

APPENDIX –I

TABLE I (Refer to Appendix III TABLE – I & 6.1.0. of the UGC Regulations, 2010)
**PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIS) IN RECRUITMENTS& CAREER
 ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY/COLLEGE TEACHERS**

Category I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITY/PERFORMANCE

Maximum score allotted: 125

Minimum API Score required: 75

Sr. No	Nature of activity	Max. Score
(i)	<ul style="list-style-type: none"> ❖ Lectures / Practical / Tutorials / Contract classes taken should be based on verifiable records ❖ No scores should be assigned if a teacher has taken less than (say) 80% assigned classes. (University/College authorities may give allowance for period of leave where alternative teaching arrangements have been made or extra lectures are engaged by the concerned teacher.) ❖ Maximum score of 50 if there is 100% achievement 	50
(ii)	If teacher has taken classes exceeding University norm, then two point to be assigned for each extra hour of classes	10
(iii)	Imparting of knowledge / instruction as per the curriculum with the prescribed material (Text book / Manual etc.) and methodology of the curriculum (Maximum score of 20 points if there is 100% compliance)	20
(iv)	Use of Participatory and innovative teaching –learning methodologies updating of subject context, course improvement etc.	
	Updating of courses, design of curriculum (5 points per course)	10
	Participatory & Innovative T/L 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	10
	Use of ICT in T/L process with computer-aided methods like power point/multimedia/simulation/software etc. (Use of any one of these addition to Chalk & Board: 5 points)	10
	Developing and imparting Remedial / Bridge courses (each activity : 5 points)	10
	Developing and imparting soft skills/communication skills/personality development courses/modules (each activity: 5 points)	10
	Developing and imparting specialized teaching learning programmes in physical education, library ; innovative compositions and creations in music , performing and visual arts and other traditional areas (Each activity : 5 points)	10
	Organizing and conduction of popularization programmes. Training courses in computer assisted teaching/web based learning and e-library skills to students Workshop/training course : 10 points each Popularization programmes : 5 points	10
	Maximum aggregate Limit	20
(v)	Examination Related Work	
i	College/University and Semester/Annual Examination work as per duties allotted. Invigilation – 10 points , Evaluation of answer scripts – 5 points ; Question paper setting – 5 points (100% compliance = 20 points)	20
ii	College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10- points)	10
iii	Examination work as coordination, or flying squad duties etc. (5 points per activity (max. 10) depending upon intensity of duty) (100% compliance = 10 points)	10
	Maximum aggregate Limit B (iv)	25

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

Maximum score allotted: 50

Minimum API Score required: 15

Sr. No.	Nature of Activity	Max. Score
(i)	Extension and Co-curricular Related Activities	
	Departmental/Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 point each)	10
	Positions held/Leadership role placed in organization linked with extension work and National service Scheme (NSS) NCC or any other similar activity (each activity 10 points)	10
	Students and staff related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points, institutional level 5 points)	10
	Community work such as Values of National Integration, secularism, democracy socialism, humanism, peace, scientific temper; flood or drought relief, small family norms etc. (5 points each)	10
	Maximum Aggregate Limit	20
(ii)	Contribution to Corporate Life and Management of the Institution	
	Contribution to Corporate life in University/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each)	10
	Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points)	10
	Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development committee, library committee etc. (5 points each)	10
	Responsibility for participation in committee for students welfare, counseling and Discipline (5 each)	10
	Organization of Conference /Training Programmes: a. International (10 points); b. national/regional (5 points) c. as a member of the organizing committee (1 point each)	10
	Maximum Aggregate Limit	15
(iii).	Professional Development Related Activities	
	Membership in profession related committees at state and national level a. At National Level: 3 points each b. At State Level: 2 points each	10
	Participation in Subject associations, conference, seminars without paper presentation (each activity : 2 point)	10
	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, examination reforms, institutional governance (each activity: 5 points)	10
	Membership/Participation in State / Central bodies/ committees on Education, Research and National Development (5 each)	10
	Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks, television programmes (1 point each)	10
	Maximum Aggregate Limit	15

API scoring will be progressively rolled out for categories I & II, beginning with assessment of one year for selection committees in 2010-11, annual average of two years in 2011-12 and so on. But for Category III, scores will be computed for the entire assessment period as already indicated in the Regulations.

CATEGORY III: RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

Sr. No.	Parameters	Particulars	API Score allotted
III(a)	Research Publication (journals)	Refereed Journals (Total Publications = N)	15 per publication
		No. of papers published in Indexed Journals out of $N = N_1$	5 per publication
		No. of papers published in journals with impact factor between 1 and 2 out of $N = N_2$	10 per publication
		No. of papers published in journals with impact factor between 2 and 5 out of $N = N_3$	15 per publication
		No. of Papers published in journals with impact factor 5 and above out of $N = N_4$	25 per publication
		Non-Refereed but recognized and reputed journals and periodicals, having ISBN / ISSN numbers. No. Of Papers published = N_5	10 per publication
		Conference Proceedings as full papers, etc. (Abstract not to be included) No. of Papers published = N_6	10 per publication
		Total of III (A)	
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. a. No. of sole author book(s) = M_1 b. No. of chapter(s) in an edited book(s) = M_2	50/Book as sole author 10/chapter in an edited book
		Subject Books by National / State level publishers and Central Govt. Publications with ISBN/ISSN numbers. a. No. of sole author book(s) = M_3 b. No. of chapter(s) in an edited book(s) = M_4	25/Book as sole author 5/chapter in an edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers. a. No. of sole author book(s) = M_5 b. No. of chapter(s) in an edited book(s) = M_6	15/Book as sole author 3/chapter in an edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers No. of chapter(s) = M_7	10/chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories No. of chapter(s) = M_8	5/chapter
		Total of III (B)	

III (C)			
(i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 5.0 Lakhs No. Of Project(S) = P_1	20 / project
		Major Projects Amount mobilized with minimum of Rs. 3.00 Lakhs up to Rs. 5.00 Lakhs No. Of Project(S) = P_2	15/project
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakhs) No. Of Project(S) = P_3	10/project
(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.2.00 Lakhs. Amount mobilised in multiple of Rs. 2 Lakhs. = R	10 per Rs. 2 Lakhs
(iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency) ➤ No. Of completed & accepted Major Project(S) = Q_1 ➤ No. Of Completed & accepted Minor Project(s) = Q_2	20 / Major Project 10 / Minor Project
(iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level: a. No. of State level Output = Q_1 b. No. of Central / National level output = Q_2 c. No. of International Level Output = Q_3	10/ State Level; 30 / National level; 50 /International Level Output / Patent
		Total of III (C)	
III D			
(i)	M.Phil.	Degree awarded only No. of Candidates = D_1	3 per candidate
(ii)	Ph.D.	Degree awarded only No. of Candidates = D_2	10 per candidate
		Thesis Submitted No. of Candidates = D_3	7 per candidate
		Total of III (D)	
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 No. of Programme(s) = P_1	20 each
		(b). Not less than one weeks duration No. of Programme(s) = P_2	10 each

(ii)	Papers in Conference/ Seminars / workshops etc.(that are not included in III A) *	Participation and Presentation of research papers (oral/poster) in	
		a) International Conference No. of papers = P_1	10 Points each
		b) National No. of papers = P_2	7.5 Points each
		c) Regional/State level No. of papers = P_3	5 Points each
		d) Local –University/College level No. of papers = P_4	3 Points each
(iii)	Invited to deliver lecture or make presentations for conferences / symposia	(a) International No. of Lectures and/or Presentations = L_1	10 Points each
		(b) National level No. of Lectures and/or Presentations = L_2	5 Points each
		Total of III (E)	

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Note:

1. It is incumbent on the Coordination Committee proposed in this circular and the University to prepare and publicize within six months subject-wise list of journals, periodicals and publishers under categories IIIA and B, Till such time, Screening / Selection Committee will assess and verify the categorization and scores of publications.
 2. The API for Joint Publications will have to be calculated in the following manner: Of the Total Score for the relevant category of publication by the concerned teacher, the first / Principal author and the corresponding authors / supervisors / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by the other authors.
- * The API score for paper in refereed journal will 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 above 5 – 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)).
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APPENDIX – I

Table II(b) (Refer to APPENDIX – III TABLE – II (B) of UGC Regulations 2010)

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)

		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 cadre (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts
I	Teaching-learning, Evaluation Related Activities (Category – I)	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
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: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively