SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE



Official Publication of Sant Gadge Baba Amravati University

PART- ONE

(Extra-Ordinary)

Monday, the 15th July, 2019

Direction

No.: 17/2019 Date: 15/7/2019

Subject:- Self – Assessment Proforma - cum – Score Sheets for Academic

Performance Indicator (API) based Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme of Teachers and other Academic Staff..

(UGC Regulations-2018)

Whereas, the University has hereinbefore, issued the Direction No. 35/17 to deal the matter on the above subject,

AND

Now, whereas, the Government of Maharashtra, Higher & Technical Education Department, Mumbai, has issued **Government Resolution No. Misc-2018/C.R.56/18/UNI-1** dated 8th March, 2019, regarding Revision of Pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (7th Pay Commission), and minimum qualifications for appointment of teachers and other academic staff in all the Universities, Colleges and measures for the maintenance of standard in Higher Education in view of University Grants Commission, Resolution-2018,

AND

Whereas, the above **Government Resolution No. Misc-2018/C.R.56/18/UNI-1** dated 8th March, 2019, is implemented, by this University, vide Direction No. 8/ 2019, dated 2/4/2019 so also the Direction No. 14/2019, dated 27.06.2019, regarding corrigendum issued by Govt. vide G.R. dated 10 May, 2019 to this of G.R. of 8th March, 2019.

AND

Whereas, the above UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission also provides minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education,

AND

Whereas, the Proforma-cum-Score Sheets are to be prepared as per the UGC Regulations-2018 as accepted by the Govt., the Vice-Chancellor has appointed the Committee which has prepared the Proforma-cum-Score Sheets based on guidelines, criteria on the subject, and the Proforma-cum-Score Sheets have been accepted by the Vice-Chancellor.

AND

Whereas, the matter is to be implemented by prescribing the Ordinance u/s 74 of the Mahararashtra Universities Act, 2016.

AND

Whereas, making of ordinance is time consuming process.

AND

Therefore, I, Dr. M.G. Chandekar, Vice-Chancellor of Sant Gadge Baba Amravati University, in exercise of the powers conferred upon me under Section 12(8) of the Maharashtra Public Universities Act, 2016, do hereby direct as under:-

1. This Direction may be called as õSelf Assessment Proforma-cum-Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme of Teachers and Academic Staff, (UGC Regulations-2018) - Direction, 2019ö.

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- 2. This Direction shall come into force from the date of its issuance.
- 3. Self Assessment Proforma-cum-Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), for Appointments & Promotions under Career Advancement Scheme of Teachers, will be as prescribed by UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education Resolution as accepted by Govt. of Maharashtra vide G.R. dated 8th March,2019 and 10th May, 2019. Self Assessment Proforma-cum-Score Sheets prescribed accordingly by the University for this purpose are as per Section-I, Section-III and Section-IV annexed herewith, as ANNEXURE-A...

Summary of these Sections is as under :-

Summary of Sections:-

(A)

Section-I

Appendix - I : For University and College Teachers other than Physical Education Persons & Librarians for filling Part - B (Categories - I, II & III) of Appendix - II & Appendix - III.

Appendix – II : PBAS Proforma for Promotions under CAS of Teachers other than Physical Education Persons & Librarians (Part - A, Part - B & Part - C).

Appendix - III : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for Teachers other than Physical Education Persons & Librarians.

Section-II

Appendix - IV : For University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports for filling Part - B (Categories - I, II & III) of Appendix - V & Appendix - VI.

Appendix - V: Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports.

Appendix -VI: PBAS Proforma for Promotions under CAS of University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports (Part - A, Part - B & Part - C).

Section-III

Appendix - VII : For University Librarian / Deputy Librarian / Assistant Librarian and College Librarian for filling Part - B (Categories - I, II & III) of Appendix - VIII & Appendix - IX.

Appendix-VIII : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for University Librarian / Deputy Librarian / Assistant Librarian and College Librarian.

Appendix - IX : PBAS Proforma for Promotions under CAS of University Librarian/ Deputy Librarian / Assistant Librarian and College Librarian (Part - A, Part - B & Part - C).

Section-IV

Appendix - X : For Teachers under Music and Performing Arts Part - B (Categories - I, II & III) of Appendix ó XI & Appendix ó XII.

Appendix - XI : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for Teachers under Music and Performing Arts.

Appendix - XII : PBAS Proforma for Promotions under CAS of University For Teachers under Music and Performing Arts (Part - A, Part - B & Part - C).

- (B) For Direct Recruitments of Professor and Principal posts, applicants should submit the information under õ (A)ö in the Format under 'Category III' of Part B of Appendix ó II, VI, IX & XII XI along with his / her application form by respective category of teachers.
- 4. The cases of Self-assessments, score sheets, API, and PBAS shall hereinafter be dealt as per this Direction only as far as applicable to the teachers and other academic staff in University & Colleges in the faculties/courses fall under the "Coverage" at para- 1.0 of Govt. Resolution dated 8th March, 2019.

Place : Amravati (Murlidhar Chandekar)
Date : 15 /07/2019 Vice-Chancellor

Section I

Appendix-I

Sant Gadge Baba Amravati University, Amravati.

Academic Performance Indicators (APIs) And Scores developed for adoption of Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme (CAS) of University/College Teachers.

(For Teachers other than Physical Education Persons, Librarians and teachers of Music and Performing Arts)

<u>Instructions for Filling up Part B of the PBAS Proforma</u>
(Please read the Instructions carefully before filling the proforma for Category I, II, III)

Part B of the Proforma is based on Government of Maharashtra, Higher and Technical Education, GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

- **B** (I) is based on API Grading/ scoring for Category I of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.
- **B** (II) is based on Category II of the Table. Detailed information for 2018-19 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 the tables and self-assessment scores/ grades 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-A and B for University and College teachers respectively as per GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

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: Assessment Criterion for Teaching, Learning and Evaluation Related Activities as per GR No. Misc-2018/C.R56/18/UNI-1.

Direct Teaching:

Indicator/ Activity	Post Held	Grading Criteria
Lectures/ Practicals/ Tutorials/	Assistant Professor	80% and above - Good
Field Work / Project	Associate Professor	Below 80% but 70% and above-
Supervision taken should be	Professor	Satisfactory
based on verifiable records.		Less than 70% - Not satisfactory

Note: For the purpose of assessing the grading of Activity at Criterion I all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

CATEGORY: II. Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.

II. Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.:

Inc	licator/ Activity	Post Held	Grading Criteria
i.	Administrative responsibility		
	(including as Dean / Principal /		
	Head of the Department/		
	Coordinator of centers		
	Chairperson / Convener /		
	Teacher-in-charge/ IQAC/		
	statutory bodies/ similar other		
	duties that require regular office		
	hrs for its discharge)/ other		
	aspect of departmental or		
	institutional management such as		
	admission committee, campus		
	development, library committee		
	etc./ Organization of Conference		
	/Training as		
	Chairman/Organizing Secretary /		
	Treasurer. Responsibility for, or		
	participation in committees for		
	Students Welfare, Counseling		
	and Discipline/ College		
	magazine etc./ Contribution to		
	Corporate life in		
	Universities/colleges through		
	meetings, popular. / lectures,		
	subject related events, other		
	college/university Activities etc.		
ii.	Participation in Board of Studies,		Good - Involved in at least 3
	Academic and Administrative	Assistant Professor/	Activities.
	Committees and all other	Associate Professor/	Satisfactory- 1-2 activities
	committee (s)/ Duties specified	Professor	Not-satisfactory - Not involved/
	by the University/ Government/	110105501	undertaken any of the activities.
	Statutory bodies.		
iii	Question paper setting,		
111.	Invigilation, evaluation of		
	answer scripts including term		
	end examination / Departmental		
	_		
	E		
	Examinations/ Internal		
	Assessment and other		
	examinations specified by the		
١.	University.		
1V.	Examination work such as		
	coordination, Co-officer, Subject		
	Exam Committee etc. or flying		
	squad duties etc.		
v.	Discipline related co-curricular		
	activities (e.g. remedial classes,		
	career counseling, study visit,		
	student seminar and other		
	events.)		
vi.	Other co-curricular activities.		
	Positions held/Leadership role		
	played in organization linked		
	with Extension Work and		
	National Service Scheme (NSS),		
	NCC, NSO or any other similar		
	activity. Students related Socio		

- Cultural and Sports Programmes, campus publications etc.
- vii. Extension and dissemination activities (public /popular lectures/talks/seminars etc.). Community work such as values National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper, flood or drought relief, small family norms, cleanliness.
- viii.Professional Development activities such as participation in short term training courses/ long term training courses authorized by statutory bodies, industrial experience, talks, refresher / orientation/ faculty development dissemination and courses, general articles and any other subject contribution, Associations, Conferences, Seminars without paper Presentation. Participation in short term training courses less than one week duration in technology, educational curriculum development, development, professional Examination reforms, etc.
- ix. Institutional governance.

 Participation in State/Central
 Bodies/Committees on
 Education, Research and
 National Development.
 Publication of articles in
 newspapers, magazines or other
 publications (not covered in
 category 3); radio talks;
 television programmes.
- x. Lectures in Refresher/
 Orientation/ Short Term
 Programmes and any other
 professional development
 activities authorized by statutory
 bodies.
- xi. learning methodologies, updating of subject contents/courses, mentoring etc.
- xii. Participatory and Innovative T /L Process with materials for problem based learning, case studies, Group discussions etc.,
- xiii. Interactive Courses, Participatory Learning modules, Case studies.
- xiv. Use of ICT in T/L process with computer-aided methods like power point / Multimedia/ Simulation/Softwares etc.
- xv. Developing and imparting Remedial/Bridge Courses.
- xvi. Developing and imparting soft skills/communication skills/personality development courses/ modules.
- xvii. 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.	
xviii. Organizing and conduction	
of popularization programmes/	
training courses in computer	
assisted teaching/web-based	
learning and e-library skills to	
students.	
xix. Evidence of actively involved in	
guiding Ph.D. students.	
xx. Conducting minor or major	
research project sponsored by	
national or international	
agencies.	
xxi. At least one single or joint	
publication in peer- reviewed or	
UGC list of Journals.	

Note: Good: Good in teaching and satisfactory or good in activity at Category-II.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Category-II.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Criterion I and Criteria II, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

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 and Professor and Professor.

Sr.	Category	Academic/ Research Activity	Faculty of	Faculties of
No.			Sciences /	Languages /
			Engineering /	Humanities /
			Agriculture /	Arts / Social
			Medical /	Sciences
			Veterinary	/ Library /
			Sciences	Education/
				Physical
				education/
				Commerce/
				Management
				and other
				related
				disciplines

1	III (A)	Research Papers published in: Peer-	8 per paper	10 Per paper
	Research	Revived or UGC listed Journals #		
	Paper			
2	Publication	a) Dealer andrewed militals and		
2	III (B) Publications	a) Books authored which are		
	(other than	published by International Publisher	12	12
	Research	National Publisher	10	10
	Papers)	Chapter in Edited Book	05	05
	1.1.	Editor of Book by International	10	10
		Publisher	10	10
		Editor of Book by National Publisher	08	08
		b) Translation work in Indian and		
		Foreign Languages by qualified		
		faculties		
		Chapter or Research Paper	03	03
		Book	08	08
3	III (C)	a) Development of innovative	05	05
	Creation of ICT	1 6 63	02/ curricula /	02/ curricula /
	mediated	b) Design of new curricula and courses	02/ curricula / course	02/ curricula / course
	teaching	c) MOOCs	course	course
	learning	Development of complete MOOCs in 4	20	20
	pedagogy	quadrants (4 credit course) (In case of	20	۷0
	and content	MOOCs lesser credit 5 marks/ credit)		
	and	MOOCs (Develop in 4 quadrant) Per	05	05
	development	module/ lecture	02	02
	of new and	Content writer/ subject matter expert	02	02
	innovative	for each module of MOOCs (at least		
	courses and	one quadrant)		
	curricula	Course coordinator for MOOCs (4	08	08
		Credit Course) (In case of MOOCs of		
		lesser credits 02 marks/ credit)		
		d) E-Content		
		Development of e -Content in 4	12	12
		quadrants for a complete course/e-book	0.7	0.7
		e-Content (developed in 4 quadrants)	05	05
		per module	02	02
		Contribution to development of e-	02	02
		content module in complete		
		course/paper/e- book (at least one quadrant)		
		Editor of e-content for complete	10	10
		course/ paper e-book	10	10
4	III (D)	a) Research Guidance		
	Research	Ph.D	10/ Degree	10/ Degree
			Award	Award
			05/ Thesis	05/ Thesis
			Submitted	Submitted
		M.Phil / PG Dissertation	02/ Degree	02/ Degree
			Award	Award
		b) Research Project Completed		
		More than 10 lakhs	10	10
		Less than 10 lakhs	05	05
		c) Research Projects Ongoing:		
		More than 10 lakhs	05	05
		Less than 10 lakhs	02	02
		0.0	2.5	
		d) Consultancy	03	03

5	III (E) Patents and Policy Documents	a) Patents				
		International	10	10		
		National	07	07		
		b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central				
		Government or State Government) International	10	10		
		National	07	07		
		State	04	04		
		c) Awards/Fellowship				
		International	07	07		
		National	05	05		
6	III (F)	*Invited lectures / Resource Person/ pap				
	Invited	Conferences/full paper in Conference Pro				
	Talks/ Paper Presentation	Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)				
		International (Abroad)	07	07		
		International (within country)	05	05		
		National	03	03		
		State/University	02	02		

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper in refereed journals without impact factor
ii) Paper with impact factor less than 1
iii) Paper with impact factor between 1 and 2
iv) Paper with impact factor between 2 and 5
v) Paper with impact factor between 5 and 10
vi) Paper with impact factor >10
30 Points

a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of total value of publication for the First/Principal/ Corresponding author and 30% of total value of publication for each of the joint authors .

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- ❖ The research score shall be from the minimum of three categories out of six categories

TABLE A
Minimum API requirement for the promotion of teachers under CAS in Universities.

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Professor (Stage 3) to Assoc. Professor/equ ivalent cadres (Stage 4 / Academic Level 12 to 13A)	Associate Professor (Stage 4) to Professor /equivalent cadres (Stage 5/ Academic Level 13 A to 14)	Professor (Stage 5) to Professor (Stage 6/ Academic Level 14 to 15)
I	Assessment Criterion for Teaching, Learning and Evaluation Related		Good or Sa	tisfactory Grading		Qualificati on and Grading as per GR No. Misc- 2018/C.R5 6/18/UNI- 1.
II	Involvement in Administrati ve, Examination , Co-curricular, Extension and Professional Developmen t Related Activities.					
III	Research and Academic Contribution s- Minimum Score required - to be assessed cumulativel y	40 / Assessmen t period	100 / Assessment period	90 / Assessment period	120 / Assessment period	
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee	Expert Committee

TABLE B

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Professor (Stage 3) to Assoc. Professor/equivalent cadres (Stage 4 Academic Level 12 to 13A)	11010501
I	Assessment Criterion for Teaching, Learning and Evaluation Related		Good	or Satisfactory Grading	
II	Involvement in Administrati ve, Examination , Co- curricular, Extension and Professional Developmen t Related Activities.				
III	Research and Academic Contribution s- Minimum Score required - to be assessed cumulativel y	20 / Assessmen t period	50 / Assessment period	45 / Assessment period	60 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee

TABLE - C

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR DIRECT SELECTION OF TEACHERS IN UNIVERSITIES / COLLEGES/ INSTITUTIONS.

S.No.	No. Post Eligibility I		Minimum Academic
5.110.	1 USt	Engionity	Performance Requirements and
			Screening/Selection Criteria
1	Assistant	Α.	The Academic score as specified
	Professor	1) A Master is degree with 55% marks (or	by GR No. Misc-
	1101000	an equivalent grade in a point-scale	2018/C.R56/18/UNI-1. in
		wherever the grading system is	Appendix II (Table 3A) for
		followed) in a	Universities, and Appendix II
		concerned/relevant/allied subject from	(Table 3B) for Colleges, shall be
		an Indian University, or an equivalent	considered for short-listing of the
		degree from an accredited foreign	candidates for interview only,
		university.	and the selections shall be based
		2) Besides fulfilling the above	only on the performance in the
		qualifications, the candidate must have	interview.
		cleared the National Eligibility Test	
		(NET) conducted by the UGC or the	
		CSIR, or a similar test accredited by	
		the UGC, like SET or who are or have	
		been awarded a Ph. D. Degree in	
		accordance with the University Grants	
		Commission (Minimum Standards and	
		Procedure for Award of M.Phil./Ph.D.	
		Degree) Regulations, 2009 or 2016 and	
		their amendments from time to time as	
		the case may be exempted from	
		NET/SET :Provided the candidates	
		registered for the Ph.D. programme	
		prior to July 11, 2009, shall be	
		governed by the provisions of the then	
		existing Ordinances / Bye-laws /	
		Regulations of the Institution awarding	
		the degree and such Ph.D. candidates	
		shall be exempted from the	
		requirement of NET/ SET for	
		recruitment and appointment of	
		Assistant Professor or equivalent	
		positions in Universities/	
		Colleges/Institutions subject to the	
		fulfillment of the following conditions:	
		a) The Ph.D. degree of the candidate has	
		been awarded in regular mode only;	
		b) The Ph.D. thesis has been evaluated by	
		at least two examiners;	
		c) An open Ph.D. viva voce of the	
		candidate has been conducted;	
		d) The candidate has published two	
		research papers from his/her Ph.D. work,	
		out of which at least one is in a refereed	
		journal; and	
		e) The candidate has presented at least two	
		papers, based on his/her Ph.D. work in	
		conferences/seminars,	
		sponsored/funded/supported by the	
		UGC/ICSSR/CSIR or any similar agency. Note:	
		1) The fulfillment of these conditions is to	
		be certified by the Registrar or the Dean	
		(Academic affairs) of the University concerned.	
		2) NET/SET shall also not be required for	
		such Masters Programmes in disciplines for which NET/SET is not conducted.	
		However, Ph.D. degree shall remain the	
	<u> </u>	Trowever, Th.D. degree shall remain the	<u> </u>

		minimum eligibility for appointment of Assistant Professor in such disciplines. OR	
		В.	
		The Ph.D. degree has been obtained from a	
		foreign university/institution with a ranking	
		among top 500 in the World University	
		Ranking (at any time) by any one of the	
		following: (i) Quacquarelli Symonds (QS);	
		(ii) the Times Higher Education (THE) or	
		(iii) the Academic Ranking of World	
		Universities (ARWU) of the Shanghai Jiao	
		Tong University (Shanghai).	
2	Associate	i. A good academic record, with a Ph.D.	A total research score of Seventy
	Professor	Degree in the concerned/allied/relevant disciplines;	five (75) as per the criteria given in Category III of the Direction
		ii. A Master÷s Degree with at least 55%	(8/2019).
		marks (or an equivalent grade in a	(0/2017).
		point-scale, wherever the grading	
		system is followed); and	
		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 a	
		minimum of seven publications in the	
	7 0	peer-reviewed or UGC-listed journals.	
3	Professor	A.	A total research score of One
		i. An eminent scholar having a Ph.D. degree in the concerned/allied/relevant	hundred twenty (120) as per the criteria given in Category III of
		discipline, and published work of high	the Direction (8/2019)
		quality, actively engaged in research	, ,
		with evidence of published work with, a	
		minimum of 10 research publications in	
		the peer-reviewed or UGC-listed journals.	
		ii. A minimum of ten years of teaching	
		experience in university/college as	
		Assistant Professor/Associate	
		Professor/Professor, and / or research	
		experience at equivalent level at the	
		University/National Level Institutions with evidence of having successfully	
		guided doctoral candidate.	
		OR	
		В.	
		An outstanding professional, having a	
		Ph.D. degree in the relevant/allied/applied	
		disciplines, from any academic institutions (not included in A above) / industry, who	
		has made significant contribution to the	
		knowledge in the concerned/allied/relevant	
		discipline, supported by documentary	
		evidence provided he/she has ten yearsø	
1	Senior	experience.	Note: Un to 10 name of the
4	Senior Professor	i. An eminent scholar with good track record of high-quality research	Note: Up to 10 percent of the existing sanctioned strength of
	Trotessor	publications in Peer-reviewed or UGC-	Professors in the university may
		listed journals, significant research	be appointed as Senior Professor
		contribution to the discipline, and	in the universities, through direct
		engaged in research supervision.	recruitment. The scheme shall be
		ii. A minimum of ten years of	applicable to directly recruited
		teaching/research experience as Professor or an equivalent grade in a	professors only.
		University, College or an institute of	

national level.	
iii. The selection shall be based on	
academic achievements, favorable	
review from three eminent subject	
experts who are not less than the rank of	
Senior Professor or a Professor of at	
least ten years experience.	
iv. The selection shall be based on ten	
best publications in the Peer-reviewed or	
UGC - listed journals and award of	
Ph.D. degrees to at least two candidates	
under his/her supervision during the last	
10 years and interaction with the	
Selection Committee constituted as per	
these Rules.	

Note: As there is no provisions for the Direct selection for the post of Associate Professor and Professors in Colleges/ affiliated institutions in GR No. Misc-2018/C.R56/18/UNI-1; the above conditions may be wherever it is provided considered for direct selections in the colleges/affiliated institutes.

TABLE – D

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

S.No.	Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11) Equivalent cadres from Stage 1 to 2).	i. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions: ii. Attended one Orientation course of 21 days duration on teaching methodology; iii. Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching- Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC-s course during the assessment period; and iv. Published one research publication in the peer-reviewed journals or UGC listed journals during assessment period.	A teacher shall be promoted if; i. He/she gets a :satisfactoryøor :goodøgrade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Table A of the Direction). ii. A total research score of Forty (40) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by the screening-cum evaluation committee.
2	Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12) Equivalent cadres from	 i. Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale. ii. A Ph.D. Degree in the subject concerned/ allied /relevant discipline. iii. Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development 	A teacher shall be promoted if; i. The teacher gets a -satisfactoryøor -goodøgrade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as provided in Table A of the Direction). ii. A total research score of Hundred (100) for Assessment period as per the criteria given in Category III of the Direction.

