CAS New Guidelines

Dated: 31st July, 2016

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR IN UNIVERSITIES AND COLLEGES.

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self- assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
I	a. Direct Teaching	70	Actual hours spent per academic year ÷**7.5**	60	Actual hours spent per academic year ÷**7.75**	60	Actual hours spent per academic year ÷**7.75**
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20	Actual hours spent per academic year ÷**10**	20	Actual hours spent per academic year ÷**10**	10	Actual hours spent per academic year ÷**10**
	c. Innovative Teaching - learning methodologies, updating of subject contents/courses, mentoring etc.	10	Actual hours spent per academic year ÷**10**	15	Actual hours spent per academic year ÷**10**	20	Actual hours spent per academic year ÷**10**

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals /Project Supervision/Field Work. . 2.University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.

3.In consonance with established academic and teaching traditions, and with a view to reinforcing a

student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

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

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co- curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

Cate-gory II	Nature of Activity	Maximum API Score	Actual score
a.	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year ÷ **10**
b.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year ÷ **10**
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures	15	Actual hours spent per
	in refresher / faculty development courses, dissemination and general articles and any other contribution)		academic year ÷ **10**

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library / Physical education / Management	Maximum score for University / College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC **#**	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published b National level publishers, wit ISBN/ISSN number or State / Central Govt. Publications a approved by the University an posted on its website. The List wil be intimated to UGC.	20 per Book or h Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs,
				respectively

III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer / Product / Process	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government – 20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE			
III(D)(i	M. Phil.	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate
III E	Fellowships, Awards and Invited lectures delivered in conferences / seminars			
III(E) (i)	Fellowships/ Awards	International Award/Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15 per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship
		State/University level Award from academic bodies	State/University level Award from academic bodies/associations	5 Per Award
III(E) (ii)	Invited lectures / papers	International	International	7 per lecture / 5 per paper presented
		National level	National level	5 per lecture / 3 per paper presented
		State/University level	State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
III(F)	Development of e-learning delivery process/material			10 per module

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - 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 20 points: (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

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 COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT

Category	Activity	Assistant Professor / equivalent	Assistant Professor / equivalent	Assistant Professor (Stage 3) to Assoc. Professor/ equivalent	Associate Professor (Stage 4) to	Professor (Stage 5) to
		cadres: (Stage 1 to Stage 2)	cadres: (Stage 2 to Stage 3)	cadres (Stage 4)	Professor /equivalent cadres (Stage 5)	Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/year	75/year	70/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 / Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period	100 / Assessment period
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period	400 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period	600 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation 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% - Research Contribution 50% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution. 30% - Assessment of domain knowledge & teaching practices. 20 % - Interview performance	50% - Research Contribution. 50%- Performance evaluation and other credential by referral procedure

* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & 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%)

APPENDIX-III - TABLE: III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES 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	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (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 Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion.

3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).
			(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 may be given to M. Phil. holders and an exemption of two publications may 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 the regulation and in Tables II(A).
4.	Associate Professor (Stage	Associate Professor with three years of completed	(i)Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided
	4) to Professor (Stage 5)	service in Stage 4.	in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.
			(ii)A minimum of five publications since the period that the teacher is placed in stage 3.
			(iii) A selection committee process as stipulated in the regulation and in Tables II (A).
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (universities only)	(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).
			(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.D., etc.,
			(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A)..

