



ಕರ್ನಾಟಕ ಸರ್ಕಾರ
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ

ಸಂಖ್ಯೆ: ಕಾಶಿಇ/51/ಎಜಿಪಿ/2015-16/ಬಸ್ಕಾವಿ

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 14.07.2017.

ಸುತ್ತೋಲೆ

ವಿಷಯ: ಖಾಸಗಿ ಅನುದಾನಿತ ಪದವಿ, ಶಿಕ್ಷಣ ಹಾಗೂ ಕಾನೂನು ಕಾಲೇಜುಗಳಲ್ಲಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರುಗಳಿಗೆ ವೃತ್ತಿ ಪದೋನ್ನತಿ ಅಡಿಯಲ್ಲಿ ಉನ್ನತ (Higher) ಎ.ಜಿ.ಪಿ. ರೂ.9000/- ಮಂಜೂರಾತಿ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ: 1. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಇಡಿ 37 ಯುಎನ್ಇ 2009, ದಿ:24.12.2009 ಹಾಗೂ ಸರ್ಕಾರದಿಂದ ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸಲಾದ ಆದೇಶ ಹಾಗೂ ಮಾರ್ಗಸೂಚಿಗಳು.
2. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಇಡಿ 21 ಯುಎನ್ಇ 2011 ದಿನಾಂಕ: 01.02.2011
3. ಯು.ಜಿ.ಸಿ. ನಿಯಮಗಳ ಆದೇಶ ಸಂಖ್ಯೆ: ಎಫ್3-1/ 2009, ದಿ:30.06.2010
4. ಯು.ಜಿ.ಸಿ.ಯ ಅರೆ ಸರ್ಕಾರಿ ಪತ್ರ ಸಂಖ್ಯೆ: ಎಫ್1.2/2009 V(i)vol-II, ದಿ:14.06.2013 ರೊಂದಿಗೆ ಲಗತ್ತಿಸಿರುವ ದಿ:13.06.2013ರ ಯು.ಜಿ.ಸಿ. ನಿಯಮಗಳ ತಿದ್ದುಪಡಿ ಆದೇಶ
5. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಇಡಿ 382 ಯುಎನ್ಇ 2012, ದಿ:25.09.2014
6. ಯು.ಜಿ.ಸಿ.ಯ ದಿನಾಂಕ: 04.05.2016 ಹಾಗೂ 11.07.2016ರ ಅಧಿಸೂಚನೆ.
7. ಸರ್ಕಾರದ ತಿದ್ದುಪಡಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಇಡಿ 382 ಯುಎನ್ಇ 2012 ದಿನಾಂಕ: 22.02.2017

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ಇಲಾಖೆಯ ವ್ಯಾಪ್ತಿಯಲ್ಲಿನ ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನಿತ ಪದವಿ, ಶಿಕ್ಷಣ ಹಾಗೂ ಕಾನೂನು ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರು/ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರುಗಳ ಗಮನಕ್ಕೆ ತರುವುದೇನೆಂದರೆ, 2006ರ ಯು.ಜಿ.ಸಿ. ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಉಲ್ಲೇಖ (1) ಹಾಗೂ (2)ರ ಆದೇಶಗಳಲ್ಲಿ ಜಾರಿಗೊಳಿಸಲಾಗಿರುತ್ತದೆ. ಇದರನ್ವಯ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರ ವೇತನ ಶ್ರೇಣಿ (ರೂ. 15,600-39,100)+8000 ಎ.ಜಿ.ಪಿ.ಯಿಂದ ಸಹ ಪ್ರಾಧ್ಯಾಪಕರ ಹುದ್ದೆ (ರೂ.37400-67000)+9000 ಎ.ಜಿ.ಪಿ.ಗೆ ಅವಕಾಶ ಕಲ್ಪಿಸಲಾಗಿರುತ್ತದೆ.

ಉಲ್ಲೇಖ (3) ರ ಯು.ಜಿ.ಸಿ. ನಿಯಮಗಳಿಗೆ ತಿದ್ದುಪಡಿಗಳನ್ನು ಉಲ್ಲೇಖ (4) ಹಾಗೂ (6)ರಲ್ಲಿ ಹೊರಡಿಸಲಾಗಿರುತ್ತದೆ. ಸರ್ಕಾರದ ದಿನಾಂಕ: 22.02.2017ರ ತಿದ್ದುಪಡಿ ಆದೇಶದಲ್ಲಿ ಯು.ಜಿ.ಸಿ.ಯ

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ದಿನಾಂಕ: 04.05.2016 ಮತ್ತು ದಿನಾಂಕ: 11.07.2016 ರ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಅಳವಡಿಸಲಾಗಿರುತ್ತದೆ.

ಆದ್ದರಿಂದ ರೂ.. (15,600-39,100)+8000 ರಿಂದ ರೂ. (37400-67000)+9000 ಗಾಗಿ ಈ ಕೆಳಕಂಡಂತೆ ಷರತ್ತು ಹಾಗೂ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಹೊರಡಿಸಲಾಗಿದೆ.

ಷರತ್ತು ಹಾಗೂ ಮಾರ್ಗಸೂಚಿಗಳು :

1. ದಿನಾಂಕ: 30.08.2010 ಹಾಗೂ ಅನಂತರದಲ್ಲ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ರೂ.8000 ಎ.ಜಿ.ಪಿ. ಪಡೆದು 03 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಮತ್ತು ಅಗತ್ಯ ಎ.ಪಿ.ಐ. ಅಂಕಗಳನ್ನು ಗಳಿಸಿದವರು ಈ ಸೌಲಭ್ಯಕ್ಕೆ ಅರ್ಹರಿರುತ್ತಾರೆ.
2. ಈ ಸುತ್ತೋಲೆಯೊಂದಿಗೆ ಲಗತ್ತಿಸಿರುವ ಯುಜಿಸಿಯ ದಿ.11.07.2016ರ APPENDIX-III, Table-I (Proposed scores for API in CAS) (Category I, II & III), Table-II (Minimum points Norms of API) ಮತ್ತು Table-III (Minimum Service Requirements) ಗಳನ್ವಯ ಕ್ರಮ ಜರುಗಿಸುವುದು.
3. ಉನ್ನತ (Higher) ಎ.ಜಿ.ಪಿ.ಗೆ ಅರ್ಹರಿರುವ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು ಉಲ್ಲೇಖ 3 ಮತ್ತು 6ರ ಯು.ಜಿ.ಸಿ.ಯ ಮಾರ್ಗಸೂಚಿ ಹಾಗೂ ಸರ್ಕಾರಿ ಆದೇಶಗಳನ್ನು ಗಮನದಲ್ಲರಿಸಿಕೊಂಡು APPENDIX-III, Table-I (Category I, II & III) ನಮೂನೆಗಳಲ್ಲಿ ಭರ್ತಿ ಮಾಡಿ ದೃಢೀಕೃತ ದಾಖಲೆಗಳೊಂದಿಗೆ ಆಯ್ಕೆ ಸಮಿತಿಗೆ ಸಲ್ಲಿಸತಕ್ಕದ್ದು.
4. ದಿನಾಂಕ: 11.07.2016ರ ಯು.ಜಿ.ಸಿ. ಆದೇಶ/ಮಾರ್ಗಸೂಚಿಗಳ ಪ್ರಕಾರ ಎ.ಪಿ.ಐ. ಅಂಕಗಳನ್ನು ಅರ್ಹತಾ ದಿನಾಂಕದವರೆಗೆ ನಮೂದಿಸತಕ್ಕದ್ದು.
5. ಸಹ ಪ್ರಾಧ್ಯಾಪಕರ ಪದೋನ್ನತಿಗಾಗಿ ಆಯ್ಕೆ ಸಮಿತಿಯನ್ನು ಯುಜಿಸಿಯ ದಿನಾಂಕ: 30.06.2010ರ ಕಂಡಿಕೆ: 5.1.5ರಂತೆ ರಚಿಸತಕ್ಕದ್ದು.
6. ಪ್ರಾಂಶುಪಾಲರು ತಮ್ಮ ಹಂತದಲ್ಲಿ ಯುಜಿಸಿಯ ದಿನಾಂಕ: 30.06.2010ರ ಕಂಡಿಕೆ: 5.1.5ರಲ್ಲಿ ನೀಡಲಾಗಿರುವ ನಿರ್ದೇಶನಗಳನ್ವಯ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರನ್ನು ಒಳಗೊಂಡಂತೆ ಆಯ್ಕೆ ಸಮಿತಿಯನ್ನು ರಚಿಸಿ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು ಸಲ್ಲಿಸಿರುವ ನಿಗದಿತ ನಮೂನೆಗಳು, ಪ್ರಮಾಣ ಪತ್ರಗಳು ಹಾಗೂ ದಾಖಲಾತಿಗಳನ್ನು ಕೂಲಂಕಷವಾಗಿ ಪರಿಶೀಲಿಸಿ ದಿನಾಂಕ : 11.07.2016ರ ಯು.ಜಿ.ಸಿ. ಮಾರ್ಗಸೂಚಿಗಳ ಅನುಸಾರ APPENDIX-III, Table-II (A), APPENDIX-III, Table-III(3) ರಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವಂತೆ ಉನ್ನತ ಎ.ಜಿ.ಪಿ.ಗೆ ಅರ್ಹರಿದ್ದಲ್ಲಿ ಚೆಕ್‌ಲಿಸ್ಟ್‌ನೊಂದಿಗೆ ಪ್ರಸ್ತಾವನೆಯನ್ನು ತಮ್ಮ ಶಿಫಾರಸ್ಸಿನೊಂದಿಗೆ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಗೆ

ಸಲ್ಲಸಬೇಕು. ಜಂಟಿ ನಿರ್ದೇಶಕರು ಕ್ರೋಢಿಕರಿಸಿದ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕೇಂದ್ರ ಕಛೇರಿಗೆ ಕಳುಹಿಸಬೇಕು.

7. ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು ತಮ್ಮ ಸೇವಾವಧಿಯಲ್ಲಿ ವೇತನ ರಹಿತ ರಜೆ/ಅನಧಿಕೃತ ಗೈರು ಹಾಜರಾಗಿದ್ದಲ್ಲಿ ಆ ಅವಧಿಯನ್ನು ಮುಂದೂಡಿ ಅರ್ಹತಾ ದಿನಾಂಕವನ್ನು ನಿಗದಿಪಡಿಸತಕ್ಕದ್ದು.
8. ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರುಗಳ ವಿರುದ್ಧ ಶಿಸ್ತು ಪ್ರಕರಣಗಳು ದಾಖಲಾಗಿ/ವಿಚಾರಣೆ ಹಂತದಲ್ಲಿ ಇದ್ದಲ್ಲಿ ಪ್ರಸ್ತಾವನೆಗಳನ್ನು ಪರಿಗಣಿಸತಕ್ಕದ್ದಲ್ಲ.
9. ಕರ್ನಾಟಕ ಸಿವಿಲ್ ಸೇವಾ(ಕಂಪ್ಯೂಟರ್ ಸಾಕ್ಷರತಾ ಪರೀಕ್ಷೆ) ನಿಯಮಗಳು 2012 ಹಾಗೂ ತಿದ್ದುಪಡಿ ನಿಯಮಗಳು 2015ರನ್ವಯ ಸರ್ಕಾರದಿಂದ ನಿಗದಿ ಪಡಿಸಲಾಗಿರುವ ಅಧಿಕೃತ ಏಜನ್ಸಿಯಾದ (Keionics) ನಿಂದ ನಡೆಸಲಾಗುವ ಕಂಪ್ಯೂಟರ್ ಸಾಕ್ಷರತಾ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಕಡ್ಡಾಯವಾಗಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕಾಗಿರುತ್ತದೆ.
10. ಕೇಂದ್ರ ಕಛೇರಿಯ ಹಂತದಲ್ಲಿ ರಚಿಸಲ್ಪಡುವ Selection Committee ಮುಂದೆ ಸೂಕ್ತ ದಾಖಲಾತಿಗಳೊಂದಿಗೆ ನಿಗದಿ ಪಡಿಸಿದ ದಿನಾಂಕದಂದು ಸಂದರ್ಶನಕ್ಕೆ ಹಾಜರಾಗಬೇಕಾಗಿರುತ್ತದೆ.

(ಕರಡು ಆಯುಕ್ತರಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿದೆ)

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಹೆಚ್ಚುವರಿ ನಿರ್ದೇಶಕರು

ಇವರಿಗೆ:

1. ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನಿತ ಪದವಿ, ಕಾನೂನು ಹಾಗೂ ಶಿಕ್ಷಣ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ-ಮೇಲ್ಕಂಡ ಷರತ್ತು ಹಾಗೂ ಮಾರ್ಗಸೂಚಿಗಳ ಪ್ರಕಾರ ಪ್ರಸ್ತಾವನೆಗಳನ್ನು ಈ ಸುತ್ತೋಲೆಯು ಇಲಾಖಾ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟವಾದ ಒಂದು ತಿಂಗಳೊಳಗಾಗಿ ಸಲ್ಲಸಲು ತಿಳಿಸಲಾಗಿದೆ.
2. ಜಂಟಿನಿರ್ದೇಶಕರು, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕ ಕಛೇರಿ, ಬೆಂಗಳೂರು, ಮೈಸೂರು, ಶಿವಮೊಗ್ಗ, ಮಂಗಳೂರು, ಧಾರವಾಡ, ಕಲ್ಬುರ್ಗಿ- ಮಾಹಿತಿಗಾಗಿ.
3. ಅಧ್ಯಕ್ಷರು/ಕಾರ್ಯದರ್ಶಿಗಳು - ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನಿತ ಪದವಿ, ಶಿಕ್ಷಣ ಹಾಗೂ ಕಾನೂನು ಕಾಲೇಜುಗಳ ಆಡಳಿತ ಮಂಡಳಿಗಳು - ಮಾಹಿತಿ ಹಾಗೂ ಅಗತ್ಯಕ್ರಮಕ್ಕಾಗಿ.
4. ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನಿತ ಪದವಿ, ಶಿಕ್ಷಣ ಹಾಗೂ ಕಾನೂನು ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ - ಮಾಹಿತಿ ಹಾಗೂ ಅಗತ್ಯಕ್ರಮಕ್ಕಾಗಿ.

ಪ್ರತಿಯನ್ನು:

1. ಮಾಹಿತಿ ಅಧಿಕಾರಿಗಳು, ಮಾಹಿತಿ ವಿಭಾಗ, ಕೇಂದ್ರ ಕಛೇರಿ, ಬೆಂಗಳೂರು - ಮೇಲ್ಕಂಡ ಸುತ್ತೋಲೆ ಹಾಗೂ ನಮೂನೆಗಳನ್ನು ಇಲಾಖಾ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟಿಸುವ ಸಂಬಂಧದಲ್ಲಿ ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.
2. ಕಛೇರಿ ಪ್ರತಿ.

ನಮೂನೆ

(2006ರ ಯು.ಜಿ.ಸಿ. ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ರೂ.9000/- ಎ.ಜಿ.ಪಿ. ಮಂಜೂರಾತಿಯ ಬಗ್ಗೆ)

ಭಾಗ-1 ಸಾಮಾನ್ಯ ಮಾಹಿತಿ

1	ಹೆಸರು (ಸೇವಾಪುಸ್ತಕದಲ್ಲಿ ನಮೂದಿಸಿರುವಂತೆ)	
2	ಬೋಧನಾ ವಿಷಯ	
3	ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಕಾಲೇಜು & ಸ್ಥಳ	
4	ಸರ್ಕಾರ/ಇಲಾಖೆಯಿಂದ ಹೊರಡಿಸಿರುವ ನೇಮಕಾತಿ ಆದೇಶದ ಪ್ರತಿ	ಆದೇಶದ ಪ್ರತಿ ಲಗತ್ತಿಸುವುದು
5	ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕ (ಸೇವಾ ಪುಸ್ತಕದಲ್ಲಿ ನಮೂದಿಸಿರುವಂತೆ)	
6	ಯು.ಜಿ.ಸಿ ವೇತನ ಶ್ರೇಣಿ ನಿಗದಿಪಡಿಸಿದ ದಿನಾಂಕ	ಆದೇಶದ ಪ್ರತಿ ಲಗತ್ತಿಸುವುದು
7	ವಿದ್ಯಾರ್ಹತೆ : NET/SLET/Ph.D/ M.Phil	
8	ರೂ. 6000/- ರಿಂದ 7000/- ಎಜಿಪಿ ನಿಗದಿಯಾದ ದಿನಾಂಕ	ಆದೇಶದ ಪ್ರತಿ ಲಗತ್ತಿಸುವುದು
9	ರೂ. 7000/- ರಿಂದ 8000/- ಎಜಿಪಿ ನಿಗದಿಯಾದ ದಿನಾಂಕ	ಆದೇಶದ ಪ್ರತಿ ಲಗತ್ತಿಸುವುದು
10	ನಿಗದಿತ ಅವಧಿಯಲ್ಲಿ "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" ಪೂರೈಸಿದ ಬಗ್ಗೆ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಲಗತ್ತಿಸುವುದು.	

ಮೇಲ್ಕಂಡ ಮಾಹಿತಿಯು ಸರಿಯಾಗಿರುವುದಾಗಿ ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇನೆ.

ಅರ್ಜಿದಾರರ ಸಹಿ ಮೊಹರಿನೊಂದಿಗೆ

ಮೇಲ್ಕಂಡ ಮಾಹಿತಿಯು ಕಛೇರಿಯ ದಾಖಲಾತಿಗಳನ್ವಯ ತಾಳೆ ಮಾಡಿ ಸರಿ ಇರುವುದಾಗಿ ದೃಢೀಕರಿಸುತ್ತೇನೆ.

ಪ್ರಾಂಶುಪಾಲರ ಸಹಿ ಮೊಹರಿನೊಂದಿಗೆ

IV SUMMARY OF API SCORE

Sl. No	Criteria	Academic Year						Total API Score for Assessment Period	API score allotted by college level committee	Remarks
		API Scoring								
		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16			
I	Teaching, learning, evaluation & related Activities. Marks 75/year									
II	Professional Development & Extension activities Min. marks 50/Assessment period									
III	Research & Academic Contribution Min. marks 75/Assessment period									
II+III	Minimum total API scores under Category-II & III 150/Assessment period									
IV	Expert Assessment System Selection Committee									

V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage=100. Minimum required for promotion is 50) 30%-Research Contribution 50%-Assessment of domain knowledge & teaching practices. 20%-Interview performance									
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Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II +III

Enclose list of essential document: (only one set)

ಮೇಲ್ಕಂಡ ಮಾಹಿತಿಯು ಸರಿಯಾಗಿರುವುದಾಗಿ ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇನೆ.

