

SHIVAJI UNIVERSITY, KOLHAPUR

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

ANNUAL SELF- ASSESSMENT FOR THE PERFORMANCE BASED APPRAISAL SYSTEM
(ACADEMIC YEAR_____)

For the Faculty of Music in University Department Only

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

- Name of College** :-
1. Name (in Block Letters) :-
 2. Father's Name / Mother's Name :-
 3. Department :-
 4. Current Designation & Grade Pay :-
 5. Date of Appointment :-
 6. Date of last Promotion :-
 7. Position and Grade Pay applied under PBAS/CAS? :-
 8. Date of eligibility for promotion :-
 9. Date and Place of Birth :-
 10. Sex :-
 11. Marital Status :-
 12. Nationality :-
 13. Indicate category and /Sub Category (If reserve) :-
 14. Address for correspondence (with pin code) :-
 15. Permanent Address (with pin code) :-
Telephone No :-
Email :-
 16. **Academic Qualifications** :-

Sr.No.	Examinations	Name of the Board/ University	Year of Passing	Percentage of marks obtained	Division/ Class/Grade	Subject
1	B.A./B.Sc/B.Com/B.Dram. Etc.					
2	M.A./M.P.A. B.D., (P.G.D.) Etc.					
3	NET/SET					
4	Others Examination, if any					

17. Research Degree(s):

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

18. Appointments held prior to joining this institution:

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

19. Posts held after appointment at this institution:

Designation	Department	Date of actual Holding		Grade
		From	To	

20. Period of teaching experience:

P.G. Classes (in years) _____

U.G. Classes (in years) _____

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

22. Fields of Specialization under the Subject / Discipline

(a) _____

(b) _____

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

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency

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Category I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES (2009 onwards for Stage 5 to 6)

Point No	Page No		Total Page	Remarks
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PART B : ACADEMIC PERFORMANCE INDICATORS

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

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Note : Please attach relevant documents in support of above details.

a. Direct teaching Maximum Score **70** for Assistant Professor, Maximum Score **60** for Associate Professor & Professor.

a. i. Classroom teaching lectures, seminar (As per allocation)

Sr. No.	Course/ Paper	Level	Mode of Teaching*	No. of periods / Hours allotted		No. of periods / Hours engaged per annum	Actual Score (Actual hours spent per academic year \div 7.5/ 7.75/7.75)	API Score Verified	Page No. of relevant document
				Per Week	Per annum				

* Lecture (L), Seminar (S)

a. ii. Classroom teaching (including lectures, seminar) in excess of UGC norms (as per allocation)

Sr. No.	Course / Paper	Level	Mode of Teaching*	Hours/ Periods per academic year engaged	Actual Score (Actual hours spent per academic year \div 7.5/ 7.75/7.75)	API Score Verified	Page No. of relevant document

* Lecture (L), Seminar (S)

a. iii. Tutorials and Practicals, Field work, Project Supervision (Actual as per student attendance register)

Sr. No.	Course / Paper	Tutorials/ Practical/ work/ supervision	Field Project	Hours/ Periods per academic year engaged	Actual Score (Actual hours spent per academic year ÷ 7.5/ 7.75/7.75)	API Score Verified	Page No. of relevant document

Sub Total a. Direct Teaching Max. Score 70/60. Actual Score – a i+ii+iii =

Sr. No.	Course / Paper	Actual Score (As mentioned Above)	API Score Verified	Page No. of relevant document
a-i	Classroom teaching lectures, seminar			
a-ii	Classroom teaching			
a-iii	Tutorials and Practicals, Field work, Project Supervision			

b. Examination duties - Maximum Score: 20 for Assistant Professor & Associate Professor, Maximum Score: 10 for Professor.

Sr. No.	Type of Duties	Dates from – to	Actual Hours spent	Actual Score (Actual hours spent per academic year ÷ 10)	API Score Verified	Page No. of relevant document
1	Question paper setting,					
2	Invigilation/supervision					
3	Flying squad					
4	Custodian					
5	CAP Director/Assitt. Director					
6	Unfair menace committee					
7	Lapses committee					
8	Internal assessment					
9	External assessment					
10	Re-valuation					
11	M. Phil , Ph. D. Thesis evaluation					
12	Any Other...					
13	Total Actual Score					

c. Innovative Teaching - Maximum Score **10** for Assistant Professor, Maximum Score **15** for Associate Professor, Maximum Score **20** for Professor.

