



GONDWANA UNIVERSITY, GADCHIROLI

Name of the College : _____

REVISED CONSOLIDATED API-PBAS FORMAT FOR CAREER ADVANCEMENT SCHEME (CAS)
PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS
AS PER UGC 4TH AMENDMENT DATED 11TH JULY 2016
AND GOVT OF MAHARASHTRA GR NO 201610051453597208 DATED 04TH MARCH 2017 onwards

Assessment Period: from _____ to _____

Request for Promotion under CAS: _____

w.e.f. _____

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

1. Name (in Block Letters) :
2. Father's Name / Mother's Name /
Husband's Name: :
3. Department :
4. Current Designation & Grade Pay :
5. Date of last Promotion :
6. Address for correspondence
(with Pin code) :
7. Permanent Address (with Pin code) :
Telephone No :
Email :
8. Date and Place of Birth :
9. Sex :
10. Marital status :
11. Nationality :
12. Indicate whether belongs to
SC/ST/ VJNT/OBC/SBC category :
13. Academic Qualifications (S.S.C. till post graduation):

Examinations	Name of the Board / University	Year of Passing	Percentage of marks obtained	Division / Class / Grade	Subject
High School / S.S.C.					
Intermediate H.S.C.					
Bachelor Degree _____					
Master Degree _____					
Other examination, if any _____					

Research Degree(s):

Degrees	Title	Date of award	University
M. Phil.			
Ph.D. / D.Phil.			
D.Sc. / D.Litt.			

14. Appointments held prior to joining this institution

Designation	Name of the employer	Date of joining		Salary with grade	Reason for Leaving
		Joining	Leaving		

15. Posts held after appointment at this institution:

Designation	Department	Date of actual Joining		Grade
		From	To	

16. Period of teaching experience :

P.G. Classes (in years) _____

U.G. Classes (in years) _____

17. Research Experience excluding years spent in M. Phil / Ph. D (in years) _____

18. Fields of Specialization under the Subject / Discipline

(a) _____

(b) _____

19. Academic Staff College Orientation / Refresher Course/ ISTE - AICTE Sponsored STTP/SBP attended so far.

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency

20. Summary of API Score

Year	Category I		Category II		Category III		Category II + III	
	API Score Claimed	Verified API Score	API Score Claimed	Verified API Score	API Score Claimed	Verified API Score	API Score Claimed	Verified API Score
Year 1								
Year 2								
Year 3								
Year 4								
Year 5								
Year 6								
.....								
Total								
Average								

21. Tick (V) Appropriate stage of your Promotion under CAS and mention whetheryou fulfill the minimum Academic Performance Requirements

Sr. No	Promotion of Teachers through CAS	Service Requirement	Eligibility Yes/No	Minimum Academic Performance Requirement and Screening/selection criteria	Eligibility Yes/ No
01	Assistant Professor/ Equivalent Cadre for Stage 1 to 2	Assistant Professor in stage 1 st a) Completed Four years of service with Ph. D b) Five years service with M. Phil / P. G. Degree in Professional courses such as LLM / M. Tech / M. V. Sc / M. D. c) 6 Years service* without Ph. D / M. Phil / P. G. in any Professional courses	Yes/No	i) Minimum Cumulative API score using PBAS scoring Pro forma developed by the UGC as per the norms provided in Table II A ii) a) one Orientation b) one Refresher c) Research Methodology course of 2 to 3 week duration iii) Screening cum verification process for recommending Promotion	Yes/No
			Yes/No		Yes/No
			Yes/No		Yes/No
02	Assistant Professor Equivalent cadre 2 nd to 3 rd stage	Assistant Professor Completed service of Five year in Stage 2	Yes/ No	i) Minimum cumulative API score using the PBAS scoring Proforma developed by the UGC as per the norms provided in Table II A ii) one course / program from among the categories of Refreshers courses, Methodology, Workshop, Training, Teaching, Learning evaluation Technology progames, soft skill development progamme, FDP of 2 to 3 weeks duration iii) Screening cum verification process for recommending Promotion	Yes/No Yes/No Yes/No

03	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with three year of completed service in stage 3	Yes/No	i) Minimum cumulative API score using the PBAS scoring Proforma developed by the UGC as per the norms provided in Table II A	Yes/No
				ii) one course / programme from among the categories of Methodologies, Workshop, Training, Teaching, Learning, Evaluation Technology programme, soft skill development programme, Faculty development programme one week duration	Yes/No
				iii) a selection committee process as stipulated in the regulation and in table II A	Yes/No

04	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three year of completed service in stage 4	Yes/No	i) Minimum cumulative API score using the PBAS scoring Proforma developed by the UGC as per the norms provided in Table II A Teachers may combine Two assessment period (in stage 2 & stage 3 to achieve minimum API score if required)	Yes/No
				ii) A minimum of Five publications since the period that the Teacher is placed in stage 3	Yes/No
				iii) A selection committee process as stipulated in the regulation and in table II A	Yes/No

05	Professor (Stage 5) to Professor (Stage 6)	Professor with 10 year of completed service (Universities only)	Yes/No	<p>i) Minimum cumulative API score using the PBAS scoring Proforma developed by the UGC as per the norms provided in Table II A</p> <p>ii) Additional crediational are to be evidenced by a) post-doctoral research output of standard b) Awards, Honors', Recognition/Patents and IPR on Product and processes developed / Technology transfer achieved c) addition research degree like D.sc, D.litt, LLD etc.</p> <p>iii) A review process by an Expert committee as stipulated in this regulation & in table II A</p>	<p>Yes/No</p> <p>Yes/No</p> <p>Yes/No</p>
----	--	---	--------	---	---

Place : _____

Date : _____

Signature of Teacher



GONDWANA UNIVERSITY, GADCHIROLI

Name of the College : _____

Name of Teacher : _____

PART B: ACADEMIC PERFORMANCE INDICATORS

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.

Designation	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. University may detail the activities, in case institutional specificities require, and adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

I (a). Direct Teaching (Lectures / Practical's / Tutorials/ Field Work / Project Supervision / Group Discussion / Seminars / Any Other (teaching in excess of UGC norms) taken should be based on verifiable records.).

Sr. No.	Class	Course / Paper	*Mode of teaching	Actual Hours Engaged	Total Hours Engaged in Year	API Score Claimed			Verified API Score
						For Assistant Professor	For Associate Professor	For Professor	
A	B	C	D	E	F	$G = F / 7.5$ (Max = 70)	$H = F / 7.75$ (Max = 60)	$I = F / 7.75$ (Max = 60)	
Odd Semester									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
Even Semester									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

* Lecture (L) / Tutorial (T) / Practical (P) / Field Work (FW) / Project Supervision (PrS) / Group Discussion (GD) / Seminars (S) / Any Other [teaching in excess of UGC norms] (ExU)

I (b). Examination duties:

Sr. No.	Examination Duties	Actual Hours Engaged	Total Hours Engaged in Year	API Score Claimed			Verified API score	Proof Documents
				For Assistant Professor	For Associate Professor	For Professor		
A	B	C	D	$E = D / 10$ (Max=20)	$F = D / 10$ (Max=20)	$G = D / 10$ (Max=10)		
1	Question paper setting / Moderation							
2	Invigilation / supervision							
3	Flying Squad							
4	CS/ACS/Custodian							
5	CAP Director/ Assistance Director							
6	Disciplinary Action Committee							
7	Internal Assessment							
8	University/External Assessment							
9	Practical Examiner Int.							
10	Practical Examiner Ext							
11	Re-valuation							
12	Result Preparation							
13	M. Phil., Ph. D. Thesis evaluation							
14	COE/ Director of Exam & evaluation /Member BOE & 48(3).							
15	District Collecton Officer							
16								
15								
16								

I (c) Contribution to Innovative Teaching

Sr. No.	Contribution to Innovative Teaching	Actual Hours Engaged	Total Hours Engaged in Year	API Score Claimed			Verified API score	Proof Documents
				For Assistant Professor	For Associate Professor	For Professor		
A	B	C	D	$E = D / 10$ (Max=10)	$F = D / 10$ (Max=15)	$G = D / 10$ (Max=20)		
1	Innovative Teaching, Learning methodologies							
2	Use of ICT							
3	Interactive Courses / Bridge Course / Add-on Course							
4	Preparation of resource/ studymaterials and Models / laboratory manuals							
5	Updating of Subject content /Course /design of Curriculum							
6	Mentoring, Guiding and Counseling students							
7	Participatory learning modules							
8	Interaction with entrepreneur/ social worker							
9	Assistance to improve academic performance of Differently abled student							
10								
11								
12								
13								

Learning Methodologies (CD / Software / models / videos, etc.)

9				
10				
11				
12				
13	Teacher-in-charge or similar duties that require regular office hours for its discharge) per duty			
[ii]	Participation in			
1	BOS/ Faculty / Academic Council / Senate/ any other University Committee			
2	Chairman for subject related event like. Ph.D. Open Defense Session.			
3	Various Scrutiny meeting			
4	Resource Person/ Speaker for subject related event			
5	Referee/ Judge for subject related event etc.			
6	Administrative Committees			
7	Editorial Board			
8	Local management committee			
9	Admission committee			
10	Campus development			
11	Library committee			
12	Standing Committee			
13	Sexual Harassment & Prevention Committee etc.			
14	Membership / participation in State / Central bodies /committees on education research			
15	Exam reforms			
16				
17				
18				
19				
	(Evidence to be provided.)			

II (c) Professional Development activities

Category / Sr. No.	Nature of Activity	Actual Hours Engaged	Total Hours Engaged in Year	For Assistant Prof. / Asso. Prof. / Prof.		Proof Documents
				API Score Claimed	Verified API Score	
A	B	C	D	E = D / 10 (Max = 15)	F = D / 10 (Max=15)	

1	participation in seminars, conferences,				
2	short term training courses,				
3	industrial experience,				
4	talks,				
5	lectures in refresher / faculty development courses,				
6	dissemination and general articles and any other contribution				
7					
8					
9					
10					
13	(Evidence to be provided.)				

Category II API Score (During Academic Year)			
API Score	Assistant Professor	Associate Professor	Professor
Category II API Total II(a) + II(b) + II(c)			
Verified APIScore			
Maximum	45	45	45

Requirement of minimum API score for category II (for Assessment period)

Assistant Professor	Stage 1 to 2 = 50,
Assistant Professor	Stage 2 to 3 = 50,
Assistant Professor to Associate Professor	Stage 3 to 4 = 55,
Associate Professor to Professor	Stage 4 to 5 = 50
Professor	Stage 5 to 6 = 100

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

VERIFIABLE CRITERIA:

- 1) Academic Teaching Plan/Dairy,
- 2) Bio Metric Generated Slips.
- 3) Attendance sheets/Register,
- 4) Certification by HOD / Principal, IQAC Coordinator(mandatory)
- 5) Supporting Documents

5		11	
6		12	

UNDERTAKING

I _____ undertake that the information provided is correct as per records submitted by me to College / Institute / university and / or documents enclosed along with the duly filled PBAS proforma.

My PBAS based APIs score carries

Place :

Date :

Signature of the faculty with
Designation

Place :

Date :

Signature
Head of the Department

Place :

Date :

Principal / Director/ Vice- Chancellor

N. B.: The individual PBAS proforma duly filled along with all enclosures, submitted for CAS promotions will be duly verified by the college/Institute/university as necessary and placed before the Screening cum Evaluation Committee or Selection Committee for assessment / verification.

Report of IQAC

All the document submitted by Assistant Professor/ Associate Professor are verified and found authentic. The API Score mentioned above are correct.

.....
HOD / Principal
(Name of Dept.)
Place:
Date:

.....
Convenor of IQAC
(Name of Dept.)
Place:
Date:

N.B.: The individual PBAS Performa for CAS promotion duly filled along with all enclosures, will be duly verified by the IQAC and shall be placed before the Screening cum Evaluation Committee or Selection Committee for Promotion.

In case of the HOD / convenor IQAC is not satisfied with the reporting by the teacher in the self-appraisals and thus not willing to certify (as mentioned above), then HOD/Convenor IQAC must record below the reasons in writing for not certifying the reported self-appraisal information as mentioned in PART -II (serial no. 23 to serial number 41)

.....
HOD / Principal
(Name of Dept.)
Place:
Date:

.....
Convenor of IQAC
(Name of Dept.)
Place:
Date:

	Total Score		
--	--------------------	--	--

Name and Signatures of Members
 Place:
 Date:

**YEARWISE SUMMARY OF
 API For Crategory I and II
 (One sheet for each year for use by Assesment/Selection Committee)**

Department/School: _____

Name of Applicant: _____

Period for which details furnished: From _____ to _____

Category I: Teaching, Learning and Evaluation related activities

SI No	Nature of Activity	MaxScore allowed	Score Claimed	Score Awarded
i (a)	Alloted Lectures taken %	50		
(b)	Lectures in Excess of UCG	10		
ii	Prep. and Imparting knowledge	20		
iii	Inovative practices in teaching	20		
iv	Examination duties	25		
Total Score & Min required in ()		125 (75)		

Category II: Co-curricular, Extension, Professional development related activities

SI No	Nature of Activity	MaxScore allowed	Score Claimed	Score Awarded
i	Student related Co-curricular	20		
ii	Corporate life and Institution	15		
iii	Professional Development	15		
Total Score& Min required in ()		50(15)		

Name and Signatures of Members

Place:
 Date:



GONDWANA UNIVERSITY, GADCHIROLI

Name of the College : _____

For COLLEGE LIBRARIAN

Revised API - PBAS Pro forma for Recruitments and Promotion under CAS
as per UGC's 4th Amendment Dated 11th July, 2016

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

1. Name (in Block Letters) :-
2. Father's Name / Mother's Name :-
3. Department :-
4. Current Designation & Grade Pay :-
5. Date of last Promotion :-
6. Position and Grade Pay applied under CAS :-
7. Date of eligibility for promotion :-
8. Date and Place of Birth :-
9. Sex :-
10. Marital status :-
11. Nationality :-
12. Indicate category and sub category (if reserved):-
13. Address for correspondence (with Pin code) :-
14. Permanent Address (with Pin code) :-
Telephone No :-
Email :-

20. Research Experience excluding years spent in M. Phil / Ph. D (in years) _____

21. Fields of Specialization under the Subject / Discipline

(a) _____

(b) _____

22. Academic Staff College Orientation / Refresher Course/ ISTE - AICTE Sponsored STTP/SBP attended during the year.

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency

INDEX

Category III

Point No.		Page No.		Total Pages	Remarks: Page No. of relevant documents
		From	To		
A	(i)				
	(ii)				
B	(i)				
	(ii)				
	(iii)				
	(iv)				
C	(i)				
	(ii)				
	(iii)				
D	(i)				
	(ii)				
E	(i)				
	(ii)				
	(iii)				

IV. SUMMARY OF CATEGORY III

Details	By Candidate	By Committee	Remark
Total A)			
Total B)			
Total C)			
Total D)			
Total E)			
Total			

V. SUMMARY OF API SCORES

	Criteria	API score claimed	API score verified	Page No.
I	Procurement, Organization, and Delivery of Knowledge and Information Through Library Services			
II	Professional Development, Co-Curricular and Extension Activities			
III	Research and Academic Contribution			
	TOTAL API (II + III) (Minimum Score required 90/120/150/180)			
	TOTAL API (I + II + III)			

UNDERTAKING

I _____ undertake that the information provided is correct as per records submitted by me to College / Institute / university and / or documents enclosed along with the duly filled PBAS performa.

My PBAS based APIs score carries

Place :

Date :

Signature of the faculty with
Designation

Place :

Date :

Signature
Head of the Department

Place :

Date :

Principal / Vice- Chancellor

N. B.: The individual PBAS performa duly filled along with all enclosures, submitted for CAS promotions will be duly verified by the college/Institute/university as necessary and placed before the Screening cum Evaluation Committee or Selection Committee for assessment / verification.



GONDWANA UNIVERSITY, GADCHIROLI

Name of the College : _____

for Director/Physical Education

Revised API - PBAS Proforma for Recruitments and Promotion under CAS as per
UGC's 4th Amendment Dated 11th July, 2016
for Director/Physical Education

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

1. Name (in Block Letters) :-
2. Father's Name / Mother's Name :-
3. Department :-
4. Current Designation & Grade Pay :-
5. Date of last Promotion :-
6. Position and Grade Pay applied under CAS :-
7. Date of eligibility for promotion :-
8. Date and Place of Birth :-
9. Sex :-
10. Marital status :-
11. Nationality :-
12. Indicate category and sub category (if reserved):-
13. Address for correspondence (with Pin code) :-
14. Permanent Address (with Pin code) :-
Telephone No :-
Email :-

20. Research Experience excluding years spent in M. Phil / Ph. D (in years) _____

21. Fields of Specialization under the Subject / Discipline

(a) _____

(b) _____

22. Academic Staff College Orientation / Refresher Course/ ISTE - AICTE Sponsored STTP/SBP attended during the year.

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency

SUMMARY OF CATEGORY III

Details	By Candidate	By Committee	Remark
Total A)			
Total B)			
Total C)			
Total D)			
Total E)			
Total F)			
Grand Total			

List of Enclosures:

(Please attach, copies of certificates, and / or letters sanction orders, papers etc. wherever. Necessary)

1	6
2	7
3	8
4	9
5	10

UNDERTAKING

I _____ undertake that the information provided is correct as per records submitted by me to College / Institute / university and / or documents enclosed along with the duly filled PBAS performa.

My PBAS based APIs score carries

Place :

Date :

Signature of the faculty with
Designation

Place :

Date :

Signature
Head of the Department

Place :

Date :

Principal / Director/ Vice- Chancellor

N. B.: The individual PBAS performa duly filled along with all enclosures, submitted for CAS promotions will be duly verified by the college/Institute/university as necessary and placed before the Screening cum Evaluation Committee or Selection Committee for assessment / verification.

Proforma (V)

For Promotion of Teachers to Stage 4 to Stage 5 Under CAS

Description	Research Contribution 50%	Assessment of domain Knowledge & Teaching Practices (30%)	Interview Performance 20%	Total Score Out of 100%
Percentage Distribution of Weightage point in the Expert Assessment Total Weightage = 100% (Minimum required for Promotion 50%)				

Signatures of Selection Committee

(Chairman)

(Member)

(Member)

(Member)

(Member)

Proforma (V)

For Promotion of Teachers to Stage 5 to Stage 6 Under CAS

Description	Research Contribution (50%)	Performance Evaluation and Other Credentials by Referral Procedure (50%)	Total Score Out of 100%
Percentage Distribution of Weightage point in the Expert Assessment Total Weightage = 100% (Minimum required for Promotion 50%)			

Signatures of Selection Committee

(Chairman)

(Member)

(Member)

(Member)

(Member)

Summary of API Score

Category Name	Sub. Category	Assesement Year						Total Score (1+2+3+4+5+6)	Average Score
		1	2	3	4	5	6		
I : Teaching, Learning & Evaluation	A								
	B								
	C								
	Total Score								
II : Co-curricular, Extension and Professional Development	A								
	B								
	C								
	Total Score								
III : Research and academic contributions									
II + III									

(Chairman)

(Member)

(Member)

(Member)

(Member)

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 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 (Stage-4) to Professor / Equivalent cadres (Stage-5)	Professor (Stage-5 to) 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 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 Professor (Stage 1)	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 II & III of APIs (cumulative)	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.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).</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 may be given to M. Phil. holders and an exemption of two publications may 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 the regulation and in Tables II(A).</p>
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in 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.