



**Deenbandhu Chhotu Ram University of Science and Technology,
Murthal, Sonapat-131039, Haryana
(Established by State Legislative Act No. 29 of 2006 & Approved under
Section 12 (B) of the U.G.C. Act)
'A' Grade NAAC Accredited**

**Application Form for Direct Recruitment and Career Advancement Scheme (CAS)
for Promotions of Teachers (Assistant Professor, Associate Professor, Professor) as
per UGC 4th Amendment, Regulation 2016**

Part-I: General Information and Academic Background

1. Full Name (In block letters): _____
 2. Father's / Mother's Name / Husband's Name: _____
 3. Post Applied For: _____ Department: _____
 4. Assessment Period under CAS: _____ Due date of Promotion: _____
 5. Current Designation & Grade Pay: _____
 6. Date and Place of Birth: _____
 7. Sex: _____
 8. Marital Status: _____
 9. Nationality: _____
 10. Indicate whether you belong to SC/ST/BC Category: _____
 11. Address for Correspondence (with PIN code):

 12. Permanent Address (with PIN code)

- Telephone No: _____
Email: _____

13. Academic Qualifications (Strike off which is not applicable):

Examinations	Name of Board/ University	Year of Passing	Percentage of Marks Obtained / C.G.P.A.(Converted to %age)	Division / Class / Grade	Courses Studied	Awards/ Medal/ Merits if any
High School/Matric						
Intermediate/ 10+2/ /Equivalent						
B. Tech. /BBA/B.Sc./B.Com./ Any other						
M.Tech. /MBA/M.Com./MA/ M.Sc. /MCA /Any other						
NET/GATE						
Ph. D.		Subject: Topic of Thesis: Name of Supervisor(s): Date of Award of Degree: Name of the University/Institute that has awarded the degree: Whether Ph.D. degree awarded as per UGC norms:				
Other Examinations, if any						

NOTE: If C.G.P.A. is converted into %age, the proof of conversion formula should also be attached.

14. Previous and Current Appointments

Designation	Name of Employer	Salary With Grade Pay	Period of Employment		Total period
			From	To	

15. Total teaching experience (in Years): _____ P.G. Classes: _____ ; U.G. Classes: _____

16. Total Research Experience excluding period spent in M.Phil. / Ph.D. (in Years): _____

17. a) Has there been any break in your service?: **Yes/ No**

If yes, give details with reason thereof _____

b) Have you ever been punished during your service or convicted by a Court of Law: **Yes/ No**

If yes, give details _____

18. Orientation /refresher course attended:

Name of the Course/ Summer or Winter School	Place	Duration		Sponsoring Agency
		From	To	

19. Publications (three papers for Associate Professor and five for Professor as per FCTE memo no. 666-668 / Engineering Dtd. 2.3.2012 & FCHE memo no. KW-7/ 18-2009C-IV(3) dtd. 21.7.2011) with three copies thereof:

Publications	Published With details of publication	Accepted for Publication With details of publication
• Books		
a) Independently		
b) Jointly		
• Research Papers		
a) Independently		
b) Jointly		
• Patents		
a) Independently		
b) Jointly		
• Any Other Publication		
a) Independently		
b) Jointly		

Note: Paper accepted for publication will carry weightage equivalent to that of a published paper.

20. API score based on PABS (Please provide Year-wise details for the whole assessment year)

S. No.	Assessment period		API score claimed in		
	Year	Session	Category - I	Category - II	Category - III
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					
10.					
Total Score					

List of Enclosures:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

I certify that the above-mentioned information given by me is correct and complete to the best of my knowledge and belief and no material information has been concealed. I am not aware of any circumstances, which may impair my fitness for employment. If any information given above is found incorrect or false, I am liable to be punished & removed from employment.

Date:

Signature of the Candidate

For office use only

Recommendations of Screening Committee

Final Recommendation

PART-II: - ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR FOR DEENBANDHU CHHOTU RAM UNIVERSITY OF SCIENCE AND TECHNOLOGY, MURTHAL, SONEPAT. (AS PER UGC 4th AMENDMENT, REGULATIONS, 2016)

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self- assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee.

Category	Nature of Activity	Assistant Professor			Associate Professor			Professor		
		Max. Score	Self assessment Score	Verified API Score [#]	Max. Score	Self assessment Score	Verified API Score [#]	Max. Score	Self assessment Score	Verified API Score [#]
I	a. Direct Teaching	70			60			60		
	b. Examination Duties & Evaluation	20			20			10		
	c. Innovative Teaching	10			15			20		

To be verified by Chairperson/Dean

Instructions for filling up Category – I of PBAS Performa

Nature of Activity	Maximum score
a. Direct Teaching	
a1. Lectures, seminars, tutorials, practical, contact classes should be based on verifiable records. No score should be assigned if a teacher has taken less than 75% of the assigned classes. No score should be deducted for classes not held or missed due to i) Students not turning up or bunking classes, ii) Sanctioned leave of the teacher of any kind, iii) Any other reason beyond the control of the teacher	50
a2. Lectures or other teaching duties in excess of the UGC norms, extra hours of unpaid classes etc. (two points per duty/class)	10
a3(i). Preparation and Imparting of knowledge/instruction as per curriculum (Text books/ manuals etc.): 10 points a3(ii). Syllabus enrichment by providing additional resources to students such as lab manuals, lecture notes etc: 10 points	20
b. Examination Duties & Evaluation	
b1. College/ University semester/ Annual Examination work as per duties allotted. (Coordination/ invigilation – 10 points, Evaluation of answer scripts – 10 points; Question paper setting – 10 points)	20
b2. College/ University examination/ Evaluation responsibilities for internal assessment/ sessional/ seminars/ assignments/ continuous assessment work as allotted - 15 points)	15
b3. Examination work such as coordination, or flying squad duties/ Nodal Coordinator for evaluation etc. - 10 points	10

c. Innovative Teaching	
c1. Participatory & Innovative Teaching-Learning Process with material for problem based learning, case studies, Group discussions, project work (B. Tech./ M. Sc./ M.B.A./ M. A.), product development, assignment, ICT based teaching & learning material such as online assignment, Quiz etc. (10 points each)	10
c2. Use of ICT in Teaching-Learning process with computer-aided methods like power-point/ Multimedia/ Simulation/ Software etc. (10 points each)	10
c3. Developing and imparting Remedial/ Bridge Courses (5 points each)	10
c4. Developing and imparting soft skills/ communications skills/ personality development courses/modules, etc. (5 points each)	10
c5. Developing and imparting specialized teaching-learning programmes in Physical education, library; innovative compositions and creations in music, performing and visual arts and other traditional areas (5 points each)	10
c6. Organizing and conduction of popularization programmes/ training courses in computer assisted teaching/ web-based learning, e-library skills to students, etc. a) Workshop/ Training course: 10 points each b) Popularization programmes: 5 points each	10

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

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

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

*Candidate may claim the API Score per year

To be verified by Chairperson/Dean

Instructions for filling up Category – II of PBAS Performa

Nature of Activity	Maximum score
a. Student related co-curricular, extension and field-based activities	
a1. Institutional Co-curricular activities for students such as field studies/ educational tours/industrial tour/ field training/ quiz contest/ declamation contest/ debate/ industry/inplant training etc.(5 point each)	10
a2. Positions held/ Leadership role played in organization linked with Extension Work and National service like NSS, NCC, Red Cross, Eco-Club, Woman cell, IPR Cell, SC/ST Remedial Cell, Statistical Cell, IQAC, Centre-Head, NGOs or any other similar organizational activity (10 points each)	10
a3. Donating blood, commitment to donate eyes or body or organs, contribution to Prime Minister’s relief fund or Chief Minister’s relief fund, contribution to University corpus fund, instituting a scholarship for the education of the poor and needy (5 points each)	10
a4. Students and staff Related Socio Cultural and Sports Programmes (Organizing such program(s) or contributing by participating in any of the program(s) at intra/ interdepartmental or intercollegiate or interuniversity level) a. Intradepartmental/ college level: 5 points each b. Inter-departmental: 10 points each c. Inter-collegiate: 10 points each d. Inter-university: 10 points each	10
a5. Community work such as values of National Integration, Environment democracy, social work, Human Rights, Peace, Scientific Temper, Flood or Drought Relief, Small family norms, Tree Plantation, Energy Conservation, Road Safety etc., through lectures/ awareness programmes or through TV/ Satellite/ EDUSAT/ Radio etc. (5 points each)	10
Maximum Aggregate Limit for activity “a”	15
b. Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	
b1. Contribution to Corporate life in Universities/ colleges through meetings, popular lectures, expert/ extension lectures, EDUSAT lectures, INSPIRE programme, invited lectures on subject related/ scientific/ legal etc. issues, or articles in college magazine and University volumes (5 points each)	10
b2. Participation in committees concerned with any aspect of departmental or institutional activity such as admission (including online admission), departmental budget/ purchase, time-table, campus development, inspection, library, students welfare, guidance & counseling, placement, help desk, anti-ragging, UMC Committee, Proctorial duty, or any such committee/ subcommittee appointed by Vice-Chancellor/ Director/Dean/Chairperson/ University court/ Executive Council/ Academic Council/ Staff Council etc. (5 points each)	10
b3. Organization of Conference/ Seminars/ Symposia/ Workshops/ Training as Director, Co-director, Coordinator/ Chairman/ Co-Chairman/ Convener/ Co-convener/ Secretary/ Joint-Secretary/ etc.: (a) International (10 points each) (b) National/ regional (7 points each) As member of the Organizing Committee of (a & b) above (5 points each) As member of the Advisory Committee of (a & b) above (3 points each)	15
b4. Organization of Faculty Development Programmes/ Short term Course/ Technology Based Entrepreneurship Development Programme as Director, Co-Director, Coordinator/ Chairman/ Co-Chairman/ Convener/ Co-convener/ Secretary/ Joint-Secretary/ etc. (5 points each)	10
b5. Membership of professional/academic associations/ bodies at the national level; membership of committees like Board-of-Studies (UG and PG), Departmental Research Committee, Faculty, any departmental society, etc. of any university/ institute; etc. (5 points each)	10
Maximum Aggregate Limit for activity “b”	15
c. Professional Development activities	
c1. Participation in subject associations, conferences, seminars, symposia, workshop without paper presentation (5 points each); Visits abroad (excluding for conference/ seminar/ symposia/ workshop) for research collaborations	10

or delivering lectures (10 points each)	
c2. Invited Lectures in orientation courses/ refresher courses/FDP/STC/Inter-departmental extension lectures (5 points each)	10
c3. Membership of editorial committees/ boards of journals; refereeing/reviewing of research papers of journals, etc. (5 points each)	10
c4. Membership/ participation in State/ Central Bodies/ Committees on Education, Research & Development such as UGC/AICTE/ DST/ ICMR/ ICAR/ ICHR, etc. (5 points each) (This score is other than b5)	10
c5. Office bearers of academic and professional bodies including Teachers' association, Teachers' club, faculty Club, etc. (5 points each)	05
c6. Publication of scientific/innovative articles in newspapers, magazines or other National Print Media (2 points each)	05
c7. Participation in Faculty Development Programmes/Short Term Courses/Refresher Course/Orientation Programme a: one week duration: 10 points each b: Two week or more duration: 15 points each	15
Maximum Aggregate Limit for activity "c"	15

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Note: 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. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty of Engg. & Tech./ IT & CS/ Sci. & Tech. Interface/ Architecture/ Non-conventional sources of Energy	Faculty of Humanities/ Management Studies/ Physical Education/ Library	API Score*		
				Max. Score*	Self Asses. Score	Verified API Score
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC# with Impact Factor above 10	Refereed Journals as notified by the UGC# with Impact Factor above 10	50/ Pub		
		Refereed Journals as notified by the UGC# with Impact Factor between 5 & 10	Refereed Journals as notified by the UGC# with Impact Factor between 5 & 10	45/ Pub		
		Refereed Journals as notified by the UGC# with Impact Factor between 2 & 5	Refereed Journals as notified by the UGC# with Impact Factor between 2 & 5	40/ Pub		
		Refereed Journals as notified by the UGC# with Impact Factor between 1 & 2	Refereed Journals as notified by the UGC# with Impact Factor between 1 & 2	35/ Pub		
		Refereed Journals as notified by the UGC# with Impact Factor less than 1	Refereed Journals as notified by the UGC# with Impact Factor less than 1	30/ Pub		
		Refereed Journals as notified by the UGC# without Impact Factor	Refereed Journals as notified by the UGC# without Impact Factor	25/ Pub		
		Non-Refereed Reputed Journals with ISSN/ ISBN number as approved by Research Promotion Board of the University and posted on University Website. The list will be intimated to the UGC for inclusion of these	Non-Refereed Reputed Journals with ISSN/ ISBN number as approved by Research Promotion Board of the University and posted on University Website. The list will be intimated to the UGC	10/ Pub		

		journals in list of approved journals.	for inclusion of these journals in list of approved journals.			
		Conference Proceedings as full paper with ISSN/ISBN Number (DAE/IEEE/LNCS/Scopus etc.)	Conference Proceedings as full paper with ISSN/ ISBN Number (DAE/ IEEE/ LNCS/ Scopus etc.)	10/ Pub		
III (B)	Publications other than journal articles (Books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/ Reference, Books published by International Publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book*		
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book *		
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book *		
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Int. –10 per Chapter* National – 5 per Chapter*		
III (C)	RESEARCH PROJECTS					
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	(a) Major Projects with grants above Rs. 5 lakhs	20 per Project per Year\$		
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	(b) Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project per Year\$		
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project per Year\$		
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively		
III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer / Product / Process	Major Policy document prepared for international bodies like WHO/ UNO/	30 for each International / 20 for each national level output or patent.		

			UNESCO/ UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies – 30 Central Government – 20, State Govt.-10 Local bodies – 5		
III (D)	RESEARCH GUIDANCE					
III(D) (i)	M. Phill/ M. Tech. & other Master Degree with Dissertati ons	Degree awarded	Degree awarded	5 per candidate		
III (D) (ii)	Ph. D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate		
III E	Fellowships, Awards and Invited lectures delivered in conferences / seminars/FDP/STC					
III (E) (i)	Fellowshi ps/ Awards	International Award/Fellowship from academic bodies/ associations	International Award / Fellowship from academic bodies/associations	15 per Award / 15 per Fellows hip		
		National Award/Fellowship from academic bodies/ associations	National Award/Fellowship from academic bodies/associations	10 per Award / 10 per Fellows hip		
		State/ University level Award from academic bodies/ associations	State/University level Award from academic bodies/associations	5 per Award		
III (E) (ii)	Invited lectures / Papers presented (Oral/ Poster)/ or Session Chaired	International	International	7 per Session Chaired /7 per lecture / 5 per paper present ed**		
		National level	National level	5 per Session Chaired /5 per lecture/ 3 per paper/ present ed**		
		State/University level	State/University level	3 per Session Chaired /3 per lecture / 2 per		

				paper/ present ed**		
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period. For. e. g. for 300 API score, maximum 60 API score can be earned in this sub-category.					
III(F)	Development of e-learning delivery process/material			10 per module		
Total API Score Claimed by the Candidate						
Minimum API score required under Category II & III for the post						

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

Illustration: For a research paper of 40 API score, 28 score (70% of the score 40) will be claimed by the Research Scholar and the Supervisor(s) each and 12 API score (30% of the score 40) will be claimed by the remaining authors each.

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

§ The API score for the project can only be claimed for the sanctioned duration and not beyond that.

**API Score for III E(ii) will be claimed solely by the author, who participated and presented the paper (oral/poster). However, if a paper presented in Conference /Seminar is published completely in the form of Proceedings, the points would accrue for the publication in Category III (A) and not under Category III (E) (ii).

I certify that the foregoing information given by me is correct and complete to the best of my knowledge and belief and no material information has been concealed. I am not aware of any circumstances which may impair my fitness for employment. If any information given above is found incorrect or false, I am liable to be punished & removed from employment.

Signature of the faculty member with Designation, Place & Date

Signature of Principal/Director/Vice-Chancellor/ Head of Organization

No Objection Certificate (for Employed Candidates)

It is to certify that the Institute / College/University/Organization has no objection if Shri / Smt. / Ms. S/o / D/o / W/o is appointed by Deenbandhu Chhotu Ram Univ. of Sci. & Tech., Murthal, Sonapat.

He / She bears a moral character.

Signature of Principal/Director/Vice-Chancellor/ Head of Organization

APPENDIX - III TABLE - II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor / Equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Assoc. Professor/equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor /equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/year	75/year	70/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 / Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period	100 / Assessment period
III	Research and Academic Contributions Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period	400 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period	600 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research Contribution 50% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution. 30% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution. 50%- Performance evaluation and other credential by referral procedure

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

APPENDIX - III TABLE - II (B)

MINIMUM SCORES FOR APIS FOR DIRECT RECRUITMENT OF TEACHERS IN UNIVERSITY DEPARTMENTS / COLLEGES AND WEIGHTAGES IN SELECTION COMMITTEES TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THE REGULATION.

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria /weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain knowledge and Teaching Skills (20%). d) Interview performance:(20%)

APPENDIX - III TABLE – III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

S. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/ M.Phil / PG Degree in Professional courses	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A selection committee process as stipulated in the regulation and in Tables II(A).
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in stage 3. (iii) A selection committee process as stipulated in the regulation and in Tables II (A).
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (universities only)	(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A). (ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc., (iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A).