



2.2.2 F University of Mumbai statue - Ordinance showing requirements of teachers

UNIVERSITY OF MUMBAI

No. CONCOL/TAU/ 40 / of 2012-2013

CIRCULAR :

Ref : No. CONCOL/119 of 2011, dated 7th June, 2011.


In supersession of the Circular mentioned above the attention of Directors / Head of various University Departments and the Principals of the Aided and Unaided Colleges of Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts is hereby invited to the UGC Notification No. F.3-1/2009, dated 30th June, 2010 framing the Regulations for appointment of teachers & other Academic Staff and Career Advancement Scheme of teachers in University and Colleges and measures for the maintenance of standards in Higher Education 2010, which has been accepted by the Government of Maharashtra, Department of Higher and Technical Education, vide its G. R. No. Sankima - 2011/(25/11) vishi-1, dated 15th February, 2011, and then accepted by the Academic Council at its meeting held on 25th May, 2011 vide item No. 3.1 and subsequently approved by the Management Council at its meeting held on 30th May, 2011 vide item No. 17. The UGC Regulation and Government Resolution is available on Government of Maharashtra web site www.maharashtra.govt.in unique code No: 20110215142730001.

As per the University Grants Commission guidelines, the University has designed the Performance Based Appraisal System (PBAS) Proforma based on Academic Performance Indicator (API) for the CAS and the same has been accepted by the Academic Council at its meeting held on 25th July, 2012 vide item No. 7.1 and subsequently approved by the Management Council at its meeting held on 22nd October, 2012 vide item No. 7.

The Directors / Head of various University Departments and the Principals of the Aided and Unaided affiliated colleges in Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts are hereby requested to download the copy of above Circular along with its enclosures from the University web site www.mu.ac.in for their reference & necessary action.

Mumbai - 400 032.

Date : 19th March, 2013.


REGISTRAR
UNIVERSITY OF MUMBAI



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To,


The Director / Head of various University Departments /the Principals of the aided and unaided affiliated colleges in Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts for information and necessary action.

No. CONCOL/TAU/ 40 / of 2012-2013

19th March, 2013

Copy forwarded with compliments for information to :-

1. The Secretary of the Management / Societies of aforesaid Colleges.
2. The Secretaries to the Government of Maharashtra Education and Employment Department, MantralayaAnnexe, Madame Cama Road, Mumbai - 400 032.
3. The Joint Director of Education (Higher Education Grants), Mumbai Region and other than Mumbai (Panvel).
4. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Building East Wing, Second Floor, Fort, Mumbai - 400 032.
5. University of Mumbai Colleges Principals Association 1, Dnyansadhana College of Arts, Science & Commerce, Sathewadi, Thane - 400 604.
6. The Secretary, Association of Principals of non-Government College, University of Mumbai, C/o. RamnarainRuia College, Matunga, Mumbai - 400 019 (Two Copies).
7. The General Secretary, Mumbai University and College Teachers Union, Mumbai University Club House, "B" Road, Churchgate, Mumbai - 400 020. (Two Colleges)
8. The Deans of Faculties of Arts, Science, Commerce and Law.
9. The Director, Department of Technical Education, Maharashtra State, MahapalikaMarg, Mumbai - 400 001.
10. The Director of Education (Higher Education) Maharashtra State, Central Building, Pune - 411 001.


REGISTRAR
UNIVERSITY OF MUMBAI

Copy to :-

1. Director, Board of College and University Development.
2. Director, Students Welfare.
3. Director, Institute of Distance and Open Learning.
4. Finance and Accounts Officer.
5. Controller of Examinations, Examination House.
6. All Deputy Registrar, Assistant Registrar and Personal Assistant to the Vice-Chancellor.
7. P.A. to Pro. Vice-Chancellor.
8. P.A. to Registrar.
9. Record Section (10 copies).



RELEVANT EXTRACTS from THE UGC REGULATIONS, 2010, Government Resolution of Department of Higher & Technical Education, Government of Maharashtra no. Sankrina-2011/ (25/11) Vi.Shi.-1 dated 15/02/11 and the University of Mumbai CIRCULAR NO. CONCOL/TAU/ 40 of 2012-2013 dated 19th March, 2013, in regards to APPOINTMENTS AND CAREER ADVANCEMENT SCHEME OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITY / COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2010 IN UNIVERSITY DEPARTMENT & CONSTITUENT COLLEGES (hereafter referred to as University) and all Affiliated Colleges / Recognized Institutes (hereafter referred as Colleges) of the University of Mumbai.

----- 1.0. RECRUITMENT AND QUALIFICATIONS: -----

- 1.1. The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the University and Colleges shall be on the basis of merit through all India advertisement (As per University of Mumbai Circular No. CONCOL/75 of 1988, dated 3rd March, 1988) and selections by the duly constituted Selection Committees as per the provisions made in this Circular to be incorporated under the Statutes/Ordinances of the University. The composition of such committees as prescribed in this Circular.
- 1.2. The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Director of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians as prescribed in this Circular.
- 1.3. The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.
- 1.4. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in University / Colleges / Institutions. *Provided* however, that candidates, who are or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University / Colleges / Institutions.
- 1.5. NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 1.6. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.
- 1.7. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.



- 1.8. A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.
- 1.9. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed shall also be considered eligible.
- 1.10. The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 1.11. The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 1.12. The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- 2.0. QUALIFICATIONS FOR DIRECT RECRUITMENT FOR TEACHERS IN ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, EDUCATION, LANGUAGES, LAW, JOURNALISM AND MASS COMMUNICATION.**

1 PROFESSOR:

- A. (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in Universities/colleges, and/or experience in research at the Universities/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Appendix-I of this Circular.

OR

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

2. PRINCIPAL

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- ii. Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in Appendix-I of this

Circular.

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I/c Principal
Dr. Umeshchandra Yadav



3. ASSOCIATE PROFESSOR

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- ii. Good academic record with Ph.D. Degree in the concerned/allied/relevant disciplines.
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a Universities, Colleges or Accredited Research Institutions/Industries excluding the period of Ph.D. Research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based

Appraisal System (PBAS), as set out in Appendix-I of this Circular. **4. ASSISTANT PROFESSOR:**

- i. Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.
- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges / Institutions.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

3.0. QUALIFICATIONS FOR DIRECT RECRUITMENT FOR TEACHERS IN MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC. 3.1. MUSIC & DANCE DISCIPLINE:

1. ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/Colleges.



iii. NET/SLET/SET shall also not be required for such Masters Programme/s in disciplines for which NET/SLET/SET is not conducted.

OR

iA traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

- a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
- b) A high grade artist of AIR/TV; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree, with performing ability of high professional standard.
- ii. Eight years of experience of teaching at the Universities, Colleges level and/or research in Universities/National level Institutions excluding the period spent for obtaining the research degree.
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

i.A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a. 'A' grade artist of AIR/TV;
- b. Eight years of outstanding performing achievements in the field of specialization; c. Experience in designing of new courses and /or curricula;
- d. Participation in Seminars/Conferences in reputed institutions; and
- e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

- i. An eminent scholar with doctoral degree actively and engaged in research with ten years of experience in teaching in Universities/Colleges and/or research at the Universities/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) 'A' grade artist of AIR/TV;
- b) Twelve years of outstanding performing achievements in the field of specialization; c) Significant contributions in the field of specializations and ability to guide research; d) Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships; and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3.2. DRAMA DISCIPLINE:





1. ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University /Colleges.
- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject who should be or have:
 - a) A professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad;
 - b) Five years of regular acclaimed performance in regional/ national/ international stage with evidence; and
 - c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University for the said purpose.
- ii. Eight years of experience of teaching in Universities / Colleges and/ or research in Universities/National level institutions excluding the period spent for obtaining the research degree.
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- iv. Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specialisations.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - a. A recognised artist of Stage/ Radio/TV;
 - b. Eight years of outstanding performing achievements in the field of specialisation; c. Experience in designing of new courses and /or curricula;
 - d. Participation in Seminars/Conferences in reputed institutions; and
 - e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.



3. PROFESSOR

- i. An eminent scholar with doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the Universities/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialisation.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - a. Twelve years of outstanding performing achievements in the field of specialisation; b. Has made significant contributions in the field of specialisations and has the ability to guide research;
 - c. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/ Fellowships; and
 - d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

3.3. VISUAL (FINE) ARTS DISCIPLINE

1. ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded Ph.D.Degree, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges / Institutions.
- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a. First class Diploma in Visual (Fine) arts discipline from the recognised Institution of India/Abroad;
 - b. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and
 - c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree with performing ability of high professional standard.
- ii. Eight years of experience of teaching in Universities / Colleges and/ or research in Universities / National level





institutions excluding the period spent for the research degree of M.Phil. / Ph.D.

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- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- iv. Contributions to educational innovation such as designing new courses and/or curricula and/or outstanding performing achievements in the field of specialisations.

OR

- i. A Traditional and a Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a. A recognised artist of his/her own discipline.
 - b. Eight years of outstanding performing achievements in the field of specialisation; c. Experience in designing of new courses and /or curricula;
 - d. Participation in Seminars/Conferences in reputed institutions; and
 - e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

- i. An eminent scholar with doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the Universities/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialisation.

OR

- i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a. Twelve years of experience of holding regular regional/national exhibition / workshops with evidence;
 - b. Significant contributions in the field of specialisation and ability to guide research; c. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
 - d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.0. QUALIFICATION PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE

4.1. QUALIFICATIONS FOR B. Ed. COURSE:

1. PRINCIPAL / HEAD (in multi-faculty institution):

- a. Academic and professional qualification will be as prescribed for the post of lecturer; b. Ph.D. in Education; and
- c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Principal / Heads as per above eligibility criteria, it would be permissible to appoint retired Professor / Head in Education on contract basis for a period not exceeding one year at a time, till such time the candidates




I/c Principal
Dr. Umeshchandra Yadav



complete sixty five years of age.

2. ASSISTANT PROFESSOR:

A. Foundation Courses

1. A Master's Degree in Science / Humanities / Arts with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);

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2. M. Ed. With at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory; **OR**

1. M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

2. B. Ed. with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory. **B. Methodology Courses**

1. A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);

2. M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the position of principal and lecturers, shall be mandatory. ***Provided that at least one lecturer should have specialisations in ICT and another in the special education.***

4.2. QUALIFICATIONS FOR M. Ed. COURSE:

1. PROFESSOR / HEAD:

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), **OR**
- a. M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- b. Ph. D. in Education; and
- c. At least ten years of teaching experience in University department of Education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialisation.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor / HOD / Reader as per above eligibility criteria, it would be permissible to appoint retire Professor / HOD / Reader in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

2. ASSOCIATE PROFESSOR:



I/c Principal
Dr. Umeshchandra Yadav



- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

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OR

- a. M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
b. Ph. D. in Education; and
c. At least eight years of teaching experience in University department of Education or College of Education, with a minimum of three years at the M. Ed. level and has published work in the relevant area of specialisation.

3. ASSISTANT PROFESSOR

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

- a. M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory. Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy/Sociology besides M. Ed.

5.0. MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

1. UNIVERSITY LIBRARIAN

- i. A Master Degree in Library Science /Information Science/Documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record.
ii. At least thirteen years as a Deputy Librarian in a University library **or** eighteen years' experience as a College Librarian.
iii. Evidence of innovative library service and organization of published work. iv. **Desirable:** M.Phil. /Ph.D. Degree in Library Science/Information Science / Documentation / Archives and Manuscript-keeping.

2. UNIVERSITY DEPUTY LIBRARIAN

- i. A Master's Degree in Library Science/Information Science / Documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
ii. Five years' experience as an Assistant University Librarian/College Librarian. iii. Evidence of innovative library service and organization of published work and professional commitment, Computerization of library.
iv. **Desirable:** M.Phil. /Ph.D. Degree in Library Science/Information Science / Documentation / Archives and Manuscript-keeping / Computerization of Library.

3. UNIVERSITY ASSISTANT LIBRARIAN /COLLEGE LIBRARIAN




I/c Principal
Dr. Umeshchandra Yadav



- i. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.

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- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. However, candidates, who are, or have been awarded Ph.D. Degree, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Librarian /College Librarian.

6.0. MINIMUM QUALIFICATIONS FOR THE POST OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. Ph.D. in Physical Education.
- ii. Experience of at least ten years as University Deputy DPE&S or fifteen years as University Assistant DPE&S/College DPE&S(selection grade).
- iii. Participation in at least two national/international seminars/conferences. iv. Consistently good appraisal reports.
- v. Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- vi. Evidence of having produced good performance teams/athletes for competitions like state/national/inter-University/combined University, etc.

2. UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

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

3. UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.





- ii. Record of having represented the University / college at the inter-University /inter-collegiate competitions or the State and/ or national championships.
- iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

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iv. Passed the physical fitness test conducted in accordance with this Circular. v. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education and Sports / College Director of Physical Education & Sports.

4. PHYSICAL FITNESS TEST NORMS

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

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 metres	800 metres	600 metres	400 metres

6.1.QUALIFICATIONS FOR M. P.Ed. COURSE:

6.1.1 PRINCIPAL / HEAD:

- a. A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- b. Ph.D. in Physical Education or equivalent published work in Physical Education; and c. Ten Years teaching



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experience out of which five years' experience shall be in a college of Physical Education.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Principal / Head as per above eligibility criteria, it would be permissible to appoint retired Principal / Head in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

6.1.2 PROFESSOR:

- A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- Ph.D. in Physical Education or equivalent published work; and
- At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

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6.1.3 ASSOCIATE PROFESSOR

- A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and
- Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor / Reader as per above eligibility criteria, it would be permissible to appoint retired Professor / Reader in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post- retirement service.

6.1.4 ASSISTANT PROFESSOR:

- A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory. **7.0.** Since the UGC has prescribed the above qualifications for teaching positions in all higher education institutions for maintenance of minimum standards in consultation with the Statutory Councils governing the approval of courses respectively, any future modification in qualifications for appointment of teachers in Universities/colleges offering such courses will automatically be considered as adopted by the UGC as prescribed qualifications for those courses.

8.0. PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN POINT SCALE: It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
"O" Outstanding	5.50 – 6.00	75-100



"A" Very Good	4.50 – 5.49	65 – 74
"B" Good	3.50 – 4.49	55 – 64
"C" Average	2.50 – 3.49	45 – 54
"D" Below Average	1.50 – 2.49	35 – 44
"E" Poor	0.50 – 1.49	25 – 34
"F" Fail	0.00 – 0.49	00 – 24

9.0. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES :

The UGC has evolved the following guidelines on:

- a. Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, and
- b. Specified Selection Procedures for direct recruitment and Career Advancement Schemes Regulations for teachers and other academic staff in University and all affiliated colleges.

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9.1. Selection Committee Specifications:

The Selection Committee for the post of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports (and equivalent) in University and all affiliated colleges shall have the following compositions :

9.1.1. Assistant Professor in the University

- a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition:
 1. The Vice Chancellor shall be the Chairperson of the Selection Committee.
 2. Three experts in the concerned subject nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the University.
 3. Dean of the concerned Faculty, wherever applicable
 4. Head/Chairperson of the Department/School.
 5. An academician nominated by the Visitor/Chancellor, wherever applicable.
 6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

b) At least four members, including two outside subject experts shall constitute the quorum. 9.1.2.

Associate Professor in the University

- a) The Selection Committee for the post of Associate Professor in the University shall have the following compositions:
 1. Vice Chancellor shall be the Chairperson of the Selection Committee.





2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject / field nominated by the Vice Chancellor out of the panel of the names approved by the relevant statutory body of the University.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

b) At least four members, including two outside subject experts, shall constitute the quorum.

9.1.3. Professor in the University

The compositions of the Selection Committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in Clause 9.1.2. above.

9.1.4 Assistant Professor in Affiliated Colleges (NON MINORITY COLLEGES):

- i. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
- ii. The Principal of the College.
- iii. Head of the Department of the subject concerned in the College.
- iv. Two nominees of the Vice Chancellor of the University of whom one should be a subject expert.
- v. Two subject-experts **not connected with the college** to be nominated by the Chairperson of the governing body of the college out of a panel of **five names recommended by the Vice Chancellor** from the list of subject experts approved by the relevant statutory body of the University.

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- vi. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

9.1.5. Assistant Professor in Affiliated Colleges (MINORITY COLLEGES):

- i. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
- ii. The Principal of the College.
- iii. Head of the Department of the subject concerned in the College.
- iv. **Two nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the University from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert**
- v. **Two subject experts not connected with the College to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor, from the list of subject experts approved by the relevant statutory body of the College**
- vi. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.





NOTE:

- a. The quorum for the meeting should be **five of which at least two subject experts out of the three subject-experts must be present.**
- b. For all levels of teaching positions in **Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts** for which the University, be involved in the selection process by the State PSC.
- c. For all levels of teaching positions in constituted college(s) of a University the Selection committee norms shall be similar to that of the posts of department/s of the University.

9.1.6. Associate Professor in Affiliated Colleges (NON MINORITY COLLEGES): i. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.

- ii. The Principal of the College.
- iii. The Head of the Department of the concerned subject from the college.
- iv. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University and the other must be expert in the concerned subject.
- v. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University.

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- vi. An academician representing SC/ST/OBC/ Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

9.1.7. Associate Professor in Affiliated Colleges (MINORITY COLLEGES):

- i. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
- ii. The Principal of the College.
- iii. The Head of the Department of the concerned subject from the college.
- iv. **Two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the University from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.**
- v. **Two subject experts not connected with the College to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor, from the list of subject experts approved by the relevant statutory body of the College.**
- vi. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above



members of the selection committee do not belong to that category.

NOTE:

- a. The quorum for the meeting should be **five of which at least two subject experts out of the three subject-experts must be present.**

9.1.8. Professor in Affiliated Colleges

The composition of the Selection Committee for the post of Professor in the College shall be similar in composition as that of for the post of Associate Professor set out in the Para 9.1.6 and 9.1.7 as the case may be.

9.1.9. College Principal in Affiliated Colleges (NON MINORITY COLLEGES):

- i. Chairperson of the Governing Body as Chairperson of the Selection Committee. ii. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- iii. One nominee of the Vice Chancellor who shall be a Higher Education expert. iv. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the University. v. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

9.1.10. College Principal in Affiliated Colleges (MINORITY COLLEGES):

- i. Chairperson of the Governing Body as Chairperson of the Selection Committee.

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- ii. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- iii. **One nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the University of whom one should be a subject expert.**
- iv. **Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the University.**
- v. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

NOTE:

- a. *The quorum for the meeting should be **five of which at least two subject experts must be out of the three subject-experts.***
- b. *All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring proforma and*




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recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

c. The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process. 9.1.11. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the expert concerned in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

10.0 SELECTION PROCEDURES:

10.1 The 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 Circular in **Tables I to IX of APPENDIX-I.**

10.2 In order to make the system more credible, University/colleges 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 direct recruitment and CAS promotion wherever selection committees are prescribed in this Circular.

10.3 The University has adopted UGC Regulations for selection committees and selection procedures incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Departments and Constituent

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Colleges/affiliated colleges (Government-aided/Autonomous/Private Aided Colleges / Private Un-aided Colleges) to be followed transparently in all the selection processes. An indicative PBAS proforma for direct recruitment and CAS is provided in this Circular in **Tables I to IX of APPENDIX-I.**

10.4 In all the Selection Committees of direct recruitment of teachers and other academic staff in University/Colleges provided herein, an academican representing Scheduled Caste / Scheduled Tribe / OBC / Minority / Women/Differently-able categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University. The academican, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

10.5 The University Departments / Colleges will be required to :

- Obtain a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and uploads them on the University website.
- Obtain the equivalence in respect of Indian language publications, in quality from the University.
- Provide to the selection committees with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.




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- iv. Provide to the selection committee the equivalence in quality of publications in Indian Language Journal developed by University / States with otherwise accepted and recognised journals.

10.6 The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the University based on the API criteria provided in this Circular and template provided separately. Without prejudice to the requirements provided for selection of Associate Professor under this circular, the prescription of research publications for promotion from the post Assistant Professor to Associate Professor in colleges shall be as follows:

- For those who possess Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor.
- For those who possess M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor.
- For those without Ph.D. or M.Phil. Degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be for all three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the Selection Committee.

10.7 The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the University based on the API criteria based PBAS set out in this Circular and reprints of five major publications of the candidates.

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Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II (***Please refer to Table III of Appendix I for further specification***).

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

10.8 In the case of selection of Professors who are from outside the academic stream and are considered in **Para 2.1** (Ref: **Clause 4.1.0 (B) of the UGC Regulations, 2010**), the University has laid clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the University knowledge system are selected in any discipline as per the requirements.

10.9 The Academic Performance Indicator (API) scoring system in the process of **selection of Principal shall be similar to that of directly recruited College Professors**. In addition, the selection committee shall assess the following dimensions with the weightages as given below:

- Assessment of aptitude for teaching, research and administration (20%),
- Ability to communicate clearly and effectively (10%),
- Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%),





d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%) and, e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University in this Circular. (deduced to 40% of the total API score)

10.10 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Library, greater emphasis is laid on the nature of deliverables indicated against each of the posts and separate API based PBAS proforma for both direct recruitment and CAS promotions are developed and attached to this Circular.

10.11 While the API:

- a. Tables I, II and III of Appendix I are applicable to the selection of Professors/ Associate Professors /Assistant Professors in University and colleges;
- b. Tables IV, V and VI of Appendix I are applicable to Directors/ Deputy Directors/ Assistant Directors (or equivalent cadre) of Physical Education and Sports; and
- c. Tables VII, VIII and IX of Appendix I are applicable to Librarians/ Deputy Librarians and Assistant Librarians (or equivalent cadre) for both direct recruitment as well as Career Advancement Promotions.

The ratio / percentage of minimum requirement of category-wise API score to each of the cadres shall vary from those for University teachers and for UG/PG College teachers, as given in these tables of Appendix –I.

10.12 For teachers who are recruited directly and who are from different backgrounds and Institutions, Table II(c) of APPENDIX I (Ref: Para 6.2.0 of the UGC Regulations, 2010) provides norms for direct recruitment of teachers in University and Colleges to different cadres and table II(a) & II(b) of **APPENDIX I** provides norms for CAS promotions of University Department teachers and in affiliated colleges respectively, which accommodate these differences.

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10.13 The Selection Committee specifications as delineated in **Para 9.1 to 9.1.11** (Ref: Para 5.1.1 to 5.1.7 of the UGC Regulation, 2010) are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

11.0 PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES: (i) Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in University,

Provided that there shall be no more than one post of Professor in each Department; **Provided** further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(ii) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be carried out by the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be



rounded off to the next higher integer.

- (iii) The selection process is to be conducted by the College by receiving PBAS proforma from eligible Associate Professors based on seniority and three times in number of the available vacancies. 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 selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in this Circular for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota system' shall be followed starting with promotions and the direct recruitment quota shall be rotated in an alphabetical order.

11.0.1 There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in University, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

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11.0.2 The selection process is to be conducted by the University by receiving PBAS proforma from eligible Associate Professors based on seniority and three times in number of the available vacancies. 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 selection shall be conducted through the API scoring system with PBAS methodology, Selection committee process stipulated in this Circular for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota System' shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

11.1. PROFESSORS IN UNIVERSITY:

- i. Ten percent of the posts of Professors in the University, with minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor pay or in the revised scale will be eligible for promotion to the higher grade of Professorship (Stage 6) on satisfying the required API scores as per Table I and Table II in this circular through the PBAS methodology stipulated in this circular through a duly constituted Expert Committee and such teachers promoted to the higher scale shall continue to be designated as "Professor". As this elevation for Professors is applicable to only University Departments, additional credentials are to be evidenced by
- a. Post Doctoral Research outputs of High standards
- b. Awards / Honours /and Recognitions.





- c. Additional Research Degrees like D.Sc., D.Litt., LID etc.; patents and I.P.R. on products and processes developed / technology transfer achieved in the case of teachers in science and technology.
- ii. The selection is to be conducted by the university by receiving duly filled PBAS proformas 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.
- iii. The Assessment process shall be through an Expert Committee evaluation of all credentials submitted as stipulated in Table-II(A) of Appendix-I for teachers in University Departments. No separate interview need to be conducted for this category.

12.0 GENERAL INSTRUCTIONS REGARDING PROMOTION UNDER CAS UNDER UGC REGULATION 2010.

- 12.1** The internal Quality Assurance Cell (IQAC) shall be established in all the University Departments/colleges as per the National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor as Chairperson (in the case of University) and Principal as the Chairperson (in the case of College). The IQAC shall act as the documentation and record- keeping cell for the institutions. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students assessment of individual teachers in the P.B.A.S.
- 12.2** The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the different cadres, either through direct recruitment **or through Career Advancement Schemes Regulations, shall be similar. Table II(C) of Appendix I of this circular provides norms for direct recruitment of teachers to different cadres, while table I(a) and**

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Table II (b) of Appendix I of this circular provides for CAS promotions for teachers in the University and the colleges respectively.

- 12.3** The PBAS based on API Score of category I and II as mentioned in these tables will be implemented for one year, initially based on the existing systems in the University / College for one year only with the minimum annual scores as specified in table II(a) and II(b) for University and College teachers, or for Librarian / Physical Education and Sports cadre as depicted in tables V(a) and V(b), tables VIII(a) and VIII(b) respectively. This annualized API scores will be compounded prospectively as and when the teachers (or Librarian/ Physical Education and Sports cadres, as the case may be) become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion. For Category III (Research & Academic Contribution), API scores for this category will be applied for the entire period.

Illustration: If a teacher is considered for CAS promotion in 2010, one year API scores of 2009-10 for categories I and II only is required; if a teacher is eligible for CAS promotion in 2011, then two years API scores of categories I and II for 2009-10 and 2010-11 cumulatively would be required and so on.

- 12.4** A teacher who wishes to be considered for promotion under CAS may submit in writing to the Head of the University Department / Registrar or the Principal / head of the College/Institution (University/College), **with three months** in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the Head of the University Department / Registrar or the Principal / head of the College / Institution (University/College) the Performance Based Appraisal System proforma as evolved by the University duly



supported by all credentials as per the API guidelines set out in this circular.

- 12.5** In order to avoid delays in holding Selection Committees meetings in various positions under CAS, the University / College should immediately initiate the process of screening/selection, and **shall complete the process within six months** from the date of the receipt of the duly completed application form from the teacher concerned. Further candidates who fulfill all other criteria mentioned in this circular, as on 31.12.2008, and till the date on which this circular is notified, can be considered for promotion from the date, on or after 31.12.2008, on which they fulfill these eligibility conditions, provided as mentioned above.
- 12.6** Candidates who do not fulfill the minimum score requirement under the API Scoring System as per Table I to IX in Appendix-I of this Circular or those who obtain less than 50% in the expert assessment of the selection process will have to 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.
- 12.7** The Selection Committee specifications as delineated in Para 9.1 to 9.1.11 of this Circular are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.
- 12.8** CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the **Tables of Appendix-I in this Circular.**

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- 12.9** The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the next higher AGP shall consist of:

12.9.1 For University Teachers :

- The Vice-Chancellor as the Chairperson of the Selection Committee;
- The Dean of the concerned Faculty;
- The Head of the Department / Chairperson of the School; and
- One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

12.9.2 For College teachers / Other Academic Staff : (Non-Minority Colleges)

- The Principal or Acting/In-charge Principal of the college;
- Head of the department /Senior most teacher of the Department concerned from the college;
- Two subject experts in the subject concerned nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts;

For College Teachers / Other Academic Staff : (Minority Colleges)

- The Principal or Acting/In-charge Principal of the college;
- Head of the department/Senior most teacher of the Department concerned from the college;
- Two subject experts not connected with the College to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts from the University panel of experts.




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12.9.3 The quorum for the committee shall be three including the one subject expert must be present.

12.9.4 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the University based on UGC Regulation and as per the minimum requirement specified:

- a. **Tables II and III of Appendix I** for each of the cadre of Assistant Professor ; b. **Tables V and VI of Appendix I** for each of the cadre of Physical Education and Sports; and c. **Tables VIII and IX of Appendix I** for each of the cadre of Librarians

12.9.5 All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

12.9.6 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.

12.9.7 The incumbent teacher must be on the role and active service of the Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

12.9.8 Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the University will send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

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12.9.9 In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma, or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

- 12.9.10** (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility. (b) If, however, the candidates find that he/she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of applicant fulfilling the criteria. (c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

12.9.11 CAS PROMOTION UPTO 31.12.2008: Candidates who are eligible for promotion prior to 31.12.2008 will be governed by the 5th Pay Commission under the norms of UGC Regulations 2000.

13.0 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS / ASSOCIATE PROFESSORS / PROFESSORS.

13.1 Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Para 12.0.

13.2 An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years' service as Assistant Professor.





- 13.3** An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years' service as Assistant Professor.
- 13.4** An entry level Assistant Professor 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 (stage 2) only after completion of six years' service as Assistant Professor.
- 13.5** The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in this Circular.
- 13.6** Assistant Professors who have completed FIVE YEARS of service in the stage 2 shall be eligible to move to stage 3 subject to meeting the API based PBAS requirements laid down in this Circular.
- 13.7** Assistant Professors who have completed THREE YEARS of teaching in stage 3 shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed in this Circular, to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- 13.8** Associate Professor who has completed THREE YEARS of service in stage 4 and possessing Ph.D. Degree in the relevant disciplines shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to :-

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- a. Satisfying the required credit points as per API based PBAS methodology provided in **Appendix I** stipulated in this Circular, and
- b. An assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor.
Provided that no teacher, other than those with Ph.D., shall be promoted or appointed as Professor.
- 13.9** In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to para 11.0 to 11.0.2 in this Circular.
- 13.10** Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the University/College/Institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/ Assistant Librarian/Assistant Director of Physical Education and Sports (& to equivalent cadre) and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/ Assistant Librarian/Assistant Director of Physical Education and Sports (& to equivalent cadre) with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.
- 13.2 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS & EQUIVALENT ETC.**




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13.2.1 University Assistant Librarian/College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in this Circular, shall be eligible for promotion to stage 2.

13.2.2 University Assistant Librarian/College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in this Circular, shall become eligible for promotion to stage 2.

13.2.3 University Assistant Librarian/College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. shall, after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in this Circular shall be eligible for promotion to stage 2.

13.2.4 On completion of service of five years, University Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale) shall be eligible for the post of University Deputy Librarian / college Librarian and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down for CAS promotion in this Circular. They shall be designated as University Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) as the case may be.

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13.2.5 After completing three years in the above grade, University Deputy Librarians/equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down for CAS promotion in this Circular.

13.3 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL

13.3.1 University Assistant DPE&S / College DPE&S at the entry level grade, possessing Ph.D. in Physical Education shall, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed in this Circular for CAS promotion, shall become eligible for the next higher grade. (stage 2)

13.3.2 University Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, shall after completing service of five years in the entry level stage (stage 1) shall be eligible for promotion to stage 2 on satisfying the API scoring system & PBAS methodology prescribed in this circular.

13.3.3 University Assistant DPE&S/College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. Degree shall, after completing service of six years as University Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed in this Circular for CAS promotion, shall become eligible for the next higher grade (stage 2).

13.3.4 After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed in this Circular, University Assistant DPE&S (Senior scale)/College DPE&S (Senior Scale) shall be eligible to be promoted to the next higher grade (stage 3). They shall be designated as University Deputy DPE&S/University Assistant DPE&S (Selection Grade)/College DPE&S (Selection Grade)



as the case may be.

13.3.5 After completing service of three years in stage 3 and subject to satisfying API scoring system and PBAS methodology prescribed in this Circular, University Deputy DPE&S/University Assistant DPE&S (Selection Grade)/College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as University Deputy DPE&S/University Assistant DPE&S (Selection Grade)/College DPE&S (Selection Grade).

13.4 The Schedule annexed in this Circular outlines the Pay scales, Designations and stages of promotions under CAS of Incumbent and newly appointed teachers and equivalent positions in the Library and Physical Education and Sports cadres in University & Colleges affiliated to University of Mumbai. This annexure is also applicable in case of direct recruitment of teachers & other equivalent position.

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14.0. COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

14.1. 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, DBT, etc., should be counted for direct recruitment as per Appendix-I Table II and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix IV – Table No. VII & VIII of the UGC Regulation 2010 provided that:

a. The essential qualifications of the post held were not lower than the qualifications prescribed in

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this Circular 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 in this Circular 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 this Circular 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 ad hoc 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 ad-hoc or temporary service, without any break.

g. No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

15.0. PERIOD OF PROBATION AND CONFIRMATION



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- i. The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.
- ii. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.
- iii. Subject to this Clause 15, it is obligatory on the part of the University concerned Colleges/Institution to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.
- iv. Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by Central Government.
- v. All other Central Government rules on probation and confirmation shall be applicable mutatis mutandis.

16.0. CREATION AND FILLING UP OF TEACHING POSTS

- i. Teaching posts in University, as far as feasible, may be created in a pyramidal order, that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, per department.
- ii. All the sanctioned/approved posts in the University system shall be filled up on an urgent basis.

17.0. APPOINTMENTS ON CONTRACT BASIS

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in University/College. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session.

18.0 TEACHING DAYS

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- 18.1** The University / Colleges must adopt at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a 6 day week of the remaining period, 12 week may be devoted to admission and examination activities and non-instructional days for co-curricular, sports, college day etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 days week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks of actual teaching with a 6 days week.

The above is summarized as follows :

	Number of weeks: 6 days a week pattern		Number of weeks : 5 day a week pattern	
Categorization	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	(180 days) weeks
Admissions /Examinations preparation for Examination	12	10	8	8



Vacation	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

18.2 In lieu of curtailment of vacation by 2 weeks, the University teachers may be credited with $1/3^{\text{rd}}$ of the period of earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, $1/3^{\text{rd}}$ of the period will be credited as Earned Leave.

19.0 WORKLOAD

19.1 The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University / College for which necessary space and infrastructure should be provided by the University / College. Direct teaching learning process hours should be as follows.

Assistant Professor 16 hours

Associate Professor and Professor 14 hours

19.2. A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week may have to be allocated for research activities of a teacher.

20.0. SERVICE AGREEMENT AND FIXING OF SENIORITY

20.1. At the time of recruitment in University and Colleges, a service agreement should be executed between the University / College and the teacher concerned and a copy of the same should be deposited with the Registrar / Principal. Such service agreement shall be duly stamped as per the rates applicable.

20.2 The self –appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service agreement / Record.

20.3 Inter-se seniority between the direct recruited and teachers promoted under CAS

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The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central / State Government shall apply, for all other matters of seniority.

21.0. CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance



with the ideal of the profession. A teacher constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he / she should seek to inculcate among students must be his / her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community.
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession. (iii) Seek to make professional growth continuous through study and research. (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge.
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them.
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication.
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the University such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of University and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) Respect the right and dignity of the students in expressing his / her opinion. (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
- (v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace.
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason.

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- (vii) Pay attention to only the attainment of the student in the assessment of merit. (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward.
- (ix) Aid students to develop and understanding of our national heritage and national goals and (x) Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated.





(ii) Speak respectfully of other teachers and render assistance for professional betterment. (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavor.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such rule detrimental to the professional interest.
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities. (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand.
- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices.
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession.
- (vi) Should adhere to the conditions of contract.
- (vii) Give and expect due notice before a change of position is made and
- (viii) Refrain from availing themselves of leave except on unavoidable ground and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking within every educational institution and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS:

Teachers should:

- (i) Try to see through teacher's bodies and organizations that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

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Teachers should:

- (i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life.
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public





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offices.

- (v) Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.




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SCHEDULE FOR CLAUSE 13.4

(FOR PAY SCALES, DESIGNATIONS AND STAGES OF PROMOTION UNDER CAS OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS AND OTHER EQUIVALENT CADRES IN LIBRARY AND PHYSICAL EDUCATION AND SPORTS IN CENTRAL UNIVERSITIES AND COLLEGES AND




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**INSTITUTIONS AFFILIATED TO THE UNIVERSITY OF MUMBAI AND INSTITUTIONS DEEMED TO BE UNIVERSITIES
WHOSE MAINTENANCE EXPENDITURE IS MET BY THE UGC).**

- 1.0** Teachers entering the teaching profession in University/colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of 15,600 – 39,100 with AGP of 6,000 i.e. in Stage 1. Lecturer already in Service in the pre-revised scale of 8000 - 13500 shall be re-designated as Assistant Professor with said AGP of 6000. The CAS promotions of such teachers from stage 1 to stage 2 or to higher stages would be subject to the API criteria based PBAS system norms laid out in this Circular.
- 1.1** An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of 7,000 i.e. stage 2.
- 1.2** An Assistant Professor possessing M.Phil. Degree or post-graduate degree in professional courses approved by the relevant statutory Body, such as LL.M./M.Tech. etc., shall be eligible for the AGP of 7,000 i.e. stage 2 after completion of five years' service as Assistant Professor.
- 1.3** An Assistant Professor who do not have Ph.D. or M.Phil. or a Master degree in the relevant Professional course shall be eligible for the AGP of 7, 000 i.e. stage 2 only after completion of six years' service as Assistant Professor.
- 1.4** The upward movement from AGP of 6,000 to AGP of 7,000 i.e. from stage 1 to stage 2 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down in this Circular.
- 2.0** The pay of the incumbents to the posts of Lecturer (Senior Scale) (i.e. the unrevised scale of 10000 - 15200) shall be re-designated as Assistant Professor and shall be fixed at the appropriate stage in pay band III of 15600-39100 based in their present pay with AGP of 7000. (Stage-2)
- 2.1** Assistant Professors with completed service of five years at the AGP of 7,000 i.e. in Stage 2 shall be eligible, subject to other API requirements laid down in this Circular, to move up to the AGP of 8,000 i.e. stage 3.
- 3.0** Posts of Associate Professor shall be in the Pay Band IV of 37, 400 – 67,000, with AGP of 9, 000 i.e. stage 4. Directly recruited Associate Professors will be placed in the Pay Band IV of 37, 400 – 67,000 with an AGP of 9, 000 i.e. stage 4, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- 3.1** Incumbent Readers and Lecturers (Selection Grade) who have completed **three years** in the current pay scale of 12,000 – 18,300 on 1st January, 2006 shall be placed in Pay Band IV of 37,400 – 67,000 with AGP of 9, 000 i.e. stage 4 and shall be re-designated as Associate Professor.
- 3.2** Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of 12,000 – 18,300 on or after 1st January, 2006 shall be placed at the appropriate stage in the Pay Band of 15,600 – 39,100 with AGP of 8,000 i.e. stage 3 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band IV of 37,400 – 67,000 with AGP of 9,000 i.e. Stage 4 and accordingly re-designated as Associate Professor.
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- 3.3** Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of 37,400 – 67,000 and re-designated as Associate Professor in the manner described in 3.1 and 3.2. above.



- 3.4** Assistant Professors completing **three years** of teaching in the AGP of 8,000 i.e. in stage 3 shall be eligible, subject to the qualifying conditions prescribed in this Circular, to move to the Pay Band IV of 37,400 – 67,000 with AGP of 9,000 i.e. in stage 4 and to be designated as Associate Professor.
- 3.5** Associate Professor completing **three years** of service in the AGP of 9,000 i.e. stage 4 and **possessing Ph.D. Degree** in the relevant discipline shall be eligible to be appointed and designated as Professor i.e. in stage 5, subject to satisfying the required credit points as per API based on PBAS methodology provided in this Circular and assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. **No teacher other than those with Ph.D. shall be promoted or appointed as Professor.** The Pay Band IV for the post of Professors in stage 5 shall be 37,400 – 67,000 with AGP of 10,000
- 4.0** The pay of a directly recruited Professor shall be fixed at a stage not below 43,000 in the Pay Band IV of 37,400 – 67,000, with the applicable AGP of 10,000.
- 4.1** Ten percent of the positions of Professors in a University shall be eligible to be placed in the higher AGP of 12,000. However, teachers promoted to the posts with higher AGP of 12,000 shall continue to be designated as Professor. Eligibility for elevation as a Professor in the Higher Academic Grade Pay of 12,000, shall be a minimum of **ten years** of teaching and research experience as professor either in the pre-revised scale of Professor's pay of 16,400 – 22,400 or the revised scale of Pay Band IV of Professor with AGP of 10,000 on satisfying the required API scores as per Tables I and II through the PBAS methodology stipulated in this Circular through a duly constituted Expert committee.

5.0 PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS, ETC. 5.1 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN: (Fixation or direct recruitment in Stage 1)

- i. University Assistant Librarian/College Librarian in the pre-revised scale of pay of 8,000 – 13,500 shall be placed in the Pay Band of 15,600 – 39,100 with AGP of 6,000 (Stage 1). ii. All conditions of eligibility and academic qualifications laid down by the University in this Circular shall be applicable for direct recruitment of University Assistant Librarian / College Librarian.

5.2 UNIVERSITY ASSISTANT LIBRARIAN (SENIOR SCALE)/COLLEGE LIBRARIAN (SENIOR SCALE): (Direct fixation in stage 2 or promotion from State 1 to Stage 2)

- i. University Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) in the pre-revised scale of pay of 10,000 – 15,200 shall be placed in the Pay Band of 15,600 – 39,100 with AGP of 7,000 (Direct fixation in Stage 2).
- ii. University Assistant Librarian /College Librarian **possessing Ph.D in Library Science, after completing service of four years** in the AGP of 6,000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down in this Circular, shall be **eligible for the higher AGP of 7,000 with the Pay Band of 15,600 – 39,100. (Promotion from Stage 1 to Stage 2)**
- iii. University Assistant Librarian/College Librarian **not possessing Ph.D but only M.Phil. in Library Science at the entry level after completing service of five years** in the AGP of 6,000, if otherwise

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eligible as per API scoring system and PBAS methodology laid down in this Circular, shall become **eligible for the higher AGP of 7,000. (Promotion from Stage 1 to Stage 2)** iv. After completing service of **six years** in the AGP of 6,000 University Assistant Librarian/College Librarian **without the relevant Ph.D and M.Phil.** shall, if otherwise



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eligible as per API scoring system and PBAS methodology laid down in this Circular **move to the higher AGP of 7,000. (Promotion from Stage 1 to Stage 2)**

- v. The pay of the existing University Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) in the pre-revised scale of pay of 10,000 – 15,200 shall be fixed in the Pay Band of 15,600 – 39,100 with AGP of 7,000 at an appropriate stage based on their present pay. (Direct fixation in Stage 2)

5.3 UNIVERSITY DEPUTY LIBRARIAN/UNIVERSITY ASSISTANT LIBRARIAN (SELECTION GRADE)/COLLEGE LIBRARIAN (SELECTION GRADE):

- i. University Deputy Librarian who are directly recruited shall be placed in the Pay Band of 15,600 – 39,100 with AGP of 8,000. (Direct recruitment in Stage 3)
- ii. **On completion of service of five years**, University Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) shall be eligible for the post of University Deputy Librarian/ equivalent posts in Pay Band of 15,600 – 39,100, with Academic Grade Pay of 8,000, subject to their fulfilling other conditions of eligibility (such as **Ph.D. degree**, etc. for University Deputy Librarian) as per API scoring system based PBAS methodology laid down in this Circular. **They shall be designated as University Deputy Librarian/ University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade), (Promotion from Stage 2 to Stage 3)**
- iii. **After completing three years** in the Pay Band of 15,600 – 39,100 with an AGP of 8,000, University Deputy Librarian/University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) shall **move to the Pay Band of 37,400 – 67,000 and AGP of 9,000**, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down in this Circular. **(Promotion from Stage 3 to Stage 4)**
- iv. University Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) in the AGP of 7,000 **not possessing Ph.D. in Library Science but who fulfil other criteria prescribed in this Circular**, shall also be **eligible for being placed in the AGP of 8,000. (Promotion from Stage 2 to Stage 3)**
- v. Incumbents to the posts of University Deputy Librarian/University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) **who have completed three years** in the pre-revised pay scale of 12,000 – 18,300 on 1st January, 2006 shall **be fixed at an appropriate stage in the Pay Band of 37,400 – 67,000 with an AGP of 9,000**. They shall continue to be designated as University Deputy Librarian/University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade). (Direct fixation in Stage 4)
- vi. Incumbents to the posts of University Deputy Librarian/ University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of 12,000 – 18,300, for being eligible to be placed in the higher Pay Band of 37,400 – 67,000, shall be placed at an appropriate stage with Academic Grade Pay of 8,000 **till they complete three years of service as University Deputy Librarian/University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)** (Direct fixation in Stage 3)

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- vii. Pay in regard to the directly recruited University Deputy Librarians shall be initially fixed in Pay Band of 15,600 – 39,100 with AGP of 8,000. They shall move to the Pay Band of 37,400 – 67,000 with AGP of 9,000 after completing three years of service in the AGP of 8,000.
- viii. The conditions of eligibility and academic qualifications prescribed in this Circular shall be applicable for



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direct recruitment to the post of University Deputy Librarian.

5.4 LIBRARIAN (UNIVERSITY) :

- i. The post of Librarian shall be in the Pay Band of 37,400 –67,000 with the Academic Grade Pay of Rs. 10,000.
- ii. The conditions of eligibility and academic qualifications prescribed in this circular shall be adopted for appointment to the post of Librarian (University).
- iii. University Deputy Librarian completing service of three years in the AGP of 9,000 and otherwise eligible as per the API scoring system and PBAS methodology developed in this circular with Ph.D. qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- iv. Incumbent Librarian (University) shall be placed at the appropriate stage in the Pay Band of 37,400 – 67,000 with AGP of 10,000.

6.0. PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION AND SPORTS CADRES

6.1. UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (UNIVERSITY ASSISTANT DPE&S)/COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS (COLLEGE DPE&S): (Fixation or direct recruitment in Stage 1)

- i. University Assistant Director of Physical education and Sports/College Director of Physical education and Sports in the pre-revised pays scale of 8, 000 –13, 500 shall be placed in the Pay Band of 15,600–39,100 with AGP of 6, 000. (Direct fixation in Stage 1)
- ii. Pay of Incumbent University Assistant Director of Physical education and Sports/College Director of Physical education and Sports shall be fixed at an appropriate stage in the Pay Band of 15,600 –39,100 with an AGP of 6,000.
- iii. All conditions of eligibility and academic qualifications laid down in this Circular shall be applicable for direct recruitment of University Assistant Director of Physical education and Sports/College Director of Physical education and Sports.

6.2. UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SENIOR SCALE)/COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SENIOR SCALE): (Direct fixation in stage 2 or promotion from Stage 1 to Stage 2)

- i. University Assistant Director of Physical education and Sports (Senior Scale)/College Director of Physical education and Sports (Senior Scale) in the pre-revised pay scale of 10, 000 –15, 200 shall be placed in the Pay Band of 15,600–39,100 with AGP of 7, 000. (Direct fixation in Stage 2)
- ii. University Assistant Director of Physical education and Sports/College Director of Physical education and Sports **possessing Ph.D. in Physical Education at the entry level** of University Assistant Director of Physical education and Sports/College Director of Physical education and Sports in the AGP of 6, 000 shall, **after completing service of four years** in the AGP of 6, 000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed in this Circular for CAS promotion, **shall move to higher AGP of 7, 000 in the Pay Band of 15, 600 –39, 100. (Promotion from Stage 1 to stage 2)**
- iii. University Assistant Director of Physical education and Sports/College Director of Physical education and Sports **possessing M.Phil. in Physical Education at the entry level** of University Assistant Director of Physical education and Sports/College Director of Physical education and Sports shall, **after completing service of five years in the AGP of 6,000, be eligible for**



the higher AGP of 7,000 on satisfying the API scoring system and PBAS methodology prescribed in this Circular for CAS promotion. **(Promotion from Stage 1 to stage 2)**

- iv. University Assistant Director of Physical education and Sports/College Director of Physical education and Sports **without the relevant Ph.D and M.Phil shall, after completing service of six years** as University Assistant Director of Physical education and Sports/College Director of Physical education and Sports in the AGP of 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed in this Circular for CAS promotion shall **be placed in the AGP of 7,000. (Promotion from Stage 1 to stage 2)**
- v. Pay of incumbent University Assistant Director of Physical education and Sports (Senior Scale)/College Director of Physical education and Sports (Senior Scale) shall be fixed in Pay Band of 15, 600 –39, 100 at an appropriate stage in the AGP of 7, 000.

6.3. UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/ UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE)

- i. **After completing service of five years** in the Pay Band of 15,600 –39,100 with the AGP of 7,000 and subject to satisfying API scoring system and PBAS methodology prescribed in this Circular, University Assistant Director of Physical education and Sports (Senior Scale)/ College Director of Physical education and Sports (Senior scale) shall **move to AGP of 8,000 in the Pay band of 15,600 –39,100**. They shall be designated as University Deputy Director of Physical Education and Sports/University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical education and Sports (Selection Grade). **(Promotion from stage 2 to stage 3)**
- ii. **After completing service of three years** in the Pay Band of 15,600 –39,100 and the AGP of 8,000 and subject to satisfying API scoring system and PBAS methodology prescribed in this Circular, University Deputy Director of Physical Education and Sports /University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical Education and Sports (Selection Grade) shall **move to the Pay Band of 37,400 –67,000 with the AGP of 9,000**. They shall continue to be designated as University Deputy Director of Physical Education and Sports /University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical Education and Sports (Selection Grade). **(Promotion from stage 3 to stage 4)**
- iii. All incumbents to the post of University Deputy Director of Physical Education and Sports /University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical Education and Sports (Selection Grade) who have completed service of at least three years in the unrevised pay scale of 12,000 –18,300 as on 1st January, 2006 shall be eligible to be fixed in the Pay Band of 37,400 –67,000 with AGP of 9,000. **(Direct fixation in stage 4)**
- iv. All incumbents to the post of University Deputy Director of Physical Education and Sports/University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical Education and Sports (Selection Grade) whose services in the unrevised pay scale of 12,000 – 18,300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of 8,000 in the pay band of 15,600 –39,000 till they complete the required service of three years as University Deputy Director of Physical Education and Sports /University Assistant Director of Physical Education and Sports (Selection Grade)/College Director of Physical Education and Sports (Selection Grade) in the unrevised pay scale. **(Direct fixation in stage 3)**



- v. Pay of the directly recruited University Deputy Director of Physical Education and Sports shall be initially fixed with the AGP of 8,000 in the Pay Band of 15,600 –39,100, and **after completing three years** of service directly recruited University Deputy Director of Physical Education and Sports and equivalent **shall move to Pay Band 37,400 –67,000 with AGP of 9,000. (Promotion from stage 3 to stage 4)**

6.4. DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (UNIVERSITY) :

- i. Post of Director, Physical Education and Sports in University shall be in the Pay Band of 37,400 – 67,000 with AGP of 10,000.
- ii. Post of Director, Physical Education and Sports (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed in this Circular shall be the eligibility for recruitment.
- iii. Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of 37,400 –67,000.

7.0 PAY SCALES OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR OF UNIVERSITIES : 7.1

PRO-VICE CHANCELLOR :

- 7.1.1.** The posts of Pro-Vice Chancellor shall be in the Pay Band of 37,400 –67,000 with AGP of 10,000 or 12,000 as the case may be, along with a Special Allowance of 4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed 80,000.

7.2. VICE CHANCELLOR

- 7.2.1.** The posts of Vice-Chancellor shall carry a fixed pay of 75,000 along with a Special pay of 5,000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the University concerned, shall be applicable besides the pay.

8.0 INCENTIVES FOR Ph.D. / M.Phil. AND OTHER HIGHER QUALIFICATION TO TAKE EFFECT FROM 01- 09-2008.

- 8.1** Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- 8.2** M.Phil Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.
- 8.3** Those possessing Post-graduate degree in the professional course such as LL.M/M.Tech./M.E./M.Arch./M.V.Sc./M.D. recognized by the relevant statutory body/ council, shall also be entitled to 2 non-compounded advance increments at the entry level.
- 8.4** (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non- compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

(ii) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of the UGC Regulations 2010 or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded increments even if



the University awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the UGC.

- 8.5 In respect of every other case, a teacher who is already enrolled for Ph.D shall avail the benefit of 3 non-compounded increments only if the University awarding the Ph.D has been notified by the UGC to have complied with the process** prescribed by the UGC for the award of Ph.D in respect of either course-work or evaluation or both, as the case may be.
- 8.6** Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D., while in service only if such enrolment is with a University which complies with the entire process, including that of enrolment as prescribed by the UGC.
- 8.7** Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.
- 8.8** Five non-compounded advance increments shall be admissible to University Assistant Librarian/ College Librarian who is recruited at entry level with Ph.D. degree in the discipline of library science from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- 8.8.1** (i) University Assistant Librarian/College Librarian acquiring the degree of Ph.D.at any time while in service, in the discipline of library science from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to 3 non-compounded advance increments.
- (ii) However, persons in posts of University Assistant Librarian/College Librarian or higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded increments even if the University awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the UGC.
- 8.8.2** In respect of every other case of persons in the posts of University Assistant Librarian/College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the University awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both.
- 8.8.3.** University Assistant Librarian/College Librarian and others in higher Library positions in service who have not yet enrolled for Ph. D shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D. while in service only if such enrolment is with a University which complies with the entire process, including that of enrolment as prescribed by the UGC.
- 8.8.4.** Two non-compounded advance increments shall be admissible for University Assistant Librarian/College Librarian with M.Phil degree in Library Science at the entry level, University Assistant Librarian/College Librarian and those in higher positions acquiring M. Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.
- 8.9** Five non-compounded advance increments shall be admissible to University Assistant Director of Physical Education and Sports/College Director of Physical Education and Sports who are recruited at entry level with



Ph.D. degree in the discipline of Physical Education from a University complying with the process prescribed by the UGC in respect of enrolment, course

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work and evaluation process for the award of Ph.D. in Physical Education.

8.10 Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level under the earlier Schemes / Regulations shall not be entitled to the benefit of advance increments as per the UGC Regulations 2010.

8.11. Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D. / M. Phil while in service, shall not be entitled to advance increments as per the UGC Regulations 2010.

8.12. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil under the earlier Schemes / Regulations, the benefit of advance increments for possessing Ph.D./M. Phil shall be available to only those appointments which have been made on or after the coming into force of the UGC Regulations 2010.

9.0 OTHER TERMS AND CONDITIONS:

9.1. INCREMENTS

9.1.1 Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the respective stage in the Pay Band.

9.1.2. Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

9.1.3. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes / Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of 15, 600 – 39,100 to the Pay Band of 37,400 – 67,000.

9.1.4. All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the University system shall be subject to recommendation of the committee separately constituted by the Central Government for Pa review of teachers in Technical Education.

10.0 ALLOWANCES & LEAVES:- Allowances & leaves are admissible as per Government of Maharashtra GR No. NGC 2009/(243/09)-UNI-1, dated 12th August 2009.




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APPENDIX –I

**TABLE I (Refer to Appendix III TABLE – I & 6.1.0. of the UGC Regulations, 2010)
PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIS) IN RECRUITMENTS& CAREER
ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY/COLLEGE TEACHERS**

Category I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITY/PERFORMANCE Maximum score allotted: 125 Minimum API Score required: 75

Sr. No	Nature of activity	Max. Score
(i)	<input type="checkbox"/> Lectures / Practical / Tutorials / Contract classes taken should be based on verifiable records <input type="checkbox"/> No scores should be assigned if a teacher has taken less than (say) 80% assigned classes. (University/College authorities may give allowance for period of leave where alternative teaching arrangements have been made or extra lectures are engaged by the concerned teacher.) <input type="checkbox"/> Maximum score of 50 if there is 100% achievement	50
(ii)	If teacher has taken classes exceeding University norm, then two point to be assigned for each extra hour of classes	10
(iii)	Imparting of knowledge / instruction as per the curriculum with the prescribed material (Text book / Manual etc.) and methodology of the curriculum (Maximum score of 20 points if there is 100% compliance)	20
(iv)	Use of Participatory and innovative teaching –learning methodologies updating of subject context, course improvement etc.	
	Updating of courses, design of curriculum (5 points per course)	10



	Participatory & Innovative T/L Process with materials for problem 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 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 Workshop/training course : 10 points each Popularization programmes : 5 points	10
	Maximum aggregate Limit	20
(v)	Examination Related Work	
I	College/University and 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
li	College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10- points)	10
lii	Examination work as coordination, or flying squad duties etc. (5 points per activity (max. 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 Maximum

score allotted: 50

Minimum API Score required: 15

Sr.	Nature of Activity	Max.
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No.		Score
(i)	Extension and Co-curricular Related Activities	
	Departmental/Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 point each)	10
	Positions held/Leadership role placed 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, secularism, democracy socialism, humanism, 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 University/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each)	10
	Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points)	10
	Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development committee, library committee etc. (5 points each)	10
	Responsibility for participation in committee for students welfare, counseling and Discipline (5 each)	10
	Organization of Conference /Training Programmes: a. International (10 points); b. national/regional (5 points) c. as a member of the organizing committee (1 point each)	10
	Maximum Aggregate Limit	15
(iii).	Professional Development Related Activities	



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	Membership in profession related committees at state and national level a. At National Level: 3 points each b. At State Level: 2 points each	10
	Participation in Subject associations, conference, 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
	Maximum Aggregate Limit	15

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API scoring will be progressively rolled out for categories I & II, beginning with assessment of one year for selection committees in 2010-11, annual average of two years in 2011-12 and so on. But for Category III, scores will be computed for the entire assessment period as already indicated in the Regulations.

CATEGORY III: RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

Sr. No.	Parameters	Particulars	API Score allotted
III(a)	Research Publication (journals)	Refereed Journals (Total Publications = N)	15 per publication
		No. of papers published in Indexed Journals out of $N = N_1$	5 per publication
		No. of papers published in journals with impact factor between 1 and 2 out of $N = N_2$	10 per publication
		No. of papers published in journals with impact factor between 2 and 5 out of $N = N_3$	15 per publication
		No. of Papers published in journals with impact factor 5 and above out of $N = N_4$	25 per publication



		Non-Refereed but recognized and reputed journals and periodicals, having ISBN / ISSN numbers. No. Of Papers published = N_5	10 per publication
		Conference Proceedings as full papers, etc. (Abstract not to be included) No. of Papers published = N_6	10 per publication
		Total of III (A)	
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. a. No. of sole author book(s) = M_1 b. No. of chapter(s) in an edited book(s) = M_2	50/Book assle author 10/chapter in an edited book
		Subject Books by National / State level publishers and Central Govt. Publications with ISBN/ISSN numbers. a. No. of sole author book(s) = M_3 b. No. of chapter(s) in an edited book(s) = M_4	25/Book assle author 5/chapter in an edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers. a. No. of sole author book(s) = M_5 b. No. of chapter(s) in an edited book(s) = M_6	15/Book assle author 3/chapter in an edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers No. of chapter(s) = M_7	10/chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories No. of chapter(s) = M_8	5/chapter
		Total of III (B)	



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III (C)			
(i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 5.0 Lakhs No. Of Project(S) = P_1	20 / project
		Major Projects Amount mobilized with minimum of Rs. 3.00 Lakhs up to Rs. 5.00 Lakhs No. Of Project(S) = P_2	15/project
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakhs) No. Of Project(S) = P_3	10/project
(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.2.00 Lakhs. Amount mobilised in multiple of Rs. 2 Lakhs. = R	10 per Rs. 2 Lakhs
(iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency) ⌚ No. Of completed & accepted Major Project(S) = Q_1 ⌚ No. Of Completed & accepted Minor Project(s) = Q_2	20 / Major Project 10 / Minor Project
(iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level: a. No. of State level Output = Q_1 b. No. of Central / National level output = Q_2 c. No. of International Level Output = Q_3	10/ State Level; 30 / National level; 50 /International Level Output / Patent
		Total of III (C)	
III D			
(I)	M.Phil.	Degree awarded only No. of Candidates = D_1	3 per candidate
(II)	Ph.D.	Degree awarded only No. of Candidates = D_2	10 per candidate
		Thesis Submitted No. of Candidates = D_3	7 per candidate
		Total of III (D)	



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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 No. of Programme(s) = P_1	20 each
		(b). Not less than one weeks duration No. of Programme(s) = P_2	10 each

(ii)	Papers in Conference/ Seminars / workshops etc.(that are not included in III A) *	Participation and Presentation of research papers (oral/poster) in	
		a) International Conference No. of papers = P_1	10 Points each
		b) National No. of papers = P_2	7.5 Points each
		c) Regional/State level No. of papers = P_3	5 Points each
		d) Local –University/College level No. of papers = P_4	3 Points each
(iii)	Invited to deliver lecture or make presentations for conferences / symposia	(a) International No. of Lectures and/or Presentations = L_1	10 Points each



		(b) National level No. of Lectures and/or Presentations = L ₂	5 Points each
		Total of III (E)	

===== **Note:**

1. It is incumbent on the Coordination Committee proposed in this circular and the University to prepare and publicize within six months subject-wise list of journals, periodicals and publishers under categories IIIA and B, Till such time, Screening / Selection Committee 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 authors / supervisors / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by the other authors.
- * The API score for paper in refereed journal will 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 above 5 – 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)).