ಅರ್ಜಿದಾರರ ಸಹಿ ಮೊಹರಿನೊಂದಿಗೆ

ಶ್ರೀ/ಶ್ರೀಮತಿ _____ ಬೋಧನಾ ವಿಷಯ _____
 ಇವರು ಸಲ್ಲಿಸಿರುವ ದಾಖಲಾತಿಗಳನ್ನು ಆಯ್ಕೆ ಸಮಿತಿಯು ಪರಿಶೀಲಿಸಿ Cat-Iಗೆ _____
 ಅಂಕಗಳು, Cat-II+III ಕ್ಕೆ _____ ಅಂಕಗಳನ್ನು ನೀಡಲಾಗಿದೆ ಹಾಗೂ
 Cat-IVಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ತಜ್ಞರ ಸಮಿತಿ ಮೌಲ್ಯೀಕರಿಸಿ ನೀಡಿದ _____ ಅಂಕಗಳು ಹಾಗೂ
 Cat-Vಕ್ಕೆ _____ ಅಂಕಗಳನ್ನು ನೀಡಿ ಸಹ ಪ್ರಾಧ್ಯಾಪಕರಾಗಿ ದಿನಾಂಕ : _____ ರಿಂದ ವೃತ್ತಿ
 ಪದೋನ್ನತಿಯನ್ನು ಮಂಜೂರು ಮಾಡಿ ವೇತನ ಶ್ರೇಣಿ ರೂ.37400-67000 ರಲ್ಲ ರೂ.9000/-
 ಎಜಿಪಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಶಿಫಾರಸ್ಸು ಮಾಡಲಾಗಿದೆ.

ಆಯ್ಕೆ ಸಮಿತಿ ಸದಸ್ಯರ ಸಹಿ, ಪದನಾಮ
 ಹಾಗೂ ಮೊಹರಿನೊಂದಿಗೆ

	महाविद्यालय पुस्तकालयाध्यक्ष (चयन ग्रेड) (चरण 3 से चरण 4) तक		विश्वविद्यालय द्वारा विकसित पीबीएस गणना प्रारूप। 12 वर्षों की अवधि में 3 प्रकाशन होने चाहिए और महाविद्यालयों में 1 प्रकाशन की छूट एम.फिल. धारकों को दी जाएगी तथा 2 प्रकाशनों की छूट पीएच.डी. धारकों को दी जाएगी। (ii) साथ ही, पुस्तकालय ऑटोमेशन/अकादमिक प्रलेखीकरण हेतु विश्लेषणात्मक साधन विकास की श्रेणियों में एक पाठ्यक्रम/प्रशिक्षण (iii) विनियम और तालिका VIII(क) में यथा विनिर्दिष्ट एक चयन समिति प्रक्रिया
4	विश्वविद्यालय पुस्तकालयाध्यक्ष (चरण 5) (केवल विश्वविद्यालयों हेतु)	विश्वविद्यालयों में चरण 4 में 3 वर्ष की पूरी सेवा वाले उप-पुस्तकालयाध्यक्ष	(i) तालिका VIII(क) में दिए गए मानदण्डों के अनुसार वि.अ.आ. द्वारा विकसित पीबीएस गणना प्रारूप का उपयोग कर न्यूनतम सकल एपीआई प्राप्तांक। न्यूनतम एपीआई प्राप्तांक प्राप्त करने के लिए पुस्तकालयाध्यक्ष दो आकलन अवधियों (चरण 3 और 4 में) को जोड़ सकते हैं, यदि आवश्यक हो। (ii) कार्मिक के चरण 3 में आने के बाद से कम से कम 5 प्रकाशन। (iii) नवोन्मेषी पुस्तकालय सेवाओं और प्रकाशित कार्य की आयोजना का प्रमाण। (iv) विनियम और तालिका VIII (क) में यथा विनिर्दिष्ट एक चयन समिति प्रक्रिया

नोट शिक्षकों हेतु सीएस के लिए तालिका II (क) हेतु उपलब्ध विवरणात्मक नोट इस संदर्भ हेतु विनिर्दिष्ट एपीआई प्राप्तांकों के अनुसार पुस्तकालयाध्यक्ष संवर्गों पर भी लागू है।

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 11th July, 2016

No.F.1-2/2016(PS/Amendment) -In exercise of the powers conferred under clauses (c) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby frames the following amendment Regulations, namely :-

1. Short title, application and commencement:

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016.
- 1.2 They shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under clause (f) of Section 2 of the University Grants Commission Act, 1956 (3 of 1956) and every Institution Deemed to be a University under Section 3 of the said Act.
- 1.3 They shall come into force with immediate effect from the date of their publication in the Official Gazette.

2. The following regulations in the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of standards in Higher Education) Regulations, 2016 shall stand amended and be read as under:-

Regulation No. 11 of the said Regulations in the Principal Regulations amended to read as under:-
 11. Minimum Qualifications for Regulations on Minimum Qualifications for

	Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010	Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010
3.4.1	A relaxation of 5% may be provided at the graduate and Master's level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.	A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled) /Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
8.2.1 of Schedule for clause 6.8.0	The posts of Vice-Chancellor shall carry a fixed pay of Rs.75,000/- alongwith a special pay of Rs.5,000/- per month. All other eligibility and facilities for the Vice-Chancellor as provided in the Act/Statutes of the University concerned shall be applicable besides the pay.	The post of Vice-Chancellor shall carry a fixed pay of Rs.75,000/- alongwith a special allowance of Rs.5,000/- per month. All other eligibility and facilities for the Vice-Chancellor as provided in the Act/Statutes of the University concerned shall be applicable besides the pay.
5.1.6 (d)	The term of appointment of the College Principal shall be FIVE years with eligibility for reappointment for one more term only after a similar Selection Committee process.	The term of appointment of the College Principal shall be five years with eligibility for reappointment for one more term only after a similar Selection Committee process which shall take into account an external peer review, its recommendations and its outcomes. The framework of the external peer review shall be specified by the UGC.
6.0.5(i)	Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN/ISSN experts : (a) a comprehensive list of National/Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals/periodicals/official publication volumes of language bodies and upload them on the University website which are to be updated periodically.	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 motu, recommend journals for inclusion in the "List of Journals".

3. The proviso prescribed under Regulation 3.3.1, 4.4.1, 4.4.2, 4.4.2.2, 4.4.2.3, 4.5.3 and 4.6.3 in the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of standards in higher education) (3th Amendment) Regulations, 2016 regarding exemption to the candidates registered for Ph.D. programme prior to July 11, 2009 shall stand amended and be read as under:-

"Provided further, the award of degree to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/Regulations of the Institute awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET/SET/ET/SET for admission to the programme of Assistant Professor or equivalent position in the concerned institution, which is the condition of the Ph.D programme."

- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Open Ph.D. viva voce of the candidate had been conducted;
 - (d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
 - (e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D work.
- (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean(Academic Affairs)/Dean(University instructions).”

4. The second proviso prescribed under Regulation 6.0.1 in the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of the standards in higher education) (2nd Amendment) Regulations, 2013 shall be substituted with the following: -

“Provided also that the API score claim of each of the sub-categories in the Category III (Research and Academic Contributions) shall not have a cap except for the sub-category of invited lectures/papers.”

As a consequence, the table at Regulation 6.0.1 of the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of the standards in higher education) (2nd Amendment) Regulations, 2013 stands deleted.

5. Student Feedback is an integral part of the institutional and academic development of higher educational institutions and in fostering quality. Student feedback and teacher response plays a catalytic role towards improvement in teaching-learning and institutional development. Feedback from students on teaching, delivery, methodology and pedagogy is pivotal with a view to enhancing clarity of concepts, subject understanding and developing and deepening an interest in the academic discipline. Universities and Colleges should encourage teachers to assist students in providing constructive feedback on teaching-learning in order to enhance quality education and in responding to the feedback.

