	---	--

*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 the enforcement of these ordinances the requirement of three publications as defined in these ordinances, will be applicable.

Note: Stages 1, 2, 3, 4, 5 and 6 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively in the sixth PRC awards.

APPENDIX - III, TABLE - III (a)

ACADEMIC PERFORMANCE INDICATORS (APIs) AND SCORES PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT, CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO LIBRARIAN DEPUTY LIBRARIAN AND ASSTT. LIBRARIAN

Category-I: Procurement, organization, and delivery of knowledge and information through library services

The minimum APIs scores required by teachers from this category is 75. The self assessment score shall be based on objectively verifiable criteria specified below and shall be finalized by the Screening/Selection Committee.

S.No	Nature of Activity	Maximum Score
1.	Library resources organization and maintenance of books, journals reports. Provision of library reader-services, literature retrieval services to researchers and analysis of reports. Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related document. Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters etc.	40
2.	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement function, calculation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID CCIV), development of library management tools (software), Internet management.	30
3.	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	25
4.	User awareness and instruction programmes (Orientation lectures, users training in the use of library services as e-resources, OPAC knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources etc.)	20
5.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual building and extending institutional library facilities to outsiders through external membership norms.	10
Total Score		125
Minimum API score required		75

APPENDIX III. TABLE III (a)

Category I: Co-curricular, Extension and Professional Development Related Activities

The minimum API scores required by teachers from this category is 15. The self-assessment scores shall be based on objectively verifiable criteria and shall be finalized by the Screening/Selection Committee.

S.No	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes), extension, library-literary work through different channels	20
2	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committee and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
Minimum API Score Required		15

22
 10-11-11
 11-11-11
 11-11-11

APPENDIX - III, TABLE - III (a)
Category - III - RESEARCH AND ACADEMIC CONTRIBUTIONS

The minimum API score required by teachers from this category is different for different levels of promotion as stipulated in Table IV (b). The self-assessment score will be based on verifiable criteria specified below and will be finalized by the Screening/Selection Committee.

S.No.	APIs	Activity	Maximum Points
III (A)	Research Papers published in:	Refereed Journals	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	10 / publication
		Conference proceeding 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. Publication with ISBN/ISSN numbers.	25 / author, and 5 / chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	10 / Chapter
		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)			
III (C) (i)	Sponsored Projects carried out/ ongoing	(d) Major Projects amount mobilized with grants above 30.0 lakhs	20 /each Project
		(e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15 /each Project
		(f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakhs	10 /each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. 10.00 lakhs	10 per every Rs. 10.0 lakhs and Rs. 2.0 lakhs, respectively
III (C) (iii)	Completed projects:	Completed project Report	20 / each major project

32
[Signature]
[Signature]

	Quality Evaluation	(Acceptance from funding agency)	and 10 / each minor project
III (C) (iv)	Projects Outcome Outputs	Patent/Technology transfer/ Product/Process	30 / each national level output or patent/ 50/each for International level.
III (D)			
III (D) (i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10/each candidate
		Thesis submitted	7/each candidate
III (E)			
	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks duration	20/each
III (E) (i)		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	each
		b) National	/each
		c) Regional/State level	/each
		Local-University/College level	3. each
III (D) (iv)	Invited lectures or presentations for conferences/ symposia	International	10 /each
		National level	5

* If paper presented in Conference/Seminar is published in the form of Proceeding, the points would accrue for the publication (III (A)) and not under presentation (III (E) (ii)).

N.B.: 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

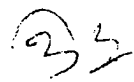


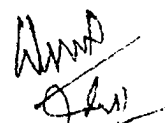
APPENDIX - III, TABLE - III (b)

MINIMUM API AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN POSITIONS

(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY AND QUALIFICATIONS STIPULATED IN THESE ORDINANCES)

S. No. of category	Minimum Norm/ Criteria	Assistant Librarian (Stage 1)	Deputy Librarian (Stage 4)	Librarian (Stage 5)
I	API score (Research and Academic Contribution - Category III)	-	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee criteria/weightages (Total weightage - 100)	a) Teaching/compute and communication skills by a Lecture demonstration (30%) b) Record of Library management skills (20%) c) Interview performance (50%)	a) Library related Research/Theme papers (3 Nos) Evaluation (50%) b) Library automation skills and Organisational Plans (20%) c) Interview performance (30%)	a) Library Research papers (Five) evaluation (60%) b) Organisational track record of innovation library service and vision plan (20%) c) Interview performance (20%)

Note: Stages 1, 2, 3, 4, 5 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively in sixth PRC awards.

made by 
 


Appendix-III Table – III (C)

Minimum API as provided in Appendix III Table III (a) to be applied for the Promotion of Library staff and weightages for expert assessment under Career Advancement Scheme (CAS) of Promotion.

S.No.		Assistant Librarian to Assistant Librarian (Senior Scale) (Stage I to Stage 2)	Deputy Librarian/ Assistant Librarian (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian /Assistant Librarian (Selection Grade) (Stage 3 to Stage 4)	Librarian (University only) (Stage 4 to Stage 5)
1	Procurement organization and delivery of knowledge and information the library services (Category I)	75/years	75/years	75/years	75/years
2	Extension and Profession related activities (Category II)	15 Year	15 Year	15 Year	15 Year
3	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
4	Research and Academic Contribution (Category III) Minimum annual Score Required to be assessed cumulatively	40/assessment period	100/assessment period	90/assessment period	120/assessment period
5	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	
	Percentage distribution or weightage point in the expert assessment (Total weightage 100, (Minimum required 50))	No Separate point screening committee to verify API score	No Separate point screening committee to verify API score	30% Library related research paper evaluation 50% assessment of domain knowledge on library automation and organisational skills\ 20%interview performance	50% Library publication work 30% Assessment innovative library service and organization of digital library service 20% interview performance

Candidates may score 10 point 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 as provided and AGP at Rs. 6000, 7000, 8000, 9000, 10000 respectively in sixth PRC Awards.

APPENDIX - III: TABLE -- III (d)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENT FOR PROMOTION OF LIBRARIAN CADRES

S.No.	Promotion of Librarian cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirement and Screening/Selection Criteria
1.	Assistant Librarian (Senior Scale)	Assistant Librarian (Stage I) 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 as per the norms provided in Table III (c) of Appendix III. (ii) One Orientation and one Refresher Courses of 3/4 weeks duration (iii) No separate interview points for the Screening cum Verification process of recommending promotion.
2.	Assistant Librarian (Senior Scale)	Assistant Librarian (Senior Scale) with completed service of five years in Stage 2	<ul style="list-style-type: none"> (v) Minimum API scores using the PBAS scoring proforma as per the norms provided in Table III (c) of Appendix III. (vi) Additional two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) No separate interview points for the Screening cum Verification process of recommending promotion.
3.	Deputy Assistant Librarian (Selection Grade) (Stage 3 to Stage 4)	Assistant 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 as per the norms provided in Table III (c) of Appendix III for 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.

10/11

10/11

10/11
MAMP
10/11

			(iv) A selection committee process as stipulated in the ordinance and in Table III(c) Appendix III.
4	Librarian (Stage 5)	Deputy Librarian with three years of completed service in Stage 4.	<p>(i) Minimum API scores using the PBAS scoring proforma as per the norms provided the Table III(c) of Appendix III over two assessment period (Stage 3 and 4), if required.</p> <p>(ii) A minimum of 5 publications over current and previous assessment period.</p> <p>(iii) Evidence of Innovative library service and organization of published work.</p> <p>(iv) A Selection committee process as stipulated in the ordinance and in Table III(a) of Appendix III for Librarian.</p>

Note : Stages 1, 2, 3, 4 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10,000 and 12,000 respectively in sixth PRC awards.

Registrar

No. Acad.I/2016/

Dated:

Copy to the following for information and necessary action to –

1. The Principal Secretary, H.E. the Governor and Chancellor, Raj Bhawan, Jaipur
2. The Principal Secretary, Department of Higher Education, Govt. of Rajasthan, Jaipur.
3. All the Heads, of the University Teaching/Non-teaching Departments, Jaipur
4. All the Principals of University Constituent Colleges, UOR, Jaipur.
5. All the Directors of the University Centres/Institutes, UOR, Jaipur.
6. The Controller of Exams./DF&FA, UOR, Jaipur
7. AS to V.C., UOR, Jaipur
8. The Director, Infonet Centre, UOR Jaipur
9. P.R.O., UOR, Jaipur
10. P.S. to Registrar, UOR, Jaipur

Dy. Registrar (Acad.)

**Table of the annexure will be effective
from June 13, 2013 to July 10, 2016**

The API scores will be used for screening purpose only and will have no bearing on expert assessment of candidates in Direct Recruitment/CAS

Provided also that the API score claim of each of the sub-categories in the Category III (Research and Publications and Academic Contributions) will have the following cap to calculate the total API score claim for Direct Recruitment / CAS

Sub-Category	Cap as % of API cumulative score in application
III (A) : Research papers (Journals, etc)	30%
III (B) Research publications (Books, etc)	25%
III (C) Research Projects	20%
III (D) Research Guidance	10%
III (E) Training Courses and Conference/Seminar, etc	15%

In order to make the system more credible, universities may 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.”

AMENDED 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.

S. No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	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: a: Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80 %, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

Note 2 :

The model table proposes API scores and the mode for awarding these scores for various parameters of Category I of PBAS.

1. Wherever the unit of assessment is the number of hours, the teacher is required to compute the total number of hours allocated as per the time-table or the actual number of hours spent in that activity in the previous academic year. The institution can verify these from the official Time Table and the record of students' attendance.
2. In calculating the number of hours allocated, only working days/weeks will be taken into account. For example, if a teacher has been assigned 20 hours of classroom teaching per week in an institution that teaches for 16 weeks per semester, the teacher would write 320 hours (plus another 320 hours if her teaching load is the same in the second semester) in the row 1A(i). Since this is 2 hours higher than the UGC norm, she would claim additional 2 x 16 hours in row 1A (ii). If she has actually taught for 275 hours in that semester, she would claim 275 hours in row 1A (iii). So, in all, she would get credit for 320+32+275 = 627 hours for that semester. She would do similar calculation for the second semester and the total would be entered in each row.
3. In most sub-categories, the total score of a teacher may exceed the maximum score permitted against the relevant sub-total. In that case, the score of the teacher will be credited the maximum score. For example, a teacher who marks 900 scripts can get credit for 300 hours and may have spent another 40 hours on examination duty. This adds up to 340 hours = 34 points. But he will be awarded the maximum of 20 points in that category.
4. Wherever the criterion involves an assessment by the screening committee, the teacher will be required to submit some evidence of work done. Each institution may further develop these criteria and specify the requirements for the various categories mentioned here.
5. Under 4c, the teacher is only required to give a proof that she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of her teaching. She would be entitled to the points irrespective of the content of the feedback. The comments given by the students may not be used against the teacher in this exercise.

Category	Nature of activity	Notes	Unit of assessment	Score
Category I	TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES			
1A (i)	Classroom teaching (including lectures, seminar)	As per allocation	Hours per academic year	
1A (ii)	Classroom teaching (including lectures, seminar) in excess of UGC norms	As per allocation	Hours per academic year	

1A (iii)	Classroom teaching (including lectures, seminar) preparation time	Same as actual teaching hours as per attendance register	Hours per academic year	
1B	Tutorials and Practicals	Actuals as per attendance register	Hours per academic year	
1C	Outside classroom interaction with students	Max 0.5 of hours in 1A	Hours per academic year	
	Sub-total 1	Score = hours/10 (max score 100)		
2	Research Supervision (including Masters thesis)	Max 1 hour per student per working week	Hours per academic year	
	Sub-total 2	Score = hours/10 (Max score = 30)		
3A	Question paper setting, moderation and related work	Actual hours	Hours per academic year	
3B	Invigilation/supervision and related examination duties	Actual hours	Hours per academic year	
3C	Evaluation/assessment of answer scripts and assignments related to internal assessment, external and re evaluation	Max 20 minutes per full script	Hours per academic year	
	Sub-total 3	Score = hours/10 (Max score = 20)		

4A	Teaching innovation including preparation of innovative course, use of innovative methodologies for teaching including bilingual/multi-lingual teaching	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
4B	Preparation of new teaching-learning material including translation, bridge material, study pack or similar additional resource for students	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
4C	Use of anonymous students' feedback on the quality of classroom teaching and students' interaction	Performance and summary feedback to be attached	2 points per course (max 10 points)	

Minimum score required for promotion: 150 out of a total of 250 from category I and II, at least 100 (from Maximum of 180) from category I and 20 (from maximum of 70) from category II.

**AMENDED 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.

S. 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)	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

Note :

The model table proposes API scores and the mode for awarding these scores for various parameters of Category II of PBAS.

1. Wherever the unit of assessment is the number of hours, the teacher is required to compute the total number of hours allocated as per the time-table or the actual number of hours spent in that activity in the previous academic year. The institution can verify these from the official Time Table and the record of students' attendance.