	Stage 2 to 3).	Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment. iv. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.	iii. The promotion is recommended by the Screening-cum-evaluation committee.
3	Assistant Professor (Selection Grade/ Academic Level 12) to Associate Professor (Academic Level 13A) Equivalent cadres from Stage 3 to 4).	i. Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade. ii. A Ph.D. degree in subject concerned /allied/relevant discipline. iii. Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/ Syllabus Upgradation Workshop/ Teaching-Learning-Evaluation Technology Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4 quadrant (at least one quadrant) minimum of 10 modules of a course/ contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment. iv. A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period. v. Evidence of having guided at least one Ph.D. candidate.	A teacher shall be promoted if; i. He/she gets a -satisfactoryøor -goodø grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Table A of the Direction. ii. A total research score of Ninety (90) for Assessment period as per the criteria given in Category III of this Direction. iii. The promotion is recommended by a selection committee constituted in accordance with these Rules.
4	Associate Professor (Academic Level 13A) to Professor (Academic Level 14) Equivalent cadres from Stage 4 to 5).	 i. Associate Professors who have completed three years of service in Academic Level 13A. ii. A Ph.D. degree in subject concerned/allied/relevant discipline. iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period. iv. Evidence of having successfully guided doctoral candidate. 	A teacher shall be promoted if; i. He/she gets -satisfactoryøor -goodøgrade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Table A of this Direction. ii. A total research score of One Hundred Ten (110) for Assessment period as per the criteria given in Category III of the Direction.

			iii. The promotion is
			recommended by a selection
			committee.
4	Professor (i.Ten yearsøexperience as a Professor.	A Professor can be promoted to
	Academic	ii. A minimum of ten publications in the	the post of Senior Professor under
	Level 14) to	peer-reviewed or UGC-listed journals	the CAS. The promotion shall be
	Senior	and Ph.D. degree has been successfully	based on academic achievement,
	Professor	awarded to two candidates under his/her	favorable review from three
	(Academic	supervision during the assessment period.	eminent subject experts who are
	Level 15		not of the rank lower than the
	(Stage 5 to		rank of a Senior Professor or a
	6)		Professor having at least ten
			yearsø of experience. The
			selection shall be based on 10
			best publications during the last
			10 years and interaction with a
			Selection Committee .

TABLE – E

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN COLLEGES/ AFFILIATED INSTITUTIONS UNDER CAS

S.No.	Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11) Equivalent cadres from Stage 1 to 2).	i. Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil/ PG Degree in Professional Courses, such as L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses. ii. Attended one Orientation Course of 21 daysø duration on teaching methodology; and iii. Any one of the following: Completed one Refresher / Research Methodology Course OR Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching- Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration. OR Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period.	A teacher shall be promoted if; i. He/she gets a :satisfactoryøor
2	Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/	 i. Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale. ii. Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up 	A teacher shall be promoted if; i. The teacher gets a -satisfactoryøor -goodøgrade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as provided in Table B of the Direction). ii.A total research score of Fifty (50) for Assessment period as per the

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 156 Gradation Workshop/ Teaching-Academic criteria given in Category III of the Level 12) Learning -Evaluation/ Technology Direction. Equivalent Programmes/ The promotion is recommended Faculty cadres from Development Programme/ by the Screening-cum-evaluation Stage 2 to Syllabus Up-gradation Workshop/ committee. Teaching- Learning- Evaluation/ 3). Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); Contribution towards development of e-content in 4quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.. Assistant i. Assistant Professor who has A teacher shall be promoted if; Professor completed three years of service i. He/she gets a :satisfactoryøor (Selection in Academic Level 12/Selection-÷goodø grade in the annual performance assessment reports of Grade/ Grade. Academic ii.A Ph.D. degree in subject at least two of the last three years concerned /allied/relevant Level 12) to of the assessment period as Associate discipline. specified in Table B of this **Professor** Any one of the following Direction. during the last three years: (Academic ii.A total research score of Forty Five Level 13A) completed one course / (45) for Assessment period as per Equivalent programme from amongst the the criteria given in Category III of categories of Refresher Courses/ cadres from the Direction. Methodology Workshop/ Syllabus iii. The promotion is recommended Stage 3 to Up-gradation Workshop/ by a selection committee. 4). Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with ecertification); or contribution towards development of econtents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/ contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- 4 Associate
 Professor
 (Academic
 Level 13A)
 to Professor
- Associate Professors who have completed three years of service in Academic Level 13A.
- in Academic Level 13A. ii.A Ph.D. degree in subject concerned/allied/ relevant
- A teacher shall be promoted if;
- i. He/she gets ÷satisfactoryøor ÷goodøgrade in the annual performance assessment reports of at least two of the last three years

(Academic	discipline.	of the assessment period, as per
Level 14)	iii. A minimum of 10 research	Table B of this Direction.
Equivalent	publications in peer-reviewed or	ii.A total research score of Sixty (60)
cadres from	UGC-listed journals out of which	for Assessment period as per the
Stage 4 to	three research papers shall be	criteria given in Category III of this
5).	published during the assessment	Direction .
	period.	iii. The promotion is
	iv. A minimum of 110 Research	recommended by a selection
	Score as per Category III in	committee constituted in accordance
	aggregate out of which at least	with these Rules.
	score of 60 for assessment period.	
	1	
		Appendix

-II

Signature of teacher

Sant Gadge Baba Amravati University, Amravati. **PBAS Proforma** Session-

(PART A, PART B & PART C)

(For Teachers other than Physical Education Persons, Librarians and teachers of Music and Performing Arts)

		PART A : GENI	ERAL INFORMATION				
1. Nam	. Name (in Block Letters) :						
2. Fath	er's/Husband's Nam	e :					
3. Depa	artment :						
4. Curi	ent Designation & C	Srade Pay :					
5. Date	of last Promotion :						
6. Addr	ess for corresponden	ce (with Pin code) :					
7. Perm	anent Address (with	Pin code):					
Telep	phone No. :						
Emai	1:						
8. Whet	ther acquired any de	grees or fresh acade	emic qualifications during	g the year :			
9. Acad	emic Staff College O	rientation / Refresh	er Course attended duri	ng the year : Nil			
Sr. No.	Name of the Course / Summer School	Place	Duration	Sponsoring Agency			
1							

Date:

SANT GADGE BABA	AMRAVATI	UNIVERSITY	GAZETTE -	2019 -	PART ONE - 158

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: I TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

I. Direct Teaching (Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr. No.	Course/Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document*
		1	Odd Se	mester				
1								
2								
3								
4								
5								
6								
7								
8								
9								
			Even S	emester				
10								
11								
12								
13								
14								
15								
16								
17								
18								

^{*} Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS) **Grading Criterion:-** 80% and above ó Good; Below 80% but 70% and above- Satisfactory; Less than 70%-Not satisfactory.

Overall Grading (Category: I) :-	
	Signature of Teacher
Verified and found correct:	Signature of Teacher
Signature of V	V.C./H.O.D./Principal
Final Score approved by the Screening / Selection Committee :	
(For Category: I)	
Sign	ature of Chairman
Screenin	g / Selection Committee

 $\frac{PART\ B:\ ACADEMIC\ PERFORMANCE\ INDICATORS}{CATEGORY:\ II}$

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

^{**}As per table under the document Annexure I (A)

II i. Administrative Responsibility.

	Responsibility	Nature of Work	Grading	Proof
Sr. No.				Document**
1.				
2.				
3.				

II ii. Contribution to corporate life through committees and duties assigned by the authority.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iii. Examination Work:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iv. Discipline related co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II v. Other co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vi. Extension and dissemination activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vii. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

	II viii.	Conduct of Lect	ures:										
S	r. No.	Res	sponsibility	,		Nature	of W	ork	Grad	ing		Proof cument	**
	1.										200		
	2.												
	3.												
	II ix. F	Participatory and	l Innovativ	e Lear	ning:								
S	r. No.	Res	sponsibility	7		Nature	of W	ork	Grad	ing		Proof cument	**
	1.										500		
	2.												
	3.												
	II x. E	vidence of active	ly involved	l in gui	iding Ph.	D. stude	ents:						
S	r. No.	No. of Ph.D. Students	Stu	of Ph.I	A	of Stude	i		Grading			Proof	
		Registered		mitted hesis	Ph.	.D. Degi	ree				Doc	ument	**
	1.		- 1	110313			+						
	2.												
	3.												
	II xi. (Conduct of Resea	rch Projec	ts:									
S	r. No.	Title of Projec			Period	of	Amo	unt	Name o		rading	1	Proof
			Min	or	Award	d A	Appro	ved	Funding Agency	-			ument
	1. 2.												
	3.												
		Research paper	Published:	l l		l l				 		<u>I</u>	
		with page nos.	Journal	ISSN ISB		ether eer	No.)-	Whether you are	Whetl	ne Gr	ading	Pro Docu
				No	In Fa	iewed npact ictor, any	auth	ors	the main author	Refere d / oth Journ	er		nt*
						J				as notified by the			
										UGC#	ŧ		
al													
al	Crodi	na Critaria: Car	nd Involve	ad in at	least 2 A	otivitios	· Cat:	afaat		vitios o	 nd		<u> </u>
	Not-sa	ng Criteria:- Goo tisfactory - Not i	nvolved/ ur	ndertak	en any of	the acti			л y- 1-2 acti	vines al	iu		
		oer table under the rall Grading(C			exure II	(A)							7
	Ove.	Tan Graung (C	ategory : I	1 <i>)</i> :-									
		Vei	rified and f	ound o	correct:				Signature of	of Teac	her		
							Sig	natııı	e of V.C./I	Princina	1/Н.О.Г).	

Signature of Chairman Screening / Selection Committee

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 161

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Augment ed API Score	Proof Docume nt**
1									
Total									

III B.a. Publications other than journal articles (books, chapters in books):

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publicatio n Internatio nal/ National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co- author s	Whethe r you are the main author	API Score	Proof Docume nt**
1									
Total	l								

III B.b. Publications in the form of Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr.	Cassettes/CDs/DVD	Company	Publicatio	Whethe	No. of	Wheth	API	Proof
No.	s, Tracks		n	r	artists	er you	Score	Docume
	published/		Internatio	approve		are the		nt**
	Recorded		nal/	d by		main		
			National/	Universi		artist		
			Local	ty				
1								
Tota	l							

III B.c. Publications in the form of individual Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr.	Individual	Company	Publication	Whether	API Score	Proof
No.	Cassettes/CDs/DVD		International/	approved by		Document
	s, Tracks		National/ Local	University		**
	published/					
	Recorded					
1						
Tota	l					

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr. No.	Innovative Pedagogy/ New Curricula/ Courses/ MOOCs/ E- Content	Name of Activity	Authority Concern	Publisher	Course Credit/ Module	API Score	Proof Document **
1							
Tota	l						

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document*
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document*
1				(IXS IAKII)			
	Total						

III D.b (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document* *
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total		•	•			

III E. b Policy Document:

Sr.	Title of Document	Policy Document	International/	Publisher	API	Proof
No.		Submitted to	National/		Score	Document**
			State			
			Government/			
			Central			
			Government			
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1						
2						
3						
Total						

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/	Title of	Event	Whether	API	Proof
No.	Paper	Conference /	Organized	International	Score	Document**
	presented	Seminar	by	(Abroad) /		
				International		
				(Within Country)		
				National / State /		
				Regional / College		
				or University		
				level		
1						
2						
3						
Total		•				

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

**As per table under the document Annexure III (A)

Total Score (Category: III) :-	
Verified and found correct:	Signature of Teacher
Signature o	f V.C./ Principal / H.O.D.
Final Score approved by the Screening / Selection Committ (For Category :III)	ee:
	ature of Chairman ng / Selection Committee

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual API Score for Category III Only
I	Assessment Criterion for Teaching,			
	Learning and Evaluation Related			
	Activities			
II	Involvement in Administrative,			
	Examination, Co-curricular, Extension			
	and Professional Development Related			
	Activities			
III	Research and Academic Contribution			

	Signature of Teacher
Verified an	d found correct:
	Signature of V.C./ Principal / H.O.D.
	Signature of Chairman
	Screening / Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

1.

2.

3.

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:

Designation: Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.
- I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

 II) A) General Intelligence B) Capacity to get work in Respect of research & teaching C) Technical Ability D) Administrative ability including Judgment initiative and drive (if applicable) 	:
E) Integrity and Character	:
F) Whether powers delegated are Fully utilized.	:
	Outstanding, A = Very Good, B+ = Positively Good, Good, C+ = Satisfactory, C = Not Satisfactory ble.)
Date: / /	Signature of Reporting Officer
Observation of the Reviewing Officer (V	ice-Chancellor) :
Date: / /	Signature of Reviewing Officer

Appendix-III

Sant Gadge Baba Amravati University, Amravati.
PBAS Proforma for promotion under CAS
Assessment Period (PART A, PART B & PART C)

(For Teachers other than Physical Education Persons, Librarians and teachers of Music and Performing

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 166 **PART A: GENERAL INFORMATION** 1. Name (in Block Letters): 2. Father's/Husband'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.:** Email: 8. Whether acquired any degrees or fresh academic qualifications during the year: 9. Academic Staff College Orientation / Refresher Course attended during the year : Nil Place Name of the Sr. **Duration Sponsoring** Course / No. Agency **Summer School**

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: I TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Signature of teacher

Date:

I. Direct Teaching (Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr. No.	Course/Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document*
			Odd Se	emester				
1								
2								
3								
4								
5								
6								
7								
8								
9								

	Even Semester						
10							
11							
12							
13							
14							
15							
16							
17							
18							

^{*} Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS) **Grading Criterion:-** 80% and above \(\delta\) Good; Below 80% but 70% and above- Satisfactory; Less than 70%-Not satisfactory.

**As per table under the document Annexure I (A)

Overall Grading (Category: I) :-	
	Signature of Teacher
Verified and found correct:	
Signature of V	.C./H.O.D./Principal
Final Score approved by the Screening / Selection Committee : (For Category : I)	
Final Score approved by the Screening / Selection Committee : (For Category : I)	
(For Category : I)	ature of Chairman

$\frac{PART\ B:\ ACADEMIC\ PERFORMANCE\ INDICATORS}{CATEGORY:\ II}$

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

II i. Administrative Responsibility.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II ii. Contribution to corporate life through committees and duties assigned by the authority.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iii. Examination Work:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iv. Discipline related co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II v. Other co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vi. Extension and dissemination activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vii. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II viii. Conduct of Lectures:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II ix. Participatory and Innovative Learning:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II x. Evidence of actively involved in guiding Ph.D. students:

Sr. No.	No. of Ph.D. Students Registered	No. of Ph.D. Students submitted Thesis	No of Students Awarded Ph.D. Degree	Grading	Proof Document**
1.					
2.					
3.					

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II xi. Conduct of Research Projects:

Sr. No.	Title of Project	Major/ Minor	Period of Award	Amount Approved	Name of Funding Agency	Grading	Proof Document**
1.							
2.							
3.							

II xii. Research paper Published:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Grading	Proof Docume nt**
1									
Total			·						

Grading Criteria:- Good - Involved in at least 3 Activities; **Satisfactory**- 1-2 activities and **Not-satisfactory** - Not involved/ undertaken any of the activities.

Overall Grading (Category : II) :-	
Verified and found correct:	Signature of Teacher
Signa	ture of V.C. /Principal/H.O.D.
Final Score approved by the Screening / Selection Committee : (For Category II)	
	Signature of Chairman

Screening / Selection Committee

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the	Augment ed API Score	Proof Docume nt**
							UGC#		
1									
Total									

^{**}As per table under the document Annexure II (A)

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publicatio n Internatio nal/ National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co- author s	Whethe r you are the main author	API Score	Proof Docume nt**
1									
Tota	1								

III B.b. Publications in the form of Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr. No.	Cassettes/CDs/DVD s, Tracks published/ Recorded	Company	Publication International / National/ Local	Whether approved by University	No. of artists	Whether you are the main artist	API Score	Proof Docume nt**
1								
Total								

III B.c. Publications in the form of individual Cassettes/CDs/DVDs, Tracks published/ Recorded:

Sr. No.	Individual Cassettes/CDs/DVDs, Tracks published/ Recorded	Company	Publication International/ National/ Local	Whether approved by University	API Score	Proof Document**
1						
Tota	1					

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr. No.	Innovative Pedagogy/ New Curricula/ Courses/ MOOCs/ E- Content	Name of Activity	Authority Concern	Publisher	Course Credit/ Module	API Score	Proof Document**
1	Content						
Tota	l		l				

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

	Title	Agency	Period	Grant /	Policy	API	Proof
Sr.				Amount	Document	Score	Document*
No.				Mobilized	Generated		*
				(Rs lakh)			
1							
	Total						

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III D.b (ii). Consultancy Projects:

	Title	Agency	Period	Grant /	Policy	API	Proof
Sr.				Amount	Document	Score	Document*
No.				Mobilized	Generated		*
				(Rs lakh)			
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total						

III E. b Policy Document:

Sr.	Title of Document	Policy Document	International/ National/	Publisher	API	Proof
No.		Submitted to	State Government/		Score	Document**
			Central Government			
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1						
2						
3						
Total						

SANT GADGE	BABA AMRAVATI	UNIVERSITY GAZETTE - 2019	- PART ONE - 172

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/ Paper	Title of	Event	Whether International (Abroad) /	API	Proof
No.	presented	Conference /	Organized	International (Within Country)	Score	Document**
		Seminar	by	National / State / Regional /		
				College		
				or University		
				level		
1						
2						
3						
Total						

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Cosupervisor. Supervisor and Cosupervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

**As per table under the document Annexure III (A)

	Total Score (Category: III) :-			
		Signa	ture of Teacher	
	Verified and found correct	t :		
		Signature of V.C./	Principal / H.O.D.	
	core approved by the Screening / Selectegory :III)	tion Committee :		
IV. SUN	MMARY OF GRADES/ API SCORES		f Chairman ection Committee	
ategory	Criteria	Last Academic.	GRADES / API	Annual Av. API Score for Assessment Period for Category III Only
	Assessment Criterion for Teaching, Learning and Evaluation Related Activities			
	Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities			
I	Research and Academic Contribution			
	Ver	rified and found corre	Signature of Teacher	
		Signature of	V.C./ Principal / H.O.D	

Signature of Chairman Screening / Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

1.

2.

3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:

Designation:

Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- c) State whether the facts stated above are correct, if not, state the correct facts.
- d) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.

I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

S	ANT GADGE BABA AMRAVA	TI UNIVERSITY GAZETTE - 2019 - PART ONE -
 П) А) (General Intelligence	:
	Capacity to get work in	· · · · · · · · · · · · · · · · · · ·
	Respect of research & teaching	
C) Technical Ability		:
,	Administrative ability including	:
	Judgment initiative and drive if applicable)	
E) 1	Integrity and Character	:
	Whether powers delegated are Fully utilized.	:
G) (General Assessment * A+ = Ou	ntstanding, A = Very Good, B+ = Positively Good, ood, C+ = Satisfactory, C = Not Satisfactory
Da	nte: / /	Signature of Reporting Officer
Date :		Signature of Reviewing Officer
Date :	/ /	Signature of Reviewing Officer Annexu
	Document	Annexui
Sr. No.	Document Student Attendance certified by H	Annexus IOD/ Head of the institute
or. No.	Document Student Attendance certified by H Academic Diary certified by HOD	Annexus IOD/ Head of the institute D/ Head of the institute
or. No.	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr	Annexus HOD/ Head of the institute D/ Head of the institute rom HOD
or. No.	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author	Annexus HOD/ Head of the institute D/ Head of the institute rom HOD
Sr. No. 2 3 4	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author Course conduction certificates	Annexus HOD/ Head of the institute D/ Head of the institute rom HOD
Date: Sr. No. 1 2 3 4 5 6	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author	Annexus HOD/ Head of the institute D/ Head of the institute rom HOD prities
Sr. No. 1 2 3 4 5	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author Course conduction certificates Other certificates	Annexus HOD/ Head of the institute D/ Head of the institute rom HOD
Sr. No. 1 2 3 4	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author Course conduction certificates Other certificates Document	Annexus IOD/ Head of the institute D/ Head of the institute rom HOD prities Annexus
Sr. No. 1 2 3 4 5	Document Student Attendance certified by H Academic Diary certified by HOD Total teaching hours Certificate fr Certificate from University Author Course conduction certificates Other certificates Document	Annexus IOD/ Head of the institute D/ Head of the institute rom HOD orities Annexus Annexus n the form of letter/ Certificate / Any other document

Sr. No.	Document
1	Proof of Co-curricular activities in the form of letter/ Certificate / Any other document
	certified by HOD or head of institution
2	Proof of Extension activities in the form of letter/ Certificate/ Any other document
	certified by HOD or head of institution
3	Administrative committee certificates/ Letters / Any other document certified by HOD
	or head of institution
4	Certificate / Letter from Conference organizing committee
5	Course conduction certificates
6	Certificate/ Letter from BOS or other bodies
7	Other certificates

Annexure III (A)

Sr. No.	Document		
1	Published paper, Journal home page for Impact factor		
2	Books front page along with editorial team or Book chapter first page		
3	Project Award Certificate/ Midterm Evaluation Report/ Final Project Report/		
	Utilization Certificate / Project Extension Letter		
4	Project outcome report/ Patent award document		
5	Student registration Letter/ Thesis submission letter / Notification		
6	Fellowship award certificate		
	Invited talk letter of intend/ Certificate/ Certificate of paper presentation along with		
	copy of abstract book		
7	Other certificates		

Section II

Appendix-IV

Sant Gadge Baba Amravati University, Amravati.

Academic Performance Indicators (APIs) and Scores developed for adoption of Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme (CAS) of University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports.

Instructions for Filling up Part B of the PBAS Proforma

(Please read the Instructions carefully before filling the proforma for Category I, II, III)

Part B of the Proforma is based on Government of Maharashtra, Higher and Technical Education, GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

- **B** (I) is based on API Grading/ scoring for Category I of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.
- **B** (II) is based on Category II of the Table. Detailed information for 2018-19 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 the tables and self-assessment scores/ grades 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-A and B for University and College teachers respectively as per GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

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 : <u>ASSESSMENT CRITERION FOR TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES</u>.

Direct Teaching:

In	dicator/ Activity	Post Held	Grading Criteria
i.	Lecture cum practice based athlete / sports	Assistant Director /	90% and above - Good
	classes, seminars undertaken as per allotted	College Director	Above 80% but below 90% -
	hours /organizing and conducting coaching	Deputy Director	Satisfactory
	camps / sports person development / training	Director	Less than 80% - Not satisfactory
	programmes.		
ii.	Identifying sports talents and Monitoring sports		
	excellence among students.		

CATEGORY: II. Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.

II.a. Organizing Intra-college competitions.:

Indicator/ Activity	Post Held	Grading Criteria
Organizing and conducting sports		Good – Intra college competition in more than 5
and games competitions at the	Assistant Director /	disciplines.
Intra-college Levels	College Director/	Satisfactory- Intra college competition in 3-5
	Deputy Director/	disciplines.
	Director	
		Unsatisfactory óNeither Good nor satisfactory

II.b. Institution Participating in external competitions.:

Indicator/ Activity	Post Held	Grading Criteria
Organizing and conducting sports and games competitions at the International / National /State/ District /Inter University/Inter Zonal.	Assistant Director / College Director/ Deputy Director Director	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory 6 neither good nor satisfactory

II.c. Up gradation of Sports fields.:

Indicator/ Activity	Post Held	Grading Criteria
Up-gradation of sports and physical training		
infrastructure with scientific and Technological inputs.	Assistant Director / College Director/ Deputy Director/	Good/Satisfactory/ Not- Satisfactory to be assessed by
Development and maintenance of play fields and sports and physical Education facilities.	Director	the Promotion committee .

II.d. Student Participation, Coaching, Organization of Workshops, Research publications.:

Indicator/ Activity	Post Held	Grading Criteria
 i. At least one student of the institution participating in national/ state/ university (For college levels only) teams. Organizing state/ national/ inter university/ inter college level competition. ii. Being invited for coaching at State/National level. iii. Organizing at least three workshops in a year. iv. Publications of at least one research paper in UGC approved journal. v. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities. 	Assistant Director / College Director/ Deputy Director/ Director	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory: Not involved/ Undertaken any of the activities
Overall Grading For Category I and II	other items under Crite Satisfactory: Satisfact good in any other two i	ory in Criteria I and satisfactory/
Note:	the attendance of compute the criteria. The institution must be sof Physical and Educate CAS Promotion compute the criteria. The system of trace extent of grievance.	ast obtain student feedback. The hared with the concerned Director ducation and Sports and also the

Note: For the purpose of assessing the grading of Activity at Criteria I and Criterion II, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

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 and Professor and Professor.

Sr. No.	Category	Academic/ Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library/ Education / Physical education/ Management
1	III (A) Research Paper Publication	Research Papers published in: Peer- Revived or UGC listed Journals #	8 per paper	10 Per paper
2	III (B)	a) Books authored which are		
	Publications (other than	published by International Publisher	12	12
	Research	National Publisher	10	10
	Papers)	Chapter in Edited Book	05	05
	- 34 32 3)	Editor of Book by International Publisher	10	10
		Editor of Book by National Publisher	08	08
		b) Translation work in Indian and Foreign Languages by qualified faculties		
		Chapter or Research Paper	03	03
		Book	08	08
3	III (C)	a) Development of innovative	05	05
	Creation of ICT mediated	b) Design of new curricula and courses	02/ curricula /	02/ curricula /
	pedagogy	c) MOOCs		
	and content and development	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs lesser credit 5 marks/ credit)	20	20
	of new and innovative	MOOCs (Develop in 4 quadrant) Per module/ lecture	05	05
	courses and curricula	Content writer/ subject matter expert for each module of MOOCs (at least one quadrant)	02	02
		Course coordinator for MOOCs (4 Credit Course) (In case of MOOCs of lesser credits 02 marks/ credit)	08	08
		d) E-Content Development of e -Content in 4 quadrants for a complete course/e-book	12	12
		e-Content (developed in 4 quadrants) per module	05	05
		Contribution to development of e- content module in complete course/paper/e- book (at least one quadrant)	02	02
		Editor of e-content for complete course/ paper e-book	10	10

4	III (D)	a) Research Guidance		
•	Research	Ph.D	10/ Degree	10/ Degree
	1105041011	111.2	Award	Award
			05/ Thesis	05/ Thesis
			Submitted	Submitted
		M.Phil / PG Dissertation	02/ Degree	02/ Degree
			Award	Award
		b) Research Project Completed	2 2 11 112 11	2211112
		More than 10 lakhs	10	10
		Less than 10 lakhs	05	05
		c) Research Projects Ongoing:		
		More than 10 lakhs	05	05
		Less than 10 lakhs	02	02
		d) Consultancy	03	03
5	III (E)	a) Patents		
	Patents and			
	Policy			
	Documents			
		International	10	10
		National	07	07
		b) *Policy Document (Submitted to an In		
		UNO/UNESCO/World Bank/Internation	al Monetary Fund et	c. or Central
		Government or State Government)	1	
		International	10	10
		National	07	07
		State	04	04
		c) Awards/Fellowship		
		International	07	07
		National	05	05
6	III (F)	*Invited lectures / Resource Person/ pap	•	
	Invited	Conferences/full paper in Conference Pr		
	Talks/ Paper	Seminars/Conferences and also publishe	d as full paper in Con	nference
	Presentation	Proceedings will be counted only once)	1	T
		International (Abroad)	07	07
		International (within country)	05	05
		National	03	03
		State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper in refereed journals without impact factor
ii) Paper with impact factor less than 1
10 Points
iii) Paper with impact factor between 1 and 2
15 Points
iv) Paper with impact factor between 2 and 5
20 Points
v) Paper with impact factor between 5 and 1 0
25 Points
vi) Paper with impact factor >10
30 Points
a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors .

Joint Projects: Principal Investigator and óCo-investigator would get 50% each.

Note:

- * Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6 .Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

TABLE A
(Minimum API requirement for the promotion of University Director/Deputy Director,
Assistant Director, Physical Education and Sports)

Category	Activity	Assistant Director / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Director to Assistant Director (Selection Grade) / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Director (Selection Grade/ Deputy Director) (Stage 3) to Deputy Director /equivalent cadres (Stage 4 / Academic Level 12 to 13A)	Deputy Director (Stage 4) to Deputy Director /equivalent cadres (Stage 5/ Academic Level 13 A to 14)
I	Assessment Criterion for Teaching, Learning and Evaluation Related		Good or Satisfactory	Grading	
II	Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.				
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	40 / Assessment period	100 / Assessment period	90 / Assessment period	120 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee

TABLE B

Minimum API requirement for the promotion of College/ Affiliated Institute Director/Deputy Director, Assistant Director, Physical Education and Sports.

Category	Activity	Assistant	Assistant	Assistant Director
		Director /	Director to Assistant Director	(Selection Grade/
		equivalent	(Selection Grade) /	Deputy Director)
		cadres:	equivalent	(Stage 3) to Deputy
		(Stage	cadres: (Stage	Director /equivalent
		1 to Stage 2/	2 to Stage 3/ Academic Level	cadres (Stage 4 /
		Academic	11 to 12)	Academic Level 12 to
		Level 10 to		13A)
		11)		,

I	Assessment Criterion for Teaching, Learning and Evaluation Related	C	Good or Satisfacto	ory Grading
II	Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities.			
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	45 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee

MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

TABLE C

S. Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
1 University Assistant Director of Physical Education and Sports/ College Director of Physical Education and Sports	 i. A Master:s degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed). ii. Record having represented the University/ College at the interuniversity/intercollegiate competitions or the State and /or National championships. 	a) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

- iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./ Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be. Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or
 - a) The Ph.D. degree of the candidate has been awarded in regular mode only;

Universities/Colleges/Institutions subject to the fulfillment of the following

positions

in

equivalent

conditions:

- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/ supported by the UGC/CSIR/ICSSR or any similar agency.

Note: The fulfillment of these conditions
(a) to (e) is to be certified by the
Registrar or the Dean (Academic
affairs) of the University concerned.

- NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
- 2) Passed the physical fitness test conducted in accordance with these Rules.

OR

В.

An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

b) On the 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 as in table D.

2	University	A.	
	Deputy Director	i. A Ph.D. in Physical Education or Physical Education	
	of Physical	and Sports or Sports Science. Candidates from outside	
	Education and	the university system, in addition, shall also possess at	
		* *	
	Sports	least55% marks (or an equivalent grade in a point scale	
		wherever grading system is followed) at the Master-s	
		Degree level by the university concerned;	
		ii. Eight years experience as University Assistant	
		DPES/College DPES;	
		iii. Evidence of organizing competitions and conducting	
		coaching camps of at least two weeks duration;	
		iv. Evidence of having produced good performance of	
		teams/athletes for competitions like state/national/inter-	
		university/combined university, etc; and Passed the	
		physical fitness test in accordance with these Rules.	
		OR	
		B.	
		An Olympic games/ world cup/ world Championship medal	
		winner who has a degree at least at the Post-Graduation	
		Level.	
3	University	i. A Ph.D. in Physical Education or Physical Education	
3	Director of	and Sports or Sports Science;	
	Sports and	ii. Experience of at least ten years in Physical Education	
	Physical	and Sports as University Assistant/Deputy DPES or ten	
	Education	years as College DPES or teaching for ten years in	
		Physical Education and Sports or Sports Science as	
		Assistant/Associate Professor;	
		iii. Evidence of organizing competitions and coaching	
		camps of at least two weeksøduration; and	
		iv. Evidence of having produced good performance of	
		teams/athletes for competitions like state/national/inter-	
	1	tourns/ aunctes for competitions had state/ hational/ hiter-	
		university/combined university, etc.	

TABLE D

Norms For	Run/ Walk Test	Up to 30	Up to 40	Up to 45	Up to 50 Years
		Years	Years	Years	
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk	1000 metres	800 metres	600 metres	400 metres
	Test				

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR CAREER ADVANCEMENT SCHEME (CAS) FOR DIRECTORS OF PHYSICAL EDUCATION AND SPORT IN UNIVERSITY/ COLLEGES/ INSTITUTIONS.

TABLE E

S.No.	Post	Eligibility	Minimum Academic
			Performance Requirements and
			Screening/Selection Criteria
1	Assistant	i. He/she has completed four years of service	i. He/she gets a :satisfactory: or
	Director /	with a Ph.D. degree in Physical Education or	÷good÷ grade in the annual
	equivalent	Physical Education & Sports or Sports Science	performance assessment
	cadres:	or five years of service with an M.Phil. Degree	reports of at least
	(Stage	or six years of service for those without an	three/four/five of the last
	1 to Stage	M.Phil or Ph.D. degree.	four/five/six years of the
	2/	ii.He/she has attended one Orientation course of	assessment period as the case
	Academic	21 daysøduration; and	may be, as specified in Table
	Level 10 to	iii. He/she has done any one of the following: (a)	A and B of the Direction
	11)	Completed Refresher / Research Methodology	(8/2019).; and
		Course/ workshop, (b) Training Teaching-	ii. The promotion is
		Learning-Evaluation Technology Programme/	recommended by a screening-
		Faculty Development Programme of at least 5	cum-evaluation committee.
		days duration and (c) Taken/developed one	
		MOOCs course (with e-certification).	

2	Assistant Director to Assistant Director (Selection Grade) / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	 i. He/she has completed five years of service in Senior Scale/ Academic Level 11. ii. He/she has done any two of the following in the last five years: (a) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (b) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (c) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (d) Taken/developed one MOOCs course in the relevant subject (with ecertification). 	i. He/she gets a :satisfactory:or :good::grade in the annual performance assessment reports of at least four out of the last five yearsø of the assessment period as specified in Table A and B and; ii. The promotion is recommended by a screening-cum-evaluation committee.
3	Assistant Director (Selection Grade/ Deputy Director) (Stage 3) to Deputy Director /equivalent cadres (Stage 4 / Academic Level 12 to 13A)	 i. He/she has completed three years of service in Selection Grade/ Academic Level 12. ii.He/she has done any one of the following during last three years: (a) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (b) Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (c) Taken / developed one MOOCs course in relevant subject (with e-certification). 	 i. He/she gets a -satisfactory-or -good-grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Table A and B, and; ii. The promotion is recommended by a selection committee on the basis of the interview performance.
4	Deputy Director (Stage 4) to Deputy Director /equivalent cadres (Stage 5/ Academic Level 13 A to 14)	 i. He/she has completed three years of service in Academic Level 13A. ii. He/she has done any one of the following during last three years: (a) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (b) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (c) Taken / developed one MOOCs course in relevant subject (with ecertification). ii. Evidence of organizing competitions and coaching camps of at least two weeksø duration. v. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc. v. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. 	ii. The promotion is recommended by a selection committee.

Note: The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14. However, performance assessment reports shall be calculate as per Table A under the direction for University Deputy Director.

Note:

Date:

- i. The following provisions apply only to those personnel who are not involved in teaching physical education and sports.
- ii. The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

Appendix-V

Signature of teacher

Sant Gadge Baba Amravati University, Amravati.
PBAS Proforma
Session-

(PART A, PART B & PART C) (For University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports.)

PART A: GENERAL INFORMATION

1. Name (in	Block Letters	s):		
2. Father's/I	Husband's Na	ime:		
3. Departme	ent:			
4. Current I	Designation &	Grade Pay :		
5. Date of la	st Promotion	:		
6. Address fo	or correspond	lence (with Pin code) :		
7. Permanen	t Address (w	ith Pin code) :		
Telephone	No.:			
Email:				
8. Whether a	cquired any	degrees or fresh acaden	nic qualifications durin	g the year :
9. Academic	Staff College	Orientation / Refresher	r Course attended duri	ng the year : Nil
No.	me of the Course / mer School	Place	Duration	Sponsoring Agency
1				

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PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: I ASSESSMENT CRITERION FOR TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Direct Teaching I a. Lecture cum practice based athlete/sports classes, practical, seminars undertaken as per percentage of allotted hours.

Sr. No.	Course/Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/	Grading	Proof Document**
				 Odd Semester		conducted		
	T							
1								
2								
3								
4								
5								
6								
7								
8								
9								
			E	ven Semester				
10								
11								
12								
13								
14								
15								
16								
17								
18								

^{*}Lecture cum practice based athlete / sports classes (AC), Practical (PR) seminars (S), organizing and conducting coaching camps (CC), sports person development / training programmes (SP/TP).

Direct Teaching b. Identifying sports talents and Mentoring sports excellence among students.

Sr. No.	Name of Activity	Methodology Adopted	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document **
			•				

Grading Criterion:- 90% and above 6 Good ; above 80% but below 90% - Satisfactory; Less than 80%- Not satisfactory.

**As per table under the document Annexure I (A)

Overall Grading (Category: I) :-	
Verified and found correct:	Signature of Teacher
	C./H.O.D./Principal
Final Score approved by the Screening / Selection Committee : (For Category : I)	
e e e e e e e e e e e e e e e e e e e	ture of Chairman / Selection Committee

PART B: ACADEMIC PERFORMANCE INDICATORS

CATEGORY: II

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

II.a. Organizing Intra-college competitions.:

Sr. No.	Detail of Competition	Date	Target Group	Grading	Proof Document**
1.					
2.					
3.					

Grading Criteria: Good – Intra college competition in more than 5 disciplines; **Satisfactory**- Intra college competition in 3-5 disciplines; **Unsatisfactory**- Neither Good nor satisfactory

II.b. Institution Participating in external competitions.:

	Details of Competition	Duration	Organizing Institute	Grading	Proof Document**
Sr. No.	_				
1.					
2.					
3.					

Grading Criteria: Good – Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines; Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.

Or

District level competition in at least 5 Disciplines; Unsatisfactory ó neither good nor satisfactory

II.c. Up gradation of Sports fields.:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**					
1.									
2.									
3.									
Gr	Grading Criteria: Good/Satisfactory/ Not-Satisfactory to be assessed by the Promotion committee.								

II.d.i. Student Participation:

Sr. No.	Name of Student	Whether National/ State/ university (For college levels only) teams. Organizing State/ National/ Inter University/ Inter College level competition.	Name of Event with duration	Organizing Institute	Grading	Proof Document**
1.						
2.						
3.	· · · · · · · · · · · · · · · · · · ·					

II d ii. Coaching at State/National level:

Sr. No.	Name of Organization	Period	Grading	Proof Document**
1.				
2.				
3.				

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II d.iii. Organization of Workshop:

Sr. No.	Name of Workshop	Date/ Period of Organization	Theme	Grading	Proof Document**
1.					
2.					
3.					

II d.iv. Research paper Published:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Grading	Proof Docume nt**
1									
Tota	l								

II d. v. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

Grading Criteria for II d. i to v:- Good: Involved in any two activities; **Satisfactory:** 1 activity; **Not Satisfactory:** Not involved/ Undertaken any of the activities.

TA T		
	Ata.	
1.4	VIC	

Overall Grading Criteria

Good: Good in category-I and satisfactory/good in any other items under Category-II.

Satisfactory: Satisfactory in category-I and satisfactory/ good in any other two items under Category-II.

Not Satisfactory: If neither good nor satisfactory in overall grading.

**As per table under the document Annexure II (A)

Overall Grading (Category : II) :-			
Verified and found correct:	Signature of Teacher		
Signat	gnature of V.C. /Principal/H.O.D.		
Final Score approved by the Screening / Selection Committee: (For Category II)			

Signature of Chairman Screening / Selection Committee CANTE CARCE DARA AND AVAIL INVESTIGATIVE CATEGORY CATEGORY AND DARK ONE 100

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PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whether Refereed / other Journal as notified by the UGC#	Augme nted API Score	Proof Documen t**
1									
Total									

III B. Publications other than journal articles (books, chapters in books):

Sr.	Title with page	Book	Publicatio	ISSN/	Whether	No. of	Whethe	API	Proof
No.	nos./ Chapter with	Title,	n	ISBN	approved	co-	r you	Score	Docume
	page no.	editor &	Internatio	No.	by	author	are the		nt**
		publisher	nal/		University	S	main		
			National/				author		
			Local						
1									
Tota	Total								

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr.	Innovative	Name of	Authority	Publisher	Course	API	Proof
No.	Pedagogy/ New	Activity	Concern		Credit/	Score	Document**
	Curricula/ Courses/				Module		
	MOOCs/ E-						
	Content						
1							
Tota	ıl						

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	Proof Document**
M. Phil.				
Ph. D.				
P.G. Dissertation				
Total				

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document* *
1							
	Total						

III D.b (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document* *
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total						

III E. b Policy Document:

Sr. No.	Title of Document	Policy Document Submitted to	International/ National/ State Government/ Central Government	Publisher	API Score	Proof Document**
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1						
2						
3						
Total			•			

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/	Title of	Event	Whether	API	Proof
No.	Paper	Conference /	Organized	International	Score	Document**
	presented	Seminar	by	(Abroad) /		
	•		-	International		
				(Within		
				Country)		
				National /		
				State /		
				Regional /		
				College		
				or University		
				level		
1						
2						
3						
Total		•		•		

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6 .Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

**As per table under the document Annexure III (A)

Total Score (Category: III) :-	
Verified and found correct:	Signature of Teacher
Signature of	FV.C./ Principal / H.O.D.
Final Score approved by the Screening / Selection Committe (For Category :III)	ee:
	ature of Chairman

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual API Score for Category III Only
I	Assessment Criterion for			
	Teaching, Learning and			
	Evaluation Related			
	Activities			
II	Involvement in			
	Administrative, Examination,			
	Co-curricular, Extension and			
	Professional Development			
	Related Activities			
III	Research and Academic			
	Contribution			

	Signature of Teacher
Verified and found correct:	
Signature of	V.C./ Principal / H.O.D.
	 ture of Chairman / Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

1.

2.

3.

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:	
Designation:	Assessment Year :

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher ? if not, give reasons why you do not agree.
- I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

:
:
:
:
:
utstanding, A = Very Good, B+ = Positively Good,
ood, C+= Satisfactory, C = Not Satisfactory
e.)
Signature of Reporting Officer
ee-Chancellor):
1

Date:	/ /	Signature of Reviewing Of	ficer

Appendix-VI

Sant Gadge Baba Amravati University, Amravati.

PBAS Proforma for promotion under CAS

Assessment Period -

(PART A, PART B & PART C)

(For University Director / Deputy Director /
Assistant Director of Physical Education & Sports and
College Director of Physical Education & Sports.)

PART A: GENERAL INFORMATION

1. Name (in Block Letters):

2. Father'	s/Husband's Nam	e:		
3. Depart	ment:			
4. Curren	t Designation & C	Grade Pay :		
5. Date of	last Promotion:			
6. Address	s for corresponder	nce (with Pin code) :		
7. Perman	ent Address (with	Pin code):		
Telepho	one No. :			
Email:				
8. Whethe	r acquired any de	grees or fresh acade	mic qualifications durin	ng the year :
9. Academ	ic Staff College O	rientation / Refresh	er Course attended duri	ing the year : Nil
No.	Name of the Course / ummer School	Place	Duration	Sponsoring Agency
1				
Date :				

PART B: ACADEMIC PERFORMANCE INDICATORS <u>CATEGORY</u>: I

ASSESSMENT CRITERION FOR TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Direct Teaching I a. Lecture cum practice based athlete/sports classes, practical, seminars undertaken as per percentage of allotted hours.

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Sr. No.	Course/Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/	Grading	Proof Document*
				P		conducted		
		•	Odd Se	emester				
1								
2								
3								
4								
5								
6								
7								
8								
9								
			Even S	emester				
10								
11								
12								
13								
14								
15								
16								
17								
18								

^{*}Lecture cum practice based athlete / sports classes (AC), Practical (PR) seminars (S), organizing and conducting coaching camps (CC), sports person development / training programmes (SP/TP).

Direct Teaching b. Identifying sports talents and Mentoring sports excellence among students.

Sr. No.	Name of Activity	Methodology Adopted	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document **

Grading Criterion:- 90% and above \acute{o} Good ; above 80% but below 90% - Satisfactory; Less than 80%- Not satisfactory.

**As per table under the document Annexure I (A)

Overall Grading (Category: I) :-	
	Signature of Teacher
Verified and found correct:	
Signature of V	.C./H.O.D./Principal
Final Score approved by the Screening / Selection Committee : (For Category : I)	

PART B: ACADEMIC PERFORMANCE INDICATORS <u>CATEGORY</u>: II

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

II.a. Organizing Intra-college competitions.:

Sr. No.	Detail of Competition	Date	Target Group	Grading	Proof Document**
1.					
2.					
3.					

Grading Criteria: Good – Intra college competition in more than 5 disciplines; **Satisfactory**- Intra college competition in 3-5 disciplines; **Unsatisfactory** ó Below 3 Nighters Good nor satisfactory

II.b. Institution Participating in external competitions.:

Sr. No.	Details of Competition	Duration	Organizing Institute	Grading	Proof Document**
1.					
2.					
3.					

Grading Criteria: Good – Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines; Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.

Or

District level competition in at least 5 Disciplines; Unsatisfactory ó neither good nor satisfactory

II.c. Up gradation of Sports fields.:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				
Gra	ading Criteria: Good/Satisfactory/ N	Not-Satisfactory to be asses	sed by the Promotion	n committee.

II.d.i. Student Participation:

Sr. No.	Name of Student	Whether National/ State/ university (For college levels only) teams. Organizing State/ National/ Inter University/ Inter College level competition.	Name of Event with duration	Organizing Institute	Grading	Proof Document**
1.						
2.						
3.						

II d ii. Coaching at State/National level:

	Name of Organization	Period	Grading	Proof
Sr. No.				Document**
1.				
2.				
3.				

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II d.iii. Organization of Workshop:

Sr. No.	Name of Workshop	Date/ Period of Organization	Theme	Grading	Proof Document**
51.110.					
1.					
2.					
3.					

II d.iv. Research paper Published:

Sr. 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	Whether Refereed / other Journal as notified by the UGC#	Grading	Proof Docume nt**
1									

II d. v. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

Grading Criteria for II d. i to v:- Good: Involved in any two activities; Satisfactory: 1 activity; N	ot
Satisfactory: Not involved/ Undertaken any of the activities.	

Overall Grading Criteria

Good: Good in Item 1 and satisfactory/good in any other items.

Satisfactory: Satisfactory in Item 1 and satisfactory/ good in any other two items.

Not Satisfactory: If neither good nor satisfactory in overall grading.

**As per table under the document Annexure II (A) $\,$

Overall Grading (Category : II) :-		
Verified and found correct:	Signature of	Teacher
Signat	ure of V.C. /Pri	incipal/H.O.D.
Final Score approved by the Screening / Selection Committee : (For Category II)		

Signature of Chairman Screening / Selection Committee _____

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PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the	Augment ed API Score	Proof Docume nt**
							UGC#		
1									
Total									

III B. Publications other than journal articles (books, chapters in books):

Sr.	Title with page	Book	Publicatio	ISSN/	Whether	No. of	Whethe	API	Proof
No.	nos./ Chapter with	Title,	n	ISBN	approved	co-	r you	Score	Docume
	page no.	editor &	Internatio	No.	by	author	are the		nt**
		publisher	nal/		University	S	main		
			National/				author		
			Local						
1									
Tota	1								

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr.	Innovative	Name of	Authority	Publisher	Course	API	Proof
No.	Pedagogy/ New	Activity	Concern		Credit/	Score	Document**
	Curricula/ Courses/				Module		
	MOOCs/ E-						
	Content						
1							
Tota	l						

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized	Policy Document Generated	API Score	Proof Document* *
1				(Rs lakh)			
	Total						

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III D.b (ii). Consultancy Projects:

	Title	Agency	Period	Grant /	Policy	API	Proof
Sr.				Amount	Document	Score	Document*
No.				Mobilized	Generated		*
				(Rs lakh)			
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total						

III E. b Policy Document:

Sr.	Title of	Policy Document	International/ National/	Publisher	API	Proof
No.	Document	Submitted to	State Government/ Central		Score	Document**
			Government			
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1						
2						
3						
Total						

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr. No.	Invited Talk/ Paper presented	Title of Conference / Seminar	Event Organized by	Whether International (Abroad) / International (Within Country) National / State / Regional / College or University level	API Score	Proof Document**
1						
2						
3						
Total	•					

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

	Signature of Teacher
Verified and found correct	S
	Signature of V.C./ Principal / H.O.D.
Final Score approved by the Screening / Sele (For Category :III)	ction Committee :

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual Av. API Score for Assessment Period for Category III Only
Ι	Assessment Criterion for Teaching,			
	Learning and Evaluation Related			
	Activities			
II	Involvement in Administrative,			
	Examination, Co-curricular, Extension			
	and Professional Development Related			
	Activities			
III	Research and Academic Contribution			

	Signature of Teacher
erified and found correct:	
Signature of	V.C./ Principal / H.O.D.
<u> </u>	
9	ture of Chairman Selection Committee

^{**}As per table under the document Annexure III (A)

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

1.

2.

3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:

Designation:

Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- c) State whether the facts stated above are correct, if not, state the correct facts.
- d) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.

I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

SANT GADGE BABA AMRAVATI	UNIVERSITY GAZETTE - 2019 - PART ONE - 202
II) A) General Intelligence B) Capacity to get work in Respect of research & teaching C) Technical Ability D) Administrative ability including Judgment initiative and drive (if applicable)	:
	:
Date: / /	Signature of Reporting Officer
Observation of the Reviewing Officer (Vice-C	Chancellor):
Date: / /	Signature of Reviewing Officer

Annexure I (A)

Sr. No.	Document
1	Student Attendance certified by HOD/ Head of the institute
2	Academic Dairy certified by HOD/ Head of the institute
3	Total teaching hours Certificate from HOD
4	Certificate from University Authorities
5	Course conduction certificates
6	Other certificates

Annexure II (A)

Document
Proof of Co-curricular activities in the form of letter/ Certificate / Any other document
certified by HOD or head of institution
Proof of Extension activities in the form of letter/ Certificate/ Any other document
certified by HOD or head of institution
Administrative committee certificates/ Letters / Any other document certified by HOD
or head of institution
Certificate / Letter from Conference organizing committee
Course conduction certificates
Certificate/ Letter from BOS or other bodies
Other certificates

Annexure III (A)

Sr. No.	Document
1	Published paper, Journal home page for Impact factor
2	Books front page along with editorial team or Book chapter first page
3	Project Award Certificate/ Midterm Evaluation Report/ Final Project Report/
	Utilization Certificate / Project Extension Letter
4	Project outcome report/ Patent award document
5	Student registration Letter/ Thesis submission letter / Notification
6	Fellowship award certificate
	Invited talk letter of intend/ Certificate/ Certificate of paper presentation along with
	copy of abstract book
7	Other certificates

Section III

Appendix-VII

Sant Gadge Baba Amravati University, Amravati.

Academic Performance Indicators (APIs) And Scores developed for adoption of Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme (CAS) of University Librarian/Deputy Librarian/Assistant Librarian and College Librarian.

Instructions for Filling up Part B of the PBAS Proforma

(Please read the Instructions carefully before filling the proforma for Category I, II, III)

Part B of the Proforma is based on Government of Maharashtra, Higher and Technical Education, GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

- **B** (I) is based on API Grading/ scoring for Category I of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.
- **B** (II) is based on Category II of the Table. Detailed information for 2018-19 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 the tables and self-assessment scores/ grades 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-A and B for University and College teachers respectively as per GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

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: PROCUREMENT, ORGANIZATION, AND DELIVERY OF KNOWLEDGE AND INFORMATION THROUGH LIBRARY SERVICES

Indicator/ Activity	Post Held	Grading Criteria
i. Regularity of attending library (calculated in	Univ. Assistant	Good- 90% and above
terms of percentage of days attended to the total	Librarian/ College	
number of days he/she is expected to attend)	Librarian/ Deputy	Satisfactory- Below 90 % but
While attending in the library, the individual	Librarian/ Librarian	80 % and above
is expected to undertake, inter alia, following		Not satisfactory- Less than
items of work:		80%
 Library Resource and Organization and 		
maintenance of books, journals and reports.		
 Provision of Library reader services such as 		
literature retrieval services to researchers		
and analysis of report.		
 Assistance towards updating institutional 		
website		

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

II.a. Conduct of Seminar/ Workshops pertaining to Library:

Indicator/ Activity	Post Held	Grading Criteria
Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Univ. Assistant Librarian/ College Librarian/ Deputy Librarian/ Librarian	Good ó One National level seminar/ workshop and One State/ institution level workshop/Seminar Satisfactory- One National level seminar/ workshop or one State level seminar/ workshop and one institution level seminar/ workshop or Four institution seminar / workshop Unsatisfactoryó Not falling in good or satisfactory.

II.b. Library Automation.:

Indicator/ Activity	Post Held	Grading Criteria
If library has a computerized database OR If library does not have a computerized database	Univ. Assistant Librarian/ College Librarian/ Deputy Librarian/ Librarian	Good ó 100% of physical books and journals in computerized database . Satisfactoryó At least 99% of physical books and journals in computerized database. Unsatisfactoryó Not falling under good or satisfactory. OR Good ó 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory- Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)

II.c. Checking inventory.:

Indicator/ Activity	Post Held	Grading Criteria
Checking inventory and extent of missing books	Univ. Assistant Librarian/ College Librarian/ Deputy Librarian/ Librarian	Good: Checked inventory and missing book less than 0.5% Satisfactory- Checked inventory and missing book less than 1% Unsatisfactory- Did not check inventory Or Checked inventory and missing books 1% or more.

II.d. Digitization Work, Promotion of Library Networks, Dissemination of information, Administrative Work, Short term course and Publications.:

Indicator/ Activity	Post Held	Grading Criteria
i. Digitization of books database in institution		
having no computerized database.		
ii.Promotion of library network.		
iii. Systems in place for dissemination of		Good: Involved in any two
information relating to books and other	Univ. Assistant	activities
resources .	Librarian/ College	Satisfactory: At least one
iv. Assistance in college administration and	Librarian/ Deputy	activity
governance related work including work done	Librarian/ Librarian	Not Satisfactory : Not
during admissions, examinations and		involved/ undertaken any of the
extracurricular activities.		activities.
v.Design and offer short-term courses for users.		
vi. Publications of at least one research paper in		
UGC approved journals.		
Overall Grading (Category-I and Category-II)	other items under Cates Satisfactory: Satisfactory/ good in an II.	ory-I and satisfactory/good in any gory II. Category-I and any other two items under Category neither good nor satisfactory in

Note:	1. It is recommended to use ICT technology to monitor
	the attendance of library staff and compute the
	criteria of assessment.
	2. The Librarian must submit evidence of published
	paper, participation certificate for refresher or
	methodology course, successful research guidance
	from Head of Department of the concerned
	department, project completion.
	3. The system of tracking user grievances and the
	extent of grievances redress details may also be
	made available to the CAS promotion committee.

Note: For the purpose of assessing the grading of Activity at Criterion I and Criteria II, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

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.

Sr. No.	Category	Academic/ Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library/ Education / Physical education/ Management
1	III (A)	Research Papers published in: Peer-	8 per paper	10 Per paper
	Research	Revived or UGC listed Journals #		
	Paper			
_	Publication			
2	III (B)	a) Books authored which are		
	Publications	published by		
	(other than	International Publisher	12	12
	Research	National Publisher	10	10
	Papers)	Chapter in Edited Book	05	05
		Editor of Book by International Publisher	10	10
		Editor of Book by National Publisher	08	08
		b) Translation work in Indian and		
		Foreign Languages by qualified		
		faculties		
		Chapter or Research Paper	03	03
		Book	08	08

	T			
3	III (C)	a) Development of innovative	05	05
		pedagogy		
	ICT	b) Design of new curricula and courses	02/ curricula /	02/ curricula /
	mediated		course	course
	pedagogy	c) MOOCs		
	and content	Development of complete MOOCs in 4	20	20
	and	quadrants (4 credit course) (In case of		
	development	MOOCs lesser credit 5 marks/ credit)		
	of new and	MOOCs (Develop in 4 quadrant) Per	05	05
	innovative	module/ lecture	03	03
	courses and		02	0.0
	curricula	Content writer/ subject matter expert	02	02
	curricula	for each module of MOOCs (at least		
		one quadrant)		
		Course coordinator for MOOCs (4)	08	08
		Credit Course) (In case of MOOCs of		
		lesser credits 02 marks/ credit)		
		d) E-Content		
		Development of e -Content in 4	12	12
		quadrants for a complete	12	12
		course/e-book		
			05	05
		e-Content (developed in 4 quadrants)	US	US
		per module	02	0.2
		Contribution to development of e-	02	02
		content module in complete		
		course/paper/e- book (at least one		
		quadrant)		
		Editor of e-content for complete	10	10
		course/ paper e-book		
4	III (D)	a) Research Guidance		
	Research	Ph.D	10/ Degree	10/ Degree
			Award	Award
			05/ Thesis	05/ Thesis
			Submitted	Submitted
		M.Phil / PG Dissertation		
		W.Filii / FG Dissertation	02/ Degree Award	02/ Degree Award
		h) December Decised Commission	Awaru	Awaru
		b) Research Project Completed	10	10
		More than 10 lakhs	10	10
		Less than 10 lakhs	05	05
		c) Research Projects Ongoing:		
		More than 10 lakhs	05	05
		Less than 10 lakhs	02	02
		d) Consultancy	03	03
5	III (E)	a) Patents		
	Patents and			
	Policy			
	Documents			
		International	10	10
			10	10
		National	07	07
		b) *Policy Document (Submitted to an In		
		UNO/UNESCO/World Bank/Internationa		
			ai ivioniciai y Fund et	c. of Central
		Government or State Government)	10	10
		International	10	10
		NY C 1	07	0.7
		National	07	07
		State	04	04

		c) Awards/Fellowship		
		International	07	07
		National	05	05
6	III (F) Invited Talks	*Invited lectures / Resource Person/ paper Conferences/full paper in Conference Pro Seminars/Conferences and also published Proceedings will be counted only once)	oceedings (Paper pre	esented in
		International (Abroad)	07	07
		International (within country)	05	05
		National	03	03
		State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

	p
i) Paper in refereed journals without impact factor	5 Points
ii) Paper with impact factor less than 1	10 Points
iii) Paper with impact factor between 1 and 2	15 Points
iv) Paper with impact factor between 2 and 5	20 Points
v) Paper with impact factor between 5 and 1 0	25 Points
vi) Paper with impact factor >10	30 Points

- a) Two authors: 70% of total value of publication for each author.
- b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and óCo-investigator would get 50% each.

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

TABLE A (Minimum API requirement for the promotion of Library Staff under CAS in University)

Category	Activity	Assistant Librarian / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Librarian (Selection Grade) / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage 3) to Deputy Director /equivalent cadres (Stage 4 / Academic Level 12 to 13A)	Deputy Librarian (Stage 4) to Deputy Librarian /equivalent cadres (Stage 5/ Academic Level 13 A to 14)
I	Assessment Criterion for Teaching, Learning and Evaluation Related		G	ood or Satisfactory Grading	

		ı			
II	Involvement				
	in				
	Administrati				
	ve,				
	Examination				
	, Co-				
	curricular,				
	Extension				
	and				
	Professional				
	Developmen				
	t Related				
	Activities.				
III	Research	40 /	100 /	90 /	120 /
	and	Assessmen	Assessment	Assessment period	Assessment
	Academic	t	period		period
	Contribution	period			
	s- Minimum				
	Score				
	required - to				
	be				
	assessed				
	cumulativel				
	У				
IV	Expert	Screening	Screening	Selection	Selection
	Assessment	cum	cum	Committee	Committee
	System	evaluation	evaluation		
		committee	committee		
			1	ı	1

TABLE B
(Minimum API requirement for the promotion of Library Staff under CAS in College/ Affiliated Institute)

Category	Activity	Assistant Librarian / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Librarian (Selection Grade) / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage 3) to Deputy Director /equivalent cadres (Stage 4 / Academic Level 12 to 13A)
I	Assessment Criterion for Teaching, Learning and Evaluation Related		Good or Satisfactory Grading	g
II	Involvement in Administrati ve, Examination , Co- curricular, Extension and Professional Developmen t Related Activities.			

III	Research	20 /	50 /	45 / Assessment period
	and	Assessment	Assessment	
	Academic	period	period	
	Contribution			
	s- Minimum			
	Score			
	required - to			
	be			
	assessed			
	cumulativel			
	у			
IV	Expert	Screening	Screening	Selection Committee
	Assessment	cum	cum	
	System	evaluation	evaluation	
		committee	committee	

MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)

TABLE C

S.No.	Post	Eligibility				
1	University	i. A Master-s degree in Library Science, Information Science or Documentation				
	Assistant Librarian/	Science or an equivalent professional degree, with at least 55% marks (or an				
	College	equivalent grade in a point-scale, wherever the grading system is followed). ii. A consistently good academic record, with knowledge of computerization of a				
	Librarian	, ,				
	Librarian	library. iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be. Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions				
		subject to the fulfillment of the following conditions:				
		 a. The Ph.D. degree of the candidate has been awarded in regular mode only; b. The Ph.D. thesis has been evaluated by at least two examiners; c. An open Ph.D. viva voce of the candidate has been conducted; d. The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and e. The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency. 				
2	University Deputy Librarian	 i. A Master: Degree in Library Science/Information Science/Documentation Science, with at least 55% marks or an equivalent grade in a point óscale, wherever grading system is followed; Eight years experience as an Assistant University Librarian/College Librarian; ii. Evidence of innovative library services including integration of ICT in library; and iii. A Ph.D. Degree in Library Science/Information Science / Documentation Science/Archives and manuscript keeping/computerization of library. 				

3	University	i. A Master:s Degree in Library Science/Information Science/Documentation
	Librarian	Science with at least 55% marks or an equivalent grade in a point óscale,
	(Director,	wherever grading system is followed;
	Knowledge	ii. At least ten years as a Librarian at any level in University Library or ten years of
	Resource	teaching as Assistant/Associate Professor in Library Science or ten yearsø
	Center)	experience as a College Librarian;
		iii. Evidence of innovative library services, including the integration of ICT in a
		library; and
		iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science
		/Archives and manuscript-keeping.

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR CAREER ADVANCEMENT SCHEME (CAS) FOR LIBRARIANS IN UNIVERSITY/ COLLEGE/AFFILATED INSTITUTE

TABLE-D

Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2)	Post	Eligibility	Minimum Academic	
Assistant Librarian (Academic level 10)/College Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11) / College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2)		<i>3 v</i>	Performance Requirements	
Assistant Librarian i. An Assistant Librarian College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five yearsø of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree. ii. He/she has attended at least one Orientation course of 21 daysøduration; and iii. Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Table A for University and B for College/ Institutes under the Direction (8/2019). Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2)			and Screening/Selection	
Librarian (Academic level 10)/College Librarian (Academic level 110) to University Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) (Stage 2 to 1) Librarian (Senior Scale/Academic level 11) (Selection Grade/ Academic level 11) (Selection Grade/ Academic level 12) (Stage 2 to 1) College/ Institutes under the Direction, of at least five years: a. Training/Seminar/Workshop/Course on automation and digitalization, of at least two weeks (ten days) duration, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, or College/ Institutes under this Direction, of at least two weeks (ten days) duration, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, or Callege/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, or Callege/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, or Callege/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, or Callege/ Institutes under the promoted if: i. He/she gets a satisfic in the case may be as precified in Table A course in the Direction (8/20). I He/she has completed five years of ser				
Cademic level 10)/College Completed four years of service having a Ph.D. degree in Librarian (Senior Scale/Academic level 11) College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2)				
Information Science Documentation Cacademic level Information Science Documentation Science or an equivalent degree or five years/of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree. ii. He/she has attended at least one Documentation Scale/Academic level I1) College Librarian (Senior Scale/Academic level I1) (Stage 1 to 2) Ito 2) Ito 2) Ito 2) Ito 2) Ito 3 Ito 4 Ito 4 Ito 5 Ito 6 Ito 7 It			_	
Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11) / College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) (Senior Scale/Academic level 11) (Senior Scale/Academic level 11) (Selection Grade/ Academic level 12/ College Librarian (Senior Scale/Academic level 112 (Stage 2 to those without a M. Phil or a Ph.D. degree. ii. He/she has attended at least one Orientation Science / Documentation M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree. iii. He/she has attended at least one Orientation course of 21 daysøduration; and iiii. Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least five years of service in Academic Level 11/Senior Scale/Academic level 11) to university Assistant Librarian (Senior Scale/Academic level 11) to university Assistant Librarian (Senior Scale/Academic level 112/ College Librarian (Senior Scale/Academic level 12/ College Librarian (Senior Scale/Academic level 12/ College Librarian (Senior Scale/Academic level 12/ College Librarian (Senior Scale/Academic level 12	`			
Cademic level 10) to University Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selior Grade/ Academic level 12/ College Librarian (Selior Grade/ Acade			i. He/she gets a -satisfactory-	
vears@of experience, having at least a m.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree. ii.He/she has attended at least one Orientation course of 21 days@duration; and iii. Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Table A for University and B for College/ Institutes under the Direction (8/2019). Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12) (Stage 2 Stage 2				
Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grad				
Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Senior Scale/Academic level 12) (Stage 2 Li	,	•	assessment reports of at	
Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) (Stage 1 to 2)		- · · · · · · · · · · · · · · · · · · ·	least three/four/five out of	
level 11)	,		the last four/five/six years	
Librarian (Senior Scale/Academic level 11) (Stage 1 to 2) Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) (Selection Grade/ Academic level 12) (Stage 2 Assistant Librarian (Senior Scale/Academic level 12) (Stage 2			of the assessment period as	
Scale/Academic level 11) (Stage 1 to 2)		Orientation course of 21 daysø duration;		
level 11) (Stage 1 to 2)	`		specified in Table A for	
maintenance and related activities, of at least 5 days, as per Table A for University and B for College/ Institutes under the Direction (8/2019). 2 Assistant Librarian (Senior Scale/Academic level 11/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12) (Stage 2 Mand iii. The promotion recommended by a screening-cum-evaluc committee. An individual shall be promoted if: i. He/she pass completed five years of stalish solic promoted if: i. He/she pass completed five years of stalish solic promoted if: i. He/she pass of the stat five years: a. Training/Seminar/Workshop/Course on automation and digitalization, of at least two weeks (ten days) duration (or completed two courses of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), c. Taken/developed one MOOCs course in the relevant subject (with e-				
least 5 days, as per Table A for University and B for College/ Institutes under the Direction (8/2019). Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/Academic level 12) (Stage 2 Librarian (Selection Grade/Academic level 12) (Stage 2 Librarian least 5 days, as per Table A for University and B for College/ Institutes under the Direction, the Point of the Service in Academic Level 11/Senior Scale. i. He/she has completed five years of service in Academic Level 11/Senior Scale. ii. He/she gets a Satisfactory÷or ÷gor grade in the annual performance assess reports of at least for of the last five year the assessment perion specified in Table Academic level and least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), c. Taken/developed one MOOCs course in the relevant subject (with e-	, , –		College/ Institutes under the Direction (8/2019).	
and B for College/ Institutes under the Direction (8/2019). Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12/ (Stage 2 Librarian (Selection Grade/ Academic level 12) (Stage 2 Stage	to 2)			
Direction (8/2019). Direction (8/2019). recommended by a screening-cum-evalucommittee.				
Screening-cum-evalue committee. Screening-cum-evalue committee.		S .	<u> </u>	
Committee. Committee.		Direction (8/2019).	·	
Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to Librarian (Senior Scale/Academic level 11) to Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ College/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), c. Taken/developed one MOOCs course in the relevant subject (with e-			screening-cum-evaluation	
Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to Librarian Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12/ (Stage 2) Librarian (Selection Grade/ Academic level 12/ (Stage 2) Librarian (Selection Grade/ Academic level 12/ (Stage 2) Librarian Librarian (Selection Grade/ Scale/Academic level 12/ (Stage 2) Librarian			committee.	
Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12) (Stage 2 Scale/Academic level 12) (Stage 2 Scale/Academic level 12) (Stage 2 Scale. ii. He/she gets a ii. He/she gets a ii. He/she gets a iii. He/she gets a iii. He/she gets a iii. He/she gets a iii. He/she gets a iiii. He/she gets a iiii. He/she gets a iiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiii			An individual shall be	
level 11)/College Librarian (Senior Scale/Academic level 11) to Librarian (Seliction Grade/ Academic level 12) (Stage 2 Librarian (Seliction Grade/Academic level 12) (Stage 2 Librarian (Seliction Grade/Academic level 12) (Stage 2 Librarian (Selection Grade/Academic level 12) (Stage 2 Librarian (Selection Grade/Academic level 12) (Stage 2 Librarian (Selection Grade/Academic level Monor Monor Selection Grade/Academic level Monor Monor Selection (Selection Grade/Academic level Monor Monor Selection (Selection Grade/Academic level Monor Monor Selection Grade/Academic level Monor	Librarian (Senior		_	
Librarian (Senior Scale/Academic level 11) to Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/ Academic level 12) (Stage 2 Scale/Academic level 12) (Stage 2 Scale/Academic level scale) College following in the last five years: a. Training/Seminar/Workshop/Course on automation and digitalization, b. Maintenance and other activities as per of the last five years the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of the last five year the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance assess reports of at least for the assessment perior formance asses at least for the assessment perior for the a			_	
Scale/Academic level 11) to automation and digitalization, b. Maintenance and other activities as per Assistant Table A for University and B for College/ Institutes under this Direction, of at least two weeks (ten days) duration University and B for Selection Grade/ of at least two weeks (ten days) duration University and B for University and B for Selection College Institutes under this Direction, of at least two weeks (ten days) duration University and B for Univ		-	∹satisfactory÷or ∹good÷	
level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic College/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), Grade/Academic Librarian (Selection Grade/Academic Grade/Academic Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic Librarian Li	Librarian (Senior		grade in the annual	
University Assistant Table A for University and B for College/ Institutes under this Direction, of at least two weeks (ten days) duration Academic level 12/ College Librarian (Selection Grade/Academic Grade/Academic level 12) (Stage 2 b. Maintenance and other activities as per Table A for University and B for College/ Institutes under this Direction, of at least two weeks (ten days) duration University and B for University a	Scale/Academic	a. Training/Seminar/Workshop/Course on	performance assessment	
Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic College/ Institutes under this Direction, of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or Crade/Academic Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic Librarian (Selection Grade/Academic Librarian Least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), ii. The promotion is recommended by a screening-cum-eval	· ·		reports of at least four out	
Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic Grade/Academic level 12) (Stage 2 College/ Institutes under this Direction, of at least two weeks (ten days) duration (University and B for College/ Institutes under this Direction, of at least two weeks (ten days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), ii. The promotion is recommended by a screening-cum-evaluation.		-	of the last five years of	
College			the assessment period, as	
Academic level 12/ College 12/ College Librarian (Selection Grade/Academic level 12) (Stage 2 (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), ii. The promotion is recommended by a screening-cum-eval			specified in Table A for	
12/ College Librarian (Selection Grade/Academic level 12) (Stage 2 one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), ii. The promotion is recommended by a screening-cum-eval	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		University and B for	
Librarian (Selection least two weeks (ten days) duration), Grade/Academic level 12) (Stage 2 the relevant subject (with e- screening-cum-eval			College/ Institutes under	
Collection least two weeks (ten days) duration), ii. The promotion is c. Taken/developed one MOOCs course in the relevant subject (with e- screening-cum-eval	<u> </u>		the Direction (8/2019),	
Grade/Academic c. Taken/developed one MOOCs course in level 12) (Stage 2 the relevant subject (with e- screening-cum-eval		• • • • •		
level 12) (Stage 2 the relevant subject (with e- screening-cum-eval			_	
		-		
			screening-cum-evaluation	
	to 3)	certification), or	committee.	
d.Library up-gradation course.		d.Library up-gradation course.		

- Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University **Deputy** Librarian (Academic Level 13A)/College Librarian (Academic Level 13A) (Stage3 to 4)
- i. He/she has completed three years of service in Selection Grade/Academic Level 12
- ii. He/she has done any one of the following in the last three years:
 - a. Training/Seminar/Workshop/Course on automation and digitalization,
 - b. Maintenance and related activities as per Table A for University and B for College/ Institutes under this Direction, of at least two weeksø(ten days) duration,
 - c. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days duration),
 - d. Taken/developed one MOOCs course in the relevant subject (with ecertification), and
 - e. Library up-gradation course.

An individual shall be promoted if:

- i. He/she gets a -satisfactoryor -good-grade in the
 annual performance
 assessment reports of at
 least two out of the last
 three years of the
 assessment period, as
 specified in Table A for
 University and B for
 College/ Institutes under
 the Direction (8/2019).;
 and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

- 4 Deputy
 Librarian/College
 Librarians
 (Academic Level
 13A)
 to University
 Deputy Librarian
 /College
 Librarians
 (Academic Level
 14) (Stage4 to 5)
- i. He/she has completed three years of service in Academic Level 13A.
- ii. He/she has done any one of the following in the last three years:
- i. Training/Seminar/Workshop/Course on automation and digitalization,
- ii. Maintenance and related activities as per Table A for University and B for College/ Institutes under this Direction of at least two weeksø(ten days) duration,
- iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
- iv. Taken/developed one MOOCs course in the relevant subject (with ecertification), and
- v. Library up-gradation course.
- vi. Evidence of innovative library services, including the integration of ICT in a library.
- vii. A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

- i. He/she gets a -satisfactory:
 or -good-: grade in the
 annual performance
 assessment reports of at
 least two out of the last
 three years of the
 assessment period, as
 specified in Table A for
 University and B for
 College/ Institutes under
 the Direction (8/2019).; and
- ii. The promotion is recommended by a Selection Committee, on the basis of the interview performance.

Note: The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.. However, performance assessment reports shall be calculated as per Table A for University and B for college/ Affiliated Institutes under the Direction (8/2019).

Appendix-VIII

Sant Gadge Baba Amravati University, Amravati. PBAS Proforma Session-

(PART A, PART B & PART C)

(For University Librarian / Deputy Librarian / Assistant Librarian and College Librarian.)

PART A: GENERAL INFORMATION

1. Nai	me (in Block Letters):			
2. Fat	her's/Husband's Name :			
3. Dep	partment :			
4. Cui	rrent Designation & Grade P	ay:		
5. Dat	e of last Promotion :			
6. Add	lress for correspondence (wit	h Pin code) :		
7. Peri	manent Address (with Pin co	de):		
Tele	phone No. :			
Ema	ail:			
8. Who	ether acquired any degrees o	r fresh academic qua	difications during the y	ear :
9. Aca	demic Staff College Orientat	ion / Refresher Cour	se attended during the	 year : Nil
Sr. No.	Name of the Course / Summer School	Place	Duration	Sponsoring Agency
1				
Date:				
			-	Signature of teacher

$\frac{PART\ B:\ ACADEMIC\ PERFORMANCE\ INDICATORS}{CATEGORY\ :\ I}$

(LIBRARIAN)

PROCUREMENT, ORGANIZATION, AND DELIVERY OF KNOWLEDGE AND INFORMATION THROUGH LIBRARY SERVICES Regularity of attending library:

Sr.	Total No. of	No. of days	Work done	Percentage	Grading	Proof
No.	Working Days	attended		of		Document**
				attendance		
1						
2						
3						

90% and above ó Good; Below 90 % but 80 % and above ó Satisfactory; Less than 80%- Not satisfactory

	SANT GADGE	BABA AME	RAVATI	UNIVERSITY GAZI	ETTE - 20	19 - PAR	T ONE - 213
**	*As per table under th	e document A	Annexure	e I (A)			
	Overall G	rading (Cate	egory : I) :-			
	Veri	fied and foun	nd correc	- t :	Signature	e of Teach	er
				Signature of V.C.	/H.O.D./P	rincipal	
Fi	inal Score approved by	y the Screeni	_	etion Committee : r Category : I)			
				Signatur Screening / S	re of Chai Selection (?
Pi	NVOLVEMENT IN ADMIROFESSIONAL DEVELO	NISTRATIVE, PPMENT RELA r/ Workshop	<u>CA</u> EXAMINA TED AC' s pertain	TIVITIES.	LAR, EXTE	NSION ANI	
No.	Name of Semina Workshop organiz	-	ration	Target Group	Gra	ading	Proof Document**
1. 2.							
3.							
ading tisfact	Criteria: Good ó One tory- One National lev workshop or four instit	el seminar/ w	orkshop (or one State level sem	ninar/ work	shop and	one institution level
II	.b. Library Automatio	on.:					
No.	Activity undertaken for Automation	Complete Ongoing		Grading		Pro	of Document**
1.							
2. 3.							

	Activity	Completed/	Grading	Proof Document**
Sr. No.	undertaken for Automation	Ongoing		
1.				
2.				
3.				

Grading Criteria: Good ó 100% of physical books and journals in computerized database.

Satisfactoryó At least 99% of physical books and journals in computerized database.

Unsatisfactoryó Not falling under good or satisfactory.

OR

Good ó 100% Catalogue database made up to date

Satisfactory- 90% catalogue database made up to date

Unsatisfactory- Catalogue database not up to mark (To be verified in random by the CAS Promotion Committee).

II.c. Checking inventory:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 214

Grading Criteria: Good: Checked inventory and missing book less than 0.5%

Satisfactory- Checked inventory and missing

book less than 1%

Unsatisfactory- Did not check inventory

Or

Checked inventory and missing books 1% or more.

II.d. i. Digitization Work:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II.d. ii. Promotion of Library Networks:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II.d. iii. Dissemination of information:

Sr. No.	Indicator/ Activity	Nature of activity	Grading	Proof Document**
1.				
2.				
3.				

II.d. iv. Administrative and Governance related activities:

Sr. No.	Name of Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II.d. v. Short term course:

Sr. No.	Name of Short term course organized	Duration	Target Group	Grading	Proof Document**
1.					
2.					
3.					

II d.vi. Research paper Published:

	Title with page	Journal	ISSN /	Whether	No. of	Whether	Whether	Grading	Proof
	nos.		ISBN	peer	co-	you are	Refereed /		Docume
Sr.			No.	reviewed	authors	the main	other		nt**
No.				Impact		author	Journal as		
				Factor,			notified by		
				if any			the UGC#		
1									
Total									

 SANT	GADGE	BABA	AMRAVATI	UNIVERSITY	GAZETTE -	2019 - PART	ONE - 215
	_			: Involved in an	•	s; Satisfactory	: At least one

activity; Not Satisfactory : Not involved $\!\!\!/$ undertaken any of the activities.

Note:-

Overall Grading Criteria for category I and II

Good: Good in Item 1 and satisfactory/good in any other items.

Satisfactory: Satisfactory in Item 1 and satisfactory/ good in any other two items.

Not Satisfactory: If neither good nor satisfactory in overall grading.

**As per table under the document Annexure II (A)

Overall Grading (Category : II) :-	
Verified and found correct:	Signature of Teacher
	Signature of V.C. /Principal/H.O.D.
Final Score approved by the Screening / Selection C	Committee :

Signature of Chairman Screening / Selection Committee

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Augment ed API Score	Proof Docume nt**
1									
Total									

III B. Publications other than journal articles (books, chapters in books):

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publicatio n Internatio nal/ National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co- author s	Whethe r you are the main author	API Score	Proof Docume nt**
1									
Total									

Sr.	Innovative	Name of	Authority	Publisher	Course	API	Proof	
No.	Pedagogy/ New	Activity	Concern		Credit/	Score	Document**	
	Curricula/ Courses/				Module			
	MOOCs/ E-							
	Content							
1								
Tota	Total							

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document*
1				,			
	Total						

III D.b (ii). Consultancy Projects:

Sr. No	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document*
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total						

III E. b Policy Document:

Sr. No.	Title of Document	Policy Document Submitted to	International/ National/ State Government/ Central Government	Publisher	API Score	Proof Document**
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1				20,00		
2						
3						
Total						

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/	Title of	Event	Whether	API	Proof
No.	Paper	Conference /	Organized	International	Score	Document**
	presented	Seminar	by	(Abroad) /		
	_			International		
				(Within		
				Country)		
				National /		
				State /		
				Regional /		
				College		
				or University		
				level		
1						
2						
3						
Total			<u> </u>			

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

**As per table under the document Annexure III (A)

Total Score (Category: III)	:-		
	Signatu	re of Teacl	ner en
Verified and found	correct:		
Final Score approved by the Screening (For Category :III)	Signature of V.C./ Pr / Selection Committee :	rincipal / H	.O.D.
_	Signature of C Screening / Selec		nittee
IV. SUMMARY OF GRADES/ API SO	CORES		
			A 1 A DI

Annual API Score for GRADES / API Last Academic. Category Criteria **Category III** Only **Assessment Criterion** for Teaching, Learning and **Evaluation Related** Activities П **Involvement in** Administrative, Examination, Cocurricular, Extension and Professional **Development Related** Activities Ш Research and Academic Contribution

	Signature of Teacher
Verified and found correct	:
Signature of	FV.C./ Principal / H.O.D.

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

- 1.
- 2.
- 3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name	:
------	---

Designation:

Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.
- I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

	SANT GADGE B		UNIVERSITY GAZETTE		
B) C)	General Intelligen Capacity to get we Respect of researc Technical Ability Administrative ab Judgment initiativ (if applicable)	ce ork in th & teaching ility including	:		
F)	Fully utilized.	lelegated are nt * A+ = Outst	:	 B+ = Positively Go	
((* Strike out which		, C+= Satisfactory, C = N	lot Satisfactory	
Ι	Date: / /		Signature of Repor	rting Officer	
Observ	vation of the Review	ving Officer (Vice-C	hancellor):		
Date :	1 1		Signature of Revie	_	
	(For U	PBAS Proforms Asso (PART A, Iniversity Librarian I and C	Amravati University, Amrava a for promotion under CAS essment Period - PART B & PART C) Deputy Librarian / Assistan College Librarian.)	vati. S	Appendix-IX
		PART A : GE	NERAL INFORMATION		
2. Fatl3. Dep4. Cur5. Date6. Add7. PermTelepEma	nanent Address (w. phone No. : .il :	ome: CGrade Pay: : lence (with Pin code) th Pin code):) : demic qualifications during	g the year :	
9. Acad	lemic Staff College	Orientation / Refre	sher Course attended durin	ng the year : Nil	
Sr. No.	Name of the Course / Summer School	Place	Duration	Sponsoring Agency	
1					
Date :					

Signature of teacher

PART B: ACADEMIC PERFORMANCE INDICATORS

CATEGORY: I

(LIBRARIAN)

PROCUREMENT, ORGANIZATION, AND DELIVERY OF KNOWLEDGE AND INFORMATION THROUGH LIBRARY SERVICES

Regularity of attending library:

Sr.	Total No. of	No. of days	Work done	Percentage	Grading	Proof
No.	Working Days	attended		of		Document**
				attendance		
1						
2						
3						

90% and above ó Good; Below 90 % but 80 % and above ó Satisfactory; Less than 80%- Not satisfactory

Signature of Teacher Verified and found correct: Signature of V.C./H.O.D./Principal I Score approved by the Screening / Selection Committee: (For Category: I)	Overall Grading (Category: I) :-	
l Score approved by the Screening / Selection Committee :	Verified and found correct:	Signature of Teacher
	Signature of V.	C./H.O.D./Principal
(101 Cutcgory 11)		

PART B: ACADEMIC PERFORMANCE INDICATORS **CATEGORY: II**

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

II.a. Conduct of Seminar/ Workshops pertaining to Library:

Sr. No.	Name of Seminar/ Workshop organized	Duration	Target Group	Grading	Proof Document**
1.					
2.					
3.					

Grading Criteria: Good ó One National level seminar/ workshop and one State/ institution level workshop/Seminar Satisfactory- One National level seminar/ workshop or one State level seminar/ workshop and one institution level seminar/ workshop or Four institution seminar / workshop; Unsatisfactoryó Not falling in above two categories

II.b. Library Automation.:

Sr. No.	Activity undertaken for Automation	Completed/ Ongoing	Grading	Proof Document**
1.				
2.				
3.				

Grading Criteria: Good ó 100% of physical books and journals in computerized database .

Satisfactoryó At least 99% of physical books and journals in computerized database.

Unsatisfactoryó Not falling under good or satisfactory.

OR

Good ó 100% Catalogue database made up to date

Satisfactory- 90% catalogue database made up to date

Unsatisfactory- Catalogue database not up to mark.

(To be verified in random by the CAS Promotion Committee)

II.c. Checking inventory.:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

Grading Criteria: Good: Checked inventory and missing book less than 0.5%

Satisfactory- Checked inventory and missing

book less than 1%

Unsatisfactory- Did not check inventory

Or

Checked inventory and missing books 1% or more.

II.d. i. Digitization Work:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II.d. ii. Promotion of Library Networks:

Sr. No.	Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II.d. iii. Dissemination of information:

Sr. No.	Indicator/ Activity	Nature of activity	Grading	Proof Document**
1.				
2.				
3.				

II.d. iv. Administrative and Governance related activities:

Sr. No.	Name of Indicator/ Activity	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

	SANT	GADGE	BABA	AMRAVATI	UNIVERSITY	GAZETTE -	2019 -	PART	ONE - 223	
 TT 1	C1 4									

II.d. v. Short term course:

	Name of Short term course organized	Duration	Target Group	Grading	Proof Document**
Sr. No.					Document
1.					
2.					
3.					

II d.vi. Research paper Published:

Sr. 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	Whether Refereed / other Journal as notified by the UGC#	Grading	Proof Docume nt**
1									
Total			•						

Note:- Grading for II. d. I to vi shall be Good: Involved in any two activities; **Satisfactory:** At least one activity; **Not Satisfactory:** Not involved/ undertaken any of the activities.

Note:-

Overall Grading Criteria for category I and II

Good: Good in Item 1 and satisfactory/good in any other items.

Satisfactory: Satisfactory in Item 1 and satisfactory/ good in any other two items.

Not Satisfactory: If neither good nor satisfactory in overall grading.

**As per table under the document Annexure II (A)

Overall Grading (Category : 11) :-		
Verified and found correct:	Signature of	Teacher
Signa	ture of V.C. /Pri	ncipal/H.O.D.
9		•
Final Score approved by the Screening / Selection Committee : (For Category II)		

Signature of Chairman Screening / Selection Committee

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Augment ed API Score	Proof Docume nt**
Total									

III B. Publications other than journal articles (books, chapters in books):

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publicatio n Internatio nal/ National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co- author s	Whethe r you are the main author	API Score	Proof Docume nt**
1			200						
Tota	1	1	ı	1	1	l .	l .		

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr. No.	Innovative Pedagogy/ New	Name of Activity	Authority Concern	Publisher	Course Credit/	API Score	Proof Document**
	Curricula/ Courses/	•			Module		
	MOOCs/ E-						
	Content						
1							
Tota	<u> </u>						

III D.a RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III D.b RESEARCH PROJECTS COMPLETED:

III D. b (i). Sponsored Projects:

	Title	Agency	Period	Grant /	Policy	API	Proof
Sr.				Amount	Document	Score	Document*
No.				Mobilized	Generated		*
				(Rs lakh)			
1							
	Total						

III D.b (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	Policy Document Generated	API Score	Proof Document* *
1							
	Total						

III D.c ONGOING RESEARCH PROJECTS:

III D.c (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III D. c (ii). Consultancy Projects:

Title	Agency	Pariod	Cront /
· · · () · · · · · · · · · · · · · · ·			

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E.a Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total				_		

III E. b Policy Document:

Sr. No.	Title of Document	Policy Document Submitted to	International/ National/ State Government/ Central Government	Publisher	API Score	Proof Document**
1						
2						
3						
Total						

III E. c. Fellowships and Awards:

Sr.	Fellowship/ Award	Award conferring	Event	Whether	API	Proof
No.	_	Organization	Organized by	international /	Score	Document**
				national / state		
				/ regional /		
				college		
				or university		
				level		
1						
2						
3						
Total						

III F. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/ Paper	Title of	Event	Whether	API	Proof
No.	presented	Conference /	Organized by	International	Score	Document**
		Seminar		(Abroad) /		
				International		
				(Within		
				Country)		
				National /		
				State /		
				Regional /		
				College		
				or University		
				level		
1						
2		·				
3						_
Total			_			_

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

**As per table under the document Annexure III (A)

		$\overline{\overline{\mathbf{Si}}}$	ignature of Teacher	-
	Verified and found corr			
	vernicu and found corre			
		Signature of V.	C./ Principal / H.O.I).
	approved by the Screening / Sel	ection Committee :		
For Categ	ory:III)			
			re of Chairman Selection Committe	ρ
		Sereening /	Selection Committee	C
IV. SUMM	ARY OF GRADES/ API SCORI	ES		
Category	Criteria	Last Academic.	GRADES / API	Annual Av. Score for Assessment Period for Category II
	Assessment Criterion for			Only
I				
I	Teaching, Learning and Evaluation Related Activities			
П	Evaluation Related Activities Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities			
	Evaluation Related Activities Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development			
П	Evaluation Related Activities Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities Research and Academic			
П	Evaluation Related Activities Involvement in Administrative, Examination, Co-curricular, Extension and Professional Development Related Activities Research and Academic		Signature of Te	acher

Signature of Chairman Screening / Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

- 1.
- 2.
- 3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:

Designation:

Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.

