

**TABLE – I**

**SCORES FOR ACADEMIC PERFORMANCE INDICATORS (API) IN  
RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS  
OF UNIVERSITY / COLLEGE TEACHERS**

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

**Brief Explanation :** Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening / selection committee.

<b>Sl. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
1	Lectures, seminars, tutorials, practical contact hours undertaken, taken as percentage of lectures allocated <sup>a</sup>	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching – learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation, question paper setting, evaluation / assessment of answer scripts) as per allotment	25
	<b>Total Score</b>	<b>125</b>
	<b>Minimum API Score Required</b>	<b>75</b>

Note: <sup>a</sup> Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. A minimum cut-off (net of due leave), of 80% for 1 and 5 is prescribed, below which no scores may be assigned in these sub-categories.

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

**Brief Explanation:** Based on the teacher's self-assessment, Category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. The self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening / selection committee. The model table below gives groups of activities and API scores.

<b>Sl. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
1	Student related co-curricular, extension and field based activities (such as extension work through NSS / NCC and other channels, cultural activities, subject related events, advisement and counseling)	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15
3	Professional Development activities (such as participation in seminars, conferences, short term training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below )	15
	<b>Minimum API Score Required</b>	<b>15</b>

**CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS**

BRIEF EXPLANATION BASED ON THE TEACHER'S ASSESSMENT, API SCORES ARE PROVIDED FOR RESEARCH AND ACADEMIC CONTRIBUTIONS. THE MINIMUM API SCORE REQUIRED BY TEACHERS FROM THIS CATEGORY IS DIFFERENT FOR DIFFERENT LEVELS OF PROMOTION IN UNIVERSITY AND COLLEGES. THE SELF-ASSESSMENT SCORE WILL BE BASED ON VERIFIABLE CRITERIA AND WILL BE FINALIZED BY THE SCREENING / SELECTION COMMITTEE.

S No.	APIs	Faculty of Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management /Law	Max. points for University and college teacher position *
III A	Research Papers published in	Refereed Journals *	Refereed Journals **	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)	<b>RESEARCH PROJECTS</b>			
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects	Amount mobilized with	Amount mobilized with	10 per every

	carried out / ongoing	minimum of Rs. 2.0 lakhs	Rs. 10.0 lakhs and Rs. 2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50 /each for International level,
III (D)	<b>RESEARCH GUIDANCE</b>		
III (D) (i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10 /each candidate
		Thesis submitted	7 /each candidate
III(E)	<b>TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS</b>		
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	20/each
		(b) One week duration	10/each
III(E) (ii)	Papers in Conferences/ Seminars/ workshops etc.***	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	10 each
		b) National	7.5 / each
		c) Regional/State level	5 /each
		d) Local –University/College level	3 / each
III(E) (iv)	Invited lectures or presentations for conferences/ / symposia	(a) International	10 /each
		(b) National level	5

\*Maximum points for different publications are detailed in Academic performance indicators (API) Format

\*\*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

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

#### Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.



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

Sl. No.		Assistant Professor / equivalent cadres (Stage 1 to Stage 2)	Assistant Professor / equivalent cadres (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor / equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor / equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/years	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 : Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000 respectively

**TABLE – II (B)**

**MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)**

Sl. No.		Assistant Professor / equivalent cadres (Stage 1 to Stage 2)	Assistant Professor / equivalent cadres (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor / equivalent cadres (Stage 4)	Associate Professor to Professor Promotion in College (Stage 5) as per assigned posts
I	Teaching-learning Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/years
II	Co-curricular, Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year
III	Minimum Total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API Scores	No separate points. Screening Committee to verify API Scores	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20% - Interview performance	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance

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

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

**TABLE – II (C)**

**MINIMUM SCORES FOR API FOR DIRECT RECRUITMENT OF TEACHERS IN UNIVERSITY DEPARTMENTS / COLLEGES, LIBRARIAN / PHYSICAL EDUCATION CADRES IN UNIVERSITY / COLLEGES, AND WEIGHTAGES IN SELECTION COMMITTEES TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS STATUTE.**

	<b>Assistant Professor / equivalent cadres (Stage 1)</b>	<b>Associate Professor / equivalent cadres (Stage 4)</b>	<b>Professor / equivalent cadres (Stage 5)</b>
Minimum API Scores	Minimum Qualification as stipulated in this Statute	Consolidated API score requirement of 300 points from category III of API	Consolidated API score requirement of 400 points from category III of API
Selection Committee Criteria / Weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain knowledge and Teaching Skills (20%) d) Interview performance (20%)

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

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

S. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	<ul style="list-style-type: none"> <li>(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Annexure I</li> <li>(ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.</li> <li>(iii) Screening cum Verification process for recommending promotion.</li> </ul>
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	<ul style="list-style-type: none"> <li>(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Annexure I</li> <li>(ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.</li> <li>(iii) Screening cum Verification process for recommending promotion.</li> </ul>

3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<p>I. Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Annexure I .</p> <p>II. At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders..</p> <p>III. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>IV. A selection committee process as stipulated in this Statute and in Tables II(A) and II(B) of Annexure I .</p>
4.	Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Annexure I . Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in Stage 3.</p> <p>(iii) A selection committee process as stipulated in this Statute and in Tables II(A) and II(B) of Annexure I .</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 Annexure I .</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 products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this Statute and in Tables II(A) and II(b) of Annexure I .</p>

\* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of the notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in this Statute will be applicable.

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

**TABLE – IV**

**ACADEMIC PERFORMANCE INDICATORS (API) BASED ON PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY DIRECTOR/ DEPUTY DIRECTOR/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION / COLLEGE DIRECTOR OF PHYSICAL EDUCATION.**

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

<b>S. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
<b>CATEGORY -I</b>		
<b>1</b>	<p>Management of Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports) (20 Points)</p> <p>Lecture cum practice based athlete / sports classes, seminars undertaken as percentage of allotted hours (20 Points)</p>	<b>40</b>
<b>2</b>	Extending services, sports facilities and training on holidays to the institutions and organisations	<b>10</b>
<b>3</b>	<p>Organizing and conducting sports and games competitions at the International /National/ State/ Inter University/Inter Zonal Levels (25 Points)</p> <p>Organizing and conducting coaching camps / sports person development / training programmes (15 Points)</p>	<b>40</b>
<b>4</b>	<p>Up gradation of scientific and technological knowledge in Physical Education and Sports (5 Points)</p> <p>Identifying sports talents and Mentoring sports excellence among students (10 Points)</p>	<b>20</b>
<b>5</b>	Development and maintenance of play fields, purchase and maintenance of the other sports facilities	<b>15</b>
	<b>Total Score</b>	<b>125</b>
	<b>Minimum API Score Required</b>	<b>75</b>



**Category-II–CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.**

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

**Category – III – RESEARCH AND ACADEMIC CONTRIBUTION**

<b>Sl. No.</b>	<b>APIs</b>	<b>Faculties of Physical Education</b>	<b>Max – for University and Colleges teacher position</b>
IIIA	Research Publication (Journals)	Refereed Journals *	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	10 / Publication
		Full papers in conference proceedings, etc*. (Abstracts not to be included)	10 / Publication
III (B)	Research Publications (books, chapters in books, other than refereed journals articles)	Text or Reference Books Published by International Publishers**	50 / sole author, 10 / chapter in an edited book
		Text or Reference Books Published by National/ Central / State Government/ Societies **	25 / sole author and 5 / chapter in an edited book
		Subject Books by Other local publishers with ISBN/ISSN Numbers	15 / sole author and 3 / chapter in an edited book
		Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ ISSN numbers and with numbers of national and international directories**	5 / Chapter

\* For joint research papers, the first / Principal author will share 60%, while the rest joint authors will share the 40% of API scores

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

III(C)		RESEARCH PROJECT	
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects/Events amount mobilized with grants above 5.0 lakhs	20 each Project
		Major Projects /Events Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs	15 each major project
		Minor projects from central / state funding agencies with grants below 4.00 lakhs	10 each minor Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.1.0 lakh	10 per every Rs.5.0 lakhs 2 per every Rs.1.0 lakhs
III (C) (iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Policy document of Govt. Bodies at Central and State level	30 / each output or outcome for National patents etc/50 /each for International patents.
III (D)		RESEARCH GUIDANCE	
III (D)(i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10 /each candidate
		Thesis submitted	7 /each candidate
III(E)		TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS	
III(E)(i)	Research Methodology/ Training/ Coaching	Research methodology / Training/ Coaching programme (not less than three weeks)/workshops of not less than one week.	20
	Workshops		
III(E)(ii)	Papers in Conferences/ Seminars/ workshops etc	Participation and Presentation of research papers (oral/poster) in:	
		a) International conference	10 / each
		b) National	7.5 / each
		c) Regional/State level	5 /each
III(E) (iv)	Invitations for conferences/seminars/ workshops/ symposia to deliver lectures/chair sessions	d) Local – University/College level	3 / each
		(a) International	10 /each
		(b) National	7.5 /each
		(c) State level/Regional	5 /each
		d) University/College level Endowment lectures	5 /each

**TABLE – V (A)**

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

		Assistant Director of Physical Education (Stage 1 to Stage 2 (Senior Scale))	Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade) (Stage 3)	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (university only)
I	Teaching, training coaching, sports person development and sports management activities (Category – I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average API annual score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contributions (Category III) – Minimum Annual score required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)
Expert Assessment System		Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20 % - Interview performance	50% - Research evaluation. 30 % - Assessment of domain knowledge contribution and organisation track record with vision plan. 20 % - Interview performance

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

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

**TABLE – V (B)**

**MINIMUM APIS AS PROVIDED IN TABLE-IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SR. SCALE)/COLLEGE DIRECTOR PHYSICAL EDUCATION (SELECTION GRADE) , AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.**

S. No	Categories of Criteria	Minimum Average, yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages for Expert Assessment		
		College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3).	College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4).
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required- to assessed cumulatively	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports. 20 % - Interview performance

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

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

**TABLE – V (C)**

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

<b>S. No. of category</b>	<b>Minimum Norm / Criteria</b>	<b>Assistant Director of Physical Education/College Director of Physical Education (Entry Stage – Stage 1)</b>	<b>Deputy Director of Physical Education in university (Stage 4)</b>	<b>Director of Physical Education in university (Stage 5)</b>
I	API score (Research and Academic Contribution – Category III)	---	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee (Total weightage = 100)	d) Track Record of championship won (30%) e) Sports and athletic skills (40%) f) Interview performance (30%)	h) Research papers (3 nos) evaluation: (40%) i) Organisational skills / Plans of sports: (30%) j) Interview performance: (30%)	a) Research papers (5 nos) evaluation: (50%) b) Organisational track vision plan: (25%) c) Interview performance: (25%)

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

**TABLE – VI**  
**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS**  
**FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITY**  
**AND COLLEGES**

S. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service who are with M.Phil. or six years of service who are without Ph.D/M.Phil	(iv) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Annexure I for university DPEs cadres in university and in Table V(b) of Annexure I for cadres in Colleges. (v) One Orientation and one Refresher Course of 3/4 weeks duration. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
2.	Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE(selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) / College DPE (senior scale) with completed service of five years in Stage 2	(iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Annexure I for university DPEs cadres in university and in Table V(b) of Annexure I for DPEs cadres in Colleges. (v) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
3.	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade) (Stage 3 to Stage 4).	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Annexure I for university DPEs cadres in university and in Table V(b) of Annexure I for cadres in Colleges. (ii) Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M. Phil. holders and exemption of two publications for Ph. D. holders. (iii) Evidence of having produced teams / athletes. (iv) A selection committee process as stipulated in this regulation and in Table V(a) of Annexure I for the university DPE cadres in university and in Table V(b) of Annexure I for cadres in colleges.
4.	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	(iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Annexure I for DPEs in university. These may be achieved over two assessment periods, if required. (v) A minimum of five publications over two assessment periods (six years). (vi) Evidence of having produced teams / athletes. (vii) A selection committee process as stipulated in this regulation and in Table V(a) of Annexure I for DPEs in the university.

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



**TABLE – VII**

**ACADEMIC PERFORMANCE INDICATORS (APIS) BASED ON  
PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT  
APPOINTMENT / CAREER ADVANCEMENT SCHEME (CAS)  
PROMOTIONS APPLICABLE TO LIBRARIAN, (UNIVERSITY) DEPUTY  
LIBRARIAN AND ASST. LIBRARIAN / COLLEGE LIBRARIAN**

**Category – I : Procurement, organisation, and delivery of knowledge and information through Library services**

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

**Category- II – CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.**

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

**Category – III – Research and academic contributions**

S No.	APIs	Activity	Maximum Point
III A	Research Papers published in:	Refereed Journals	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 / chapter in an edited book

		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter
<b>III (C)</b>			
<b>III (C) (i)</b>	Sponsored Projects carried out/ ongoing	(d) Major Projects amount mobilized with grants above 30.0 lakhs	20 /each Project
		(e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15 /each Project
		(f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakh)	10/each Project
<b>III (C) (ii)</b>	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. 10.00 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
<b>III (C) (iii)</b>	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	20 /each major project and 10 / each minor project
<b>III (C) (iv)</b>	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	30 / each national level output or patent /50 /each for International level,
<b>III (D)</b>			
<b>III (D) (i)</b>	M.Phil.	Degree awarded only	3 /each candidate
<b>III (D) (ii)</b>	Ph.D	Degree awarded	10 /each

			candidate
		Thesis submitted	7 /each candidate
<b>III(E)</b>			
<b>III(E)</b> <b>(i)</b>	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks duration	20/each
		One week duration	10/each
<b>III(E)</b> <b>(ii)</b>	Papers in Conferences/ Seminars/ workshops etc. *	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	10/each
		b) National	7.5/each
		c) Regional/State level	5/each
		Local –University/College level	3 / each
<b>III(E)</b> <b>(iv)</b>	Invited lectures or presentations for conferences/ / symposia	International	10 /each
		National level	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 (e)(ii)).

#### Notes.

1. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

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

		Assistant Librarian to Assistant Librarian (senior scale) (Stage 1 to Stage 2)	Deputy Librarian / Assistant Librarian (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4)	Librarian (university only) (Stage 4 to Stage 5)
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50))	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills 20 % - Interview performance	50% Library publication work 30% Assessment of innovative Library service and organisation of digital library services 20% Interview performance

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

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

**TABLE – VIII (B)**  
**MINIMUM WEIGHTAGE POINTS (WP) NORMS OF THE API AS PROVIDED IN**  
**ANNEXURE I TABLE VII TO BE APPLIED FOR THE PROMOTION OF LIBRARY**  
**STAFF OF COLLEGES AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER**  
**CAREER ADVANCEMENT SCHEME (CAS)**

		College Librarian (Stage 1) College Librarian (senior scale) (Stage 2)	College Librarian (senior scale) (Stage 2) to College Librarian (Selection Grade) (Stage 3)	College Librarian (selection Grade) (Stage 3 to Stage 4)
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	5/Year  (40/assessment period)	10/Year  (100/assessment period)	15/Year  (90/assessment period)
	<b>Expert Assessment System</b>	<b>Screening Committee</b>	<b>Screening Committee</b>	<b>Selection Committee</b>
V	Percentage of Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation  50% - Assessment of domain knowledge on Library automation and Organisational skills  20 % - Interview performance

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

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



**TABLE – VIII (C)**  
**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF**  
**LIBRARIAN POSITIONS IN UNIVERSITY DEPARTMENTS / COLLEGES**

**(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY**  
**QUALIFICATIONS STIPULATED IN THIS STATUTE)**

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

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

TABLE – IX

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

S. No	Promotion of Librarian cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant University Librarian / College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant University Librarian / College Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph. D./M.Phil.	<p>(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of <b>Annexure I</b> for Librarian cadres in universities and Table VIII(b) of <b>Annexure I</b> for college Librarian cadres.</p> <p>(ii) One Orientation and one Refresher Course of 3/4 weeks duration</p> <p>(iii) No separate interview points for the Screening cum Verification process of recommending promotion.</p>
2.	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) to Assistant university Librarian (Selection Grade)/ College Librarian/ (selection grade) (Stage 2 to Stage 3)	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) with completed service of five years in Stage 2	<p>(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (a) of <b>Annexure I</b> for Librarian Cadres in <b>university</b> and Table VIII (b) of <b>Annexure I</b> for college librarian cadres.</p> <p>(ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period.</p> <p>(iii) No separate interview points for the Screening cum Verification process of recommending promotion.</p>

3.	Deputy university Librarian / Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	<p>(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (a) of <b>Annexure I</b> for Librarian cadres in <b>university</b>, and in Table VIII (b) of <b>Annexure I</b> for Librarian Cadres in Colleges.</p> <p>(ii) Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders.</p> <p>(iii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation.</p> <p>(iv) A selection committee process as stipulated in the Regulation and in Table VIII (a) of <b>Annexure I</b> for university in Table VIII (b) of <b>Annexure I</b> for librarian cadres in colleges.</p>
4.	Librarian (university) (Stage 5) -	Deputy Librarian in university with three years of completed service in Stage 4.	<p>(i) Minimum API scores using the PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of <b>Annexure I</b> for Librarian (university). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4), if required.</p> <p>(ii) A minimum of 5 publications over current and previous assessment periods.</p> <p>(iii) Evidence of innovative library service and organisation of published work</p> <p>(iv) A selection committee process as stipulated in this regulation and in Table VIII (a) of <b>Annexure I</b> for Librarian (university)</p>

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the librarian cadres as per the API score specified for this cadre.

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

**PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A  
SEVEN/TEN POINTS SCALE**

<b>Grade</b>	<b>7 Point Scale</b>	<b>10 Point Scale</b>	<b>Percentage Equivalent</b>
‘O’ – Outstanding	5.50 - 6.00	7.5 - 10.00	75 - 100
‘A’ – Very Good	4.50 - 5.49	6.5 - 7.4	65 - 74
‘B’ – Good	3.50 - 4.49	5.5 - 6.4	55 - 64
‘C’ – Average	2.50 - 3.49	4.5 - 5.4	45 - 54
‘D’ – Below Average	1.50 - 2.49	3.5 - 4.4	35 - 44
‘E’ – Poor	0.50 - 1.49	2.5 - 3.4	25 - 34
‘F’ – Fail	0 - 0.49	0 - 2.4	0 - 24