2. In calculating the number of hours allocated, only working days/weeks will be taken into account. For example, if a teacher has been assigned 20 hours of classroom teaching per week in an institution that teaches for 16 weeks per semester, the teacher would write 320 hours (plus another 320 hours if her teaching load is the same in the second semester) in the row 1A(i). Since this is 2 hours higher than the UGC norm, she would claim additional 2 x 16 hours in row 1A (ii). If she has actually taught for 275 hours in that semester, she would claim 275 hours in row 1A (iii). So, in all, she would get credit for $320+32+275 = 627$ hours for that semester. She would do similar calculation for the second semester and the total would be entered in each row.
3. In most sub-categories, the total score of a teacher may exceed the maximum score permitted against the relevant sub-total. In that case, the score of the teacher will be credited the maximum score. For example, a teacher who marks 900 scripts can get credit for 300 hours and may have spent another 40 hours on examination duty. This adds up to 340 hours = 34 points. But he will be awarded the maximum of 20 points in that category.
4. Wherever the criterion involves an assessment by the screening committee, the teacher will be required to submit some evidence of work done. Each institution may further develop these criteria and specify the requirements for the various categories mentioned here.
5. Under 4c, the teacher is only required to give a proof that she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of her teaching. She would be entitled to the points irrespective of the content of the feedback. The comments given by the students may not be used against the teacher in this exercise.

Category	Nature of activity	Notes	Unit of assessment	Score
Category II	CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES			
5A	Discipline related co-curricular activities (e.g. field work, study visit, student seminar, events, career counseling etc)	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
5B	Other co-curricular activities (Cultural,	Evidence to be provided.	Outstanding = 10 Very good = 7	

	Sports, NSS, NCC etc)	Scores to be finalized by the screening committee	Good = 5 Average = 3 Modest = 1	
5C	Extension and dissemination activities (public lectures, talks, seminars, popular writings not covered under III)	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	Sub-total 5			
6A	Administrative responsibility (including Dean, Principal, Chairperson, Convenor, Teacher-in-charge or similar duties that require regular office hours for its discharge)	Actual hours spent	Hours per academic year	
6B	Participation in Board of Studies, Academic and Administrative Committees	Actual hours spent	Hours per academic year	
	Sub-total 6	Score = hours/10 (Max score = 30)		
7	Overall contribution to the collective/corporate life of the institution (including 5, 6 and any other contribution)	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	GRAND TOTAL (1 TO 7)	(OUT OF 250)		

Minimum score required for promotion: 150 out of a total of 250 from category I and II, at least 100 (from Maximum of 180) from category I and 20 (from maximum of 70) from category II.

AMENDED 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.

S No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III A	Research Papers published in:	Refereed Journals *	Refereed Journals*	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.	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	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects 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.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books

		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	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 in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (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 or patent /50 /each for International level,
III (D)	RESEARCH GUIDANCE			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate

III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10 /each candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III(E)	TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS			
III(E) (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
III(E) (ii)	Papers in Conferences/ Seminars/ workshops 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) (iv)	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 refereed 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.
3. The parameters listed in table of category-III (Research and Academic contributions) shall have following capping in relation to the total API score claimed by the candidates:-

• III (A) : Research papers (Journals, etc)	30%
• III (B) : Research publications (Books, etc)	25%
• III (C): Research Projects	20%
• III (D): Research Guidance	10%
• III (E): Training Courses and Conf/Seminar, etc	15%

-:0:-

Annexure-III

UNIVERSITY OF RAJASTHAN, JAIPUR

For Calculation of API for the Period 11 July 2016 Onwards

APPENDIX - III: TABLE I

**ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER
ADVANCEMENT SCHEME (CAS) PROMOTIONS FOR ASSISTANT PROFESSOR,
ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT
RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR IN
UNIVERSITIES AND COLLEGES.**

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
I	a. Direct Teaching	70	Actual hours spent per academic year % 7.5	60	Actual hours spent per academic year % 7.75	60	Actual hours spent per academic year % 7.75
	b. Examination	20	Actual	20	Actual	10	Actual

	duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment		hours spent per academic year %10		hours spent per academic year %10		hours spent per academic year %10
	c. Innovative Teaching - learning methodologies, updating of subject contents/ courses, mentoring etc.	10	Actual hours spent per academic year %10	15	Actual hours spent per academic year %10	20	Actual hours spent per academic year %10

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals /Project Supervision/Field Work. .
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

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

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co- curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

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 score required under this category.

