



UNIVERSITY OF CALCUTTA

PBAS Proforma for Promotion under Career Advancement Scheme

Part – A

CAREER ADVANCEMENT (CA) APPLIED FOR (put a tick mark at the appropriate place) : Assistant Professor Stage -1 to Assistant Professor Stage-2 / Assistant Professor Stage -2 to Assistant Professor Stage-3 / Assistant Professor to Associate Professor / Associate Professor to Professor.

General Information and Academic Background

1. Name of the Applicant (in BLOCK LETTERS) :

2. Date and Place of Birth :

3. Indicate Whether belonging to (please put a tick mark) :

SC	ST	OBC
----	----	-----

4. Department :

5. Address for Communication :

6. Permanent Address :

7. Telephone Number :

Office	Residence	Mobile

8. E-mail:

9. Chronological description of different positions held right from first employment in the substantive post (please attach separate sheet, if required) :

Designation	Name of Employer	Date of Joining		Salary with Grade	Reason of Leaving
		Joining	Leaving		

10. Date of eligibility for promotion :

(Note: The actual date of effect will be decided by the relevant Screening Committee / Selection Committee and the same needs to be approved by the Hon'ble Vice-Chancellor and the Syndicate.)

11. Academic Qualifications right from the Secondary Level to the Ph.D. Level with name of the Board / Council / Institution / University, etc., Year of Passing, Division / Class and Percentage of Marks (please attach separate sheet, if required).

Examination	Name of Board /Institution/ University	Year of Passing	% of marks	Division/Class / Grade	Subjects with Specialization
High School / Matric					
Intermediate					
B.A./B.Sc./B.Com. /B. Mus.					
M.A./M.Sc./M.Com. /M.Mus.					
M.Phil.					
Ph.D./D.Phil.					
D.Sc./D.Litt.					
Other Examinations if any					

12. Post held after appointment at this institution :

Designation	Department	Date of Joining		Grade
		From	To	

13. Post doctoral experience within the country and abroad (please attach separate sheet, if required) :

14. Industrial Experience / Consultancy, etc. (please attach separate sheet, if required):

15. Award / Honours (please attach separate sheet, if required):

16. Any other information that the applicant would like to provide (please attach separate sheet, if required):

17. Special remarks, if any (please attach separate sheet, if required):

18. Research Experience excluding years spent in M.Phil./Ph.D. (in years):

19. Field of Specialization under the Subject / Discipline:

(a)

(b)

20. Academic Staff College Orientation / Refresher Course attended :

Name of the Course / Summer School	Place	Duration	Sponsoring Agency

I declare that information provided are true to the best of my knowledge and documentary evidence for each information will be produced as and when required.

Signature of the Applicant with date

Forwarded by the Head of the Department

Secretary of the Faculty

PART -B
ACADEMIC PERFORMANCE INDICATORS (A.P.I.)

(Please see detailed instructions of this PBAS proforma annexed herewith before filling up this section)

CATEGORY: I. Teaching, Learning and Evaluation Related Activities:

- i) Lectures, Seminars, Tutorials, Practical, Contact Hours (give semester-wise details, where necessary)

S.No.	Course / Paper	Level	Mode of teaching	Hours per week allotted	% of class taken as per documented record

Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)

		API Score
(a)	Class Taken (max 50 for 100% performance & proportionate score up to 80% performance, below which no score may be given)	
(b)	Teaching Load in excess of UGC norms (max score:10)	

(II) Reading / Instructional material consulted and additional knowledge resources provided to students

S. No.	Course / Paper	Consulted	Prescribed	Additional Resource provided
API Score based on Preparation and imparting of knowledge / instruction as per curriculum & syllabus enrichment by pr additional resources to Students (max. Score:20)				API Score

(iii) Use of participatory and innovative Teaching –Learning, Updating of Subject content, Course Improvement etc.

S. No.	Short Description	API Score
	Total Score (Max Score: 20)	

(iv) Examination Duties Assigned and Performed

S. No.	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score

CATEGORY: II. Co-Curricular, Extension, Professional Development Related Activities

Please mention your contribution to any of the following:

S.No.	Type of Activity	Average Hrs / Week	API Score
	(i) Extension, Co-curricular & field based Activities		
	Total (Max:20)		
	(ii)Contribution to Corporate Life and Management of the Institution	Year / Semester wise responsibilities	API Score
	Total (Max:15)		
	(iii) Professional Development Activities		
	Total (Max:15)		
	Total Score (i+ii+iii) (Max :25)		

CATEGORY:III. Research, Publications and Academic Contributions:

S.No.	Title with Page Nos.	Journal	ISSN / ISBN No.	Whether peer reviewed Impact Factor, if any	No. of Co-author	Whether you are the main author	API Score

B (i) Articles /Chapters published in books:

S.No.	Title with page Nos.	Book Title editor & publisher	ISSN/ISBN No.	Whether peer reviewed	No. of Co-author	Whether you are the main author	API Score

(ii) Full papers in Conference Proceedings:

S.No.	Title with page nos.	Details of Conference Publication	ISSN/ISBN No.	No. of Co-authors	Whether you are the main author	API Score

(iii) Books Published as single author or as editor:

S.No.	Title with page nos.	Type of Book & Authorship	Publisher & ISSN / ISBN No.	Whether peer reviewed	No. of Co-authors	Whether you are the main author	API Score

(C). Ongoing and Completed Research Projects and Consultancies:**(C) (i & ii) Ongoing Projects / Consultancies:**

S.No.	Title	Agency	Period	Grant / Amount Mobilized (Rs. Lakh)	API Score

(C) (iii & iv) Completed Projects / Consultancies:

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

(D) Research Guidance:

S.No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score
M. Phil or equivalent				
Ph.D. or equivalent				

(E) (i) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration):

S.No.	Programme	Duration	Organised by	API Score

(E) (ii) Papers presented in conference, Seminars, Workshops, Symposia:

S.No	Title of Paper Presented	Title of Conference / Seminar	Organised by	Whether international/national/state /regional/college or University	API Score

E (iii) Invited Lectures and Chairmanships at National or International Conference / Seminar etc.

S.No.	Title of Lecture/Academic Session	Title of conference / Seminar etc.	Organised by	Whether International/National	API Score

IV SUMMARY OF API SCORES

	Criteria	Last Academic Year	Total- API Score for Assessment Period	Annual Av. API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, Professional development etc.			
	Total I+II			
III	Research and Academic Contribution			

I declare that information provided are true to the best of my knowledge and documentary evidence for each information will be produced as and when required.

Signature of the Applicant with date

Forwarded by the Head of the Department

Secretary of the Faculty

PART-C
OTHER RELEVANT INFORMATION

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

S.No.	Details (Mention Year, Value, etc. where relevant)

LIST OF ENCLOSERS: (Please attach, copies of Certificates, Sanction Orders, Papers etc. wherever necessary)

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

I declare that information provided are true to the best of my knowledge and documentary evidence for each information will be produced as and when required.

Signature of the Applicant with date

Forwarded by the Head of the Department

Secretary of the Faculty

NB. : The individual PBAS proforma duly filled along with all enclosures, Submitted for CAS promotions will be duly verified by the University as necessary and placed before the Screening Cum Evaluation Committee or Selection committee for assessment / verification.

ANNEXURE**Instructions for filling up Part-B of the Proforma**

Part-B of the Proforma is based on Appendix-III, Table -1 of the UGC Regulations 2010.

B(I) is based on API scoring for the Category-I of the Table. Detailed information for 2009-10 or most recent assessment year is to be provided.

B(II) is based on Category II of the Table. Detailed information for 2009-10 or most recent assessment year is to be provided.

B(III) is based on Category III of the Table. Detailed information for the entire assessment period is to be provided.

The proforma is to be filled as per these table and self-assessment score given. For each category, even though several avenue of activities and their API scores are given to provide choice / opportunity to the teacher, maximum limit of scores can be given or carried forward under each category / area is indicated in the Table-1 of the UGC Regulations.

The self-assessment scores are further to be based on the indicators / activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix-III, Table-1.

NB. The self-assessment scores are subject to verification by the University / College, and by the Screening Committee cum Verification Committee as the case may be.

CATEGORY : I. Teaching, Learning and Evaluation Related Activities:

(i)(a)

Lectures / Seminars / Practical / Tutorials / Contact classes taken should be based on verification records. No score should be assigned if a teacher has taken less than 80% of the assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements have been made. Maximum score of 50 if there is 100% performance.	Max Score : 50
--	-----------------------

(b)

If teacher has taken classes exceeding UGC norm, then two points to be assigned for each extra hour of classes / credit.	Max Score : 10
---	-----------------------

(ii)

Imparting of knowledge / instruction as per curriculum with the prescribed material (Text book / Manual etc.), syllabus enrichment by7 providing additional resources to students (100% compliance = 20 points)	Max Score : 20
--	-----------------------

(iii) Use of Participatory and Innovative Teaching–Learning Methodologies, Updating of Subject Content, Course Improvement etc.

Indicators / Activities	Maximum Score
Updating of courses, Design of Curriculum, (5 per single course)	10
Participatory & Innovative T/L Process with materials for problems based Learning, Case Studies, Group Discussions etc., (a) Interactive Courses : 5 points / each (b) Participatory Learning Modules : 5 points/each (c) Case Studies : 5 points/each	10
Use of ICT in T/L process with computer-aided methods like power Point / Multimedia / Simulation / Software etc., (Use of any one of these in addition to Chalk & Board : 5 points)	10
Developing and imparting Remedial / Bridge Courses (Each activity : 5 points)	10
Developing & imparting soft skills / communications skills . personality development courses / modules (Each activity: 5 points)	10
Developing & imparting specialized teaching-learning programmes in physical education, library, innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity : 5 points)	10
Organizing and Conduction of popularization Programmes / Training Courses in Computer Assisted Teaching / Web-Based Learning and e-library skills to students (a) Workshop / Training Course : 10 points each (b) Popularization Program : 5 points each	10
Maximum Aggregate Limit	20

(v)Examination Related Work :

Indicators	Max. Score
College / University examination / Annual Examination work as per duties allotted.(invigilation-10 points; Evaluation of answer scripts – 5 points; question paper setting -5 points). (100% compliance = 20 points)	20
College / University examination / Evaluation responsibilities for internal / continuous assessment work as allotted (100% compliance=10 points).	10
Examination work such as coordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10
Maximum Aggregate Limit B (iv)	25

CATEGORY : II Co-curricular, Extension and Professional Development Related Activities :**(i) Extension and Co-curricular & Field Based Activities**

Institutional Co-curricular activities for students such as field studies / educational tours, industrial-implant training and placement activity (5 point each).	10
Positions held / Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO or any other similar activity (each activity 10 points)	10
Students and Staff Related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points, institutional level 5 points).	10
Community work such as values of National Integration, Environment democracy, Socialism, Human Rights, Peace, Scientific Temper, Flood or, Drought Relief, Small Family Norms etc. (5 points each).	10
Maximum Aggregate Limit	20

(ii) Contribution to Corporate Life and Management of the Institution

Contribution to corporate life in Universities / College through meetings, popular Lectures, subject related events, articles in college magazine and University volumes (2 points each).	10
Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points each)	10
Participation in Committees concerned with any aspect of departmental of institutional management such as admission committee, campus development, library committee (5 point each)	10
Responsibility for, or participation in committees for Students Welfare, Counselling and Discipline (5 each)	10
Organisation of Conference / Training as Chairman/ Organisational Secretary/ Treasurer : (a) International (10 points); National / Regional (5 points) (b) As member of the Organizing Committee (1 point each)	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

Indicators / Activities	Maximum Score
Membership in Profession related committees at state and national level a. At national level : 3 points each b. At site level : 2 points each c.	10
Participation in subject associations. Conferences, seminars without paper presentation (each activity : 2 points)	10
Participation in short time training courses less than one week duration in educational technology, Curriculum development, professional development, Examination reforms, Institutional governance (each activity : 5 each)	10
Membership / Participation in State / Central Bodies / Committees on Education, Research and National Development (5 each)	10
Publication of articles in newspapers. Magazines or other publications (not covered in category 3); radio talks; television programmes (1 point each)	10
Maximum Aggregate Limit	15

CATEGORY : III. Research and Publications and Academic Contributions:

This is to be filled as per Appendix III Table 1, Category III of the UGC Regulations 2010.

Wherever the research contribution is jointly made, the API scores be shared between the contributions as per the formula provided in the Table 1.

III. Summary of API Scores

As stated in the UGC Regulations 2010, the API scoring will be progressively rolled out for categories I and II, belonging with assessment of one year for Selection Committees in 2010-2011, annual averages of two years in 2011-2012 and so on. But for Category III, Scores will be computed for the entire assessment period as already indicated in the Regulations.

IV. Similar PBAS proforma could be developed by the Universities for the Cadres of Librarian / Deputy Librarian / Assistant Librarian and Director of Physical /education & Sports based on the API Scoring patterned outlined in Appendix III; Tables – IV to IX of the UGC-Regulations, 2010.

APPENDIX-III TABLE-I
PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND
CAREER ADVANCEMENTS SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I : TEACHING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by the teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the Screening / Selection Committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API Scores under this Category.

S. No.	Nature of Activity	Maximum Score
1.	Lectures, Seminars, Tutorials, Practical, Contact Hours undertaken as percentage of lectures allocated.	50
2.	Lectures or other teaching duties in excess of the UGC norms.	10
3.	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students.	20
4.	Use participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5.	Examination duties (Invigilation; question paper setting, evaluation / assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score Required	75

Note: Lectures and tutorials allocation to add up to the UGC norms for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80%, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

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

Brief Explanation based on the teacher' self-assessment, category II API scores are proposed for co-curricular and extension activities, and professional development related contributions. The Minimum API required by teachers for eligibility for promotion is 15 . A list of item and proposed scores is given below. It will be noticed all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the Screening / Selection Committee.

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

S. No	Nature of Activity	Maximum Score
1.	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counselling)	20
2.	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3.	Professional Development activities (such as participation in seminars, conference, short term, training courses, talks, Lectures, membership of associations, dissemination and general articles, not covered in Category III below	15
	Minimum API Score Required	15

CATEGORY III : RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation Based on the teacher's self-assessment, API Scores are Proposed for research and academic contributions. The minimum API Score required by teachers from this category is different for different levels of promotion and between University and Colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the Screening / Selection Committee.

S. No.	APIs	Engineering / Agriculture / Veterinary Science / Sciences / Medical Sciences	Faculties of Languages Arts ? Humanities / Social Sciences/Library/ Physical Education/Management	Max. Points for University and College Teacher position
III A	Research Papers published in	Refereed Journals	Refereed Journals	15/publication
		Non-refereed but recognized and reputable journals and periodicals having ISBN / ISSN numbers	Non-refereed but recognized and reputable journals and periodicals having ISBN / ISSN numbers	10/publication
		Conference Proceedings as full papers, etc. (Abstracts not to be included)	Conference Proceedings as full papers, etc. (Abstracts not to be included)	10/publication

III B	Research Publications (books, Chapters in books, other than refereed journal articles)	Text or reference Books published by International Publishers with an established peer review system.	Text or reference Books published by International Publishers with an established peer review system.	50/sole author, 10/chapter in an edited book review system.
		Subject Books by national level publishers/state and Central government Publications with ISBN/ISSN numbers.	Subject Books by national level publishers/state and Central government Publications with ISBN/ISSN numbers.	25/sole author, and 5/chapter in edited books
		Subject Books by other local publishers with ISBN/ISSN numbers.	Subject Books by other local publishers with ISBN/ISSN numbers.	15/Sole author, and 5/Chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10/Chapter
		Chapters in knowledge based volumes by Indian / National level publishers with ISBN/ISSN numbers and with numbers of National and International Directors.	Chapters in knowledge based volumes by Indian / National level publishers with ISBN/ISSN numbers and with numbers of National and International Directors.	5/Chapter
III(C)	RESEARCH PROJECTS			
III(C)i	Sponsored Projects carried out / ongoing	(a)Major Projects amount mobilized with grant above 30.0 lakhs	Major Projects amount mobilized with grant above 5.0 lakhs	20/each Project
		(b)Major Projects amount mobilized with grant above 5.0 lakhs up to 30.0 lakhs	Major Projects amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15/each project
		(c)Minor Projects (amount mobilized with grants above Rs. 50.000 up toRs. 5lakhs)	Major Projects (amount mobilized with grants above Rs. 25.000 up to Rs. 3 lakhs)	10/each project
III(c)ii	Consultancy Projects Carried out ongoing	Amount Mobilized with Minimum of Rs. 10.00 lakhs	Amount Mobilized with Minimum of Rs. 2.0 lakhs	10 per every Rs. 10.0 lakhs and Rs. 2.0 lakhs respectively.
III(c)iii	Completed Projects Quality Evaluation	Completed Project Report (Acceptance from funding agency)	Completed Project report (accepted by funding agency)	20/each major project and 10/each minor project

III(C) iv	Project Outcome/ outputs	Patent/Technology transfer/ product/ Process	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/50/ each for International level.
III (D) RESEARCH GUIDANCE				
III (D) I	M. Phil.	Degree awarded only	Degree awarded only	3/ each candidate
III (D) ii	Ph.D.	Degree awarded	Degree awarded	10/ each candidate
III (E) TRAINING COURSES AND CONFERENCE / SEMINAR / WORKSHOP PAPERS				
iii (e) I	Refresher Courses, Methodology, Training, Teaching-Learning -Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes (Max 30 Points)	(a)Not less than two weeks duration	(a)Not less than two weeks duration	20/each
		(b)One week Duration	(b)One week Duration	10/each
III (E) ii	Papers in Conference / Seminars/ Workshop etc.	Participation and Presentation of research papers (oral / poster) in	Participation and Presentation of research papers (oral / poster) in	
		a)International Conference	a)International Conference	10 each
		b)National	b)National	7.5 /each
		c)Regional/ State level	c)Regional/ State level	5/each
		d)Local-University/ College level	d)Local-University/ College level	3/each
III (E) iv	Invited Lectures or presentations for conferences / symposia	(a)International	(a)International	10/each
		(b)National level	(b)National level	5

*Wherever relevant to any specific discipline, the API Score for paper in refereed journal would be augmented as follows: (i) Indexed journals-by 5 points, (ii) papers with impact factor between 1 and 2 by 10 points, (iii) papers with impact factor between 2 and 5 by 15 points, (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in conference / seminar is published in the form of proceedings, the points would accrue for the publication (III(a)) and not under presentation (III (e)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in this Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals, and publishers under categories IIIA and B. Till such time, Screening / Selection Committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner : Of the total score for the relevant category of publication by the concerned teacher, the first / Principal author and the corresponding author / supervisor / Mentor of the teacher would share quality 60% of the total points and the remaining 40% would be shared equally by all other authors.

UNIVERSITY GRANT COMMISSION (MINIMUM QUALIFICATION FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION) (2ND AMEMNDMENT), REGULATIONS, 2013

*To be published in the Gazette of India
Part III Sector 4*

**UNIVERSITY GRANT COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110002**

No. F.1-2/2009(EC/PS) V(i) Vol.-II

13th June 2013

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of section 26 of University Grant Commission Act, 1956 (3 of 1956), the University Grant Commission hereby frames the following amendment Regulations, namely :-

1. Short title, application and commencement :
 - 1.1. These Regulations may be called the University Grant Commission (Minimum qualification for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (2nd Amendment) Regulations, 2013.
 - 1.2. They shall come into force with immediate effect from their publication in the Official Gazette.
2. The clause 6.1.0 of the Annexure of University Grant Commission (Minimum Qualifications for the Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulation, 2010 (hereinafter to be called ' The Principal Regulations') shall stand amended and be substituted by the following clause:-

“6.1.0The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his / her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this Regulations in Tables I to IX of Appendix III.

Provided that API scores will be used for Screening purpose only and will have no bearing on expert assessment of candidates in Direct Recruitment / CAS.

Provided also that the API score claim of each of the sub-categories in the category III (Research and Publications and Academic Contributions) will have the following cap to calculate the API score claim for Direct Recruitment / CAS.

Sub-Category	Cap as % of API cumulative score in application
III (A) : Research papers (Journals, etc.)	30%
III (B) Research Publications (Books, etc.)	25%
III (C) Research Projects	20%
III (D) Research Guidance	10%
III (E) Training Courses and Conference / Seminar, etc.	15%

In order to make the system more credible, Universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever Selection Committees are prescribed in these Regulations.”

3. The clause 6.0.2 of the Principal Regulations shall stand amended and be substituted by the following clause :-
 “6.0.2 The Universities shall adopt these Regulations for Selection Committees and Selection Procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance based Appraisal System (PBAS) at the institutional level for University Departments and their Constituent Colleges / Affiliated Colleges (Government / Government-aided / Autonomous / Private Colleges) to be followed transparently in all the Selection Processes. An indicative PBAS template proforma for direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS is annexed in Appendix III. The Universities may adopt the template Proforma devise their own self-assessment cum performance appraisal forms for teachers. While adopting this, Universities shall not change any of the categories or scores of the API given in Appendix III. The Universities can, if they wish so, increase the minimum required score or devise appropriate additional criteria for screening of candidates at any level of recruitment”.