

**[TO BE SUBMITTED IN QUADRUPLICATE]**

**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**  
Kukatpally, Hyderabad – 500 085, Telangana State (India)

**APPLICATION FORM FOR PROMOTION UNDER CAREER ADVANCEMENT  
SCHEME OF THE APRUGC - 2006.**

(Please tick whichever is applicable)

i).	Assistant Professor Rs.15600-39100 + AGP Rs.7000	
ii).	Assistant Professor Rs.15600-39100 + AGP Rs.8000	
iii).	Associate Professor Rs.37400-67000 + AGP Rs.9000	
iv).	Professor Rs.37400-67000 + AGP Rs.10000	
v).	Professor (Higher Grade) Rs.37400-67000 + AGP Rs.12000	

**PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND**

1.	Name (in Block letters)	:	
2.	Father's Name/Mother's Name	:	
3.	Department & College / Unit	:	
4.	Date of appointment as	:	
a	Assistant Professor	:	
b	Assistant Professor (Sr. Scale)	:	
c	Assistant Professor (SGS)	:	
d	Associate Professor	:	
e	Professor	:	
5.	Current Designation & Acad. Grade Pay (AGP)	:	
6.	Date of last Promotion	:	
7.	Which position and academic grade pay are you an applicant under CAS?	:	
8.	Date of eligibility for promotion as	:	
i)	Assistant Professor Rs.15600-39100 + AGP Rs.7000	:	
ii)	Assistant Professor Rs.15600-39100 + AGP Rs.8000	:	
iii)	Associate Professor Rs.37400-67000 + AGP Rs.9000	:	
iv)	Professor Rs.37400-67000 + AGP Rs.10000	:	
v)	Professor (Higher Grade) Rs.37400-67000 + AGP Rs.12000	:	

9.	Date of Birth	D	D	M	M	Y	Y	Y	Y	Place of Birth:		
10.	Gender									: Male		Female
11.	Marital status											
12.	Nationality											
13.	Indicate whether belongs to OC/SC/ST/BC (A, B, C, D) category and indicate the sub category:											
14.	Address for correspondence (with Pin Code)											
15.	Permanent Address (with Pin Code)											
	Phone Numbers											
	Mobile:									Land:		
	Email:									:		
16.	Academic Qualifications (copies of certificates to be enclosed):											
	<b>Examinations</b>	<b>Name of the Board / University</b>			<b>Year of passing</b>	<b>Percentage of marks obtained</b>	<b>Division/ Class/ Grade</b>	<b>Subject</b>				
	High School/ Matric											
	Intermediate											
	Under Graduate											
	Post Graduate											
	M.Phil *											
	Ph.D*											
	Other examinations if any											
* Research Degree(s) (copies of certificates to be enclosed)												
17.	Research Degree(s):											
	<b>Degrees</b>	<b>Title</b>				<b>Date of award</b>		<b>University</b>				
	M.Phil.											
	Ph.D.											

18.	<b>Appointments held prior to joining in the JNT University Hyderabad (Please enclose copies of a). Appointment Order b). Relieving order c). Proceeding of the Selection Committee d). Service Certificate)</b>					
	Designation	Name of the Employer	Date of		Salary with Grade	Reason for Leaving
			Joining	Leaving		

  

19.	<b>Posts held after appointment in the JNTUH (Please enclose copies of the orders):</b>				
	Designation	Department	Date of actual joining		Grade
			From	to	

  

20.	<b>Period of teaching experience :</b>			
	Classes	Years		Total years
		From	To	
	P.G. Classes			
	U.G Classes			
	Research experience excluding years spent in M.Phil/Ph.D (in years)			

  

21.	<b>Fields of specialization under the Subject / Discipline</b>	
(a)		
(b)		

22.	Academic Staff College Orientation / Refresher Course			
(a)	<b><u>Attended</u></b>			
	Name of the Course / Summer School	Place	Duration	Sponsoring Agency
(b)	<b><u>Conducted/Organized:</u></b>			
	Name of the Course / Summer School	Place	Duration	Sponsoring Agency

