

K-VC ORDERS from September-2019.doc

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**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY,
AURANGABAD [M.S.] INDIA.**



**ORDER OF NEW ORDINANCE FOR RECRUITMENT &
PROMOTING UNDER-CAS/ UNI. DEPT./994/ 2019**

WHEREAS the directives issued by the UGC relating to minimum qualification for recruitment of university teachers and Career Advancement Scheme [CAS] to the newly-appointed Assistant Professors / Associate Professor/ Professor & Senior Professor effective from 01.01.2016. The entry level Assistant Professor (level 10) shall be eligible for promotion under the career advancement scheme (CAS) through the all successive levels (level 10, 11, 12, 13A, 14 & 15) provided they are assessed to fulfill the eligibility and performance criteria's laid down by UGC notification dated 18th July, 2018 and Government of Maharashtra resolutions dated 08th March, 2019, 08th July, 2019 and 10th May, 2019.

AND

WHEREAS notification issued by UGC New Delhi dated 18th July, 2018 for minimum qualifications for CAS promotion from Assistant Professor to Professor i.e. level 10th to level 15th. The post of Assistant Professor, Associate Professor, Professor & Senior Professor other academic teaching staff of the university under 7th Pay scales and other service conditions pertaining to such posts. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.

AND

WHEREAS the Govt. of Maharashtra, Higher & Technical Education Department G.R. No. Misc-2018/C.R.56/18/UNI-1 dated 08th March, 2019, also issued corrigendum No. Misc-2018/C.R.56/18/UNI-1 dated 10th May, 2019 and Circular dated 08th July, 2019 of the said department for amendments and addition to give the benefits as per 7th central pay commission and to say that the state government may take action to adopt the Government of India's Career Advancement Scheme & Recruitment for state Universities as per terms & condition laid down by UGC.

AND

WHEREAS taking in to account of the above notification of UGC and G.R. of the Higher & Technical Education Department, Govt. of Maharashtra, the Board of Deans of the university jointly recommended the new ordinance 994 relating to the recruitment and CAS promotion to the university teachers as per the provisions of section 73 & 74 under Maharashtra Public Universities Act, 2016.

AND

WHEREAS the Ordinance 994 is necessary to accept by the Academic Council, Management Council & their after assent from the Hon'ble Chancellor. It will take quite some time.

AND

WHEREAS at present there are no meetings are arranged of Academic Council & Management Council. Hence it is urgency to take necessary steps to implement the new Ordinance as recommended by the Board of Deans.

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AND

THEREFORE, I, PROF. (DR.) PRAMOD YEOLE, VICE-CHANCELLOR of Dr. Babasaheb Ambedkar Marathwada University, in exercise of the powers conferred on me as per the provisions of Section 12 [7] & 12 [8] of the Maharashtra Public Universities Act, 2016, in order to regulate the matter urgently, hereby direct that the **new ordinance-994 for recruitment and CAS promotions** to the university teachers shall be given immediate effect and in supersession of previous ordinances in this behalf for the faculties of Science & Technology, Commerce & Management, Humanities and Inter-disciplinary Studies as appended with this order.

AND

THESE, directives be given immediate effect and shall be operative till such time and date as the new ordinance is to be assented to by the Hon'ble Chancellor.

University Campus,
Aurangabad-431 004.

REF.NO. NEW ORD.I./994/2019/4269-78

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Prof. Dr. Pramod Yeole,
Vice-Chancellor.

Date:- 07-10-2019.

Copy forwarded for information and necessary action to:-

- 1] The Joint Director, Higher Education, Aurangabad Division, Aurangabad.
- 2] The Joint Director, Technical Education, Aurangabad Division, Aurangabad.
- 3] The Director, Examinations & Evaluation Section,
- 4] The Director, Knowledge and Resource Centre,
- 5] The Heads of the University Departments,
- 6] The Director, University Sub-Campus, Osmanabad.
- 7] The Director, UNIC, Dr. Babasaheb Ambedkar Marathwada University.

Copy to :-

- 1] The Finance and Accounts Officer,
- 2] The Deputy Registrar, [Establishment Section],
- 3] The Record Keeper, Dr. Babasaheb Ambedkar Marathwada University

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**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY,
AURANGABAD [M.S.] INDIA.**



**NEW ORDINANCE-994 FOR RECRUITMENT & PROMOTION
UNDER-CAS OF UNIVERSITY TEACHERS.**

The Govt. of Maharashtra, Higher & Technical Education Department G.R. No. Misc-2018/C.R.56/18/UNI-1 dated 08th March, 2019, also issued corrigendum No. Misc-2018/C.R.56/18/UNI-1 dated 10th May, 2019 and Circular dated 08th July, 2019 of the said department for amendments and addition to give the benefits as per 7th central pay commission and to say that the state government may take action to adopt the Government of India's policy of recruitment for state Universities as per terms & condition laid down by UGC.

**(I) : Eligibility for Direct Recruitment of University Teachers
for the Post of Assistant Professor in the Disciplines of
Arts, Commerce, Humanities, Education, Law, Social
Sciences, Sciences, Languages, Library Science, Physical
Education, and Journalism & Mass Communication:**

[A]. Assistant Professor at Academic Level 10 with rationalized entry pay of Rs.57,700/-

1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil. / Ph. D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions :

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

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Note:

1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR**[B]**

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for recruitment of University teachers shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

(II) : Eligibility Criteria for direct recruitment for Associate Professor in Universities :

- **Associate Professor at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-**
- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University/ College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

(III) : Eligibility Criteria for direct recruitment for Professor in Universities : (A or B)**[A]. Professor at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-**

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

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OR

[B]

An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Eligibility Criteria for Senior Professor in Universities :

- **Senior Professor at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited professors only.

Eligibility:

- An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

[1] : Eligibility Criteria for Direct Recruitment of Assistant Professor the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc. for University Teachers :

I. Assistant Professor in Universities [A or B] :

[A] .

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws /Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the

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requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/AICTE/ICSSR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

[B].

A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

- i. Studied under a noted/reputed traditional Master(s)/Artist(s);
- ii. Has been 'A' grade artist of AIR/Doordarshan;
- iii. Has the ability to explain, with logical reasoning the subject concerned; and
- iv. Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor in Universities

Eligibility (A or B):

A.

- i. Good academic record, with a doctoral degree;
- ii. Performing ability of a high professional standard;
- iii. Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College; and
- iv. Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B.

A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i. been 'A'-grade artist of AIR/Doordarshan;
- ii. eight years' experience of outstanding performing achievement in the field of specialization;

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iii. experience in designing of new courses and /or curricula;

iv. participated in National level Seminars/Conferences/Concerts in reputed institutions; and

v. ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor in Universities

Eligibility (A or B):

A.

- 1) An eminent scholar having a doctoral degree;
- 2) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions;
- 3) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and
- 4) Has a total research score of 120, as per Appendix II, Table 2.

OR

B.

A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

1. Having Master's degree, in the relevant subject;
2. Has been 'A'-grade artist of AIR/Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

5.3. Drama Discipline

I. Assistant Professor in Universities

Eligibility (A or B):

A.

1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the

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requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

- i. been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
- ii. five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
- iii. the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor in Universities

Eligibility (A or B):

A.

- i. A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose;
- ii. Eight years experience of teaching in a University/College and/ or research in a University/national- level institutions equal to that of Assistant Professor in a University; and
- iii. A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

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OR**B.**

A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

- i. Been recognized artist of Stage/ Radio/TV;
- ii. Eight years of outstanding performance in the field of specialization;
- iii. Experience of designing new courses and /or curricula;
- iv. Participated in Seminars/Conferences in reputed institutions; and
- v. The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor in Universities**Eligibility (A or B):****A.**

An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialization, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR**B.**

A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- i. Master's degree, in the relevant subject;:
- ii. Ten years of outstanding performing achievements in the field of specialization;
- iii. Made significant contribution in the field of specialization;
- iv. Guided research;
- v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
- vi. Ability to explain with logical reasoning the subject concerned; and
- vii. Adequate knowledge to teach theory, with illustrations in the said discipline.

5.4. Yoga Discipline**I. Assistant Professor in Universities****Eligibility (A or B):****A.**

- 1) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University

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Grants Commission (Minimum Standards and Procedure for Award of M. Phil. /Ph. D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

OR

B.

A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

***Note:** Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Rules.

II. Associate Professor in Universities

- i. A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline;
- ii. A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii. A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer- reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

III. Professor in Universities

Eligibility (A or B):

A.

- i. An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii. A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

OR

B.

An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

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**MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF
UNIVERSITY ASSISTANT LIBRARIAN/ UNIVERSITY DEPUTY LIBRARIAN AND
UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)**

I. University Assistant Librarian

1) A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

2) A consistently good academic record, with knowledge of computerization of a library.

3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note:

1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

II. University Deputy Librarian

- i. A Master's Degree in Library Science/Information Science/Documentation Science, with at least 55% marks or an equivalent grade in a point-scale, wherever grading system is followed;
- ii. Eight years experience as an Assistant University Librarian/College Librarian;
- iii. Evidence of innovative library services including integration of ICT in library; and
- iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. University Librarian (Director, Knowledge Resource Center)

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- i. A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;
- ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian;
- iii. Evidence of innovative library services, including the integration of ICT in a library; and
- iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science /Archives and manuscript-keeping.

MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

I. University Assistant Director of Physical Education and Sports:

Eligibility (A or B):

[A].

- 1) A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note: *The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

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1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

2) Passed the physical fitness test conducted in accordance with these Rules.

OR

B.

An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B):

[A].

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned;
- ii. Eight years experience as University Assistant DPES/College DPES;
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc; and
- v. Passed the physical fitness test in accordance with these Rules.

OR

B.

An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Sports and Physical Education

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science;
- ii. Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor;
- iii. Evidence of organizing competitions and coaching camps of at least two weeks' duration; and
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

IV. Physical Fitness Test Norms

- a) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

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Norms For	Run/ Walk Test	Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk Test	1000 metres	800 metres	600 metres	400 metres

6. Constitution of Selection Committees and Guidelines on Selection Procedure

6.1. Selection Committee Composition

I. Assistant Professor in the University:

a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director. Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.

b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

a) The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;

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- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

III. Professor in the University

- a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor in the University

- a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;

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- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

V. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians *shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.*

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**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY,
AURANGABAD [M.S.] INDIA.**



**STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF
INCUMBENT AND NEWLY-APPOINTED ASSISTANT
PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS AND SENIOR
PROFESSOR OF UNIVERSITY.**

The directives issued by the UGC relating to minimum qualification ***for Career Advancement Scheme [CAS]*** to the newly-appointed Assistant Professors / Associate Professor/ Professor & Senior Professor effective from 01.01.2016. The entry level Assistant Professor (level 10) shall be eligible for promotion under the career advancement scheme (CAS) through the all successive levels (level 10, 11, 12, 13A, 14 & 15) provided they are assessed to fulfill the eligibility and performance criteria's laid down by UGC notification dated 18th July, 2018 and Government of Maharashtra resolutions dated 08th March, 2019, 08th July, 2019 and 10th May, 2019.

A. Career Advancement Scheme (CAS) for University teachers :

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11) Assistant Professor at Academic Level 11 with rationalized entry pay of Rs.68,900/-

Eligibility:

- 1) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions:
- 2) Attended one Orientation course of 21 days duration on teaching methodology;
- 3) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants /MOOC's course during the assessment period; and
- 4) Published one research publication in the peer-reviewed journals or UGC listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table1), and;
- ii. The promotion is recommended by the screening-cum evaluation committee.

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II. Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor**(Selection Grade/ Academic Level 12) Assistant Professor at Academic Level 12 with rationalized entry pay of Rs. 79,800/-****Eligibility:**

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Upgradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.
- 4) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- i. The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii. The promotion is recommended by the Screening-cum-evaluation committee.

II**I.****Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A) Associate Professor at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-****Eligibility:**

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Upgradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant)

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minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.

5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14) *Professor at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-*

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15) *Senior Professor at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-*

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

Eligibility:

- 1) Ten years' experience as a Professor.

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2) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

B. Career Advancement Scheme (CAS) for Librarians

Note:

i. The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.

ii. The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)

Eligibility:

- 1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree.
- 2) He/she has attended at least one Orientation course of 21 days' duration; and
- 3) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) He / she has done any two of the following in the last five years:
 - i. Training/Seminar/Workshop/Course on automation and digitalization,
 - ii. Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iii. Taken/developed one MOOCs course in the relevant subject (with certification),

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or

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iv. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 2) He/she has done any one of the following in the last three years:
 - i. Training/Seminar/Workshop/Course on automation and digitalization,
 - ii. Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
 - iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iv. Taken/developed one MOOCs course in the relevant subject (with ecertification),
- and
- v. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following in the last three years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization,
 - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

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3) Evidence of innovative library services, including the integration of ICT in a library.

4) A Ph.D. Degree in Library Science/Information Science/Documentation/archives and Manuscript Keeping

CAS Promotion Criteria:

i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

C. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports**Note:**

i) **The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**

ii) **The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

1) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. Degree or six years of service for those without an M.Phil or Ph.D. degree.

2) He/she has attended one Orientation course of 21 days' duration; and

3) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5;

and

ii. The promotion is recommended by a screening-cum-evaluation committee.

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II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

Eligibility:

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

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IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

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The "Screening-cum-Evaluation Committee" for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. The Constitution of CAS Committee of University Teachers for Level 11 & 12 :

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned shall be a secretary of the Committee;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice- Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

B. For University Assistant Librarian:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned shall be a secretary of the Committee;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

C. For University Assistant Director, Physical Education and Sports:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned shall be a secretary of the Committee;
- iii. The University Director, Physical Education and Sports;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

D. The Constitution/ Composition of CAS Committee of University Teachers for Level 13 A :

*** Associate Professor in the University :**

- a) The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;

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- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director.

b) Four members, including two outside subject experts, shall constitute the quorum.

E. The Constitution/ Composition of CAS Committee of University Teachers for Level 14 :

*** Professor in the University:**

- a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

F. The Constitution/ Composition of CAS Committee of University Teachers for Level 15 :

*** Senior Professor in the University:**

- a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;

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v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;

vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;

vii. One principal who is a member of management council to be nominated by the Management Council;

viii. Director, Higher Education or his nominee not below the rank of Joint Director.

b) Four members, including two outside subject experts, shall constitute the quorum.

NOTE:

- **Date of Implementation**

1. The date of implementation of the revised pay shall be 1st January, 2016, and the date of Implementation of terms and conditions shall be applicable from the Govt. Resolution of dated 8th March, 2019.
2. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university. The University may initiate the process of screening/selection, and complete the process within six months from the receipt of application. The University can be considered for promotion from the date, on which they fulfill these eligibility conditions.
3. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
4. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
5. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds

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in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

6. महाराष्ट्र शासनाने दि. ०८ जुलै, २०१९ अन्वये निर्गमित केलेले शासन परिपत्रक मुद्दा क्र. ३ नुसार नमुद तरतुद पहाता/ अवलोकन केले असता अद्यापकांना सेवा अंतर्गत प्रगती योजना (CAS) च्या अर्हता व पात्रता पूर्ण करेल त्या दिनांकास पदोनतीची प्रक्रिया पूर्ण करून पदोनती देणे आवश्यक आहे, अशी प्रस्तुत शासन परिपत्रकामध्ये तरतुद करण्यात आलेली आहे. तद्अनुषंगाने सर्व संबंधीतांनी आपआपल्या स्थरावरील यथायोग्य कार्यवाही करण्यात यावी.
7. This Ordinance shall be applicable to all University Teachers under CAS promotion from the date of G.R. issued by the Government of Maharashtra dated 08th March, 2019 for the entry level Assistant Professor (10th Level to Professor (15th Level).
8. The revised scales are not applicable to teachers who retired on or before 31st December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date. The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.
9. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
10. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
11. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
12. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
13. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

14. Assessment Process :

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The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 7.4 of these Rules.

15. The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This option can be exercised only within three years from the date of notification of these Rules.

16. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.

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17. Period of Probation and Confirmation

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

18. Incentives for Ph.D./M.Phil. and other Higher Qualification

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D./ M. Phil./ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

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Dr. Babasaheb Ambedkar Marathwada University,
Aurangabad-431 004



ORDINANCE

ORDINANCE RELATING TO THE REVISION OF PAY SCALES WITH EFFECT FROM
01/01/2016 : MINIMUM QUALIFICATION FOR APPOINTMENT/CAREER ADVANCEMENT
SCHEME(CAS) OF TEACHERS AND OTHER ACADEMIC STAFF IN
UNIVERSITY/COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF
STANDARD IN HIGHER EDUCATION AS PER Maharashtra Public University act 2016 , UGC
regulation 2018 and Maharashtra Government Resolution dated 08/3/2019 and 10/5/2019

With Effect From

Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organizing seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/undertaken any of the activities. Note: Number of activities can be within or across the broad categories of activities

	(g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	
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Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S. N.	Academic/Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper/Research Notes/Research Articles in newspapers or magazines from International Journals	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		

(a) Development of Innovative pedagogy	05	05
(b) Design of new curricula and courses (CBCS/OBE)	02 per curricula/course	02 per curricula/course
(c) MOOCs		
Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil.	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents/ Copyrights through Central Govt. (Music/Dramatics/Fine Arts/Languages)		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04

	(c) Awards/Fellowship		
	International	07	07
	National	05	05

6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i) Paper in refereed journals without impact factor - 5 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor > 10 - 30 Points
- a) Two authors: 70% of total value of publication for each author.
 - b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SET	03			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	10			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- | | | | |
|----|---------------------------|---|--------------------|
| A) | (i) M.Phil + Ph.D | : | Maximum - 30 Marks |
| | (ii) JRF/NET/SET | : | Maximum - 07 Marks |
| | (iii) In awards category: | | Maximum - 03 Marks |

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				

International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03
State Level (Awards given by State Government)	02

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D : Maximum - 25Marks

(ii) JRF/NET/SET : Maximum - 10Marks

(iii) In awards category: Maximum - 03Marks

B) Number of candidates to be called for interview shall be decided by the college.

C) Academic Score - 84

Research Publications - 06

Teaching Experience - 10

TOTAL	-	100
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Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories

3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. iii) Systems in place for dissemination of information relating to books and other resources. iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.

	v) Design and offer short-term courses for users. vi) Publications of at least one research paper in UGC approved journals.	
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Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4. -

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.

Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory - neither good nor satisfactory

4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extra-curricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory: Not involved/undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: 1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		

Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-I, dated 08 March, 2019.

Appendix III

TABLE – A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ss assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – B

(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE - C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

TABLE – E

(Minimum API requirement for the promotion of University Director/Deputy Director,
Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage 4/ AGP Rs. 9000)	Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 / UNI-

Appendix IV

Form of Option

1. I, _____ substantive / officiating
holder of the post _____ in the scale of Rs. _____,
AGP _____, in the College/Institution _____ hereby:

*(i) elect the revised scale of the post with effect from 1st January, 2016.

*(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned
below until:

* the date of my next increment

* the date of my subsequent increment

* raising my pay to Rs. _____

* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date:

Signature :

Place:

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date:

Signature

(Head of the Institution)

*To be scored out, if not applicable.

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29th July, 2016]

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:-

Signature:

Station:-

Name:

Designation:

College/Institution:

AGREEMENT

THIS AGREEMENT made this _____ day of _____ two thousand nineteen between Shri/Smt/Kum _____ Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of _____ College/University. Established by _____ hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and _____ College/University hereinafter referred to as "the said College/University" of the other part.

WHEREAS the Employee has been working as an Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of the said college/University from the _____ day of.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. _____ (herein after referred to as "the said Resolution : a copy whereof is annexed here to) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;

2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;

3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum_____the employee above named has hereto set his/her hand and seal of University has been un to affixed.

Members of the Managing Committee/Governing Body of_____have set their respective hands the day and year first herein above written.

Signed and Delivered by

Shri/Smt/Kum_____the Employee above named in the presence of

1. _____ 2. _____

OR

Signed and delivered by

1. _____

4. Etc. the present Members _____ of the Managing Committee/Governing
body of _____

In the presence of-----

1. _____ 2. _____

Dean of the Faculty

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DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD.
431 004.

Name of College :- _____

Self-Assessment-Cum-Performance Appraisal Forms

API-PBAS Proforma

CAS Promotion for Assistant Professor / Associate Professor / Professor and Direct
 Recruitment of Associate Professor/Professor in Universities and Colleges.

For

***Faculty of Humanities / Sciences & Technology / Commerce & Management /
 Interdisciplinary/***

Reference : i) The Gazette of India : Extraordinary, Part III Section 4 dated 18th July, 2018.
 ii) Government of Maharashtra Misc -2018.CR 56/18/UNI date 8th March, 2019.

ACADEMIC YEAR :- _____

PART - A : GENERAL INFORMATION AND ACADEMIC BACKGROUND.

- 1 Name (in Block Letters) :
- 2 Department :
- 3 Current Designation & Academic Level :
- 4 Date of last Promotion :
- 5 Which position and Academic Level : :
- 6 Date of eligibility for promotion :
 Address (with Pin Code)

Telephone /Mobile No.

E-mail

8. Academic Qualifications (UG & PG) :

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks obtained.	Division / Class / Grade	Subject
U.G. ()					
P.G. ()					
Other examination, if any					

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09. Research Degree(s) :

Degree	Title	Date of award	Name of University
M.Phil			
Ph.D. /D.Phil.			
NET/SET			
D.Sc./D.Litt./Any other			

10. Appointment held prior – joining this institution : (Please attach relevant certificates of service / experience)

Designation	Name of Employer	Essential Qualifications for the post at the time of Appointment	Nature of Appointment (Regular / Fixed term / Temporary / Adhoc)	Date of Joining	Date of Leaving	Salary with Grade	Reason of leaving

11. Posts held after appointment at this institution :

Designation	Department	Date of Joining		Grade Pay / Pay Matrix Level.
		From	To	

12. Period of teaching experience :

P.G. Classes (In Years) :

U.G. Classes (In Years) :

13. Research Experience excluding years spent in M.Phil./ Ph.D. (In Years) :

14. Fields of Specialization under the Subject / Discipline :

15. Human Resource Development Center Orientation / Refresher Course /FDP/ MOOC / One-

Two week courses attended so far :

Name of the Course	Date of Courses	Duration (Period)	Name of Organizer

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PART B : ACADEMIC PERFORMANCE INDICATORS (API) :

Based on the teacher's self-assessment, API Scores are proposed for (1) teaching related activities, domain knowledge (2) Involvement in University / College student's related activities / research activities. 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.

Table 1**Assessment Criteria and Methodology for University / College Teachers.**

Category	Name of Activity	Unit of Calculation		Self-Appraisal Grading For Assistant Professor/ Associate Professor / Professor	Verified API Grading by Committee.
		Actual Class spent per year	% of Teaching		
	(1)	(2)	(3)	(4)	
	Teaching : (Number of Classes taught/total classes assigned) x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)			i) Good : 80% & above. ii) Satisfactory : Below 80% but 70% & above. iii) Not satisfactory : Less than 70%	
1	Teaching Black Board				
	Teaching ICT based.				
	Practical / Laboratory				
	Tutorials /Assignments/ Project.				
	Field Work				
	Group Discussion				
	Seminars				
	Remedial Teaching Clarifying doubts within and outside the class hours				

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	Additional teaching to support counseling and mentoring				
	Total Actual hours Spent				
2. Involvement in the University / College students related activities / research activities.					
2	Activities	Specify Actual participation in year	Total days Spent per year	Self-Appraisal Grading For Assistant Professor/ Professor	Verified API Grading by Committee
	Involvement in the University / College students related activities / research activities.			i) Good : Involved in at least 3 activities. ii) Satisfactory : 2 activities. iii) Not-satisfactory : Not involved / undertaken any of the activities. Note : Number of activities can be within or across the broad categories of activities.	
	(a) Administrative responsibilities such as Head, Chairperson /Dean/ Director/ Coordinator, Warden, etc.				
	(b) Examination and evaluation duties assigned by the college/ university or attending the examination paper evaluation.				
	i) Question Paper Setting				
	ii) Invigilation / Supervision				
	iii) Flying Squad				
	iv) CS/ACS/ Custodian				
	v) CAP Director Assistant Director				
	vi) Unfair Menace Committee				
	vii) Grievance Committee				
	viii) Internal Assessment				
	ix) External Assessment				
	x) Re-valuation				
	ix) External Assessment				

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x) Re-valuation.				
xi) Result Preparation (College Level for Internal Assessment)				
xii) M.Phil. Ph.D. Thesis evaluation / any other.				
(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.				
(d) Organizing seminars / conferences / Workshops, etc and other college / university activities.				
(e) Evidence of actively involved in guiding Ph.D students. i) No. of Registered candidate : ii) No. of Awarded Candidates :				
(f) Conducting Minor Or Major Research Project sponsored by national or international agencies. i) Above 10 Lacs. ii) Below 10 Lacs.				
(g) At least one single or joint publication in peer-reviewed or UGC list of Journals. i) No of Papers Published (Single author) : ii) No of Papers Published (Joint author) :				
Overall Grading (Attached List) Good : Good in teaching and satisfactory or good in activity at S.No.2 Or Satisfactory : Satisfactory in teaching and good or satisfactory in activity at S.No.2 Not Satisfactory : If neither good nor satisfactory in overall grading.				

Note : For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of

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assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave /deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statues and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic / Research Score.

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 and Professor.

(Assessment must be based on evidence produced by the teacher such as : copy of publications, project sanction letter, utilization and completion certificate issued fby the University and acknowledgement for patent filing and approval letters, students Ph.D. award letter, etc.,

(1) Research Papers in Peer-Reviewed or UGC listed Journals : (Please refer points as per UGC notification).

Sr. No.	Title of Paper	Journal Name, Page nos, Vol. no., Year of publication	ISSN / ISBN No.	Impact Factor if any (with if agency)	No. of Co. Authors	Whether Principal Author / Supervisor/ Co-supervisor	Self Appraisal Score	API Score Verified	Page No. of Relevant Documents.
Total (1)									

(2) (a) Publications (other than Research papers) (Books, Chapters in Books)

(i) Books published with ISSN/ISBN number

International publisher : 12 points per Book for Single Author

National Publisher : 10 points per Book for Single Author.

Sr. No.	Title of Book with no. of papers	Publishers name with ISSN/ ISBN / No.	International/ National Publisher	No. of Co. Author	Whether Principal Author / Co. Author	Self Appraisal Score	API Score Verified.	Page No. of Relevant Documents
Total (2)(a)(i):								

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(2) (a) (ii) Chapter in Edited Book with ISSN/ ISBN**(5 points per Chapter)**

Sr. No.	Title of Chapter with Page Nos.	Name of Book	Publisher Name & ISSN/ISBN NO.	No. of Co-Author	Whether Principal Author / Co. Author	Self Appraisal Score	API Score Verified.	Page No. of Relevant Documents
1								
2								
					Total (2)(a)(i):			

(2) (a) (iii) Editor of Book with ISSN/ ISBN**Editor of Book by International Publisher : 10 points per Book for Single Author****Editor of Book by National Publisher : 8 points per Book for Single Author**

Sr. No.	Title of Book with page Nos.	Publisher Name & ISSN / ISBN NO.	International Publisher	No. of Co-Author	Whether Principal Author / Co. Author	Self Appraisal Score	API Score Verified.	Page No. of Relevant Documents
1								
2								
					Total (2)(a)(i):			

(2) (b) Translation works in Indian and Foreign Languages by qualified faculties**(3 points per Chapter or Research paper****(8 points per Book**

Sr. No.	Title of Book with page Nos.	Publisher Name & ISSN / ISBN NO.	International Publisher	No. of Co-Author	Whether Principal Author / Co. Author	Self Appraisal Score	API Score Verified.	Page No. of Relevant Documents
1								
2								
					Sub Total (2)(b)			
					Total (2) : (2)(a)(i) + (2)(a)(ii) + (2)(a)(iii) + (2)(b)			

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(3) Creation of ICT mediated Teaching Learning pedagogy and content and development of new**and innovative courses and curricula****(3) (a) Development of Innovative pedagogy : (5 points per Innovative pedagogy)**

Sr. No.	Title of Innovative pedagogy	Sponsored Agency if any	Types of Teaching-Learning Environments : Face-to-face/ Networked/ Open and distance/Virtual /if any	Specify ICTs resources web link : You Tube Videos- Audios/ Smart Classroom / Simulation Game / Blogging / Online Discussion Forums / Virtual Laboratories / Telecast /Picture/ Model /Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3)(a)									

(3) (b) Design of new curricula and courses : (02 points per curricula / Course)

Sr. No.	Name of Programme where curricula introduced	Title of new curricula and courses	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model /Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
Subtotal (3)(a)								

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(3) (c) MOOCs:**(3) (c) (i) Development of complete MOOCs in 4 quadrants (4 credit course) (20 per curricula/ course)****(In case of MOOCs of lesser credits 05 marks/ Credit)**

Sr. No	Name of Programme where curricula introduced	Course Credits	Title of new MOOC Curricula	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model /Charts if any	Date of approval from authority if any	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3)(a)									

(3) (c) (ii) MOOCs (Developed in 4 quadrants) per module/Lecture (5 points per module /lecture)

Sr. No	Name of Programme where curricula introduced	Course Credits	Title of new MOOC Curricula	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model /Charts if any	Date of approval from authority if any	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(a)									

(3) (c)(iii) Content writer/subject matter expert for each module of MOOCs (at least one quadrant)**(2 points per curricula / Course)**

Sr. No	Name of Programme & Course where Content is introduced	Course Credits	Title of new MOOC Content curricula	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents

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				/Charts if any					
1									
2									
Subtotal (3) (c)(a)									

(3) (c)(iv) Course Coordinator for MOOCs (4 credit course) (8 Points per curricula / Course)
(In case of MOOCs of lesser credits 02 marks /credit)

Sr. No.	Name of Programme & Course	Course Credits	Title of MOOC curricula	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model /Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(a)(iv)									
Total (3) (c) : (3)(c)(i)+(3)(ii)+(3)(c)(iii)+(3)(c)(iv)									

(3) (c)(iv) Course Coordinator for MOOCs (4 credit course) (8 Points per curricula / Course)
(In case of MOOCs of lesser credits 02 marks /credit)

Sr. No.	Name of Programme & Course	Course Credits	Title of MOOC curricula	Specify ICTs resources : web link/ You tube link:/Audio / Video/ Telecast Picture Model /Charts if any	Date of approval from authority	Date of Implementation	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(a)(iv)									
Total (3) (c) : (3)(c)(i)+(3)(ii)+(3)(c)(iii)+(3)(c)(iv)									

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(3) (d) e-Content**(3) (d) (i) Development of e-Content in 4 quadrants for a complete course / e-book****(12 points per curricula / Course)**

Sr. No.	Title of e-Content course / e-book with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources : web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author/ Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(d)(i)									

(3) (d) (ii) e-Content (developed in 4 quadrants) per module (5 points per module / Course)

Sr. No.	Title of e-Content course / e-book with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources : web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author/ Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(d)(ii)									

(3) (d) (iii) Contribution to development of e-content module in complete course/ paper/e-book**(at least one quadrant)****(2 points per module / Course)**

Sr. No.	Title of e-Content course / e-book with no. of pages, ISSN / ISBN NO. if any	Name of Programme & Course to which introduced	Specify ICTs resources : web link	Whether Peer reviewed	No. of Co-Authors	Whether Principal Author/ Co-Author	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (3) (c)(d)(iii)									

(3) (d) (iv) Editor of e-content for complete course / paper/e-book (10 points per Course/paper)

Sr. No.	Title of e-Content course / e-	Name of Programme	Specify ICTs	Whether Peer	No. of Co-	Whether Principal	Self-Appraisal	API Score	Page No. of Relevant
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	book with no. of pages, ISSN / ISBN NO.if any	& Course to which introduced	resources : web link	reviewed	Authors	Author/ Co- Author	Score	Verified	Documents
1									
2									
Subtotal (3) (d)(iv)									
Total (3)(d): (3)(d)(i)+ (3)(d)(ii)-(3)(iii)+(3)(d) (iv)									
Total (3) : (3)(a)+(3)(b)+(3)(c)+(3)(d)									

(4) Research Score:

(4) (a) Research guidance: (Ph.D.: 10 points per degree awarded & 5 per thesis submitted)

(M.Phil./PG dissertation: 2 points per degree awarded)

Sr. No.	Sr. No.	Number of Candidate Enrolled	No. of thesis submitted with dates	No. f Candidate Degree Awarded with dates	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
	M.Phil. /P.G. Dissertation						
	Ph.D						
Sub Total: (4)(a)							

(4) (b) Research Projects Completed: A: More than 10 lakhs (10 points per Project)

B: Less than 10 lakhs (5 Points per Project)

Sr. No.	Type of Project : A/B	Title of Project	Sponsored agency	Date of Completion	Whether Co-PI	Grant Received (Rs.)	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Subtotal (4) (b)									

(4) (C) Research Projects Ongoing : A: More than 10 lakhs (5 points per Project)

B: Less than 10 lakhs (2 Points per Project)

Sr. No.	Type of Project : A/B	Title of Project	Sponsored agency	Date of Completion	Whether Co-PI	Grant Received (Rs.)	Self- Appraisal Score	API Score Verified	Page No. of Relevant Documents
1									
2									
Sub Total (4) (c)									

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(4) (d) Consultancy:

Sr. No.	Title of Consultancy Project	Sponsored agency	Date of Starting	Amount Mobilized (Rs. Lakh)	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1							
2							
Sub Total (4) (d)							
Total (4) : (4) (a)+ (4)(b)+(4)(c)+ (4)(d)							

(5) (a) Patents:**(10 points per International Patent and 7 points per National Patent)**

Sr. No.	Title of patent Project	Patent Number	Sponsored agency if any	Date of Award	International National	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
Sub Total (5) (b)								

(5) (b)* Policy Document (Submitted to an International Body / Organization like UNO/UNESCO/**World Bank/International Monetary Fund etc. or Central Government or State Government)****A: International (10 Points per Policy Document)****B: National (07 Points per Policy Document)****C: State (05 points per policy Document)**

Sr. No.	Title of Policy Document	Name of Submitted Agency	International / National State	Policy Document Number	Date of Acceptan	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
Sub Total (5) (b)								

(5) (c)* Awards /Fellowship:**A: International (07 Points per Policy Document)****B: National (05 Points per Policy Document)**

Sr. No.	Name of Award / Fellowship	Date of Received	International / National	Name of Awardees Academic Body / Association	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents

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1							
2							
Sub Total (5) (b)							
Total (5) : (5)(a)+(5)(b)+(5)(C)							

(5) (b)* Invited lectures / Resource Person / paper presentation in Seminars / Conferences / Full

Paper in Conference Proceedings (Paper presented in Seminars/Conferences and also

published as full paper in conference Proceedings will be counted only once)

International (Abroad) : (07 Points per seminars / Conferences)

International (within Country): (05 Points per seminars / Conferences)

National : (3 Points per Seminars / Conferences)

State / University Level : (2 points per Seminars / Conferences)

Sr. No.	Title of Presentation in Academic Session	Title of Conference Seminar	Mode of Presentation Invited Lectures/ Resource Person / Paper presentation	Name of Organizer	Whether International (Abroad) International (within Country) / National /State / University Level	Self-Appraisal Score	API Score Verified	Page No. of Relevant Documents
1								
2								
Total (6)								

Note: The Research score for research papers would be augmented as Follows: peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list): i) Paper in refereed journals without impact factor -5 Points ii) Paper with impact factor less than 1 -10 Points iii) Paper with impact factor between 1 and 2-15 Points iv) Paper with impact factor between 2 and 5 -20 Points v) Paper with impact factor between 5 and 10-25 Points vi) Paper with impact factor 10 -30 Points

a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and co-supervisor, both shall get 7 marks each.

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- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5 (b). Policy Document and 6. Invited lectures / Resource person / paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Summary 7 (Category III)

Academic / Research Scoure

Details of Academic & Research activities	Self- Appraisal Score	API Score Verified by Committee	Remarks
(1) Research Papers in Peer-Reviewed or UGC listed Journals			
(2) Publications (other than Research Papers)			
(3) Creation of ICT mediated Teaching learning pedagogy and content and development of new and innovative courses and curricula			
(4) Research guidance / Projects Completed/ Projects Ongoing / Consultancy			
(5) Patents / Policy Document Awards / Fellowship			
(6) Invited lectures / Resource person / paper presentation in Seminars Conferences /full paper in Conference Proceedings			
Grand Total of Table 2			

IV SUMMARY OF API SCORES:

Category	Criteria	Annual API Score
Category II	Activities: Overall Grading 1. Teaching 2. Involvement in the University / College students related activities / research activities	

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2 Category III)	Academic / Research Score	
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List of Enclosures: (Please attach copies of certificates and / or letters sanction orders, papers etc. wherever Necessary)

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UNDERTAKING

I Dr/Mr./ Mrs _____ undertakes that the information provided is correct as per records submitted by me to college / Institute / University and documents enclosed along with the duly filled in PBAS Proforma.

Date: _____

Designation

Signature of the faculty with

Place: _____

Date: _____

Signature Head of Department

Place: _____

Date: _____

Signature Director- IQAC

Place: _____

Signature of Principal

N.B.: The individual PBAS Proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the College / Institute / University as necessary and placed before the Screening Cum Evaluation Committee or Selection Committee for Assessment Verification.