Category		Maximum	
----------	--	---------	--

Sl	Nature of Activity	API Score	Actual score
a.	<p>Student related co-curricular, extension and field based activities.</p> <p>(i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.)</p> <p>(ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)</p> <p>(iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)</p>	15	<p>Actual hours spent per academic year</p> <p>÷</p> <p>10</p>
b.	<p>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.</p> <p>i). Administrative responsibility (including as Dean / Principal / Chairperson /Convener / Teacher-in-charge/similar other duties that require regular officers for its discharge)</p> <p>(ii). Participation in Board of Studies, Academic and Administrative Committees</p>	15	<p>Actual hours spent per academic year</p> <p>÷</p> <p>10</p>
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution)	15	<p>Actual hours spent per academic year</p> <p>÷</p> <p>10</p>

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty of Sciences /Engineering / Agriculture /Medical / Veterinary Sciences	Faculties of Languages /Humanities / Arts / Social Sciences/ Library / Physical education /Management	Maximum score for University / College teacher*
	Research Papers	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication

III (A)	published in:			
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)		Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
	Publications other than journal articles (books, chapters in books)	Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author /
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN /ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International - 10 per Chapter National - 5 per Chapter

III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively
III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer /Product / Process	Major Policy document prepared for international bodies like WHO/UNO/ UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government - 20, State Govt.-10 Local bodies - 5
III (D)	RESEARCH GUIDANCE			
III(D) (i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate
III E	Fellowships, Awards and Invited lectures delivered in conferences / seminars			
		International Award/ Fellowship from academic bodies	International Award / Fellowship from academic	15 per Award / 15 per Fellowship

			bodies/associations	
		National Award/ Fellowship from academic bodies	National Award/Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship
III(E) (i)	Fellowships/ Awards	State/University level Award from academic bodies	State/University level Award from academic bodies/ associations	5 Per Award
III(E) (ii)	Invited lectures /papers	International	International	7 per lecture / 5 per paper presented
		National level	National level	5 per lecture / 3 per paper presented
		State/University level	State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
III(F)	Development of e-learning delivery process/material			10 per module

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - 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 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

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 COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT

Cate gory	Activity	Assistant Professor / equivalent	Assistant Professor / equivalent	Assistant Professor (Stage 3) to Assoc. Professor/equivalent	Associate Professor (Stage 4)	Professor (Stage 5) to
--------------	----------	--	--	--	-------------------------------------	---------------------------

		cadres: (Stage 1 to Stage 2)	cadres: (Stage 2 to Stage 3)	cadres (Stage 4)	to Professor /equivalent cadres (Stage 5)	Professor (Stage 6)
I	Teaching- learning, Evaluation Related Activities	80/Year	80/year	75/year	70/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 / Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period	100 / Assessment period
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period	400 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period	600 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation 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% - Research Contribution 50% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution. 30% Assessment of domain knowledge & teaching practices. 20 % - Interview performance	50% - Research Contribution. 50%- Performance evaluation and other credential by referral procedure

*** Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

APPENDIX - III TABLE - II(B)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API	Minimum	Consolidated API score requirement	Consolidated API
Scores	Qualification as stipulated in these regulations	of 300 points from categories II & III of APIs (cumulative)	requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & 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%)

APPENDIX-III - TABLE: III

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

S.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. 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	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (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	Assistant Professor with	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table

	from Stage 2 to Stage 3	completed service of five years in Stage 2.	<p>II(A)</p> <p>(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.</p> <p>(iii) Screening cum Verification process for recommending promotion.</p>
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).</p> <p>(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 may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders.</p> <p>(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.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Tables II(A).</p>
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.</p> <p>(iii) A selection committee process as stipulated in the regulation and in Tables II (A).</p>
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (universities only)	<p>(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).</p> <p>(ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards</p>

			<p>/honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A)..</p>
--	--	--	---

APPENDIX - III: TABLE IV

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR DIRECT RECRUITMENT OF DEPUTY DIRECTOR AND DIRECTOR OF PHYSICAL EDUCATION & SPORTS IN UNIVERSITIES.

Direct Workload and weightage to be given to different levels of Physical Education
Personnel

	Direct working hours per week	Weightage
Assistant Director of Physical Education	40	100
Deputy Director of Physical Education	36+4*	90
Director of Physical Education	32+8*	80

Based on the Physical Education Personnel's self-assessment, API scores are proposed for (a) Lecture cum practice based athlete / sports classes coaching and training related activities; (b) Organizing and conducting sports and games competitions and management related activities; and (c) upgradation of sports infrastructure and extension services etc. The minimum API score required by Physical Education Personnel from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

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

Nature of Activity	Assistant Director /College Director		Deputy Director		Director	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a) Lecture cum practice based athlete / sportsclasses, seminars undertaken as per allottedhours /organizing and conducting coaching camps / sports person development / training programmes (50 Points) Identifying sports talents and Mentoring sports excellence among students	80	Actual hours spent per academic year ÷ 17.5	70	Actual hours spent per academic year ÷ 17.25	60	Actual hours spent per academic year ÷ 16.75

(20 Points) Development and maintenance of play fields, purchase and maintenance of other sports facilities (10 Points)						
b) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports) (10 Points) Organizing and conducting sports and games competitions at the International / National / State /Inter University/Inter Zonal Levels (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
c) Upgradation of scientific and technological knowledge in Physical Education and Sports (10 Points) Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

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

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education / College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE&S to Deputy DPE&S and for direct recruitment of Deputy DPE&S and DPE&S. 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 score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and	15	Actual hours spent per academic year ÷ 10

extramural programmes)		
(ii) Extension and dissemination activities (public /popular lectures/talks/seminarsetc.)		
b) Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities(including as Principal / Director / Convener / similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Faculties of Physical Education& Sports	Max.score for University/ College DPE*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author

		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International -10 per Chapter National - 5 per Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project
III (C)(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C)(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/ UNO/ UNESCO/ UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies – 30 Central Government - 20, State Govt.-10 Local bodies - 5
III (D)	RESEARCH GUIDANCE		
III(D)(i)	M.Phil.	Degree awarded	5 per candidate
III(D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate 10 per candidate
III E	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/International Sports Organizations	15 per Award / 15 per Fellowship
	Award / Fellowship	National Award/Fellowship from Govt./ recognized National Sports Bodies/National Sports Organizations	10 per Award / 10 per Fellowship
III(E) (i)	Award /Fellowship	State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	5 Per Award
III(E) (ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		

III(E) (iii)	Development of e-learning delivery process/material	10 per module
-----------------	---	---------------

* Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - 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 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

APPENDIX - III TABLE - V (A)

MINIMUM APIs AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE DIRECTOR AND DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES

Category	Activity	Assistant / College Director of Physical Education (Stage 1 to Stage 2)	Assistant / College Director of Physical Education (Stage 2 to Stage 3)	Assistant/College Director of Physical Education(Stage 3) to Deputy/ College Director of Physical Education (Stage 4)	Deputy Director of Physical Education (Stage 4) to Director of Physical Education (Stage 5)
I	Teaching, training, coaching, sports person development and sports management activities	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period
III	Research and Academic	20 / Assessment	50 / Assessment	75 / Assessment	100 / Assessment

	Contributions - Minimum score required - to be assessed cumulatively	period	period)	period	period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period)	150 / Assessment period	180 / Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Research contribution 50% - Assessment of domain knowledge & teaching practices. 20%- Interview performance	50%- Research contribution. 30%- Assessment of domain knowledge and teaching practices. 20 %- Interview Performance

*** One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

APPENDIX - III TABLE - V(B)

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

	Assistant DPE (Stage 1)	Deputy DPE (Stage 4)	DPE (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria /weightages (Total Weightages – 100)	a) Track Record of championship won (30%) b) Sports and athletic skills (40%) c) Interview performance (30%)	a) Research papers (3 nos) evaluation:(40%) 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%)

APPENDIX-III - TABLE VI

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

Sl. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table V (A). (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening cum Verification process for 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 cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A) (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 3/4 week duration. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant DPE (Selection Grade)/College DPE (Selection Grade) to Deputy DPE / College DPE (Selection Grade) (Stage 3 to Stage 4).	Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). (ii) At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) Evidence of having produced teams / athletes (iv) A selection committee process as stipulated in the regulation and in Tables V(A).

	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period the personnel is placed in stage 3</p> <p>(iii) Evidence of having produced. teams / athletes</p> <p>(iv) A selection committee process as stipulated in the regulation and in Tables V(A).</p>
--	--	--	--

Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

APPENDIX- III TABLE VII

ACADEMIC PERFORMANCE INDICATORS (API) FOR PROMOTIONS OF ASSISTANT LIBRARIAN IN UNIVERSITIES / FOR COLLEGE LIBRARIAN UNDER CAREER ADVANCEMENT SCHEME (CAS) AND FOR DIRECT RECRUITMENT OF DEPUTY LIBRARIAN AND LIBRARIAN IN UNIVERSITIES.

Direct Work load and weightage to be given to different levels of Librarians

	Direct working hours per week	Weightage
Assistant Librarian/College Librarian	40	100
Deputy Librarian	36+4*	90
Librarian	32+8*	80

Based on the Librarian Cadre's self-assessment, API scores are proposed for (a) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes, (b) ICT and other new technologies' application for upgradation of library services and (c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services

Nature of Activity	Univ. Assistant Librarian/College Librarian		Deputy Librarian		Librarian	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a) Librar resources organization and maintenance of books, journals, reports; Provision of library reader- services, retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points)	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20	55	Actual hours spent per academic year ÷ 20
Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc (15 Points)						
User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)						
b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10

subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management						
c).Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

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

Based on the Librarian Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and selection committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

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 score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and library contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and Selection Committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

Category	Activity	University/College Librarians	Max.score *
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International -10 per Chapter National - 5 per Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project
III (C)(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C)	Projects Outcome /	Major Policy document prepared for	Major policy document

(iii)	Outputs	international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	of International bodies – 30 Central Government - 20, State Govt.-10 Local bodies - 5
III (D)	RESEARCH GUIDANCE		
III(D)(i)	M.Phil.	Degree awarded	5 per candidate
III(D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 /10 per candidate
III E	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
III(E) (i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	15 per Award / 15 per Fellowship
	Award / Fellowship	National Award/Fellowship academic bodies/ associations	10 per Award / 10 per Fellowship
	Award/Fellowship	State / University Award/Fellowship from academic bodies/associations	5 Per Award
III(E) (ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		
III(E) (iii)	Development of e-delivery process/ material	10 per module	

* Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - 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 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the

Teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo motu, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

APPENDIX - III TABLE - VIII (A)

MINIMUM APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE LIBRARIAN AND DEPUTY LIBRARIAN AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES

Category	Activity	Assistant / College Librarian (Stage 1 to Stage 2)	Assistant / College Librarian (Stage 2 to Stage 3)	Assistant/College Librarian (Stage 3) to Deputy/ College Librarian (Stage 4)	Deputy Librarian (Stage 4) to Librarian (Stage 5)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period
	Expert Assessment	Screening cum	Screening cum	Selection Committee	Selection Committee

	System	evaluation committee	evaluation committee		
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100.	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	50% Library publication work 30% Assessment of innovative Library service and organization of digital library
	Minimum required 50))			Organizational skills 20 % - Interview performance	services 20% Interview performance

*** One may score the balance points from either Category II or Category III to achieve the minimum score required under Category II+ III.**

APPENDIX - III TABLE - VIII (B)

Minimum APIs and Other Norms for the Direct Recruitment of Librarian Positions in University Departments/Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in universities (Stage 4)	Librarian (university only) (Stage 5)
API score (Research and Academic Contribution - Category III)	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria/weightages (Total weightage =100)	a) Teaching / computer and communication skills by a Lecture demonstration (50%) b) Record of Library management skills (20%) c) Interview performance (30%)	a) Library related Research /Theme papers (3 Nos) Evaluation: (50%) .b) Library automation skills and Organizational Plans (20%) .c) Interview performance (30%)	a) Library Research papers (Five) evaluation (60%) b) organizational track record of innovation library service and vision plan (20%) c) Interview performance (20%)

APPENDIX-III - TABLE IX

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

Sl. No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/ College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (A) of Appendix III for Librarian cadres in universities and for college Librarian cadres. (II) One Orientation and one Refresher Course of 3/4 weeks duration (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) / College Librarian (senior scale) to Assistant Librarian (selection grade) / College Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) / College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (A) of Appendix III for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) to Deputy Librarian / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (A) of Appendix III. 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. (ii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the Regulation and in Table VIII (A)
4.	University Librarian (Stage 5) (For universities only)	Deputy Librarian in universities with three years of completed service in Stage 4.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table VIII (A). Librarians may combine

11			<p>two assessment periods (in Stages 3 and 4) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3</p> <p>(iii) Evidence of innovative library service and organization of published work.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Table VIII (A)</p>
----	--	--	---

Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre.