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GENERAL INSTRUCTIONS FOR FILLING UP PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) AND SELF ASSESSMENT PERFORMANCE FOR PROMOTION OF TEACHERS BASED ON THE ACADEMIC PERFORMANCE INDICATORS (API)

All teachers who are eligible for promotion under CAS (UGC Regulation 2010) and the due date is on or after 31.12.2008 are requested to do the following with respect to their application for promotion.

1. If the due date falls in period 31.12.2008 to 30.06.2010 then you are requested to submit PBAS based API score details only for Category III by considering the entire assessment period for promotion as stipulated in UGC Regulation 2010.
2. If the due date falls in the period 01.07.2010 to 30.06.2011 then you are requested to submit (i) the PBAS based API score details for 2009-10 in respect of Category I and Category II, and (ii) the PBAS based API score details for entire assessment period for promotion as stipulated in the UGC regulation 2000 along with necessary documents, research papers, books etc.
3. Furthermore, in the event of any teacher having become eligible for promotion under Career Advancement Scheme prior to 31.12.2008 the promotion of such teacher under CAS shall be governed by the old UGC Regulations, 2010 notified vide notification No. F. F3-1/2000(PS) dated 4th April 2000 as amended time to time.
4. Teachers should offer themselves for assessment for promotion, if they fulfill the minimum API scores by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Teachers who do not consider themselves eligible, can also apply at a later date.
5. If however, on final assessment, a teacher does not either fulfill the minimum criteria or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
6. (a) If a teacher applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.

- (b) If however, the teacher finds that she/he fulfills the eligibility conditions at a later date and applies on that date and is successful, her/his promotion will be deemed to be from the date of application.
 - (c) If the teacher does not succeed in the first assessment, but succeeds in an eventual assessment at a later date, her/his promotion will be deemed to be from the later date.
7. Promotion of Library staff (Assistant Librarian, Deputy Librarian) will be as per UGC norms and those norms and performance criteria notified/adopted by Jamia Hamdard through this notification and other notifications time to time. The University may issue a separate notification in this regard.
 8. Tables given at the end of this notification may be consulted for filling up the form. For each category, even through several avenues 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 at the respective places.
 9. API score will be verified by the University from the supporting documents like certificates, sanction letters, research papers etc. API scores claimed by the candidates without attaching supporting documents shall be treated zero. The PBAS proforma duly filled along with all enclosures, will be placed before the Screening-cum-Evaluation Committee or Selection Committee for assessment/verification.
 10. CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

All the teachers eligible for promotion under the Career Advancement Scheme fulfilling the above mentioned criteria should submit ten copies of **Application Form (Annexure- I) along with Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) (Annexure -II)** duly filled in all respect and other relevant documents (self attested) in support of their claim by the stipulated date.

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

(as per UGC Regulations 2010)

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ Equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - research. 50 % - Performance evaluation and other credential by referral procedure

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

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

APPENDIX-III; TABLE-III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

(as per UGC Regulations 2010)

Sr.No.	Promotion of Teacher through CAS	Service Requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1.	Assistant Professor/equivalent cadres from Stage 1 to State 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D or five years of service who are with M.Phil, / PG Degree in Professional Courses such as LL.M, M.Tech. M.V.Sc., M.D. or six years of service who are without Ph.D./ M.Phil /PG Degree in Professional Courses	i) Minimum API scores using PBAS scoring Performa developed by the concerned university as per the norms provided in Table II (A) / (II (B) of Appendix III of the UGC Regulation 2010. ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. iii) Screening-cum-verification process for recommending promotion.
2.	Assistant Professor/equivalent cadres from Stage 2 to State 3	Assistant Professor with completed service of five years in Stage 2	i) Minimum API scores using PBAS scoring Performa developed by the concerned university as per the norms provided in Table II(A)/(II(B) of Appendix III of the UGC Regulation 2010. ii) One course/programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes and Faculty Development Programmes of 2/3 week duration. iii) Screening-cum-verification process for recommending promotion.
3.	Assistant Professor (Stage 3 to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3	i) Minimum API scores using PBAS scoring Performa developed by the concerned university as per the norms provided in Table II(A)/(II(B) of Appendix III of the UGC Regulation 2010. ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D.holders. iii) One Course/programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of minimum one week duration. iv) A Selection Committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III of the UGC Regulation 2010.
	Associate Professor (Stage 4) Professor/equivalent cadres	Associate Professor with three years of completed service in Stage 4	i) Minimum yearly/cumulative API scores using PBAS scoring Performa developed by the concerned university as per the norms provided in Table II(A)/(II(B) of Appendix III of the UGC Regulation 2010. Teachers may combine two assessment periods (in

	(stage 5)		<p>stages 2 and 3) to achieve minimum API Scores, if required.</p> <p>ii) A minimum of 5 publications since the period that the teacher is placed in Stage 3.</p> <p>iv) A selection committee process as stipulated in this regulation and in Table II (A) and II(B) of Appendix III.</p>
5.	Professor (Stage 5 to Professor (Stage 6)	Professor with ten years of completed service (universities only)	<p>i) Minimum yearly/cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III of the UGC Regulation 2010.</p> <p>ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards / honours /recognitions /patents and IPR on product and processes developed / technology transfer achieved; and c) Additional research degrees like D.Sc.,D.Litt., L.I.B., etc.</p> <p>iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II(a) and II (b) of Appendix III of the UGC Regulation 2010.</p>

APPENDIX- III; TABLE I

**SCORING SYSTEM FOR ACADEMIC PERFORMANCE INDICATORS (API) IN
RECRUITMENT AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS**

**CATEGORY- I: TEACHING, LEARNING AND EVALUATION RELATED
ACTIVITIES**

S. No.	Nature of Activity	Maximum aggregate score	Remarks/activity specific scores	
I (i) a.	Lectures, seminars, tutorials, practical, contact hours undertaken as percentage of lectures allotted	50	<ul style="list-style-type: none"> • Maximum Score of 50 if there is 100% performance. • No score will be assigned if a teacher has taken less than 80% of the assigned classes. • University may give allowance for periods of leave where alternative teaching arrangements have been made by the fellow teachers. • Maximum API score of 50 is to be divided for two semesters equally in case of semester system. • For each semester API score would be allocated by the HOD to each subject/paper on pro-rata basis taking UGC prescribed load as the maximum for each teacher. • Relaxation of two hours/week in teaching load for additional charge of Dean/Head of an academic department. • Load of practical classes will be counted as half of the theory classes. • The score of 50 to be divided as under: <ul style="list-style-type: none"> • Lecture and classroom contact: 20 • Tutorials: 10 • Practical/case study/projects/assignments given to students: 10 • Students' feedback: 10 <p>Note: Each Department will allocate classes to each teacher as per the programmes run by the Department, syllabus and teaching staff strength. Accordingly, allocation of scores will also be rationalized and the same will be communicated to the IQAC in the beginning of each semester.</p>	
I (i) b.	Lectures or other teaching duties in excess of the UGC norms.	10	The excess time load will be calculated over and above the UGC prescribed teaching load of each category of teachers. In this case 1 point will be added per hour of extra time devoted in teaching. Maximum Score of 10 if there is 100% performance.	
I (ii).	Reading/instructional material consulted/	20	Extra assignments (more than two) with solutions	2 each for extra assignment

	preparation and Imparting of knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students		Extra quizzes (more than two) with solutions	2 for each extra quiz
			Lecture notes provided	6 for each subject
			Laboratory Manuals prepared	6 for each manual
			Laboratory manuals updated	3 for each manual
			Demonstration of live/ Simulated examples	3 for each live example
			Consultation of resource material over and above prescribed	4 for each activity
			Any other additional resources not defined above (please specify)	5 for each activity
I (iii).	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20	Updating of courses, design of curriculum (5 per single course)	Max. 10
			Participatory and Innovative Teaching/ Learning Process with materials for problem based learning, case studies, group discussions etc. a) Interactive Courses: 5 points/ each b) Participatory Learning Modules: 5 points each c) Case Studies: 5 points each	Max. 10
			Use of ICT in teaching/learning process with computer aided methods like power-point/ Multimedia/ Simulation/ Software/Video etc. (Use of any one of these in addition to chalk and Board: 5 points)	Max. 10
			Developing and imparting Remedial/ Bridge Courses (each activity : 5 points)	Max. 10
			Development and imparting soft skills/ communication skills/ personality development courses/ modules (Each activity: 5 points)	Max. 10
			Developing and imparting specialized teaching-learning programs in physical education, library, innovative compositions and creations in music, performing and visual arts and other traditional areas	Max. 10

			(Each activity : 5 points)	
			Organizing and conduction of popularization programs/ training courses in computer assisted teaching/ web-based learning and e-library skills to students a) Workshop/ Training course: 10 points each b) Popularization programme: 5 points each	Max. 10
			Developing of laboratories, Initiative for purchase of equipment, maintenance of existing infrastructure, development of classroom, development of software. (Each activity 5 points)	Max. 10
I (iv).	Examination duties (Invigilation; question paper setting, evaluation of answer scripts) as per allotment	25	Superintendent/ Dy. Superintendant	10 for whole semester/ term examinations
			Invigilation duty of all types	5 for each
			Setting of question paper	5 for each paper
			Evaluation for answer scripts	5 for each paper
			No points will be awarded for examination conducted outside of Jamia Hamdard, except for Ph.D. thesis examinership	
			Points can be claimed only if duties are actually performed by the faculty without any adjustments.	
			University may set cut-off limit of percentage of allocated examination duties below which no points will be awarded.	
			No claim of score may be made, if remuneration is paid for an examination related duty/work, except for Ph.D. thesis evaluation.	
Note: 1. Dean of Faculties/Head of the Departments shall ensure that there is a minimum assured involvement of each teacher in the activities listed under Category I above.				
2. The scores of Students Feedback (Performance Appraisal of Teachers by Students) may be factored with the scores obtained by a teacher under Category I.				
	Total	125		
	Minimum API score required	75/year		

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

Sl. No.	Nature of Activity	Maximum aggregate score	Remarks/activity specific scores	
II (i).	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20	Institutional Co-curricular activities for students such as field studies/ educational tours, industry-implant training and placement activity (5 point each)	Max. 10
			Positions held/Leadership role played in organization linked with extension work and National service Scheme (NSS), NCC, or any other similar activity (each activity 10 points)	Max. 10
			Students and staff related socio-cultural and sports programmes, campus publications (editor of student magazine, Newsletter; (departmental level 2 points, institutional level 5 points)	Max. 10
			Community work such as values of national integration, environment, human rights, scientific temper; flood or drought relief, small family norms, vaccination etc. (5 points)	Max. 10
II (ii).	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15	Institutional Governance responsibilities such as Principal, Dean, Director, Warden, Chairperson, Controller of Examinations and Admissions, IQAC Director/ Coordinator, Registrar, Deputy Registrar, Training & Placement Officer, In-charge/Head of a Department/ Section/Unit/Foreign Students Advisor (10 points each). Note: The position should have been held for a minimum of duration of one semester.	Max. 10
			Participation in committees concerned with any aspect of departmental, faculty or	Max. 10

			institutional management such as Admission Committee, campus development, Library Committee (5 points each)	
			Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline, Anti-ragging Committee (5 points each).	Max. 10
			Responsibilities of Laboratory In-charge/Dy Lab. In-charge (Lab In-charge 10 points each/ Dy. In-charge 5 points each)	Max. 10
II (iii).	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Membership in profession related committees at state and national level a) At national level: 3 points each b) At site activity: 2 points each Note: Membership to be notified by Gazette, Government Order or communication from professional body.	Max. 10
			Participation by invitation in subject associations, conferences, seminars without paper presentation (each activity : 2 points).	Max. 10
			Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, examination reforms, and institutional governance (each activity: 5 points)	Max. 10
			Membership of professional association's executive committees (EC), editorial committees of journals/ institutional publications (Main EC- 4 points; EC member- 2 points; Editorial Board member of indexed journal- 4 points; non-indexed journal- 1 point). Note: Only EC of	Max. 10

			registered society/association.	
			Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes (1 point each)	Max. 10
		Total	50	
		Minimum API score required –	15/year	

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

General instructions

1. Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.
2. Each Department/Faculty will prepare subject-wise lists of journals along with ISSN number and impact factor separately from core discipline and allied subjects and submit it to IQAC. The list will be maintained by the IQAC and will also be uploaded on the University web site after it is approved by the duly constituted committee of subject expert(s). List will be updated by the concerned Department/Faculty every two year. The University may give different weightage to each category of journals.
3. Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and above by 25 points.
4. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the student would share equally 60% of the total points and the 40% would be for all other authors.
5. If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III A) and not under presentation (III F).

Sl. No.	Academic Performance Indicators (APIs)	Faculties of Pharmacy/Sciences/ Computer Science/ Engineering/Medical Sciences/Nursing/Allied Health Sciences	Faculties of Humanities/Social Sciences/Library/ Management	Max. points for University and college teacher position
III A & B. PUBLICATIONS				
III A(i) and (ii).	Papers Published in Journals)	Refereed Journals	Refereed Journals	15/ publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10/ publication
		Conference proceedings as full papers, etc. published in	Conference proceedings as full papers, etc. published	10/ publication

		journal after peer-review process (Abstracts not to be included)	in journal after peer-review process (Abstracts not to be included)	
III B(i) and (ii).	Other Publications	Text or Reference Books Published by International Publishers with an established peer review system.	Text or Reference Books Published by International Publishers with an established peer review system	50/sole author; 10 /chapter in an edited book
		Text or Reference Books by National level publishers/State and Central Governmentt Publications with ISBN/ISSN numbers.	Text or Reference by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25/sole author, and 5/ chapter in edited books
		Text or Reference Books by Other local publishers with ISBN/ISSN numbers.	Text or Reference by Other local publishers with ISBN/ISSN numbers.	15/sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers with ISBN/ISSN numbers/proceedings of conference.	Chapters contributed to edited knowledge based volumes published by International Publishers with ISBN/ISSN numbers/proceedings of conference.	10/chapter
		Chapters in knowledge based Volumes by Indian/National level publishers ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5/chapter
		Editing of the Proceedings of Seminar/ Symposia/ Conference/Workshops	Editing of the Proceedings of Seminar/ Symposia/ Conference/Workshops	30/ publication for international level (sole author/ editor); 20/national level (sole editor)
III C. RESEARCH PROJECTS				
III C (i).	Ongoing Sponsored Projects	(a) Major Projects amount mobilized with grants above 20 lakh	Major Projects amount mobilized with grants above 5 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5 lakh up to 20 lakh	Major Projects Amount mobilized with minimum of Rs. 3 lakhs up to Rs. 5 lakh	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
	Note: In case of more than one investigator, points are to be shared in 70:30 ratio between PI and other investigators.			

III C (ii).	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs.10 lakh	Amount mobilized with minimum of Rs. 2 lakh	10 per every Rs.10 lakh and Rs.2 lakh, respectively
Note: In case of joint venture, points are to be shared in 70:30 ratio between PI and other investigators.				
III C (iii).	Completed projects	Completed project report	Completed project report	20/each major project and 10 / each minor project
III C (iv).	Project Outcome/Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	50/each for international Level; 30/each national level output or patent
Note: In case of more than one investigator, points are to be shared in 70:30 ratio between PI and other investigators.				
III D. RESEARCH GUIDANCE				
III D (i).	M.Phil.	Degree awarded only	Degree awarded only	3 Points for each candidate
III D (ii).	Ph.D.	Degree awarded only	Degree awarded only	10 Points for each candidate
		Thesis submitted	Thesis submitted	7 Points for each candidate
		Guidance under registration	Guidance under registration	5 Points for supervisor; 2 points for co-supervisor
III D (iii).	Guidance to MD/MS/M.Pharm./ MOT/MPT/MCA/MBA/ M. Tech./M., Sc.and other PG courses where dissertation has been submitted, viva voce has been conducted and degree has been awarded.	Degree awarded only	Degree awarded only	2 points for each candidate; no point for co-guidance
III E.	Post-doctoral degree such as D.Sc./D.Litt. awarded based on post-Ph.D. research	Degree awarded only	Degree awarded only	30 points
III F. TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP ATTENDED				
III F (i).	Refresher courses, Orientation programme, Methodology workshops, Training, Teaching-Learning-	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20 points each
		(b) One week duration	(b) One week duration	10 points each

	Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)			
III F (ii).	Papers presented in Conference/ Seminars/ workshops etc.	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International Conference	a) International Conference	10 Points each
		b) National	b) National	7.5 Points each
		c) Regional/State level	c) Regional/State level	5 Points each
		d) Local –University/College level	d) Local –University/ College level	3 Points each
III F (iii).	Invited lectures or Presentations/ for conferences/ symposia	(a) International	(a) International	10 Points each
		(b) National level	(b) National level	5 Points each
III G. TRAINING COURSES / CONFERENCE/SEMINAR/WORKSHOP ORGANISED				
III G (i).		Refresher courses, Orientation Programme, Methodology workshops, Training Course, Summer/Winter School/Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes	Refresher courses, Methodology workshops, Training Course, Summer/Winter School/Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes	30 points for programme of duration of 2 weeks or more
				20 points for programme of duration of one week or less
III G (ii).		Seminar/symposia/conference/workshop organized	Seminar/symposia/conference/workshop organized.	30 points for international level event
				20 points for national level event
				10 points for regional level
				5 points for state level
				In case of Co-convener/Jt. Organizing Secretary points are to be shared in 70:30 ratio.

III H. CITATION OF PUBLICATIONS				
III H (i).	Citation of publications	Citation in refereed journals/proceedings with ISSN/ISBN numbers (indexed only) excluding self-citation or citation by any of the co-authors)	Citation in refereed journals/proceedings with ISSN/ISBN numbers (indexed only) excluding self-citation or citation by any of the co-authors)	5 points per paper with citations 1-5
				10 points per paper with citations 6-10
				20 points per paper with citations 11-20
				30 points per paper with citations more than 20
Note: Citations for which score has been claimed once should be excluded from any prospective claim of score for citations. IQAC will verify the same and allocate scores, accordingly.				
III I. PEER REVIEWING OF PAPERS/PROJECT PROPOSALS/EVALUATION OF PROJECT COMPLETION REPORT/M.PHIL/PH.D. THESIS				
III I (i).	Reviewing and evaluation	Refereed journal (indexed only) with ISSN/ISBN number	Refereed journal (indexed only) with ISSN/ISBN number	5 points per journal
		Non-refereed but recognized and reputed journal and periodical with ISSN/ISBN number	Non-refereed but recognized and reputed journal and periodical with ISSN/ISBN number	3 points per journal
		Conference proceeding as full paper	Conference proceedings as full paper	3 points per proceeding
		Evaluation of project proposals	Evaluation of project proposals	4 points for major project
				2 points for minor project
		Evaluation of project completion report	Evaluation of project completion report	5 points for major project
				2 points for minor project
		Evaluation of M.Phil. thesis (only internal candidates)	Evaluation of M.Phil. thesis (only internal candidates)	5 points per thesis
Evaluation of Ph.D. thesis (internal and external)	Evaluation of Ph.D. thesis (internal and external)	10 points per thesis		
III.J. AWARDS/HONOURS/RECOGNITIONS				
		International level	International level	20 points for each
		National level	National level	10 points for each
		State level	State level	5 points for each

APPENDIX-III; TABLE- II (C)

Minimum API Score Required for Direct recruitment of Assistant Professor/Associate Professor/Professor in the University Departments and weightage in Selection Committee to be considered along with other specified eligibility qualifications stipulated in the Regulation

	Direct Recruitment of Assistant Professor/equivalent Cadres (Stage1)	Direct Recruitment of Associate Professor/equivalent Cadres (Stage 4)	Direct Recruitment in Professor/equivalent Cadres (Stage 5)
Qualification and minimum API score	Minimum Essential Qualification as per the Regulation	Minimum Essential Qualification and Consolidated API score of 300 Points from Category III of API	Minimum Essential Qualification and Consolidated API score of 400 Points from Category III of API
Selection Committee criteria/ Weightage (Total weightage = 100)	<ul style="list-style-type: none"> a) Academic record and research performance (50%) b) Assessment of domain knowledge and teaching skills (30%) c) Interview performance (20%) 	<ul style="list-style-type: none"> a) Academic background (20%) b) Research performance based on API score and quality of publications (40%) b) Assessment of domain knowledge and teaching skills (20%) c) Interview performance (20%) 	<ul style="list-style-type: none"> a) Academic background (20%) b) Research performance based on API score and quality of publications (40%) b) Assessment of domain knowledge and teaching skills (20%) c) Interview performance (20%)