I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
С					
D					
E					

S	SANT GADGE BABA AMRAVAT	II UNIVERSITY GAZETTE - 2019 - PART ONE -
II) A) (General Intelligence	:
	Capacity to get work in	
	Respect of research & teaching	
C) '	Technical Ability	:
D) .	Administrative ability including	:
	Judgment initiative and drive (if applicable)	
E)]	Integrity and Character	:
F) '	Whether powers delegated are	:
	Fully utilized.	
Ź		atstanding, A = Very Good, B+ = Positively Good, bod, C+ = Satisfactory, C = Not Satisfactory
	ate: / / ntion of the Reviewing Officer (Vice	Signature of Reporting Officer
Observa		
Observa	Document	Signature of Reviewing Officer Annexe
Observa Date: Sr. No.	Document Student Attendance certified by H	Signature of Reviewing Officer Annexo
Observa Date: Sr. No. 1 2	Document Student Attendance certified by Hodo	Signature of Reviewing Officer Annexe OD/ Head of the institute O/ Head of the institute
Date: Sr. No. 1 2 3	Document Student Attendance certified by HoD Total teaching hours Certificate from	Signature of Reviewing Officer Annex OD/ Head of the institute O/ Head of the institute om HOD
Date: Sr. No. 1 2 3 4	Document Student Attendance certified by HoD Total teaching hours Certificate from University Author	Signature of Reviewing Officer Annex OD/ Head of the institute O/ Head of the institute om HOD
Date: Sr. No. 1 2 3	Document Student Attendance certified by HoD Total teaching hours Certificate from	Signature of Reviewing Officer Annex OD/ Head of the institute O/ Head of the institute om HOD

Annexure II (A)

Sr. No.	Document
1	Proof of Co-curricular activities in the form of letter/ Certificate / Any other document
	certified by HOD or head of institution
2	Proof of Extension activities in the form of letter/ Certificate/ Any other document
	certified by HOD or head of institution
3	Administrative committee certificates/ Letters / Any other document certified by HOD
	or head of institution
4	Certificate / Letter from Conference organizing committee
5	Course conduction certificates
6	Certificate/ Letter from BOS or other bodies
7	Other certificates

Annexure III (A)

Sr. No.	Document		
1	Published paper, Journal home page for Impact factor		
2	Books front page along with editorial team or Book chapter first page		
3	Project Award Certificate/ Midterm Evaluation Report/ Final Project Report/		
	Utilization Certificate / Project Extension Letter		
4	Project outcome report/ Patent award document		
5	Student registration Letter/ Thesis submission letter / Notification		
6	Fellowship award certificate		
	Invited talk letter of intend/ Certificate/ Certificate of paper presentation along with		
	copy of abstract book		
7	Other certificates		

Section IV

Appendix-X

Sant Gadge Baba Amravati University, Amravati.

Academic Performance Indicators (APIs) And Scores developed for adoption of Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme (CAS) of University/College Teachers.

(For Teachers in music and performing arts)

Instructions for Filling up Part B of the PBAS Proforma

(Please read the Instructions carefully before filling the proforma for Category I, II, III)

Part B of the Proforma is based on Government of Maharashtra, Higher and Technical Education, GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

- **B** (I) is based on API Grading/ scoring for Category I of the Table. Detailed information for 2018-19 or most recent assessment year is to be provided.
- **B** (II) is based on Category II of the Table. Detailed information for 2018-19 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 the tables and self-assessment scores/ grades 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-A and B for University and College teachers respectively as per GR No. Misc-2018/C.R56/18/UNI-1 of 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

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: Assessment Criterion for Teaching, Learning and Evaluation Related Activities as per GR No. Misc-2018/C.R56/18/UNI-1.

Direct Teaching:

Indicator/ Activity	Post Held	Grading Criteria
Lectures/ Practicals/ Tutorials/	Assistant Professor	Good -80% and above
Field Work / Project	Associate Professor	Satisfactory- Below 80% but
Supervision taken should be	Professor	70% and above
based on verifiable records.		Not satisfactory- Less than
		70%

CATEGORY: II. Involvement in Administrative, Examination, Co-curricular, Extension and **Professional Development Related Activities.**

II. Involvement in Administrative, Examination, Co-curricular, Extension and **Professional Development Related Activities.:**

Indicator/ Activity	Post Held	Grading Criteria
 i. Administrative responsibility (including as Dean / Principal / Head of the Department/ Coordinator of centers Chairperson / Convener / Teacher-in-charge/ IQAC/ statutory bodies/ 		
similar other duties that require regular office hrs for its discharge)/ other aspect of departmental or institutional management such as admission committee, campus development, library committee etc./ Organization of Conference /Training as Chairman/Organizing Secretary / Treasurer. Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline/ College magazine etc./ Contribution to Corporate life in Universities/colleges through meetings, popular. / lectures, subject related events, other college/university Activities related to performing art and music etc. ii. Participation in Board of Studies, Academic and Administrative Committees and all other committee (s)/ Duties specified by the University/ Government/ Statutory bodies. iii. Question paper setting, Invigilation, evaluation of answer scripts including term end examination / Department examinations/ College Examinations/ Internal Assessment and other examinations specified by the University. iv. Examination work such as coordination, Coofficer, Subject Exam Committee etc. or flying squad duties etc. v. Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.) vi. Other co-curricular activities. Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO or any other similar activity. Students related Socio Cultural and Sports Programmes, Stage programs, campus publications etc. vii. Extension and dissemination activities (public /popular lectures/talks/seminars etc.). Community work such as values of National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper, flood or drought relief, small family norms, cleanliness. viii. Professional Development activities such as participation in short term training courses/ long term training courses authorized by statutory bodies, industrial experience, talks, refresher / orientation/ faculty deve	Assistant Professor/ Associate Professor Professor	Good - Involved in at least 3 Activities. Satisfactory - 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities.

subject Associations, Conferences, Seminars without paper Presentation. Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, etc.

- ix. Institutional governance. Participation in State/Central Bodies/Committees on Education, Research and National Development. Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes.
- x. Lectures in Refresher/ Orientation/ Short Term Programmes and any other professional development activities authorized by statutory bodies.
- xi. learning methodologies, updating of subject contents/courses, mentoring etc.
- xii. Participatory and Innovative T /L Process with materials for problem based learning, case studies, Group discussions etc.,
- xiii.Interactive Courses, Participatory Learning modules, Case studies.
- xiv. Use of ICT in T/L process with computeraided methods like power point / Multimedia/ Simulation/Softwares etc.
- xv. Developing and imparting Remedial/Bridge Courses.
- xvi. Developing and imparting soft skills/communication skills/personality development courses/ modules.
- xvii. 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.
- xviii. Organizing and conduction of popularization programmes/ training courses in computer assisted teaching/web-based learning and e-library skills to students.
- xix. Evidence of actively involved in guiding Ph.D. students .
- xx. Conducting minor or major research project sponsored by national or international agencies.
- xxi. At least one single or joint publication in peer- reviewed or UGC list of Journals.

Note: Good: Good in teaching and satisfactory or good in activity at Category II.

Oi

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Category II.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Criterion I and Criteria II, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. Teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

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 Associate Professor and Associate Professor and Professor and Professor.

Sr. No.	Category	Academic/ Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library / Physical education/ Management
1	III (A) Research Paper Publication	Research Papers published in: Peer-Revived or UGC listed Journals #	8 per paper	10 Per paper
2	III (B) Publications other than	a) Books authored which are published by		
	journal	International Publisher	12	12
	articles (books,	National Publisher	10	10
	chapters in books, Cassettes/ CDs, DVDs, Tracks)	Cassettes/ CDs, DVDs recording in classical and semi-classical and light music done by registered/ reputed music companies. List of companies approved by the University and intimated to UGC.	10	10
		Chapter in Edited Book	05	05
		Individual track in Cassettes/ CDs, DVDs recording in classical and semi-classical and light music done by registered/ reputed music companies. Published or broadcasted solo/ group performance at AIR, TV, festivals and album etc. List of companies approved by the University and intimated to UGC.	05	05
		Publish self competitions- classical, semi classical and light songs.	05	05
		Editor of Book by International Publisher	10	10
		Editor of Book by National Publisher	08	08
		b) Translation work in Indian and Foreign Languages by qualified faculties		
		Chapter or Research Paper	03	03
	İ	Book	08	08

3	III (C)	a) Development of innovative	05	05
3	Creation of	, 1	03	03
	ICT OF	b) Design of new curricula and courses	02/ curricula /	02/ curricula /
	mediated	b) Besign of new earliean and eourses	course	course
	pedagogy	c) MOOCs	course	course
	and content	Development of complete MOOCs in 4	20	20
	and	quadrants (4 credit course) (In case of	20	20
	development	MOOCs lesser credit 5 marks/ credit)		
	of new and		05	05
	innovative	MOOCs (Develop in 4 quadrant) Per module/ lecture	03	03
	courses and		02	02
	curricula	Content writer/ subject matter expert	02	02
	Cui i icuia	for each module of MOOCs (at least		
		one quadrant)	0.0	0.0
		Course coordinator for MOOCs (4	08	08
		Credit Course) (In case of MOOCs of		
		lesser credits 02 marks/ credit)		
		d) E-Content		
		Development of e -Content in 4	12	12
		quadrants for a complete		
		course/e-book		
		e-Content (developed in 4 quadrants)	05	05
		per module		
		Contribution to development of e-	02	02
		content module in complete		
		course/paper/e- book (at least one		
		quadrant)		
		Editor of e-content for complete	10	10
		course/ paper e-book		
4	III (D)	a) Research Guidance		
	Research	Ph.D	10/ Degree	10/ Degree
			Award	Award
			05/ Thesis	05/ Thesis
			Submitted	Submitted
		M.Phil / PG Dissertation	02/ Degree	02/ Degree
		TVIII III / T & Bissertation	Award	Award
		b) Research Project Completed	Tiwara	Tiwara
		More than 10 lakhs	10	10
		Word than To laking	10	10
		Less than 10 lakhs	05	05
		c) Research Projects Ongoing :	03	05
		More than 10 lakhs	05	05
		Wore than To takits	03	03
		Less than 10 lakhs	02	02
		Less than 10 takns	02	02
		d) Consultanov	02	02
	III (E)	d) Consultancy	03	03
5	III (E)	a) Patents		
	Patents and			
	Policy			
	Documents			
		Intermetional	10	10
		International	10	10
		National	07	07
		National	07	07
		b) *Policy Document (Submitted to an Ir		
		UNO/UNESCO/World Bank/Internationa	al Monetary Fund et	c. or Central
		Government or State Government)	40	40
		International	10	10
		N	2-	0-
		National	07	07
		State		
			04	04

		c) Awards/Fellowship_including top A					
		grade, A grade, B high grade, B grade in					
		music and performing arts etc.					
		International	07	07			
		National	05	05			
6	III (F)	*Invited lectures / Resource Person/	paper presentation	on in Seminars/			
	Invited	Conferences/full paper in Conference Procee	Conferences/full paper in Conference Proceedings (Paper presented in				
	Talks/ Paper	Seminars/Conferences and also published as full paper in Conference Proceeding					
	Presentation	will be counted only once)					
		International (Abroad)	07	07			
		International (within country)	05	05			
		National	03	03			
		State/University	02	02			

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper in refereed journals without impact factor
 ii) Paper with impact factor less than 1
 iii) Paper with impact factor between 1 and 2
 iii) Paper with impact factor between 2 and 5
 v) Paper with impact factor between 5 and 1 0
 vi) Paper with impact factor between 5 and 1 0
 vi) Paper with impact factor >10
 30 Points

a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors .

Joint Projects: Principal Investigator and óCo-investigator would get 50% each.

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ❖ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6 .Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

TABLE A
Minimum API requirement for the promotion of teachers under CAS in Universities.

Category	Activity	Assistant	Assistant	Assistant	Associate	Professor
		Professor /	Professor /	Professor	Professor	(Stage 5) to
		equivalent	equivalent	(Stage 3) to	(Stage 4) to	Professor
		cadres: (Stage	cadres:	Assoc.	Professor	(Stage 6/
		1 to Stage 2/	(Stage	Professor/equ	/equivalent	Academic
		Academic	2 to Stage	ivalent cadres	cadres (Stage	Level 14 to
		Level 10 to 11)	3/	(Stage 4 /	5/ Academic	15)
		,	Academic	Academic	Level 13 A to	,
			Level 11 to	Level 12 to	14)	
			12)	13A)	,	

Teaching, Learning and Evaluation Related Involvement in Administrative, Examination, Cocurricular,		and Grading as per GR No. Misc- 2018/C.R56/1 8/UNI-1.			
Professional Development					
Related Activities.					
Research and	40 /	100 /	90 /	120 /	
Academic	Assessment	Assessment	Assessment	Assessment	
	period	period	period	period	
•					
Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee	Expert Committee
	Teaching, Learning and Evaluation Related Involvement in Administrative, Examination, Cocurricular, Extension and Professional Development Related Activities. Research and Academic Contributions-Minimum Score required - to be assessed cumulatively Expert Assessment	and Evaluation Related Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Related Activities. Research and Academic Contributions- Minimum Score required - to be assessed cumulatively Expert Assessment System System System Adminimative, Adminimative, Adminimative, Assessment Assessment Screening cum evaluation	Teaching, Learning and Evaluation Related Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Related Activities. Research and Academic Contributions- Minimum Score required - to be assessed cumulatively Expert Assessment System Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Assessment Professional Administrative, Expension and Administrative, Expert Assessment Screening cum evaluation Expert Screening cum evaluation	Teaching, Learning and Evaluation Related Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Related Activities. Research and Academic Contributions- Minimum Score required - to be assessed cumulatively Expert Assessment Screening Assessment Committee System Screening and Evaluation For Evaluation	Teaching, Learning and Evaluation Related Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Related Activities. Research and Academic Contributions- Minimum Score required - to be assessed cumulatively Expert Assessment Screening Assessment Committee System Screening cum evaluation Screening cum evaluation Screening cum evaluation Screening Committee Committee

TABLE B
Minimum API requirement for the promotion of teachers under CAS in Colleges/ Affiliated Institutions UG and PG.

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2/ Academic Level 10 to 11)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3/ Academic Level 11 to 12)	Assistant Professor (Stage 3) to Assoc. Professor/equiv alent cadres (Stage 4 / Academic Level 12 to 13A)	Associate Professor (Stage 4) to Professor /equivalent cadres (Stage 5/ Academic Level 13 A to 14)
I	Assessment Criterion for Teaching, Learning and Evaluation Related		Good or	Satisfactory Gradin	ng
II	Involvement in Administrative, Examination, Co- curricular, Extension and Professional Development Related Activities.				
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	45 / Assessment period	60 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee

TABLE - C

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR DIRECT SELECTION OF TEACHERS IN UNIVERSITIES / COLLEGES/ INSTITUTIONS. FOR THE DISCIPLINES OF MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, etc.

S.No.	Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
	Assistant Professor	A. 1) A Master-s degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university. 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET: Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/Institutions subject to the fulfillment of the following conditions: a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and e) The candidate has published two research papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.	The Academic score as specified by GR No. Misc-2018/C.R56/18/UNI-1. in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.
<u> </u>			<u> </u>

		Note: 1) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned. 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines. OR	
		B. A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has: i. Studied under a noted/reputed traditional Master(s)/Artist(s); ii. Has been :A:grade artist of AIR/Doordarshan; ii. Has the ability to explain, with logical reasoning the subject concerned; and v. Has adequate knowledge to teach theory with illustrations in the discipline concerned.	
2	Associate Professor In University	 i. Good academic record, with a doctoral degree; ii. Performing ability of a high professional standard; ii. Eight years experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College; and v. Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications. OR B. A traditional or a professional artist with highly-commendable professional 	A total research score of Seventy five (75) as per the criteria given in Category III of the Direction (8/2019).
		achievement having Masterøs degree in the subject concerned, who has: i. been :Aø grade artist of AIR/Doordarshan; ii. eight yearsø experience of outstanding performing achievement in the field of specialization; ii. experience in designing of new courses and /or curricula; v. participated in National level Seminars/Conferences/Concerts in reputed institutions; and v. ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory	

3	Professor In University	A. 1) An eminent scholar having a doctoral	A total research score of One hundred twenty (120) as per the
	-	degree;	criteria given in Category III of
		2) Have been actively engaged in	the Direction (8/2019).
		research with at least ten years of	
		experience in teaching in	
		University/College and / or research at	
		the University/National level	
		institutions;	
		3) Minimum of 6 research publications	
		in the peer-reviewed or UGC-listed	
		journals.	
		OR B.	
		A traditional or a professional artist, with	
		highly-commendable professional	
		achievement,	
		in the subject concerned,	
		1) Having Masterøs degree, in the	
		relevant subject;	
		2) Has been :A:-grade artist of	
		AIR/Doordarshan;	
		3) Has Ten years of outstanding	
		performing achievements in the field of	
		specialization;	
		4) Has made significant contributions	
		in the field of specializations and ability	
		to guide research;	
		5) Has participated in	
		National/International	
		Seminars/Conferences/	
		Workshops/Concerts and/ or recipient of National/International Awards/	
		Fellowships;	
		6) Has the ability to explain with	
		logical reasoning the subject concerned;	
		and	
		7) Has adequate knowledge to teach	
		theory with illustrations in the said	
		discipline.	
4	Senior	i. An eminent scholar with good track	Note: Up to 10 percent of the
	Professor In	record of high-quality research	existing sanctioned strength of
	University	publications in Peer-reviewed or UGC-	Professors in the university may
		listed journals, significant research	be appointed as Senior Professor
		contribution to the discipline, and	in the universities, through direct
		engaged in research supervision.	recruitment. The scheme shall be
		ii. A minimum of ten years of	applicable to directly recruited
		teaching/research experience as	professors only.
		Professor or an equivalent grade in a	
		University, College or an institute of	
		national level. iii. The selection shall be based on	
		academic achievements, favorable	
		review from three eminent subject	
		experts who are not less than the rank of	
		Senior Professor or a Professor of at	
		least ten years experience.	
		iv. The selection shall be based on ten	
		best publications in the Peer-reviewed or	
		UGC - listed journals and award of	
		Ph.D. degrees to at least two candidates	
		under his/her supervision during the last	
		10 years and interaction with the	
		Selection Committee constituted as per	
		these Rules.	

Note: As there is no provisions for the Direct selection for the post of Associate Professor and Professors in Colleges/ affiliated institutions in GR No. Misc-2018/C.R56/18/UNI-1; the above conditions may considered for direct selections in the colleges/affiliated institutes wherever applicable.

TABLE - D

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR DIRECT SELECTION OF TEACHERS IN UNIVERSITIES / COLLEGES/ INSTITUTIONS.

FOR DRAMA DISCIPLINES.

S.No.	Post	Eligibility	Minimum Academic
			Performance Requirements and
			Screening/Selection Criteria
1	Assistant	A)	The Academic score as
	Professor	1) A Master-s degree with 55% marks (or an	specified by GR No. Misc-
		equivalent grade in a point-scale wherever the	2018/C.R56/18/UNI-1. in
		grading system is followed) in a	Appendix II (Table 3A) for
		concerned/relevant/allied subject from an Indian	Universities, and Appendix II
		University, or an equivalent degree from an accredited foreign university.	(Table 3B) for Colleges, shall be considered for short-listing
		2) Besides fulfilling the above qualifications, the	of the candidates for interview
		candidate must have cleared the National Eligibility	only, and the selections shall
		Test (NET) conducted by the UGC or the CSIR, or	be based only on the
		a similar test accredited by the UGC, like SET or	performance in the interview.
		who are or have been awarded a Ph. D. Degree in	
		accordance with the University Grants Commission	
		(Minimum Standards and Procedure for Award of	
		M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case	
		may be exempted from NET/SET :Provided the	
		candidates registered for the Ph.D. programme prior	
		to July 11, 2009, shall be governed by the	
		provisions of the then existing Ordinances / Bye-	
		laws / Regulations of the Institution awarding the	
		degree and such Ph.D. candidates shall be exempted	
		from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or	
		equivalent positions in Universities/	
		Colleges/Institutions subject to the fulfillment of the	
		following conditions:	
		3) The Ph.D. degree of the candidate has been awarded	
		in regular mode only;	
		4) The Ph.D. thesis has been evaluated by at least two	
		examiners; 5) An open Ph.D. viva voce of the candidate has been	
		conducted;	
		6) The candidate has published two research papers	
		from his/her Ph.D. work, out of which at least one is	
		in a refereed journal; and	
		7) The condidate has a second of the conditions	
		7) The candidate has presented at least two papers, based on his/her Ph.D. work in	
		conferences/seminars, sponsored/funded/supported	
		by the UGC/ICSSR/CSIR or any similar agency.	
		Note:	
		i. The fulfillment of these conditions is to be	
		certified by the Registrar or the Dean	
		(Academic affairs) of the University concerned.	
		ii. NET/SET shall also not be required for such Masters Programmes in disciplines for which	
		NET/SET is not conducted. However, Ph.D.	
		degree shall remain the minimum eligibility for	
		appointment of Assistant Professor in such	
		disciplines.	

	OR	
	В.	
	A traditional or a professional artist with	
	highly commendable professional	
	achievement in	
	the concerned subject, who has:	
	i. been a professional artist with three	
	yearsøBachelor degree/Post Graduate	
	Diploma, with 55% marks (or an	
	equivalent grade in a point-scale	
	wherever the grading system is	
	followed), from the National School of	
	Drama, or any other such Institution in	
	India or abroad;	
	 ii. five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and ii. the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned. 	
2 Associate Professor In University	i. Good academic record, with a doctoral degree; ii. Performing ability of a high professional standard; iii. Eight years experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College; and iv. A significant contribution to knowledge in the subject concerned, as evidenced by quality publications. OR B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Masters degree, who has: i. Been recognized artist of Stage/Radio/TV; ii. Eight years of outstanding performance in the field of specialization; iii. Experience of designing new courses and /or curricula; v. Participated in Seminars/Conferences in reputed institutions; and v. The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.	A total research score of Seventy five (75) as per the criteria given in Category III of the Direction (8/2019).

3	Professor In University	An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialization, with a minimum of 6 research publications in the peerreviewed or UGC listed journals, B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has: i. Masterøs degree, in the relevant subject;: ii. Ten years of outstanding performing achievements in the field of specialization; iv. Guided research; v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships: vi. Ability to explain with logical reasoning the subject concerned; and vii. Adequate knowledge to teach theory, with illustrations in the said discipline.	A total research score of One hundred twenty (120) as per the criteria given in Category III of the Direction (8/2019).
4	Senior Professor In University	 i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision. ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level. iii. The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience. iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules. 	

Note: As there is no provisions for the Direct selection for the post of Associate Professor and Professors in Colleges/ affiliated institutions in GR No. Misc-2018/C.R56/18/UNI-1; the above conditions may considered for direct selections in the colleges/affiliated institutes wherever applicable.

TABLE - E

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR DIRECT SELECTION OF TEACHERS IN UNIVERSITIES / COLLEGES/ INSTITUTIONS.

FOR YOGA DISCIPLINES:

S.No.	Post	Eligibility	Minimum Academic
			Performance Requirements and
1	Assistant Professor	A 1) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) at the Master¢s degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University. 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.	Screening/Selection Criteria The Academic score as specified by GR No. Misc- 2018/C.R56/18/UNI-1. in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.
		A Masterøs degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be. *Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of <i>GR No. Misc-2018/C.R56/18/UNI-1</i> .	
2	Associate Professor In University	 i. A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline; ii. A Master-s degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and ii. A minimum of eight yearsøexperience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peerreviewed or UGC listed journals. 	A total research score of Seventy five (75) as per the criteria given in Category III of the Direction (8/2019).

3	Professor In	Α.	A total research score of One
	University	i. An eminent scholar with Ph. D. degree	hundred twenty (120) as per the
		in the subject concerned or in an	criteria given in Category III of
		allied/relevant subject and published	the Direction (8/2019).
		work of high quality, actively engaged	
		in research with evidence of published	
		work, with a minimum of 10	
		publications as books and/ or	
		research/policy papers in the peer-	
		reviewed or UGC listed journals.	
		ii. A minimum of ten years of teaching	
		experience in a University/College and	
		/ or experience in research at the	
		university/National level	
		institution/Industries, with evidence of	
		having successfully guided doctoral candidate.	
		OR	
		B.	
		An outstanding professional, with	
		established reputation in the relevant field,	
		who has made significant contribution to	
		the knowledge in the	
		concerned/allied/relevant discipline, to be	
		substantiated by credentials.	
4	Senior	i. An eminent scholar with good track	Notes Un to 10 nament of the
4	Professor In	i. An eminent scholar with good track record of high-quality research	Note: Up to 10 percent of the existing sanctioned strength of
	University	publications in Peer-reviewed or	Professors in the university may
		UGC-listed journals, significant	be appointed as Senior Professor
		research contribution to the discipline,	in the universities, through direct
		and engaged in research supervision.	recruitment. The scheme shall be
		ii. A minimum of ten years of	applicable to directly recruited
		teaching/research experience as	professors only.
		Professor or an equivalent grade in a	
		University, College or an institute of	
		national level.	
		iii. The selection shall be based on	
		academic achievements, favorable	
		review from three eminent subject	
		experts who are not less than the rank of Senior Professor or a Professor of	
		at least ten years experience.	
		iv. The selection shall be based on ten	
		best publications in the Peer-reviewed	
		or UGC - listed journals and award of	
		Ph.D. degrees to at least two	
		candidates under his/her supervision	
		during the last 10 years and interaction	
		with the Selection Committee	1
		constituted as per these Rules.	

Note: As there is no provisions for the Direct selection for the post of Associate Professor and Professors in Colleges/ affiliated institutions in GR No. Misc-2018/C.R56/18/UNI-1; the above conditions may considered for direct selections in the colleges/affiliated institutes wherever applicable.

TABLE - F

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

(FOR THE DISCIPLINES OF MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE; DRAMA; YOGA, etc.)

S.No.	Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11) Equivalent cadres from Stage 1 to 2).	 i. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions: ii. Attended one Orientation course of 21 days duration on teaching methodology; iii. Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching- Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC:s course during the assessment period; and iv. Published one research publication in the peer-reviewed journals or UGC listed journals during assessment period. 	A teacher shall be promoted if; i. He/she gets a -satisfactoryøor -goodøgrade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Table A of the Direction). ii. A total research score of Forty (40) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by the screening- cum evaluation committee.
2	Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12) Equivalent cadres from Stage 2 to 3).	i. Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale. ii. A Ph.D. Degree in the subject concerned/ allied /relevant discipline. iii. Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/ contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment. iv. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.	A teacher shall be promoted if; i. The teacher gets a satisfactoryø or sgoodøgrade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as provided in Table A of the Direction). ii. A total research score of Hundred (100) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by the Screening-cum-evaluation committee.

3	Assistant Professor (Selection Grade/ Academic Level 12) to Associate Professor (Academic Level 13A) Equivalent cadres from Stage 3 to 4).	i. Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade. ii. A Ph.D. degree in subject concerned /allied/relevant discipline. iii. Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/ Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4 quadrant (at least one quadrant) minimum of 10 modules of a course/ contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment. iv. A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period. v. Evidence of having guided at least one	A teacher shall be promoted if; i. He/she gets a :satisfactoryøor
4	Associate Professor (Academic Level 13A) to Professor (Academic Level 14) Equivalent cadres from Stage 4 to 5).	Ph.D. candidate. i. Associate Professors who have completed three years of service in Academic Level 13A. ii. A Ph.D. degree in subject concerned/ allied/relevant discipline. iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period. iv. Evidence of having successfully guided doctoral candidate.	A teacher shall be promoted if; i. He/she gets -satisfactoryøor -goodøgrade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Table A of this Direction. ii. A total research score of One Hundred Ten (110) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by a selection committee.
5	Professor (Academic Level 14) to Senior Professor (Academic Level 15 (Stage 5 to 6)	i. Ten yearsøexperience as a Professor. ii. A minimum of ten publications in the peer- reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.	A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favorable review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten yearsøof experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee.

TABLE – G

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF

TEACHERS IN COLLEGES/ AFFILIATED INSTITUTIONS UNDER CAS

(FOR THE DISCIPLINES OF MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL

INDIAN ART FORMS LIKE SCULPTURE; DRAMA; YOGA, etc.)

S.No.	Post	Eligibility	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11) Equivalent cadres from Stage 1 to 2).	i. Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil/ PG Degree in Professional Courses, such as L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses. ii. Attended one Orientation Course of 21 daysø duration on teaching methodology; and iii. Any one of the following: Completed one Refresher / Research Methodology Course OR Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching- Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration. OR Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period.	A teacher shall be promoted if; i. He/she gets a -satisfactoryøor -goodø grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Table B of this Direction). ii. A total research score of Twenty (20) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by the screening-cum evaluation committee.
2	Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12) Equivalent cadres from Stage 2 to 3).	 i. Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale. ii. Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning - Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Upgradation Workshop/ Teaching- Learning- Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment 	A teacher shall be promoted if; i. The teacher gets a :satisfactoryøor :goodøgrade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as provided in Table B of the Direction). ii. A total research score of Fifty (50) for Assessment period as per the criteria given in Category III of the Direction. iii. The promotion is recommended by the Screening-cum-evaluation committee.

3	Assistant	iv. Assistant Professor who has completed	A teacher shall be promoted if;
	Professor	three years of service in Academic Level	i. He/she gets a ÷satisfactoryøor ÷goodø
	(Selection	12/Selection-Grade.	grade in the annual performance
	Grade/	v. A Ph.D. degree in subject concerned	assessment reports of at least two of
	Academic	/allied/relevant discipline.	the last three years of the assessment
	Level 12) to	vi. Any one of the following during the last	period as specified in Table B of this
	Associate	three years: completed one course / programme	Direction.
	Professor	from amongst the categories of Refresher	ii.A total research score of Forty Five
	(Academic	Courses/ Methodology Workshop/ Syllabus	(45) for Assessment period as per the
	Level 13A)	Up-gradation Workshop/ Teaching- Learning-	criteria given in Category III of the
	Equivalent	Evaluation Technology Programme/ Faculty	Direction.
	cadres from	Development Programme of at least two weeks	iii. The promotion is recommended
	Stage 3 to	(ten days) duration (or completed two courses	by a selection committee.
		of at least one week (five days) duration in lieu	
	4).	of every single course/programme of at least	
		two weeks (ten days) duration); or completed	
		one MOOCs course (with e-certification); or	
		contribution towards development of e-contents	
		in 4-quadrant(at least one quadrant) minimum	
		of 10 modules of a course/contribution	
		towards development of at least 10 modules of	
		MOOCs course/contribution towards conduct	
		of a MOOCs course during the period of	
		assessment.	
4	Associate	i. Associate Professors who have completed	A teacher shall be promoted if;
	Professor	three years of service in Academic Level 13A.	i. He/she gets ∹satisfactoryøor ∹goodø
	(Academic	ii.A Ph.D. degree in subject concerned/allied/	grade in the annual performance
	Level 13A)	relevant discipline.	assessment reports of at least two of
	to Professor	iii. A minimum of 10 research publications in	the last three years of the assessment
	(Academic	peer-reviewed or UGC-listed journals out of	period, as per Table B of this
	Level 14)	which three research papers shall be published	Direction.
	Equivalent	during the assessment period.	ii.A total research score of Sixty (60)
	cadres from	iv. A minimum of 110 Research Score as per	for Assessment period as per the
	Stage 4 to	Category III in aggregate out of which at least	criteria given in Category III of this
	5).	score of 60 for assessment period.	Direction .
		r	iii. The promotion is recommended by
			a selection committee constituted in
			accordance with these Rules.

Appendix-XI

Sant Gadge Baba Amravati University, Amravati. PBAS Proforma Session(PART A, PART B & PART C)
(For Teachers in music and performing arts)

PART A: GENERAL INFORMATION

1. Name (in Block Letters):
2. Father's/Husband'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. :

Email:

SANT GADGE	SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE									
3. Whether acquired a	ny degrees or fresh acade	mic qualifications durin	g the year :							
			· · · · · · · · · · · · · · · · · · ·							
Academic Staff College Orientation / Refresher Course attended during the year: Nil										
9. Academic Staff Coll	ege Orientation / Refreshe	er Course attended duri	ing the year : Nil							
Sr. Name of the Course / Summer School	Place	er Course attended duri Duration	Sponsoring Agency							

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: I TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Signature of teacher

I. Direct Teaching (Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr.	Course/Paper	level	Mode of	Hours	Hours	Percentage	Grading	Proof
No.			teaching*	allotted	Engaged	of lectures		Document*
				per week		engaged/		*
						conducted		
Odd Semester								
			<u> </u>	ı				
1								
2								
3								
4								
5								
6								
7								
8								
9								
	Even Semester							
10								
11								
12								
13								
14								
15								
16								
17								
18								
10								

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 249 * Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS) Grading Criterion: - 80% and above ó Good; Below 80% but 70% and above- Satisfactory; Less than 70%-Not satisfactory. **As per table under the document Annexure I (A) Overall Grading (Category: I) :-Signature of Teacher Verified and found correct: Signature of V.C./H.O.D./Principal Final Score approved by the Screening / Selection Committee: (For Category: I) Signature of Chairman **Screening / Selection Committee** PART B: ACADEMIC PERFORMANCE INDICATORS **CATEGORY: II** INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES. II i. Administrative Responsibility. Responsibility Nature of Work Grading Proof Document** Sr. No. 1. 2. 3. II ii. Contribution to corporate life through committees and duties assigned by the authority. Responsibility Nature of Work Grading Proof Document** Sr. No. 1. 2. 3. II iii. Examination Work: Responsibility Nature of Work Grading Proof Document** Sr. No. 2. 3. II iv. Discipline related co-curricular activities: Responsibility Nature of Work Grading Proof

Sr. No.

1.

2.

3.

Document**

II v. Other co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vi. Extension and dissemination activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vii. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II viii. Conduct of Lectures:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II ix. Participatory and Innovative Learning:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II x. Evidence of actively involved in guiding Ph.D. students:

Sr. No.	No. of Ph.D. Students Registered	No. of Ph.D. Students submitted Thesis	No of Students Awarded Ph.D. Degree	Grading	Proof Document**
1.					
2.					
3.					

II xi. Conduct of Research Projects:

Sr. No.	Title of Project	Major/ Minor	Period of Award	Amount Approved	Name of Funding Agency	Grading	Proof Document**
1.							
2.							
3.							

 	SANT	GADGE	BABA	AMRAVATI	UNIVERSITY	GAZETTE -	2019 - PA	RT ONE - 251	
 •••									

II xii. Research paper Published:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Grading	Proof Docume nt**
1									
Total									

Grading Criteria:- Good - Involved in at least 3 Activities; **Satisfactory**- 1-2 activities and **Not-satisfactory** - Not involved/ undertaken any of the activities.

**As per table under the document Annexure II (A)

Overall Grading (Category : II) :-	
Verified and found correct:	Signature of Teacher
	Signature of V.C. /Principal/H.O.D.
Final Score approved by the Screening / Selection Cor (For Category II)	nmittee :

Signature of Chairman Screening / Selection Committee

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

	Title with page nos.	Journal	ISSN / ISBN	Whether peer	No. of co-	Whether you are	Whether Refereed /	Augment ed API	Proof Docume
Sr.	page nos.		No.	reviewed	authors	the main	other	Score	nt**
No.				Impact		author	Journal as		
				Factor, if any			notified by the UGC#		
				п апу			the UGC#		
1									
Total	Total								

III B. a. Publications other than journal articles (books, chapters in books):

Sr. No.	Title with page nos./ Chapter with page no.	Book Title, editor & publisher	Publication International / National/ Local	ISSN/ ISBN No.	Whether approved by University	No. of co- author s	Whethe r you are the main author	API Score	Proof Docu ment* *
1									
Total	I								

III B.b. Cassettes/ CDs, DVDs, Tracks published/ recorded:

Sr.	Cassettes/ CDs,	Company	Publicatio	Whether	No. of	Whethe	API	Proof
No.	DVDs, Tracks		n Internatio nal/ National/ Local	approved by University	co- artists	r you are the main artist	Score	Docume nt**
1								
Tota	l							

III B.c. Individual track in Cassettes/ CDs, DVDs recording in classical and semi-classical and light music done by registered/ reputed music companies:

Sr. No.	Cassettes/ CDs, DVDs, Tracks	Company	Publication International/ National/ Local	Whether approved by University	No. of co- artists	Whethe r you are the main artist	API Score	Proof Docume nt**
1								
Tota	l							

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr. No.	Innovative Pedagogy/ New Curricula/ Courses/ MOOCs/ E- Content	Name of Activity	Authority Concern	Publisher	Course Credit/ Module	API Score	Proof Document**
1							
Tota	1				•	•	

III D. RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III E. ONGOING RESEARCH PROJECTS:

III E. (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document**
1						
Total						

III E. (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III F. i. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university	API Score	Proof Document**
1				level		
2						
3						
Total			•	•		

III F. ii Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total						

III F. iii Policy Document:

Sr.	Title of Document	Policy Document	International/	Publisher	API	Proof
No.		Submitted to	National/		Score	Document**
			State			
			Government/			
			Central			
			Government			
1						
2						
3						
Total						

III E. Invited lectures / Paper delivered in conferences / seminars:

Sr.	Invited Talk/	Title of	Event	Whether	API	Proof
No.	Paper	Conference /	Organized	International	Score	Document**
	presented	Seminar	by	(Abroad) /		
	_			International		
				(Within		
				Country)		
				National /		
				State /		
				Regional /		
				College		
				or University		
				level		
1						
2						
3						
Total						

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6 .Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- ❖ The research score shall be from the minimum of three categories out of six categories.

**As per table under the document Annexure III
--

Total Score (Category: III) :-	
	Signature of Teacher
Verified and found correct:	
Signati	ure of V.C./ Principal / H.O.D.
inal Score approved by the Screening / Selection Con For Category :III)	nmittee :

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual API Score for Category III Only
I	Assessment Criterion for			
	Teaching, Learning and			
	Evaluation Related			
	Activities			
II	Involvement in Administrative,			
	Examination, Co-curricular,			
	Extension and Professional			
	Development Related			
	Activities			
Ш	Research and Academic			
	Contribution			

	Signature of Teacher
Verifi	ed and found correct:
_	Signature of V.C./ Principal / H.O.D.
-	Signature of Chairman Screening / Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

^{*}Annexure-IV

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

1.

2.

3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:

Designation:

Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.

I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

SANT GADGE BABA AMR.	AVATI IINIVE		
(I) A) General Intelligence B) Capacity to get work in	•		
Respect of research & teachin	g		
C) Technical AbilityD) Administrative ability including			
Judgment initiative and drive			· · · · · · · · · · · · · · · · · · ·
(if applicable)			
E) Integrity and Character	:		
F) Whether powers delegated are	e :		
Fully utilized. G) General Assessment * A+ B (* Strike out which is not applie	= Good, $C+=$ S	A = Very Good, B+ = Po atisfactory, C = Not Sat	
Date: / /		Signature of Reporting C	Officer
Observation of the Reviewing Officer	(Vice-Chancello	or):	
Date: / /		Signature of Reviewing (Officer
PBAS P (P (For Tea	Proforma for pro Assessment I PART A, PART I achers in music a		
. Name (in Block Letters):			
2. Father's/Husband's Name :			
3. Department:			
l. Current Designation & Grade Pay	•		
5. Date of last Promotion:	•		
5. Address for correspondence (with 1	Din aada) .		
•			
7. Permanent Address (with Pin code)) .		
Telephone No.:			
Email:		1.6 11	
3. Whether acquired any degrees or fi	resn academic q	uanneations during the y	ear:
O. Academic Staff College Orientation	ı / Refresher Coı	arse attended during the	year : Nil
Sr. Name of the Course /	Place	Duration	Sponsoring Agency
No. Summer School			
No. Summer School			
No. Summer School			

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$\frac{PART\ B:\ ACADEMIC\ PERFORMANCE\ INDICATORS}{CATEGORY:\ I}$ $\frac{CATEGORY:\ I}{TEACHING,\ LEARNING\ AND\ EVALUATION\ RELATED\ ACTIVITIES}$

I. Direct Teaching (Lectures/ Practicals/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr. No.	Course/Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Percentage of lectures engaged/ conducted	Grading	Proof Document* *
			Odd	Semester				
1								
2								
3								
4								
5								
6								
7								
8								
9								
			Even	Semester				
10								
11								
12								
13								
14								
15								
16								
17								
18								

^{*} Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS) **Grading Criterion:-** 80% and above 6 Good; Below 80% but 70% and above- Satisfactory; Less than 70%-Not satisfactory.

**As per table under the document Annexure I (
--

Overall Grading (Category: I) :-	
Verified and found correct:	Signature of Teacher
Signature of V.	C./H.O.D./Principal
Final Score approved by the Screening / Selection Committee : (For Category : I)	
	ure of Chairman / Selection Committee

$\frac{PART\ B:\ ACADEMIC\ PERFORMANCE\ INDICATORS}{CATEGORY:\ II}$

INVOLVEMENT IN ADMINISTRATIVE, EXAMINATION, CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

II i. Administrative Responsibility.

Sr.	Responsibility	Nature of Work	Grading	Proof Document**
No.				
1.				
2.				
3.				

II ii. Contribution to corporate life through committees and duties assigned by the authority.

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iii. Examination Work:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II iv. Discipline related co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II v. Other co-curricular activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II vi. Extension and dissemination activities:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**	
1.					
2.					
3.					

II vii. Institutional governance:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

II viii. Conduct of Lectures:

Sr. No.	Responsibility	Nature of Work	Grading	Proof Document**
1.				
2.				
3.				

			atory and I										
	Sr. I		Resp	onsib	oility	1	Nature of	f Work		Grading Pro		of Docume	nt**
L	1. 2.												
-	3.												
]		vidence No.	No. of Ph	.D.	No. o	guiding f Ph.D. dents	No of	udents: Students varded		Gradi	ng	Pro	oof
			Register			nitted esis		. Degree				Docum	
	1	l.			111	esis							
		2.											
		3.	4 CD	. D	• ,								
J			t of Research			Dow	riod of	A	-4	Name of	Condi	n D	roof
	Sr. No.	Title	of Project		Aajor/ Minor		ward	Amour Approv		Funding Agency		0	rooi ument* *
F	1. 2.												
-	3.												
]	I xii. I	Researc	ch paper Pu	blish	ed:								
		with pa	age Jour	nal	ISS ISBN		Whethe peer reviewe Impact Factor, if any	d autho		Whether you are the main author	Whether Refereed / other Journal as notified by the UGC#	5 7	Prod Doc men *
Ť													
l			I		1								
ľ	Not-sa	tisfacto	eria:- Good ory - Not inv e under the	olved	d/ under	taken an	y of the a		act	ory - 1-2 activ	rities and		
		Overa	ll Grading	(Cat	tegory :	II) :-							
										Signature o	f Teacher		
			Verif	ied aı	nd foun	d corre	ct:			orginature o	i i caciici		

Signature of Chairman Screening / Selection Committee

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PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: III RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

III A. Research Papers publication:

Sr. 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	Whethe r Referee d / other Journal as notified by the UGC#	Augment ed API Score	Proof Docume nt**
1									
Total									

III B. a. Publications other than journal articles (books, chapters in books):

Sr.	Title with page	Book	Publicatio	ISSN/	Whether	No. of	Whethe	API	Proof
No.	nos./ Chapter with	Title,	n	ISBN	approved	co-	r you	Score	Docume
	page no.	editor &	Internatio	No.	by	author	are the		nt**
		publisher	nal/		University	S	main		
			National/				author		
			Local						
1									
Total									

III B.b. Cassettes/ CDs, DVDs, Tracks published/ recorded:

Sr. No.	Cassettes/ CDs, DVDs, Tracks	Company	Publicatio n	Whether approved	No. of co- artists	Whether vou are	API	Proof Document**
110.	DVDS, TTACKS		Internatio	by	ai tists	the main	Score	Document
			nal/	University		artist		
			National/					
			Local					
1								
Tota	l							

III B.c. Individual track in Cassettes/ CDs, DVDs recording in classical and semi-classical and light music done by registered/ reputed music companies:

Sr. No.	Cassettes/ CDs, DVDs, Tracks	Company	Publication International / National/ Local	Whether approved by University	No. of co-artists	Whether you are the main artist	API Score	Proof Document**
1								
Tota								

III C. CREATION OF ICT MEDIATED PEDAGOGY AND CONTENT AND DEVELOPMENT OF NEW AND INNOVATIVE COURSES AND CURRICULA

Sr.	Innovative Pedagogy/	Name of	Authority	Publisher	Course	API Score	Proof
No.	New Curricula/	Activity	Concern		Credit/		Document**
	Courses/ MOOCs/ E-				Module		
	Content						
1							
Total							

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III D. RESEARCH GUIDANCE:

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					
Ph. D.					
P.G.					
Dissertation					
Total					

III E. ONGOING RESEARCH PROJECTS:

III E. (i). Sponsored Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III E. (ii). Consultancy Projects:

Sr. No.	Title	Agency	Period	Grant / Amount Mobilized (Rs lakh)	API Score	Proof Document **
1						
Total						

III F. i. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API Score	Proof Document**
1						
2						
3						
Total						

III F. ii Patents Awards:

Sr. No.	Title of Patents	Award conferring Organization	National/ International	Patent Number	API Score	Proof Document**
1						
2						
3						
Total			•			

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 262 III F. iii Policy Document Sr. Title of Document | Policy Document | International/ Publisher | API | Proof | Policy Document | Policy Document | Notional/ State | Policy Document | Policy Docum

Sr. No.	Title of Document	Policy Document Submitted to	International/ National/ State Government/ Central Government	Publisher	API Score	Proof Document**
1						
2						
3						
Total	1	1	1			

III E. Invited lectures / Paper delivered in conferences / seminars:

Sr. No.	Invited Talk/ Paper presented	Title of Conference / Seminar	Event Organized by	Whether International (Abroad) / International (Within Country) National / State / Regional / College or University	API Score	Proof Document**
1				level		
2						
3						
Total		1	I.	<u> </u>		

Note:

- ❖ Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6 .Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- ❖ The research score shall be from the minimum of three categories out of six categories.

**Ac nor	tabla	under the	e document	Annavura	III (A)
""As Der	table	unaer ine	: aocument	. Annexure	HHICAD

Total Score (Category: III) :-	
Sign	nature of Teacher
Verified and found correct:	
Signature of V.C.	/ Principal / H.O.D.
Final Score approved by the Screening / Selection Committee : (For Category :III)	
	 of Chairman

SANT GADGE	BABA	AMRAVATI	UNIVERSITY	GAZETTE -	2019 -	PART ONE -	263

IV. SUMMARY OF GRADES/ API SCORES

Category	Criteria	Last Academic.	GRADES / API	Annual Av. API Score for Assessment Period for Category III Only
Ι	Assessment Criterion for			
	Teaching, Learning and			
	Evaluation Related			
	Activities			
II	Involvement in Administrative,			
	Examination, Co-curricular,			
	Extension and Professional			
	Development Related Activities			
Ш	Research and Academic			
	Contribution			

Veri	fied and found correct:
	Signature of V.C./ Principal / H.O.D.
	Signature of Chairman Screening / Selection Committee

Signature of Teacher

PART C: OTHER RELEVANT INFORMATION

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

armer.				
Sr.No.	Details (Mention Year, value etc. where relevant)			
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

^{*}Annexure-IV

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

1.

2.

3

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IQAC.

Name:	
Designation:	Assessment Year:

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL.

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? if not, give reasons why you do not agree.
- I) Verification & Evaluation in respects of Grades/ API.

Item	Correct	Exaggerated	Excellent	Very Good	Average
Category I					
Category II					
Category III					
A					
В					
C					
D					
E					

TD 40 G 11 4 W	
II) A) General Intelligence	:
B) Capacity to get work in	
Respect of research & teaching	
C) Technical Ability	:
D) Administrative ability including	:
Judgment initiative and drive	
(if applicable)	
E) Integrity and Character	:
F) Whether powers delegated are	:
Fully utilized.	
B = Go (* Strike out which is not applicable.	ood, C+= Satisfactory, C = Not Satisfactory
Date: / /	Signature of Reporting Officer
Observation of the Reviewing Officer (Vice	e-Chancellor):
Date: / /	Signature of Reviewing Officer

Annexure I (A)

Sr. No.	Document	
1	Student Attendance certified by HOD/ Head of the institute	
2	Academic Dairy certified by HOD/ Head of the institute	
3	Total teaching hours Certificate from HOD	
4	Certificate from University Authorities	
5	Course conduction certificates	
6	Other certificates	

Annexure II (A)

Sr. No.	Document
1	Proof of Co-curricular activities in the form of letter/ Certificate / Any other document certified
	by HOD or head of institution
2	Proof of Extension activities in the form of letter/ Certificate/ Any other document certified by
	HOD or head of institution
3	Administrative committee certificates/ Letters / Any other document certified by HOD or head of
	institution
4	Certificate / Letter from Conference organizing committee
5	Course conduction certificates
6	Certificate/ Letter from BOS or other bodies
7	Other certificates

Annexure III (A)

Sr. No.	Document			
1	Published paper, Journal home page for Impact factor			
2	Books front page along with editorial team or Book chapter first page			
3	Project Award Certificate/ Midterm Evaluation Report/ Final Project Report/ Utilization Certificate / Project Extension Letter			
4	Project outcome report/ Patent award document			
5	Student registration Letter/ Thesis submission letter / Notification			
6	Fellowship award certificate			
	Invited talk letter of intend/ Certificate/ Certificate of paper presentation along with copy of abstract book			
7	Other certificates			

Sant Gadge Baba Amravati Univer Annual Self-Assessment Proforma for the Performanc

aisal System (Part -

A, Part - B & Part - C

(For Teachers other than Physical Education Persons and Librarians)

Year/Session: 2018-19

PART A: GENERAL INFORMATION

1. Name (in Block Letters): PRAFULLA GENDAJI BANSOD

2. Father's/Husband's Name: GENDAJI VISHRAMJI BANSOD

3. Department: Botany

4. Current Designation & Grade Pay: Assistant Professor, AGP: 8000

5. Date of last Promotion: 01/08/2016

6. Address for correspondence (with Pin code): Vidya Bharati Mahavidyalaya, Camp

Amravati -444602

7. Permanent Address (with Pin code): 37, Sanket Colony, Near Tapovan Gate

Amravati -444602

Telephone No.: 9970367128

Email: prafullabansod@rediffmail.com

8. Whether acquired any degrees or fresh academic qualifications during the year: No

9. Academic Staff College Orientation / Refresher Course attended during the year: Nil

Sr. No.	Name of the Course / Summer School	Place	Duration	Sponsoring Agency
1	•			

Date:

Signature of teacher

PART B: ACADEMIC PERFORMANCE INDICATORS CATEGORY: I (201**%18)** 49 TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

I a. Direct Teaching (Lectures/ Practical/ Tutorials/ Field Work / Project Supervision taken should be based on verifiable records.).

Sr. No.	Course/ Paper	level	Mode of teaching*	Hours allotted per week	Hours Engaged	Actual Score Claimed	Proof Document**
	21		74 1	Odd Semester			
1	Botany	B.Sc. I S-I	L:02	1 Hr36 min	24 Hr 08 min		7 1
2	Botany	B.Sc. I S-I	P:06	4 Hr 48 min	67 Hr 12 min		
3	Botany	B.Sc. II S-III	L:02 ·	1 Hr36 min	22 Hr 24 min		((eC)
4	Botany	B.Sc. III S-V	L:02	1 Hr36 min	24 Hr 00 min		
5	Botany	B.Sc. III S-V	P:09	7 Hr12 min	103Hr 12 min	25	i
6	Botany	M.Sc. Botany Seminar	L:02	2 Hr	30 Hr	40.0	Academic Diary
7	Botany	M.Sc. Botany Project Supervision	L:02	2 Hr	30 Hr		
		Total	Theory: 06 Practical: 15	16 Hr 48 min	300 Hr 50 min		*
110/1			1	Even Semester	*		
8	Botany	B.Sc. I S-II	L:02	1 Hr36 min	22 Hr 24 min		
9	Botany	B.Sc. I S-II	P:06	4 Hr 48min	72 Hr 00min	8 "	
10	Botany	B.Sc. II S-IV	T:02	1 Hr36 min	24 Hr 00 min		
11	Botany	B.Sc. III S-VI	T:02	1 Hr36 min	22 Hr 24 min		3
12	Botany	B.Sc. III S-VI	P:09	7 Hr12 min	105Hr 06min		
13	Botany	M.Sc. Botany Seminar	L:02 .	2 Hr	30 Hr	40.6	Academic Diary
.14	Botany	M.Sc. Botany Project Supervision	L:02	2 Hr	30 Hr		
		Total	Theory: 06 Practical: :15	16 Hr 48 min	305 Hr 54 min		
		21	*	Total.	606 Hr 7 min	80.6	10

^{*} Lecture (L), Tutorial (T), Practical (P), Field Work (FW), Project Supervision (PrS)

Max. API Score: 70, 60, 60 for Assistant Professor, Associate Professor and Professor respectively.

I b. Examination duties: I b. Examination duties:

Sr. No.	Short Description of Duty performed	Total number of hours	Actual Score Claimed	Proof Document**
1.	Theory exam invigilation	40 Hr	4	Certificate

	Total	243 Hr	24.3	
9.	Internal Assessment (Unit Tests with answer scripts evaluation) B.ScI Sem I on 6/9/2018 B.ScI Sem-II on 3/2/2019 B.ScII Sem III on 07/09/2018 B.ScII Sem IV on 25/1/2019 B.ScIII Sem V on 3/09/2018 B.ScIII Sem VI on 25/1/2019	36 Hr	3.6	Academic Diary
8.	External Examiner for M.ScI (sem-II) and M.ScII (sem-IV) Practical Examination during 13/04/2019 to 15/04/2019 at Shivaji College Kandhar (Nanded)	72 Hr	7.2	Certificate
7:	External Examiner for B.ScI (sem-II) Practical Examination 18/03/2019 at RA College Washim	13 Hr ,	1.3	Certificate
6.	Internal Examiner for M.ScII (sem-IV) Practical Examination on 25/05/2019	7 Hr	0.7	Certificate
5.	Internal Examiner for M.ScI (sem-I) Practical Examination on 1/12/2018	7 Hr	0.7	Certificate
4.	External Practical Examiner: B.ScII (sem-III) at Bhartiya College Morshi on 8 th Dec 2018	9 Hr	0.9	Certificate
3.	Valuation of for M.Sc. I Sem III Answer sheet 30/11/2018	14 Hr	1.4	Certificate
2.	Valuation for M.Sc. I Sem II from 4/06/19 to 16/06/19	45 Hr	4.5	Certificate
	(i) 02-04 and 07-08 May, 2018 (ii) 20-24 th November, 2018			

I b. Innovative Teaching:

Sr. No.	Innovative methods in teaching	Total number of hours	Actual Score Claimed	Proof Document **
1.	Remedial Coaching for B.Sc. I	50	5	Academic Diary
2	Organized seminars and students are motivated to participate	50	5	Academic Diary
3	Field visits to study plants in their natural habitat	50	5.	Academic Diary
4	Teaching by various biological models	50	5	Academic Diary
5	Use of ICT in T/L process with computer-aided methods like powerpoint presentations and simulation from e-resources etc.	50	5	Academic Diary
6	Learning Methodologies (PDF Papers, articles, dissertations etc.)	50	5	Academic Diary
7	Group Discussion (during review and project work)	50	5	Academic Diary

Total	350	35	
Max. API Score: 10, 15, 20 for Assistant Professor Ass	ociate Profess	or and Professor respe	ctively

Note: The minimum cut-off shall be 75%. Below this cut off no scores shall be assigned in these sub-categories under Category-I.

**As per table under the document ANNEXURE I (A)

Total Score (Category:1) :-	139.9
	Hamily.

Signature of Teacher

Verified and found correct:



Signature of V.C./H.O.D./Principal

Final Score approved by the Screening / Selection Committee:	
(For Category: I)	

Signature of Chairman Selection Committee

PART B: Academic Performance Indicators Category: II (2018-19)

Co-Curricular, Extension, Professional Development Related Activities

II a. Student related co-curricular, extension and field based activities:

Sr. No.	Type of Activity	Total number of hours	Actual Score Claimed	Proof Document**
1.	PG Student Seminar Counseling	. 20	. 2	Certificate Principal
2.	NSS Camp and Interaction with students at Karala Village	12	1.2	Certificate Principal
3.	NGO Visit and Interaction under GEMS Activity	12	1.2	Certificate Principal
4.	Annual Students Gathering Organization under GEMS Activity	50	5	Certificate Principal
5.	Students Anand Mela Organization under GEMS Activity	50	5	Certificate Principal
6.	Teachers-Students Sport Carnival Organization under GEMS Activity	50	5.	Certificate Principal
7.	Tree Plantation and Cleanness Drive Organization	12	1.2	Certificate Principal
	Total (Max: 15)	206	20.6	

II b. Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities:

Sr. No.	Type of Activity	Total number of hours	Actual Score Claimed	Proof Document**
1.	Performance and evaluation Committee	100	10	Certificate from
2.	Research and Consultancy Committee	30	03	Hon'ble Principal
3.	Tutor ward - Faculty Coordinator	10	01	
4.	Academic Audit and planning Committee	100	10	
5.	MoU and Collaboration committee	30	03	
6.	Enviro-Club	100	10	
7.	Examination Committee	30	.03	
8.	Knowledge Club (Botany)	. 10	01	
	Total (Max: 15)	410	41	

II c. Professional Development activities:

Sr. No.	Type of Activity	Total number of hours	Actual Score Claimed	Proof Document**
1.	Appointed as Vice-Chancellor Nominee for the selection of Assistant Professor at JB Science College Wardha on 13 th Dec 2018.	10 Hr	1.0	Copy of Certificate
2.	Member of subject examination committee for M.Sc. Botany Examination 2018-19	14 Hr	1.4	Copy of Certificate
3.	Attended Workshop- "Swayamsiddha" on 12 th · Aug 2018 at Vidya Bharati Mahavidyalaya Amravati	8 Hr	0.8	Copy of Certificate
4.	Organizing Secretary-Workshop on "Patent Drafting, Filing & Processing" on 29 th Nov., 2018.	50 Hr	5.0	Copy of Certificate
5.	Organizing Secretary-Workshop on "Rain Water Harvesting" on 28 th July 2018.	50 Hr	5.0	Copy of Certificate
6.	Attended National Seminar on "Revised Accreditation Framework and Institutional Preparation: An Overview" on 09 th March, 2019	8 Hr	0.8	Copy of Certificate
7.	Organized One day workshop on "Hanging Basket and seasonal plants" on 20 th Oct 2018.	20Hr	2.0	Copy of Certificate
8.	Attended one day workshop on "Revised NAAC Accreditation, NIRF and RUSA-3" on 26 th April 2019	8 Hr	0.8	Copy of Certificate
9.	Short Term Course on "MOOCs, e-content development and open educational resources" 17 to 22 nd Dec., 2018		4.2	Copy of Certificate
10.	Short Term Course on "Gender Sensitization" 17 to 22 nd June, 2019	42 Hr	4.2	Copy of Certificate
	Total (Max: 15)	252 Hr	25.2	

^{**}As per table under the document ANNEXURE II (A)

Total Score (Category: II) :-	86.6

Signature of Teacher

Verified and found correct:

College and Amazad

Signature of V.C. /Principal/H.O.D.

PRINCIPAL.
PSYA BHARATI MAHAVISTALATO
A M B A V A T I

Final Score app	proved	by the Screening / Selection Committee	ee:
(For Category		₩ 8 3 8	

Signature of Chairman Selection Committee

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	Proof Document**
M. Phil.					_
Ph. D.	* "				
	185	M		Total	

III E. Fellowships and Awards:

Sr. No.	Fellowship/ Award	Award conferring Organization	Event Organized by	Whether international / national / state / regional / college or university level	API	Proof Document**
1					•	
	•	id.	Total			

III E. Invited lectures / Paper delivered in conferences / seminars:

Sr. No.	Invited Talk/ Paper presented	Title of Conference / Seminar	Event 'Organized by	Whether international / national / state/ regional / college or university level	API Score	Proof Document**
	0					
* :	, z = x				4	
	9			Total.		- F

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:

Sr. No.	Title of Document/ Module	Whether module is Web based or offline	Beneficiary	API Score	Proof Document **
	890			0	**
			Total		

Note: e-learning module shall be approved by the head of the Institution/ Department.

**As per table under the document ANNEXURE III (A)

Total Score	(Category: III)	:-	112.5

Signature of Teacher

Verified and found correct:

Signature of V.C./ Principal / H.O.D.

META BHARATI MAHAVIDTALATO

Final Score approved by the Screening / Selection	Committee:	
(For Category :III)	202	1
	20	

Signature of Chairman Selection Committee

IV. Summary of API Scores:

Category	Criteria	Academic Year	Total API Scores for Assessment Period	Annual Av. API Score for Assessment Period
I .	Teaching, Learning and Evaluation Related Activities	139.9	-	139.9
II	Co-curricular, Extention, Professional Development Related Activities	86.6	H. H	86.6
	Total (I + II)	226.5		226.5
III	Research, Publications and Academic Contributions	112.5		112.5

Signature of Teacher

Verified and found correct:

Signature of V.C.H.O.D./Principal

HITYA BHARATI MAHAVITWAACKO

Signature of Chairman Selection Committee

PART C: OTHER RELEVANT INFORMATION

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

Sr.No.	Details (Mention Year, value etc. where relevant)	0
1		
2		S.

^{*}Annexure-IV

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

- 1. Academic degree certificates: S.S.C, H.S.S.C., U.G. and P.G. Mark sheets
- 2. NET and Ph. D. Certificate
- 3. Appointment Order and University Approval
- 4. Letters of sanction for 1st & 2nd Placement from Joint Director, Higher Education, Amravati
- 5. Certificates of Orientation, Refresher Courses and Short-Term Courses
- 6. Certificates/proofs for Category I, II, III for 2018-19
- 7. Academic Diary 2018-19

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

Signature of the faculty with Designation, Place & Date

Signature of V.C./ School Chairperson / Principal / HOD

N:B: The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the university/college and information filed with the IOAC.

Name: **Dr. Prafulla G. Bansod**Designation: **Assistant Professor**

Assessment Year: 2018-19

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRINCIPAL

- a) State whether the facts stated above are correct, if not, state the correct facts.
- b) Do you agree with the Performance based appraisal done by the teacher? If not, give reasons why you do not agree.
- I) Verification & Evaluation in respects of API

Item	Correct	Exaggerated	Excellent ·	Very Good	Average
Category I		0.8			
Category II	*				Vi.
Category III				ц	10
A	y				
В	•			8	Ne.
С		3.5			72
D	0.				
Е	-				

II) A) General Intelligence : Outstanding

B) Capacity to get work in : Outstanding

Respect of research & teaching

C) Technical Ability : Outstanding ·

D) Administrative ability including : Outstanding

Judgment initiative and drive

(If applicable)

· E) Integrity and Character : Outstanding

F) Whether powers delegated are : Yes

Fully utilized

G) General Assessment : A+

* A+ = Outstanding, A = Very Good, B+ = Positively Good, B = Good, C+ = Satisfactory, C = Not

Satisfactory

(* Strike out which is not applicable.)

Signature of Reporting Officer

Date: / /2018

· Date:

College and America

Signature of Reviewing Officer

PRINCIPAL.

VIDYA BHARATI MAHAVIDYALAYA AMRAVATI ANNUAL PERFORMANCE ASSESSMENT REPORT (NON-TEACHING STAFF)

PART-A: TO BE FILLED IN BY THE STAFF MEMBER

Assessment for the year: 2018-2019

Name: NITIN VASANTRAO KHOBRAGADE	2. Date of joining the post: 01-01-2004
3. Designation: LABORATORY ATTENDENT	4. Pay Band: Rs. 5200 - 20200
5. Department/Section:	6. Grade Pay: Rs.
7. Date of Birth: 30-06-1981	8. Academic/Technical Qualification:
9. Details of Educational Qualification being pursued: m.ACSoc.& pol. sci) SET, ph. D.	10. Address: "RAJGRUH" PRAJHANT NAGAR AMRANATI-444606
Whether any Immovable property held(If yes give details):	12. Mother Tongue: MARATHI
13. Any other information to be pointed out: Details of the present duties:	OFFICE STAFF MEMBER, UGC APPEOVED PWSC. 2009 to Till Date

Date: 09-04-2019

Signature of the staff member

DI	ESIGNATION:	coo. Kho	obragao	Re .	YEAR	OF ASSES	SSMENT :	018-15
	AME: Nitin. Vasant ESIGNATION: Laboza	Hoey-1	Attd.		DATE	OF APPOI 01-01-	NTMENT T	O THE
PA	Y BAND : Rs. 5200 -	20200			GRADE	EPAY: Rs	2004	
Ut	BPARTMENT/CENTRE/SE	CTION:	2001084					
	CATEGORY	OUTST ANDIN G	EXCEL	VERY GOOD	GOOD	SATIS FACT ORY	MARGIN AL	POO
1	PROFESSIONAL	10	9	8	6	5	4	2
	COMPETENCE	1			3-41-	9 1		
1.1	Knowledge of rules, regulation and procedure		~					
1.2	Ability to organize work and carry it out	~						
1.3	Ability and willingness to take up additional load in times of exigencies	~				2		(4)
1.4	Creativity and innovation							i-
1.5	Ability to learn new duties	~						
1.6	Capacity to supervise*	V				*		
PE	RFORMANCE							
.1 N	laimenance of Files/Records	1	3 4 9 4					
.2 A	couracy & Speed of work	V						
3 N	eatness & tidiness of work		~					
	ompletion of work on schedule		~				***************************************	
	ligence and sense of responsibility	~						

RSONAL CHARACTERISTICS	OUTS TAND ING	EXC ELL ENT	VER Y GO OD	GOOD	SATI SFAC TOR Y	MARG INAL	POOR
	10	9	8	6	5	4	2
3.1 Attendance		V					
3.2 Punctuality		V					
3.3 Discipline	-	~					
3.4 Interaction with colleagues	V						
3.5 Integrity and behavior							
3.6 Planning & Organization	V						

PART- B: TO BE 1. OVERALL EV		REPOR	TING O	FFICER		
OUTSTANDING	EXCELLENT	VERY GOOD	GOOD	SATISFACTORY	MARGINAL	POOR
	5-					
	1287				J	
2. Any outstandin	g contribution n	nade by t	the Emple	ovee :	8	
3. Special remarks	s if any of the Re	porting (Officer :			
Deter				Superint Sign Vidya Bharti M	tendent Mahavidyalya	NG
Date:				OFFICER/OFFICE	A CTFA	NDENT

PART- C: REMARKS OF THE REVIEWING AUTHORITY

- Do you agree with the assessment of the staff member made by the Reporting Officer? If not, indicate the items /aspects on which you disagree and give your own assessment on those items/aspects.
- 2. General remarks on Overall grading by the Reporting Officer (You may assign your own grade, if not in agreement with Reporting Officer's grade):
- 3. Has the staff any special characteristics and/or any abilities which would justify his/her promotion out of turn? If so, please specify:

Signature of the Reviewing Officer:

Designation Paunerpalayova