CAS NEW FORMAT

Rayat Shikshan Sanstha's

R.B. Narayanrao Borawake College, Shrirampur, Dist. Ahmednagar

(Affiliated to Savitribai Phule Pune University Pune)
Tel.: (02422), 222347 Fax : (02422), 222472.
Email: rbnbcollege@gmail.com

PART 'A'

YEAR OF PERFORMANCE APPRAISAL:

SECTION – A: GENERAL

1.	Name	:	
2.	Designation	:	
3.	Name of the Department / Centre	:	
4.	Communication Address	:	
5.	Email Telephone / Mobile number	:	
6.	YEAR OF PERFORMANCE APPRAISAL	:	

SECTION - B:

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Sr. No.	Nature of Activity	Maximum Score		
	ESSENTIAL	**Max. API Score allotted (A.P/Asso.P/P)**	**Self-appraisal Score**	**Verified API Score**
a.	Direct Teaching	70/60/60		
b.	Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20/20/10		
c.	Innovative Teaching – learning methodologies, Up-dating of subject contents/courses, mentoring etc.	10/15/20		
	Total of (I)	**100/95/90**		

a. Actual hours spent per academic year÷7.5
b. Actual hours spent per academic year÷7.75
c. Actual hours spent per academic year÷7.75

Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practical's/ Project Supervision/ Field Work.

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

Sr. No.	Nature of Activity	Maximum Score		
	CO-CURRICULAR AND EXTENSION ACTIVITES	API Score allotted	Self-appraisal Score	Verified API Score
a.	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	15		
b.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees.	15		
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution)	15		
	Total of (II)	**45**		

a. Actual hours spent per academic year÷10

b. Actual hours spent per academic year÷10

c. Actual hours spent per academic year÷10

Category-III: Research and academic contribution

Sr. No.	Activity	Faculty of Sciences / Engineering / Agriculture /Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences/ Library / Physical education / Management	Maximum score for University / College teacher		
				API Score allotted	Self appraisal Score	Verified API Score
III(A)	Research Publications (Journals)	Refereed Journals as notified by the UGC [Total Publications = N]	Refereed Journals as notified by the UGC [Total Publications = N]	25 / publication	$N \times 25$ =	
		No. of Papers with impact factor less than 1 [out of N = N_1]	No. of Papers with impact factor less than 1[out of N = N_1]	5 / publication	$N_1 \times 5$ =	
		No. of Papers with impact factor between 1 and < 2 [out of N = N_2]	No. of Papers with impact factor between 1 and 2 [out of N = N_2]	10 / publication	$N_2 \times 10$ =	
		No. of Papers with impact factor between 2 and < 5 [out of N = N_3]	No. of Papers with impact factor between 2 and 5 [out of N = N_3]	15 / publication	$N_3 \times 15$ =	
		No. of Papers with impact factor between 5 and < 10 [out of N = N_4]	No. of Papers with impact factor between 5 and 10 [out of N = N_4]	20 / publication	$N_4 \times 20$ =	
		No. of Papers with impact factor above 10 [out of N = N_5]	No. of Papers with impact factor above 10 [out of N = N_5]	25 / publication	$N_5 \times 25$ =	
		Other Reputed Journals as notified by the UGC [No. of papers = N_6]	Other Reputed Journals as notified by the UGC [No. of papers = N_6]	10 / Publication	$N_6 \times 10$ =	
				Total of III (A)		

The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

III(b)	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by international Publishers, with ISBN/ISSN number as approved by the University and posted on its website No. of single author book(s) = M_1	Text/Reference, Books published by international Publishers, with ISBN/ISSN number as approved by the University and posted on its website No. of sole author book(s) = M_1	30 /single Author book	$M_1 \times 30$ =	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State /Central Govt. Publications as approved by the University and posted on its website. No. of single author book(s) = M_2	Subject Books, published by National level publishers, with ISBN/ISSN number or State /Central Govt. Publications as approved by the University and posted on its website. No. of single author book(s) = M_2	20 /single Author book	$M_2 \times 20$ =	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. No. of single author book(s) = M_3	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. No. of single author book(s) = M_3	15 /single Author book	$M_3 \times 15$ =	
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. [No. of chapter(s) = M_4 /M_5]	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. [No. of chapter(s) = M_4 /M_5]	International 10 /Chapter International 10 /Chapter	$M_4 \times 10$ = $M_5 \times 5$ =	
				Total of III (B)		