**PART B: ACADEMIC PERFORMANCE INDICATORS**

(Please see detailed instructions of this PBAS poforma before filling out this section)

**CATEGORY: 1. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

(i)	Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester –wise details, where necessary)					
	S.No.	Course / Paper	Level	Mode of teaching *	Hours per week allotted	% of classes taken as per documented record
	Total Score (Max Score: 50)					
	* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)					
Description					API Score	
(a)	Classes 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 norm (max score: 10)					
(ii)	Reading / Instructional material consulted and additional knowledge resources provided to students:					
	S.No.	Course / Paper	Consulted	Prescribed	Additional Resources provided	
	API score based on preparation and imparting of knowledge / instruction as per curriculum & syllabus enrichment by providing additional resources to students (max score: 20)					API Score

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(iii)	Use of Participatory and Innovative teaching-Learning methodologies, 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
		Total Score (Max: 25)			

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

Please mention your contribution to any of the following:

Sl.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	Yearly / Semester wise responsibilities	
	Total (Max: 15)		
(iii)	Professional Development Activities		
	Total (Max: 15)		
Total Score (i+ii+iii) (Max: 50)			

**CATEGORY: III. RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS**

(A) Published Papers in Journals												
Sl. No.	Title with page nos.	Journal name with month & Year of publications	ISSN / ISBN No.	Whether peer reviewed Impact Factor, if any	No. of Co-authors	Whether you are the main author	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	

  

(B) (i) Articles / Chapters published in Books												
Sl.No.	Title with page nos.	Book Title, editor & publisher	ISSN / ISBN No.	Whether peer reviewed	No. of Co-authors	Whether you are the main author	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)	

  

(ii) Full papers in Conference Proceedings												
Sl.No.	Title with page nos.	Details of Conference Publication	ISSN / ISBN No.	No. of Co-authors	Whether you are the main author	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)		

(iii) Books published as single author or as editor												
Sl.No	Title with page nos.	Type of Book & Authorship	Publisher & ISSN / ISBN No.	Whether peer reviewed Impact Factor, if any	No. of Co-authors	Whether you are the main author	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)	
C) Ongoing and Completed Research Projects and Consultancies												
(C) (i & ii) Ongoing Projects / Consultancies												
Sl. No	Title	Agency	Period	Grant / Amount Mobilized (Rs. Lakh)	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)			
(C) (iii & iv) Completed Projects / Consultancies												
Sl.No	Title	Agency	Period	Grant / Amount Mobilized (Rs. Lakh)	Whether policy document / patent as outcome	Basic API Score	Augmented API Score	Total API Score	Applicant's share of API Score	Proof (enclosure & serial number)		
D) Research Guidance												
Sl.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)					
		Sl.No	Programme	Duration	Organized by	API Score	
	(ii)	Papers presented in Conferences, Seminars, Workshops, Symposia					
		Sl. No	Title of the paper presented	Title of Conference / Seminar	Organised by	Whether International/ National / State / Regional / College or University level	API Score
	(iii)	Invited Lectures and Chairmanships at national or international conference / seminars etc.					
		Sl. No	Title of Lecture / Academic Session	Title of Conference / Seminar etc.	Organised by	Whether international / national	API Score

**CATEGORY: IV. SUMMARY OF API SCORES**

	Criteria	Last Academic Year	Total – API Score for Assessment period	Annual Av. API Score for Assessment period
<b>I</b>	Teaching, Learning and Evaluation related activities			
<b>II</b>	Co-curricular, Extension, professional development etc.			
	<b>Total I + II</b>			
<b>III</b>	Research and Academic Contribution			

**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. wherever relevant)

List of Enclosures: *(Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)*

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

**I certify that the information provided is correct as per records available with the University and / or documents enclosed along with the duly filled PBAS proforma.**

**Signature of the Teacher  
with designation**

**Signature of the  
Head of the Department**

**Signature of the Principal**

**Place:**

**Date:**

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

### Instructions for Filling up Part B of the PBAS 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 Category I of the Table. Detailed information for 2015 - 2016 or most recent assessment year is to be provided.

