

KUVEMPU **UNIVERSITY**

**PROFORMA FOR PROMOTION UNDER UGC BASED CAREER
ADVANCEMENT SCHME (CAS)**

Application for promotion from: _____ Stage _____ to Stage _____
AGP _____ to _____

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

01	Name (in Block Letters):	
02	Father's Name/Mothers' Name:	
03	Department:	
04	Current Designation & Grade Pay:	
05	Date of last Promotion:	
06	Which position and grade pay are you an	
07	Date of eligibility for promotion:	
08	Date and Place of Birth:	
09	Sex:	
10	Marital status:	
11	Nationality:	
12	Indicate whether belongs to SC/ST/OBC	
13	Address for correspondence (with Pin code):	
14	Permanent Address (with Pin code):	
15	Telephone No. / Mobile No.:	
16	Email:	



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17. Academic Qualifications (Relevant documents must be enclosed)

Examinations	Name of the Board/University	Year of Passing	Percentage of marks obtained	Division / Class / Grade	Subject
B.A./B.Sc./B.Com.					
M.A./M.Sc./M.Com.					
M.Phil					
Ph.D/D.Phil.					
D.Sc./D.Litt.					

18. Appointments held prior to joining this institution

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

19. Posts held after appointment at this institution

Designation	Department	Date of actual Joining		Grade
		From	To	


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20. Period of teaching experience: P.G. Classes (in years) : U.G. Classes (in years)

21. Research Experience excluding years spend in M.Phil / Ph.D. (In years)

22. Fields of Specialization under the Subject/Discipline

(a)

(b)

23. Academic Staff College Orientation/Refresher Course attended:

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency
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24. Performance of Self Appraisal Reports

SL. No.	Year of Report	Date of Submission by the Teacher to Principal / Registrar	Adverse remarks communicated if any

Place :

Date:

Signature of the appertent

Recommendations of the H.O.D/ Principal :-

Signature and seal of the H.O.D/ Principal


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PART B: ACADEMIC PERFORMANCE INDICATORS

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

CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

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

Sl. No.	Course/Paper	Level	Mode of teaching*	Hours per week allotted	% of classes taken 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


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(iii) Use of Participatory and Innovative Teaching-Learning Methodologies, 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

Place 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/Semester wise responsibilities	API Score
	Total (Max:15)		
	(iii) Professional Development Activities		


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	Total (Max: 15)		
	Total Score (i + ii + iii) (Max 50)		

CATEGORY: III. RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

A) Published Papers in Journals

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

B(ii) 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

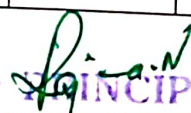
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ii) Full Papers in Conference Proceedings

S.No.	Title with page nos.	Details of Conference Publications	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	API Score


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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

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

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

(D) Research Guidance

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

*For M.Phil only.

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

S.No.	Programme	Duration	Organised by	API Score



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

S.No.	Title of the Paper presented	Title of Conference/Seminar	Organized by	Whether international/national/state/regional/college or university level	API Score

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

S.No.	Title of Lecture/Academic /session	Title of Conference/Seminar etc.	Organised by	Whether international/national	API Score

IV. SUMMARY OF API SCORES

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


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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. whether relevant)

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

1	6
2	7
3	8
4	9
5	10

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

Signature of the faculty with
Designation, Place & Date

Signature of HOD/School
Chairperson/Principal

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


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Instructions for Filling up Part B of the PBAS Proforma

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

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

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

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

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

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

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

CATEGORY: I. Teaching, Learning and Evaluation Related Activities

(i) (a)

Lectures/Seminars/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score should be assigned if a teacher has taken less than 80% of the assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements have been made Maximum score of 50 if there is 100% performance.	Max Score: 50
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(b)

If teacher has taken classes exceeding UGC norms, then two points to be assigned for each extra hour of classes/credit	Max Score: 10
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(ii)

Imparting of knowledge / instruction as per <i>curriculum</i> with the prescribed material (Text book / Manual etc), syllabus enrichment by providing additional resources to students (100% compliance = 20 points)	Max Score: 20
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(iii) Use of participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.


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Indicators	Max. Score
College/University end semester/Annual Examination work as per duties allotted. (Invigilation – 10 points; Evaluation of answer scripts – 5 points; Question paper setting – 5 points). (100% compliance = 20 points)	20
College/University examination/Evaluation responsibilities or 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

(iv) Examination Related Work

CATEGORY:II. Co-curricular, Extension and Professional Development Related Activities

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

Institutional co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 point each)	10
Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO 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, Environment democracy, socialism, Human Rights, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points each)	10
Maximum Aggregate Limit	20

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

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


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(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 State/Central Bodies/Committees on Education, Research and National Development (5 each)	10
Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes (1 point each)	10
Maximum Aggregate Limit	15


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CATEGORY: III. RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API score 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
IIIA	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 Government Publications with ISBN/ISSN numbers.	Subjects Books by National level publishers/ State and Central Government 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	Chapters in knowledge based volumes in Indian/National level publishers with	5 / Chapter

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		ISBN/ISSN numbers and with of numbers of national and international directories.	ISBN/ISSN numbers and with numbers of national and international directories.	
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 Rs. 5.0 lakhs up to 30.0 lakhs	Major projects amount mobilized with minimum of above Rs3.00 lakhs up to 5.00 lakhs	15 /each Project
		(c) Minor projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.00 lakhs	Minor projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3.00 lakhs	10/each Project
III(C)(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. 10.0 lakh	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs.10.0 lakhs and Rs. 2.00 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)	Project Outcome / Outputs	Patent/ Technology transfer/ Product/Process.	Major Policy document of Govt. Bodies at Central and State level.	30 / each National level output or patents / 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/WORKSHIP PAPERS			
III(E)(i)	Refresher courses,	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
	Methodology workshops, Training Teaching-Learning Evaluation Technology	(b) One week duration	(b) One week duration	10/each


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	Programmes, Soft Skills Development Programmes, Faculty Development Programmes (Max: 30 points)			
II(E)(ii)	Papers in Conference/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	e) Local-University/College level	3/Each
III(E)(iv)	Invited lectures or presentations for conference / symposia	(a) International	(b) International	10/ each
		(c) National level	(d) 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 committee 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.


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APPENDIX – III TABLE – II (A)
MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR
THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME
(CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT
ASSESSMENT

		Assistant Professor/ equivalent cadres: (stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
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 practices. 20% - Interview performance	50% - research. 50% - Performance evaluation and other credential by referral procedure.

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

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1,2,3,4,5 and 6 correspond to scale with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.


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Explanatory note to Table II (a)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment Cell (IQACs) of the universities/ colleges for follow up by the universities / colleges authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teachers becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009 – 10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011 two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table – II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings.
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor the publication required shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidate do no either fulfill the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
(b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application.
(c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

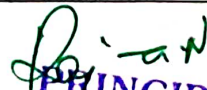

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APPENDIX – III TABLE – III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF TEACHERS IN UNIVERSITY

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 State 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 API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. (ii) On Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3)	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion.
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. (ii) At least three publications in the entire period as Assistant Professor (twelve years).


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			However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A Selection Committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.
4	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Associate Professors with three years of completed service in Stage 4.	(i) Minimum yearly / cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. Teachers may combine two assessment period (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in State 3. (iii) A Selection Committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.
5	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (universities only)	(i) Minimum yearly / cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III. (ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B.,


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			etc. (iii)A review process by an Expert Committee as stipulated in this regulation and in Tables II(A) and II(b) of Appendix III.
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* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.
Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1,2,3,4,5 and 6 correspond to scale with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

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

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

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS

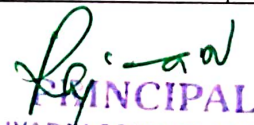
S.No.	APIs	Faculties of Physical education	Max. points for University and college teacher position
III(a)	Research Publication (Journals)	Refereed Journals*	15 / Publication
		Non-referred but recognized and reputable journals and periodical, having ISBN/ISSN numbers	10 / Publication
		Full papers in Conference proceedings, etc* (Abstracts not to be included)	10 / Publication
III(b)	Research Publications (books, chapters in	Text or Reference Books Published by International Publishers**	50 / sole author 10 / chapter in an edited book
		Text or Reference Books Published by	25 / sole author,

	books, other than refereed journal articles)	National/Central/State Government/Societies**	5/chapter in edited books.
		Subject Books by Other local publishers with ISBN/ISSN numbers**	15 / sole author, 3/chapter in edited books.
		Chapters in knowledge bases volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories**	5 / Chapter

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

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

III(C)	RESEARCH PROJECT		
III(C)(i)	Sponsored Projects carried out/ongoing	Major projects/Events amount mobilized with grants above 5.0 lakhs	20 each Project
		Major projects/Events amount mobilized with minimum of Rs. 4.00 lakhs up to 5.0 lakhs	15 each major Project
		Minor projects from central / state funding agencies with grants below 4.00 lakhs	10 each minor Project
III(C)(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. 1.0 lakh	10 per every Rs. 5.0 lakhs 2 per every Rs. 1.0 lakh
III(C)(iii)	Completed projects: Quality Evaluation	Completed project report (Accepted by funding agency)	20 / each major project and 10 / each minor project
III(C)(iv)	Project Outcome / Outputs	Policy document of Govt. Bodies and Central and State level	30 / each output or outcome for National patents etc / 50 / each for International patents.
III(D)	RESEARCH GUIDANCE		
III(D)(i)	M.Phil.	Degree awarded	3 / each candidate
III(D)(ii)	Ph.D.	Degree awarded	10 / each candidate
		Thesis submitted	7 / each


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			candidate
III(E)	TRAINING COURSES AND CONFERENCE / SEMINAR / WORKSHOPS PAPERS		
III(E)(i)	Research Methodology / Training Coaching Workshop	Research methodology / Training/ Coaching programme (not less than three weeks)/workshops of not less than one week	20
III(E)(ii)	Papers in Conferences / Seminars / workshops etc.	Participation and Presentation of research papers (oral/poster)in:	
		a) International Conference	10 /each
		b) National	7.5/ each
		c) Regional / State level	5 /each
		d) Local – University/College level	3 / each
III(E)(iv)	Invitations for conferences/seminars/workshops/symposia to deliver lectures/chair sessions	D) International	10 / each
		E) National	7.5/ each
		F) State level/Regional	5 /each
		G) University/College level Endowment lectures	5/ each


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