6. Tables-I,II(A),II(B),III,IV,V(A),V(B),VI,VII,VIII(A), VIII(B) and IX of Appendix-III of the University Grants Commission (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and other measures for the maintenance of standards in higher education) (3rd Amendment) Regulations, 2016 shall be substituted with Appendix-III : Tables-I,II(A),II(B),III,IV,V(A),V(B),VI,VII,VIII(A), VIII(B) and IX appended to these 4th Amendment Regulations.

Prof. (Dr.) JASPAL SINGH SANDHU, Secy.
[ADVT III/4/Exy/113(165)]

**APPENDIX – III: TABLE I
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	60	Actual hours spent per	60	Actual hours spent per

		Academic year 7.5	Academic year 7.5	Academic year 7.5	Academic year 7.5	Academic year 7.5	
	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.

Category 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
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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 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.	20 per Book for 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.

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	respectively: 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.

APPENDIX - III TABLE - II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND 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
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		cadres: (Stage 1 to Stage 2)	cadres: (Stage 2 to Stage 3)	cadres: (Stage 3 to Stage 4)	Professor /equivalent cadres (Stage 5)	Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/year	75/year ✓	70/year	100/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.

APPENDIX - III TABLE - II(B)

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 (Stage 1)	Professor	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API	Minimum		Consolidated API score requirement	Consolidated API score

Scores	Qualification as stipulated in these regulations	of 300 points from categories I & III of APIs (cumulative)	requirement of 400 points from categories I & 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 LL.M, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/ M.Phil / PG Degree in Professional courses	(i) Minimum 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	<p>(i) Table II (A). 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 the regulation and in Tables II (A).</p>
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (universities only)	<p>(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).</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.D., etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A)..</p>

APPENDIX III: TABLE IV

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR DIRECT RECRUITMENT OF DEPUTY DIRECTOR AND DIRECTOR OF PHYSICAL EDUCATION & SPORTS IN UNIVERSITIES.

Direct Workload and weightage to be given to different levels of Physical Education Personnel

	Direct working hours per week	Weightage
Assistant Director of Physical Education	40	100
Deputy Director of Physical Education	36+4*	90
Director of Physical Education	32+8*	80

Based on the Physical Education Personnel's self-assessment, API scores are proposed for (a) Lecture cum practice based athlete / sports classes coaching and training related activities; (b) Organizing and conducting sports and games competitions and management related activities; and (c) upgradation of sports infrastructure and extension services etc. The minimum API score required by Physical Education Personnel 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.

*Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.

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

Nature of Activity	Assistant Director / College Director		Deputy Director		Director	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a) Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours / organizing and conducting coaching camps / sports person development / training programmes (50 Points)	80	Actual hours spent per academic year	70	Actual hours spent per academic year	60	Actual hours spent per academic year
Identifying sports talents and Mentoring sports excellence among students (20 Points)		÷		÷		÷
Development and maintenance of play fields, purchase and maintenance of other sports facilities (10 Points)		17.5		17.25		16.75

b) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports) (10 Points)	10	Actual hours spent per academic year	10	Actual hours spent per academic year	10	Actual hours spent per academic year
Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels (10 Points)		÷		÷		÷
		10		10		10
c) Upgradation of scientific and technological knowledge in Physical Education and Sports (10 Points)	10	Actual hours spent per academic year	10	Actual hours spent per academic year	10	Actual hours spent per academic year
Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)		÷		÷		÷
		10		10		10

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

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. 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 Director of Physical Education / College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE&S to Deputy DPE&S and for direct recruitment of Deputy DPE&S and DPE&S.

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.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities		
(i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes)	15	Actual hours spent per academic year ÷ 10
(ii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)		
b) Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities(including as Principal / Director / Convener / similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/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 Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Faculties of Physical Education& Sports	Max.score for University/College DPE*
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