III(C)	RESEARCH PROJECT					
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs [No. of S. Project(s) = P_1]	Major Projects with grants above Rs. 5 lakhs [No. of S. Project(s) = P_1]	20 / Project	$P_1 \times 20$ =	
		(b) Major Projects with grants above Rs. 5 lakhs up to 30 lakhs [No. of S. Project(s) = P_2]	Major Projects with minimum of Rs. 3 lakhs up to Rs. 5 lakhs [No. of S. Project(s) = P_2]	15 / Project	$P_2 \times 15$ =	
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs [No. of S. Project(s) = P_3]	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs [No. of S. Project(s)= P_3]	10 / Project	$P_3 \times 10$ =	
III(C) (ii)	Consultancy Projects	Amount mobilized with minimum of Rs.10 lakhs [No. of C. Projects=R]	Amount mobilized with minimum of Rs.2 lakhs [No. of C. Projects =R]	10 per every Rs.10 lakhs and Rs. 2 lakhs Respectively	$R \times 10$ =	
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process [a) No. of international level output = O_1 b) No. of national level output = O_2]	Major Policy document prepared for [a) international bodies like WHO/UNO/ UNESCO/UNICEFetc. Central / State Govt./ Local Bodies [a) No./International bodies = O_1 [b)No./Central Government = O_2] [c) No./State Government = O_3] [d) No./Local bodies = O_4]	(O_1)30/ international level; (O_2)20/ national level/central Govt. (O_3)10/ State Govt. (O_4) 5/ Local bodies	$O_1 \times 30$ = $O_2 \times 20$ = $O_3 \times 10$ = $O_4 \times 5$ =	
				Total of III (c)		

III(D)	RESEARCH GUIDANCE					
III (D) (i)	M. Phil.	Degree awarded No. of Candidates = D_1]	Degree awarded No.of Candidates = D_1]	5/candidate	$D_1 \times 5$ =	
III (D) (ii)	Ph.D.	[a) Degree awarded - No. of Candidates = D_2 b) Thesis submitted - No. of Candidates = D_3]	[a) Degree awarded - No. of Candidates = D_2 b) Thesis submitted - No. of Candidates = D_3]	15/candidate 10/candidate	$D_2 \times 15$ = $D_3 \times 10$ =	
				Total of III(d)		
III(E)	**Fellowships, Awards and Invited lectures delivered in conferences / seminars**					
III (E) (i)	Fellowships/ Awards)	International Award/Fellowship from academic bodies	International Award / Fellowship from academic bodies/ associations	15 each Award/	$T_1 \times 15$ =	

		[No. of Award/Fellowship =T_1]	[No. of Award/Fellowship = T_1]	Fellowship		
		National Award/Fellowship from academic bodies [No. of Award/Fellowship =T_2]	National award/ Fellowship from Academic bodies/ associations [No. of Award/Fellowship =T_2]	10 each Award/ Fellowship	$T_2 \times 10$ =	
		State/University level Award from academic bodies [No. of Award =T_3]	State/University level Award from academic bodies/associations [No. of Award/Fellowship =T_3]	5 each award	$T_3 \times 10$ =	
III (E) (ii)	Invited lectures / papers *(The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any Assessment period.)*	International [No. of Lectures=C_1 No. of Papers=C_2]	International [No. of Lectures=C_1 No. of Papers=C_2]	7/5 each	$C_1 \times 7$ = $C_2 \times 5$ =	
		National [No. of Lectures=C_1 No. of Papers=C_2]	National [No. of Lectures=C_1 No. of Papers=C_2]	5/3 each	$C_1 \times 5$ = $C_2 \times 3$ =	
		State/University level [No. of Lectures=C_1 No. of Papers=C_2]	State/University level [No. of Lectures=C_1 No. of Papers=C_2]	3/2 each	$C_1 \times 3$ = $C_2 \times 2$ =	
					Total of III(E)	
III(F)	**Development of e-learning delivery process/material**	10 per module			**No. of modules** X 10 =	

Total of - III (A+B+C+D+E+F)		

Grand Total of Category (I + II + III)		

Signature of the teacher

Signature of HOD / Director

Date :

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Vice-Chancellor/Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. **(a) Assessment by the Vice Chancellor(for Heads)/ Head of the Department(for teachers) of the** work done under each head of activity :

Assessment of Teaching,
Extension and Research activities should be based on Verified API Score under respective category as mentioned in Part "A" and shall be made in the following manner.

Teaching [Category I of Part 'A']		Extension [Category II of Part 'A']	
Grade	Verified API Score	Grade	Verified API Score
Outstanding	115 - 125	Outstanding	40 - 50
Very Good	105 - 114	Very Good	34 - 39
Positively Good	95 - 104	Positively Good	28 - 33
Good	85 - 94	Good	22 - 27
Average	75 - 84	Average	15 - 21
Below Average	0 - 74	Below Average	0 - 14

	Outstanding (A+)	Very Good (A)	Positively Good (B+)	Good (B)	Average (B-)	Below Average (c)
Teaching						
Extension						
Research						
Administration						

(b) Grading : [General Assessment on the basis of the assessment made in Clause 2(a) above]

(A+) Outstanding, (A) Very Good, (B+) Positively Good, (B) Good, (B-) Average, (C) Below Average

3. Comments of the Vice-Chancellor/ Head of the Department on (1) (b) (and) (c) :

(c) Justification of assessment of work as outstanding/below average :

4. Remarks and suggestions :

Signature
(Head of the Department)

Remarks of the Vice-Chancellor/Principal (Adverse remarks as well as remarks of appreciation)

Signature of Principal

PBAS Proforma for Promotion under CAS

CATEGORY: III. RESEARCH, PUBLICATIONS AND ACADEMICCONTRIBUTIONS

III-(A). Published Papers in Journals

Sr. No.	Title with page Nos.	Journal	ISSN/ ISBN No.	Whether peer reviewed. Impact Factor, if any	No. of co-authors	Whether you are the main author	API Score	
							Self	Verified
						Total		

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

Sr. No.	Title with page Nos.	Book Title, editor & publisher	ISSN/ ISBN No.	Whether peer reviewed	No of co-authors	Whether you are the main author	API Score	
							Self	Verified
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III (C) Research Projects

III (C) (i) Sponsored Projects

Sr. No.	Title	Agency	Period	Grant /Amount Mobilized (Rs. Lakh)	API Score	
					Self	Verified
	Total				**Nil**	

III (C) (ii) Consultancy Projects

Sr. No.	Title	Agency	Period	Grant /Amount Mobilized (Rs. Lakh)	API Score	
					Self	Verified

		Nil	
	Total		

III (c) (iii) Project outcomes

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

III. (D) Research Guidance

III (D), (i) M. Phil.

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	
				Self	Verified
M. Phil or equivalent					

III (D), (ii) Ph.D.

Sr. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score	
				Self	Verified
Ph. D. or equivalent					

III. (E) (i). Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars

Sr. No.	Name of the fellowship/award	Level International/National/State	API Score	
			Self	Verified

III (E) (ii).

Sr. No.	Invited lectures / papers presented	Level International/National/State	API Score	
			Self	Verified

III (E) (iii). Development of e-learning delivery process/material

IV. SUMMARY OF API SCORES FOR ASSESSMENT PERIOD CLAIMED BY THE CANDIDATE

Category	Criteria	Year
I	Teaching, Learning and Evaluation related activities	
II	Co-curricular, Extension, Professional development etc	
	Total I + II	
III	Research and Academic Contribution	

PART C: OTHER RELEVANT INFORMATION

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

Sr. No.	Details (Mention Year, value etc. where relevant)
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LIST OF ENCLOSURES: *(Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)*

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

Signature of the faculty with
Designation, Place & Date   *Signature of HOD*

Signature of Principal