B (II) is based on Category II of the Table. Detailed information for 2015-2016 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 tables and self-assessment scores 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 that 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:** (1) The self-assessment scores are subject to verification by the University/college, and by the Screening cum Verification Committee or Selection Committee as the case may be.

(2) All the supporting documents shall be serially numbered. The page number of the relevant document shall be mentioned against each claim of API/PBAS Scores.

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

			Relevant page no.
(i)	(a)	Lectures/Seminars/Practicals/Tutorials/Contact classes taken should be based on verifiable 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 <b>Maximum score of 50 if there is 100% performance</b>	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 by 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		
	<b>Indicators / Activities</b>		<b>Max. Score</b>
	Updating of course, design of curriculum, (5 per single course)		10
	Participatory & Innovative T/L Process with materials for problem based learning, case studies, Group discussions etc.,		10
	a)	Interactive Courses: 5 points/each	
	b)	Participatory Learning modules: 5 points/each	
	c)	Case studies: 5 points/each	

	Use of ICT in T/L process with computer-aided methods like PowerPoint / 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 and imparting soft skills/communication skills/personality development courses/modules (Each Activity: 5 Points)	10	
	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 (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	
	<b>Maximum Aggregate Limit</b>	<b>20</b>	
(iv)	Examination Related Work		
	Indicators / Activities	Maximum Score	
	College/University end semester /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	
	<b>Maximum Aggregate Limit</b>	<b>25</b>	

**CATEGORY: II. Co-curricular, Extension and Professional Development Related Activities**

(i)	Extension and Co-curricular & Field based Activities	Maximum Score	Relevant page no.
	Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 points each)	10	
	Positions held/leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC 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	
	<b>Maximum Aggregate Limit</b>	<b>20</b>	
(ii)	<b>Contribution to Corporate Life and Management of the Institution.</b>		
	Contribution to Corporate life in Universities/colleges through meeting, popular lectures, subject related events, articles in college magazine and University volumes (2 points each).	10	

	Institutional Governance responsibilities like, Vice-Principal BOS-Chairperson, Director, Warden, IQAC co-ordinator (10 points each)	10	
	Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 points each).	10	
	Responsibility for, or participation in committees for students welfare, counseling and discipline (5 each)	10	
	Organization of Conference / Training as Chairman / Organizational Secretary/Treasurer; (a) International (10 Points; national/regional (5 points) (b) as member of the organizing committee (1 point each)	10	
	<b>Maximum Aggregate Limit</b>	15	
(iii)	<b>Professional Development Related Activities</b>		
	<b>Indicators / Activities</b>	<b>Max. Score</b>	
	Membership in profession related committees at State and National level (a) At national level: 3 points each (b) At site level: 2 points each	10	
	Participation in subject associations, conferences, seminars without paper presentation (Each activity: 2 point)	10	
	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 points)	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	
	<b>Maximum Aggregate Limit</b>	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 should be shared between the contributors as per the formula provided in the Table A.

#### 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, beginning with assessment of one year for selection committees in 2014-2015, annual averages of two years in 2015-2016 and so on. But for Category III, scores will be computed for the entire assessment period as already indicated in the Regulations. *(The summary must take into account the maximum score limits for each set of indicators as given in Appendix III, Table 1)*

#### 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/Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports based on the API Scoring pattern outlined in Appendix III: Tables – IV to IX respectively of the UGC – Regulations, 2010.

## APPENDIX – III TABLE – I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN  
RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS  
OF UNIVERSITY / COLLEGE TEACHERS

**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; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by 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 required under this category.

S.No:	Nature of Activity	Maximum Score	Relevant page no.
1.	Lectures, seminars, tutorials, practicals, contact hours undertaken taken 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 of 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	
	<b>Total Score:</b>	<b>125</b>	
	<b>Minimum API Score Required:</b>	<b>75</b>	

**Note:-** <sup>a</sup>: Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80% 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's 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 items and proposed scores is given below. It will be noticed that 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	Relevant page no.
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 counseling)	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, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	
<b>Minimum API Score Required:</b>		<b>15</b>	

**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	Relevant page no.
A	Research Papers published in:	Referred Journals *	Referred 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	
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	
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subjects Books by/ National level publishers/State and Central Govt. 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 3/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 directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5/Chapter	



C	RESEARCH PROJECTS				
C (i)	Sponsored Projects carried out/ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20/each Project	
		(b) Major Projects amount mobilized with grants 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 upto Rs:5 lakh)	Minor Projects (Amount mobilized with grants above Rs:25,000 up to Rs:3 lakh)	10/each Project	
C (ii)	Consultancy Projects	Amount mobilized with	Amount mobilized with	10 per every	
	Carried out/ongoing	Minimum of Rs:10.00 lakh	Minimum of Rs:2.00 lakhs	Rs:10 lakhs and Rs:2.0 lakhs respectively	
III (C) (iii)	Completed projects: Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project Report (Acceptance from funding agency)	20/each major project and 10/each minor project	
III (C) (iv)	Projects 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	
		Thesis submitted	Thesis submitted	7 / each candidate	
III (E)	TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS				
III (E) (i)	Refresher courses, Methodology workshops, 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 Conferences/ Seminars / Workshops 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) (iii)	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 co-ordination committee proposed in these Regulations and the University to prepare and publicize with six months subject-wise lists of journals, periodicals and publishers under categories III A 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 equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

## Appendix – III: Table-IV

Academic Performance Indicators (APIs) and Proposed Scores Developed By The UGC For Adoption of Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions of University / Director / Deputy Director / Assistant Director of Physical Education/ College Director of Physical Education.

Category 1: Teaching, Training, Coaching, Sports Person Development and Sports Management Activities.

Sl.No.	Nature of Activity	Maximum Score
Category		
1.	Management of Physical Education and sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports. (20 Points) Lecture cum practice based athlète / sports classes, seminars undertaken as percentage of allotted hours. (20 Points)	40
2.	Extending services, sports facilities and training on holidays to the institutions and organizations.	10
3.	Organizing and conducting sports and games competitions at the international / National / State / Inter University / Inter Zonal Levels. (25 Points) Organizing and conducting coaching camps / sports person development / training programmes. (15 Points)	40
4.	Up gradation of scientific and technological knowledge in Physical Education and Sports. (5 Points) Identifying sports talents and mentoring sports excellence among students. (10 Points)	20
5.	Development and maintenance of play fields, purchase and maintenance of the other sports facilities.	15
	Total Score	125
	Minimum API Score Required	75

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

Sl.No.	Nature of Activity	Maximum Score
1.	Student related co-curricular, extension and filed based activities (such cultural exchange and Sports Programmes (Various level of extramurals and intramural programmes); extension work through NSS/NCC and other channels,	20
2.	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities.	15
3.	Professional Development activities (such as participation in seminars, conferences, short term, training courses, campus and events, 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.

S.No.	APIs	Faculties of Physical education	Max. points for University and college teacher position
III (a)	Research papers published in:	Referred Journals*	15/Publication
		Non-referred but recognized and reputable journals and periodicals, having ISBN/SSN numbers	10/Publication
		Full papers in Conference proceedings, 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 **	50 / sole author 10 / chapter in an edited book
		Text Reference Books Published by National / Central / State Government / Societies**	25 / sole author 5 / chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers **	15 / sole author 3 / chapter in edited books
		Chapters in knowledge based volumes in Indian / national level publishers with ISBN/ISSN numbers and with numbers of national and international directories**	5/Chapter

\* For Joint Research papers, the First/Principal author will share 60%, while the rest joint authors will share the 40% of API scores.

\*\* Scores (50/25/10/03 whatever the case may be) to be shared equally by all authors.

III (C)	RESEARCH PROJECT		
III (C) (i)	Sponsored projects carried out/ ongoing	Major Projects/Events amount mobilized with grants above Rs.5.0 lakhs	20 each Project
		Major Projects/Events Amount mobilized with minimum of Rs.4.00 lakhs upto Rs.5.00 lakhs	15 each major project
		Major Projects from central/state funding agencies with grants below Rs.4.00 lakhs	10 each minor project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.1.0 lakh	10 per every Rs.5.0 lakhs 2 per every Rs.1.0 lakhs
III (C) (iii)	Completed projects: Quality Evaluation	Completed project report (Accepted by funding agency)	20/ each major project and 10 / each minor project
III (C) (iv)	Project Outcome/ outputs	Policy document of Govt. Bodies at Central and State level.	30/each output or outcome for National patents etc/50 each for international patents.
III (D)	RESEARCH GUIDANCE		
III (D) (i)	M.Phil.	Degree awarded only	3 / each candidate
III (D) (ii)	Ph.D	Degree awarded	10 / each candidate
		Thesis submitted	7 / each candidate
III (E)	TRAINING COURSES AND CONFERENCE / SEMINAR/WOKSHOP PAPERS		
III (E) (i)	Research Methodology/Training /Coaching	Research methodology / Training / Couching programme (not less than three weeks)/workshops of not less than one week.	20
	Workshops		
III (E) (ii)	Papers in Conference / Seminars / workshops etc	Participation and Presentation of research papers (oral/poster) in:	
		a) International conference	10 each
		b) National	7.5 / each
		c) Regional / State level	5 / each
III (E) (iv)	Invitations for conferences / seminars / workshops / symposia to deliver lecturers/ chair sessions	d) Local – University / College level	3 / each
		a) International	10 / each
		b) National	7.5. / each
		c) State level / Regional	5 / each
		d) University / College level Endowment lecturers	5 / each

## Appendix – III: Table-VII

ACADEMIC PERFORMANCE INDICATORS (APLS) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT /CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS. APPLICABLE TO LIBRARIAN, (UNIVERSITY) DEPUTY LIBRARIAN, ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN.

Category – 1: Procurement, Organization, and delivery of knowledge and information through Library services.

S.No.	Nature of Activity	Maximum Score
1.	Library resources organization and maintenance of books, journals, reports; provision of library reader-services, literature retrieval, services to researchers and analysis of reports; provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for brining out institutional Newsletters, etc.	40
2.	ICT and other new technologies application for up gradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	30
3.	Development, organization and management of e-resources including their accessibility over intranet/internet, digitization of library resources, e-delivery of information, etc.	25
4.	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	20
5.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	10
Total Score		125
Minimum API score required		75

**Category II : co-curricular, Extension and Professional Development Related Activities.**

Sl.No.	Nature of Activity	Maximum Score
1.	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (Various level of extramurals and intramural programmes); extension, library-literary work through different channels,	20
2.	Contribution to Corporate life and management of the Library units and institution through participation in library and administrative committees and responsibilities.	15
3.	Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, Membership of associations, dissemination and general articles, not covered in Category III below)	15
<b>Minimum API Score Required</b>		<b>15</b>

**Category-III: Research and Academic Contributions.**

S.No.	APIs	Activity	Maximum Point
III (A)	Research papers published in:	Referred Journals	15/Publication
		Non-referred but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	10/Publication
		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	50 / sole author 10 / chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 / sole author and 5/chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed edited knowledge based volumes published by International Publishers	10 / Chapter
		Chapter in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter

III (C )			
III (C ) (i)	Sponsored Projects carried out / ongoing	(d) Major Projects/Events amount mobilized with grants above Rs.30.0 lakhs	20/ each Project
		(e) Major Projects Amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15/ each project
		Minor Projects (Amount mobilized with grants above 50.000 up to Rs.5.0 lakh)	10/ each project
III © (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III © (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	20 / each major project and 10/ each minor project
III © (iv)	Projects Outcome / outputs	Patent/Technology transfer/Product/ Process	30 / each national level output or patent / 50/ each for international level
III (D)			
III (D) (i)	M.Phil	Degree awarded only	3/each candidate
III (D) (ii)	Ph.D	Degree awarded	10/each Candidate
		Thesis submitted	7/ each candidate
III (E)			
III (E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max:30 points)	Not less than two weeks duration	20/each
		One week	10 / each
III (E) (ii)	Papers in Conferences / Seminars / Workshops etc.*	Participation and Presentation of research papers (oral/poster) in	
		International conference	Each
		b) National	/ each
		c) Regional/State level	/ each
		Local – University / College level	3 /each
III (E) (iv)	Invited lectures or presentations for conferences / symposia	International	10 / each
		National level	5





- \* 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 (II) (e) (ii)

**Notes:**

- I. 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 to concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.



**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**

Kukatpally, Hyderabad – 500 085, Andhra Pradesh (India)

**UGC GUIDELINES FOR CAREER ADVANCEMENT SCHEME OF UGC REVISED PAY SCALES – 2006**

**ASSISTANT PROFESSOR (Rs. 15600-39100 + AGP Rs.7000)**

Assistant Professor with Academic Grade Pay of Rs.6000, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (Rs.15600-39100 + AGP Rs.7000) after completion of four years service as Assistant Professor.

Assistant Professor with Academic Grade Pay of Rs.6000, possessing M. Phil. Degree or Post-graduate Degree in professional courses, approved by the relevant statutory body, such as M.Tech., etc. shall be eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000) after completion of five years service as Assistant Professor.

Assistant Professor with Academic Grade Pay of Rs.6000 who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000) only after completion of six years service as Assistant Professor.

The upward movement from the entry level grade (Rs.15600-39100+AGP Rs.6000) to the next higher grade (Rs.15600-39100 + AGP Rs.7000) for all Assistant Professors shall be subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended one Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.

**ASSISTANT PROFESSOR (Rs.15600-39100 + AGP Rs.8000)**

Assistant Professors who have completed five years of service in (Rs.15600-39100 + AGP Rs.7000) / or Assistant Professors (Senior Scale) in the pre-revised scale of . Rs.10000 - 15200 shall be eligible, to move up to next higher grade (Rs.15600-39100 + AGP Rs.8000) subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended 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.

**For moving from one AGP to the other Higher AGP the process of selection is by a Screening-cum-Evaluation Committee.**

**ASSOCIATE PROFESSOR (Rs.37,400-67000 + AGP Rs. 9000)**

Assistant Professors completing three years of service in (Rs.15600-39100 + AGP Rs.8000) shall be eligible to move to the next higher grade (Rs.37400-67000 + AGP Rs.9000) and to be designated as Associate Professor subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per norms of UGC.
- (ii) **at least three publications** in the entire period as Assistant Professor
- (iii) attended one course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programme, Soft Skills development Programme and Faculty Development Programme of minimum one week duration.

**Promotion to the post of Associate Professor will be through a process of Selection by a Selection Committee as per the UGC regulations.**

**PROFESSOR (Rs.37,400-67000 + AGP Rs.10,000)**

Associate Professor completing **three years** of service in Rs.37,400-67000 + AGP Rs.9000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and placed in the next higher grade (Rs.37,400-67000 + AGP Rs.10,000), subject to:

- (i) satisfying the minimum yearly /cumulative API scores using the PBAS scoring as per the norms of UGC. Teachers may combine two assessment periods (in AGP Rs.7000 and Rs.8000) to achieve minimum API scores, if required.
- (ii) A minimum of five publications since the period that the teacher is placed in AGP Rs.8000.

**Promotion to the post of Professor will be through a process of selection by Selection Committee as per the UGC norms.**

**PROFESSOR (Rs.37,400-67000 + AGP Rs.12,000)**

Ten percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale of pay will be eligible for promotion to the higher grade of Professorship (AGP RS.12,000), on satisfying the required API score through the PBAS methodology stipulated in UGC regulations through a duly constituted Expert Committee, subject to possessing:

- a) post-doctoral research outputs of high standard
- b) awards/honours/and recognitions
- c) additional research degrees like D.Sc., D.Litt., LID, etc; patents and IPR on products and processes developed/technology transfer achieved in the case of teachers in Science and Technology.
- d) Minimum yearly/cumulative API scores for the assessment period as per the norms of the UGC.

The selection is to be conducted by the University by receiving duly filled PBAS proforma from eligible Professors based on seniority, three times in number of the available vacancies in each Faculty, in case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available.

The assessment process shall be through an Expert Committee evaluation of all credentials submitted by the Teacher in University Departments. No separate interview will be

conducted for this category.

## **PHYSICAL EDUCATION CADRES:**

### **ASSISTANT PROFESSOR (Rs.15600-39100 + AGP Rs.7000)**

Assistant Professor with Academic Grade Pay of Rs.6000, possessing Ph. D. Degree in Physical Education shall be eligible for moving to the next higher grade (Rs.15600-39100 + AGP Rs.7000) after completion of four years service as Assistant Professor.

Assistant Professor with Academic Grade Pay of Rs.6000, possessing M.Phil. Degree in Physical Education shall be eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000) after completion of five years service as Assistant Professor.

Assistant Professor with Academic Grade Pay of RS.6000 who does not have Ph.D. or M.Phil, shall be eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000) only after completion of six years service as Assistant Professor.

The upward movement from the entry level grade (Rs.15600-39100+AGP Rs.6000) to the next higher grade (Rs.15600-39100 + AGP Rs.7000) for Assistant Professors shall be subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended one Orientation and one Refresher Course of 3/4 weeks duration.

### **ASSISTANT PROFESSOR (Rs.15600-39100 + AGP Rs.8000)**

Assistant Professors who have completed five years of service in (Rs.15600-39100 + AGP Rs.7000) / or Assistant Professors (Senior Scale) in the pre-revised scale of Rs.10000 -15200 shall be eligible, to move up to next higher grade (Rs.15600-39100 + AGP Rs.8000) subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) additionally, two refresher courses of 3/4 weeks duration to have been undergone during the assessment period.

**For moving from one AGP to the other Higher AGP the process of selection is by a Screening-cum-Evaluation Committee**

### **ASSOCIATE PROFESSOR (Rs.37,400-67000 + AGP Rs. 9000)**

Assistant Professors completing three years of service in (Rs.15600-39100 + AGP Rs.8000) shall be eligible to move to the next higher grade (Rs.37,400-67000 + AGP Rs.9000) and to be designated as Associate Professor subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) at least three publications in the entire period as Assistant Professor
- (iii) evidence of having produced teams/athletes

Promotion to the post of Associate Professor will be through a process of Selection by a Selection Committee as per the UGC regulations,

**PROFESSOR (Rs.37,400-67000 + AGP Rs.10,000)**

Associate Professor completing three years of service in Rs.37,400-67000 + AGP Rs.9000 and possessing a Ph.D. Degree in Physical Education shall be eligible to be appointed and designated as Professor and placed in the next higher grade (Rs.37,400-67000 + AGP Rs.10,000), subject to:

- (i) satisfying the minimum yearly /cumulative API scores using the PBAS scoring as per the norms of UGC. Teachers may combine two assessment periods (in AGP RS.7000 and Rs.8000) to achieve minimum API scores, if required.
- (ii) a minimum of five publications since the period that the teacher is placed in AGP RS.8000.
- (iii) evidence of having produced teams/athlets

Promotion to the post of Professor will be through a process of selection by a Selection Committee as per the UGC norms.

**LIBRARIANS/DEPUTY LIBRARIANS/ASSISTANT LIBRARIANS:****ASSISTANT LIBRARIAN (Rs.15600-39100 + AGP Rs.7000)**

Assistant University Librarian possessing Ph.D. in Library Science, after completing service of four years in Academic Grade Pay of Rs.6000 shall be eligible for the higher grade (Rs.15600-39100 + AGP Rs.7000).

Assistant University Librarian not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in Academic Grade Pay of Rs.6000 shall become eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000)

Assistant University Librarian without the relevant Ph.D. or M.Phil. after completing six years in Academic Grade Pay of Rs.6000 shall become eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000).

The upward movement from the entry level grade (Rs.15600-39100+AGP Rs.6000) to the next higher grade (Rs.15600-39100 + AGP Rs.7000) for all Assistant University Librarians shall be subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of UGC for Librarian cadres in Universities
- (ii) attended one Orientation and one Refresher Course of 3/4 weeks duration

**ASSISTANT LIBRARIAN (Rs.15600-39100 + AGP Rs.8000)**

On completion of service of five years as Assistant Librarian (Senior Scale (pre-revised) /AGP Rs.7000) shall be eligible to move up to the next higher grade (Rs.15600-39100 + AGP Rs.8000), subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of UGC for Librarian cadres in Universities.
- (ii) attended two refresher courses, for a minimum period of 3 to 4 week duration during the assessment period.

For moving from one AGP to the other Higher AGP the process of selection is by a Screening cum Evaluation Committee.

**DEPUTY LIBRARIAN (Rs.37,400-67000 + AGP Rs.9000)**

After completing three years in Assistant Librarian (Selection Grade (pre-revised) IAGP Rs.8000) shall be eligible to move up to the next higher grade (Rs.37,400-67000 + AGP Rs.9000) with designation as Deputy Librarian subject to:

- (i) satisfying the minimum API scores using the PBAS scoring as per the norms of UGC for Librarian cadres in universities
- (ii) Three publications over twelve years.
- (iii) attended one course/training under the categories of Library automation /Analytical tool Development for academic documentation.

Promotion will be through a process of Selection by a Selection Committee as per the regulations of UGC.

**LIBRARIAN (Rs.37400-67000 + AGP Rs.10000)**

Deputy Librarian in university with three years of completed service in Rs.37400-67000 + AGP Rs.9000 shall be eligible to move up to the next higher grade Rs.37400-67000 + AGP Rs.10000 with designation as Librarian subject to:

- (i) satisfying the minimum API scores using the PBAS scoring as per the norms of UGC for University Librarian. Minimum API scores can also be considered over two assessment periods AGP Rs.8000 and Rs.9000, if required.
- (ii) A minimum of 5 publications over current and previous assessment periods.
- (iii) Evidence of innovative library service and organization of published work.

Promotion will be through a process of Selection by a Selection Committee as per the regulations of UGC.

**COUNTING OF PAST SERVICES FOR PROMOTION UNDER CAS**

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College" National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, D8T, etc., should be counted for promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The candidate for direct recruitment has applied through proper channel only
- (d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an adhoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:

- (i) the period of service was of more than one year duration;
  - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
  - (iii) the incumbent was selected to the permanent post in continuation to the adhoc or temporary service, without any break.
- (g) The services of those Research Associates, who have been appointed through a duly constituted selection committee and have performed academic duties corresponding to lecturer, may be counted for the purpose of promotion as lecturer (senior scale) {i.e., UGC Lr.No.3-2/2004(PS) Misc., dated 12.03.2010.
- (h) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), for counting past services under this clause.

**NOTE:**

- Candidates who do not fulfill the minimum score requirement under the API Scoring System as per the norms of the UGC or those who obtain less than 50% in the expert assessment of the selection process will be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
- If however, the candidate finds that she/he fulfills the eligibility conditions at a later date and applies on that date and is successful, her/his promotion will be deemed to be from that date of application.
- If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her/his promotion will be deemed to be from the later date.
- A teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publications requirement shall be met over the two previous stages,
- CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
- The incumbent teacher must be on the role and active service of the University on the date of consideration by the Selection Committee for Selection/CAS Promotion.
- No teacher, other than those with a Ph.D. shall be promoted or appointed as Professor.

\* \* \* \* \*