Sr. No.	Nature of Activity	Max Score	Actual hours spent per academic year	Actual Score (Actual hours spent per academic year ÷ 10)	API Score Verified	Page No. of relevant document
1	<ul style="list-style-type: none"> • Learning Methodologies - CD, Software, Models, Videos etc. • Use of innovative methodologies for teaching • Use of ICT, PPT, CD • Interactive courses • Updating of subject content • Course improvement • Preparation of study material • Interaction with entrepreneur / social worker • Mentoring • Participative teaching • Role playing etc 					
2	Sub total (Max Score)	10/15/20				
3	Total of Category I. Max score	100/95/90				
4	Minimum API score required for Category I *	80/75/70				

Note for Consideration of hours:

1. **Actual working hours are considered.**
2. **Meeting, visits, conference, talk, guest lecture etc activities' period will be considered for five (5) hours.**
3. **Travelling period will not be considered for attending any meeting, visit, lecture etc.**
4. **Actual working hours should be required on concern certificate.**
5. **HOD / concern Authority should be certified the actual hours spend / consumed.**

Note : * Assistant Professor Stage 1 to 2 = 80, Stage 2 to 3 = 80,
Assistant Professor to Associate Professor Stage 3 to 4 = 75,
Associate Professor to Professor Stage 4 to 5 = 70
Professor Stage 5 to 6 = 70

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals /Project Supervision/Field Work.
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students

who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

4. Student Feedback is an integral part of the institutional and academic development of higher educational institutions and in fostering quality. Student feedback and teacher response plays a catalytic role towards improvement in teaching-learning and institutional development. Feedback from students on teaching, delivery, methodology and pedagogy is pivotal with a view to enhancing clarity of concepts, subject understanding and developing and deepening an interest in the academic discipline. Universities and Colleges should encourage teachers to assist students in providing constructive feedback on teaching-learning in order to enhance quality education and in responding to the feedback.

Summary of CATEGORY I: Teaching, learning and evaluation related activities

Sr. No.	Nature of Activity ESSENTIAL	Maximum Score				
		API score allotted			Self-appraisal score	API score Verified
		Assistant Professor	Associate Professor	Professor		
a	Direct teaching: i. Classroom teaching lectures, seminar (As per allocation) ii. Classroom teaching (including lectures, seminar) in excess of UGC norms (as per allocation) iii. Tutorials and Practicals, Field work, Project Supervision (Actual as per student attendance register)	70	60	60		
b	Examination duties	20	20	10		
C	Innovative Teaching	10	15	20		
Total Score		100	95	90		
Minimum API Score required		80	75	70		

Note : API claimed without relevant document will not considered.

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CATEGORY II

PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Category II	Nature of Activity	Maximum API Score	Actual score (Actual hours spent per academic year ÷ 10)	API Score Verified	Page No. of relevant document
a.	Student related co-curricular, extension and field based activities: (i) Discipline related co-curricular activities: (ii) Other co-curricular activities: (iii) Extension and dissemination activities:	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: (ii). Participation in Board of Studies, Academic and Administrative Committees:	15			
c	Professional Development activities:	15			
	Total of Category II	45			
II	Minimum Score required for category II	*50/50/50/ 50/100	--	--	--

*Stage 1 to 2 = 50, Stage 2 to 3 = 50, Stage 3 to 4 = 50, Stage 4 to 5 = 50, Stage 5 to 6 = 100

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

CATEGORY II

PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

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	Maximum API Score	Actual score	API Score Verified	Page No. of relevant document
a.	<p>Student related co-curricular, extension and field based activities:</p> <p>(i) Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.)</p> <p>(ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)</p> <p>(iii) Extension and dissemination activities (Public /popular lectures/talks/seminars etc.)</p>	15	Actual hours spent per academic year ÷ 10		
b	<p>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities:</p> <p>i). Administrative responsibility (including as Dean , Principal, Chairperson, Convener, Teacher-in-charge, HOD, Coordinator, IQAC Coordinator, similar other duties that require regular office hrs for its discharge)</p> <p>(ii). Participation in Board of Studies, Academic and Administrative Committees etc.</p>	15	Actual hours spent per academic year ÷ 10		
c	<p>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)</p>	15	Actual hours spent per academic year ÷ 10		

**CATEGORY II - CO- CURRICULAR, EXTENSION, PROFESSIONAL
DEVELOPMENT RELATED ACTIVITIES (Year wise)**

Category II	Nature of Activity	Maximum API Score	Actual score	Verified API Score	Page No.
a	<p>Student related co-curricular, extension and field based activities.</p> <p>i. Discipline related co- curricular activities organized</p> <ul style="list-style-type: none"> • Field work, field studies study tour • Student seminar • Remedial classes • Career counseling • NET/SET/GETT/Workshop (1 week) • Quiz, debate, elocution, (on subject) • Essay competition on subject • Exhibition • Subject / faculty day celebration • Survey conduction • Subject association activity • Avishkar /Aswamedh /Anweshan etc. <p>ii. Other co-curricular activities</p> <ul style="list-style-type: none"> • Cultural prog. coordinator • NSS, NCC officer/ Assit officer • Eradication of superstitions • Tree plantation • AIDS Awareness • Blood donation camp • Student Welfare Officer • Placement officer • Sports Committee etc. <p>iii. Extension and dissemination activities</p> <p>Positions held / Leadership role played in organization linked with Extension work</p> <ul style="list-style-type: none"> • Community work such as—National Integration, Human Right, Peace, Scientific temper, Flood/ Drought relief • Public lectures delivered (Related to subject) • Talks delivered in a programme as chief guest • Seminars in public interest • General awareness activities • Organizing subject related event like lecturer on special topics • Popular writings not covered under(III) 	15	Actual hours spent per academic year ÷ 10		

b	<p>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.</p> <p>i. Administrative responsibility</p> <ul style="list-style-type: none"> • Dean, Principal, management council member • Director of school/institute • IQAC coordinator, • Refresher/orientation coordinator • Head of Department • Chairperson/ Convener • Teacher-in-charge or similar duties that require regular office hours for its discharge) per duty 	15	Actual hours spent per academic year ÷ 10		
<p>ii. Participation in</p> <ul style="list-style-type: none"> • BOS / Faculty / Academic Council • Senate/ any other University Committee • Chairman for subject related event like. Ph.D. Open Defense Session. • Various Scrutiny meeting • Resource Person / Speaker for subject related event • Referee / Judge for subject related event etc. • Administrative Committees • Editorial Board • Local management committee • Admission committee • Campus development • Library committee • Standing Committee • Sexual Harassment & Prevention Committee etc. • Membership / participation in State / Central bodies/committees on education research • Exam reforms • AAA Committee • Internal Assessment Monitoring Committee etc. 					

c	Professional Development activities : <ul style="list-style-type: none"> • 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	Actual hours spent per academic year ÷ 10		
Total of Category II Max score		45			
Minimum API score required for Category II (for Assessment period)		*50/50/50 /50/100			

*Stage 1 to 2 = 50, Stage 2 to 3 = 50, Stage 3 to 4 = 50, Stage 4 to 5 = 50, Stage 5 to 6 = 100

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

VERIFIABLE CRITERIA:1) Academic Dairy, 2) Bio Metric Generated Slips. 3) Attendance sheets, 4) Certification by HOD / Principal, 5) Supporting Documents

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CATEGORY: III

RESEARCH AND ACADEMIC CONTRIBUTIONS

Category III	Nature of Activity	API Score By Candidate	API Score Verified By Committee	Page No. of Relevant Documents
Total A	Published Papers			
Total B (i +ii + iii + iv)	Publications other than Journal Articles /Festivals			
Total C (i +ii + iii)	Research Projects			
Total D	Research Guidance/Performances			
Total E (i +ii)	Fellowship, Awards and Invited Lectures delivered/ papers presented in Conference / Seminar			
Total F	Development of e-learning delivery process / material			
Grand Total	-			

CATEGORY: III

RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

III A) (i) Published Papers in Refereed Journals as notified by the UGC* (25 points per publication)

Sr. No.	Title with page Nos.	Journal	ISSN / ISBN No.	Impact Factor, if any	No. of co-authors	Whether principal author/ corresponding author / Guide	Self appraisal score	API score Verified	Page No. of relevant documents
Sub Total A (i)									

Published Papers in Other Reputed Journals as notified by the UGC* (10 points per publication)

Sr. No.	Title with page Nos.	Journal	ISSN / ISBN No.	Impact Factor, if any	No. of co-authors	Whether principal author/ corresponding author / Guide	Self appraisal score	API score Verified	Page No. of relevant documents
Sub Total A (i)									

III B) Publications other than journal articles (books, chapters in books)

(i) 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 Points per Book for Single Author)

Sr. No.	Title with page nos.	Type of Book & Authorship	Publisher & ISSN/ ISBN No.	Whether peer reviewed	No. of co-authors	Whether principal author /corresponding author /Guide	Self Appraisal score	API score Verified	Page No. of relevant documents
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Sub Total B i)									

(ii) 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 Points per Book for Single Author)

Sr. No.	Title with page nos.	Type of Book & Authorship	Publisher & ISSN/ ISBN No.	Whether peer reviewed	No. of co-authors	Whether principal author /corresponding author /Guide	Self Appraisal score	API score Verified	Page No. of relevant documents
Sub Total B ii)									

(iii) 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 Points per Book for Single Author)

Sr. No.	Title with page nos.	Type of Book & Authorship	Publisher & ISSN/ ISBN No.	Whether peer reviewed	No. of co-authors	Whether principal author /corresponding author /Guide	Self Appraisal score	API score Verified	Page No. of relevant documents
Sub Total B iii)									

(iv) 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. (International -10 points per Chapter National – 5 Points per Chapter)

Sr. No.	Title with page nos.	Type of Book & Authorship	Publisher & ISSN/ ISBN No.	Whether peer reviewed	No. of co-authors	Whether principal author /corresponding author /Guide	Self Appraisal score	API score Verified	Page No. of relevant documents
Sub Total B iv)									

Total B (i+ii+iii+iv)	
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* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - 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 20 points; (v) papers with impact factor above 10 by 25 points. 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 / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

III C) Research Projects:

III C (i) Sponsored Projects

- A) Major projects: grants above Rs.30 lakhs for Engineering / sciences & above Rs.5 lakhs for others, **20** points per project,
- B) Major project: grants above Rs. 5 lakhs up to Rs. 30 lakhs for Engineering / science and Rs.3 lakhs minimum to Rs. 5 lakhs for others, **15** points per project,
- C) Minor project: grants above Rs.1 lakhs up to Rs. 5 lakhs for Engineering / sciences & above Rs.1 lakhs up to Rs. 3 lakhs for others, **10** points per project,
- D) Credit should be given to PI and Co-PI as per UGC provision.

Type of project	Title	Agency	Year of completion	Whether Co-PI	Grant (Rs. Lakh)	Self appraisal Score	API score Verified	Page No. of relevant documents
Sub Total C (i)								

III C (ii) Consultancy Projects/performances for various groups (Amount mobilized with minimum Rs.10 lakhs for major project and Rs.2 lakhs for others, **10** points for every Rs 10 lakhs & Rs. 2 lakhs. respectively). Credit should be given to all Consultants as per UGC provision.

Sr. No.	Title	Agency	Year of completion	Whether Co-PI	Amount Mobilized (Rs. Lakh)	Self appraisal Score	API score Verified	Page No. of relevant documents
Sub Total C (ii)								

III C (iii) Projects Outcome / Output:

Performances / transfer / Product process

Major Policy document prepared for international ,National and State, University Level (30 for each International / 20 for each national and state level/10 for University Level).

Credit should be given as per Performances.

Sr. No.	Name of the Performance/Project	Funding Agency	Whether Co-PI	Amount Mobilized (Rs.)	Self appraisal score	API score Verified	Page No. of relevant documents
Sub Total C (iii)							

Total C (i+ii+iii)	
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III D Research Guidance (In the case of joint supervision points are to be equally shared)

(For M. Phil. degree awarded 5 points per candidate, Ph.D. degree awarded 15 points per candidate. Ph.D. thesis submitted 10 points per candidate)

Sr. No.	Number Enrolled	Thesis Submitted	Degree Awarded	API Score Claimed by the candidate	API Score Verified	Page No. of relevant documents
M. Phil or equivalent						
Ph. D. or equivalent						
Sub Total D						

III E Fellowships, Awards and Invited lectures delivered in conferences / seminars/ Music concert performances, worked as Judge in Music Competitions, youth festivals, Performances on AIR/ Television etc.

III E (i) Fellowships / Awards

- A. International Award / Fellowship from academic bodies/associations -15 per Award / 15 per Fellowship.
- B. National Award/Fellowship from academic bodies/associations -10 per Award / 10 per Fellowship.
- C. State/University level Award from academic bodies/associations -5 per Award

Sr. No.	Fellowship / Award	Year	Level International / National / State / University	Awardee Academic Body/ Association	API Score Claimed by the candidate	API Score Verified	Page No. of relevant documents
Sub Total E (i)							

III E (ii) Invited lectures / Papers Presented

(The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period.)

Invited lectures, Invited guest artist in All India Radio, television, Guest Performer etc.: International level 7 per lecture, National level 5 per lecture, State / University level 3 per lecture

Sr. No.	Title of Lecture / Academic Session	Title of Conference / Seminar etc	Organized by	Whether international/ National	API score claimed	API Score Verified	Page No. of relevant documents
Sub Total E (ii)							

Papers/ Music Performances presented: International level 5 per paper, National level 3 per paper, State / University level 2 per paper.

Sr. No.	Title of Lecture / Academic Session	Title of Conference / Seminar /Performance etc	Organized by	Whether international/ National / State or University level	API score claimed	API Score Verified	Page No. of relevant documents
Sub Total E (ii)							

Total E (i+ii)	
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III (F) Development of e-learning delivery process/material

10 per module

Sr. No.	Title of e-Learning Module	Number of Modules	API score claimed	API Score Verified	Page No. of relevant documents

Sub Total F					

SUMMARY OF CATEGORY III

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

List of Enclosures:

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

1	6
2	7
3	8
4	9
5	10

UNDERTAKING

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

My PBAS based APIs score carries

Place:

Date:

Signature of the faculty with
Designation

Place:

Date:

Signature
Head of the Department

Place:

Date:

Principal / Director/ Vice- Chancellor

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

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.**