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APPENDIX –I:

Table II (a)(Refer to Appendix III TABLE – I & 6.1.0. of UGC Regulation 2010)

**MINIMUM API'S AS PROVIDED IN APPENDIX-I TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS
UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR**



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EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate 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 (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
II I	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening 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	<ul style="list-style-type: none"> • 30% - Contribution to Research • 50% - Assessment of domain knowledge and teaching Practices. • 20 % - Interview 	<ul style="list-style-type: none"> • 50% - Contribution to Research. • 30 % - Assessment of domain knowledge and teaching practices. • 20 % - Interview 	<ul style="list-style-type: none"> • 50% - Research • 50 % - Performance evaluation and other credential by referral procedure



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				performance	performance	
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* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

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APPENDIX – I

Table II(b) (Refer to APPENDIX – III TABLE – II (B) of UGC Regulations 2010)

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	Assistant Professor/ equivalent cadres: Stage 2 to Stage 3	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year	15/Year
II I	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution	5/Year (20/assessment period)	10/Year (50/assessment ent period)	15/Year (45/assessment period)	20/Year (60/assessment period)



	(Category III)				
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection 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	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

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Explanatory note for Tables II (a) and II (b):

1. The University/College Administration will set up verifiable systems for the API related information required in these tables. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the university / colleges for follow up by the university / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) pro-forma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in university / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion



- to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings
 5. For Category III (Research and Academic Contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
 6. Candidates should offer themselves for assessment for promotion, if they fulfil the minimum API scores indicated in Tables I and II, by submitting an application and the required pro-forma. They can do so three months before the due date if they consider themselves eligible. Candidates, who do not consider themselves eligible, can also apply at a later date.
 7. If however, on final assessment, candidates do not either fulfil the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
 8. (a) 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. (b) If however, the candidate finds that she / he fulfils the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application
(c) 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.

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APPENDIX –I

TABLE – II(c) (Refer to Appendix III TABLE – II(c) & 6.1.0. of UGC Regulation 2010)

MINIMUM SCORES FOR APIs FOR DIRECT RECRUITMENT OF TEACHERSIN UNIVERSITY / COLLEGES, LIBRARIAN / PHYSICAL EDUCATION CADRES IN UNIVERSITY/COLLEGES AND WEIGHTAGES IN SELECTION COMMITTEES TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THE REGULATION.

Pay Band & Grade Pay	Pay band Rs. 15600-39100 and AGP of Rs.	Pay band Rs. 37400- 67000 and AGP of Rs. 9000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 10000/-
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	6000/-		
	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in this Circular	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
Selection Committee criteria / weightages (Total Weightages = 100)	a. Academic Record and Research Performance 50% b. Assessment of Domain Knowledge and Teaching Skills- 30% c. Interview performance 20%	a. Academic Background 20% b. Research performance based on API score and quality of publications 40% c. Assessment of Domain Knowledge and Teaching Skills 20% d. Interview performance: 20%	a. Academic Background 20% b. Research performance based on API score and quality of publications 40% c. Assessment of Domain Knowledge and Teaching Skills 20% e. Interview performance: 20%

Note: For university/colleges for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 4 and 5 correspond to scales with AGP of Rs. 6000, 9000 and 10000 respectively.



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APPENDIX –I

Table III (Refer to APPENDIX-III - TABLE: III of UGC Regulations 2010)

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

Sr. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil./P.G. Degree in Professional Courses such as LLM, M.Tech., M.V.Sc., M.D., or six years of service who are without Ph.D. / M.Phil. / PG Degree in Professional Courses	I. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table II(A) / II(B) of Appendix I of this Circular. II. One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. II. Screening cum Verification process for recommending Promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	I. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table II(A) / II(B) of Appendix I of this Circular. II. One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. II. Screening cum Verification process for recommending promotion.



3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<p>I. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table II(A) / II(B) of Appendix I of this Circular.</p> <p>II. At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph. D.holders.</p> <p>III. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>IV. A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix I of this Circular.</p>
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4.	Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>I. Minimum yearly / cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table II(A)/II(B) of Appendix I of this Circular. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>II. A minimum of five publications since the period that the teacher is placed in Stage 3. III. Specifically for teachers who are placed in Stage 4 as on 01.01.2006, the entire period of service must be taken into consideration for (i) and (ii) above.</p> <p>IV. A selection committee process as stipulated in this regulation and in Tables II (A) and II(B) of Appendix I of this Circular.</p>
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5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (university only)	<p>I. Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II (A) of Appendix I of this Circular.</p> <p>II. Additional credentials are to be evidenced by: (a) post- doctoral research outputs of high standard; (b) awards / honours' / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt. ,LL.B., etc.,</p> <p>III. A review process by an Expert Committee as stipulated in this regulation and in Tables II(A) and II(b) of Appendix I of this Circular.</p>
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* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX –I

TABLE – IV (Refer to Appendix III: Table IV of UGC Regulation 2010)

ACADEMIC PERFORMANCE INDICATORS (APIS) AND SCORES DEVELOPED BY THE UNIVERSITY FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS)



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PROMOTIONS OF UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/ UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS.

CATEGORY I: TEACHING, TRAINING, COACHING, DEVELOPMENT OF SPORTS PERSON AND SPORTS MANAGEMENT

ACTIVITIES:

Sr. No.	Indicator / Activity	Max. Score
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1	<p>□ Management of Physical Education and Sports Programme for students (Planning, Executing and evaluating the policies of Physical Education and Sports) should be based on verifiable records (maximum score: 20 points)</p> <ul style="list-style-type: none"> ⌚ Planning of Physical Education & Sports activities in the university/college (maximum score 05 points) ⌚ Identifying and Organizing Physical Fitness Programs for the staff and the students of the university/college (maximum score 04 points) ⌚ Identifying & Organizing Physical Training Program for the staff & students of the University/college (maximum score 04 points) ⌚ Planning, maintaining and improving the Sports Facilities in the university/college (maximum score 03 points) ⌚ Organizing Various Physical Tests for the staff and students of the College (maximum score 03 points) ⌚ Formulating & Conducting different Tests & Measurements for the students (maximum score 03 points) ⌚ Evaluation of Physical Fitness & Training Programs of the students (maximum score 04 points) ⌚ Intra-Muller of various Game Sports. (maximum score 03 points) <p>Lectures cum practice based athlete / sports classes, seminars etc. undertaken as % of allotted hours. No scores should be assigned if a teacher has taken less than (say) 80% assigned classes. University may give allowance for period of leave where alternative teaching arrangements would ordinarily be made. (maximum score 20 points)</p> <ul style="list-style-type: none"> ⌚ Inspiring the students to participate in Sports & Gymkhana activities (maximum Score 03 points) ⌚ Arranging Guest Lectures of sportsman / sportswoman / administrator to promote sports activities in the university /college. (maximum Score 03 points) ⌚ Introduction of new games/sports in the university/college. (maximum Score 04 points) ⌚ Explaining the rules and regulations of games and sports to the students. (maximum Score 03 points) ⌚ Explaining the tricks and tactics of games & sports to the students (maximum Score 03 points) ⌚ Organizing demonstrations / speeches of the experts on various games /sports. (maximum Score 03 points) 	40
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2	<p>Extending services, sports facilities and training on holidays to the institution and organizations. (Maximum score : 10 points)</p> <ul style="list-style-type: none">⌚ Organizing and remaining present for the Summer Vacation Indoor Camp/s. (maximum Score 05 points)⌚ Organizing and remaining present for the Summer Vacation Outdoor Camp/s (maximum Score 05 points)⌚ Organizing and remaining present for the Winter Vacation (Diwali Break) Indoor Camp/s. (maximum Score 04 points)⌚ Organizing and remaining present for the Winter Vacation (Diwali Break) Outdoor Camp/s (maximum Score 04 points)⌚ Organizing and remaining present for the pre-season coaching camp on holidays (maximum Score 03 points)⌚ Organizing and remaining present for the lectures and demonstration of experts i.e. coaches and/or players on various games /sports on a holiday. (maximum Score 03 points)⌚ Organizing and remaining present for the post-season coaching camp on holidays (maximum Score 03 points)⌚ Organizing and accompanying the participants for trekking & other related events. (maximum Score 03 points)⌚ Organizing and remaining present for the Yoga Camps (maximum Score 03 points)	10
3	<p>Organizing and conducting sports & games competition/s at</p> <p>International level : 25 point each competition National Level : 20 points each competition State Level : 15 points each competition Inter University Level : 10 points each competition Inter Zonal Level : 5 points each competition Inter College Level : 3 points .</p> <p>(Maximum score : 25 points each)</p> <p>Organizing & Conducting Coaching Camps / Sports Person development / training programmes (Maximum score: 15 points each)</p>	40



4	<ul style="list-style-type: none"> Upgradation of scientific & technological knowledge in Physical Education and Sports. (Maximum score: 5 points) Identifying Sports talent and maintaining excellence in sports among students. (Maximum score: 10 points) Attended workshops / seminars etc. related to Physical Education & Sports (maximum score 3 points) Attended coaching camp/s for learning of new technology / training methodology. (maximum score 3 points) Introduced new technology / methods in training students and/or staff. (maximum score 3 points) Attended special training programs in Physical Education & Sports. (maximum score 3 points) Obtained any additional certificate / diploma / degree related to the field. (maximum score 3 points per Certificate, 4 per diploma and 5 Degree) 	20
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5	<p>Development and Maintenance of play fields Purchase and Maintenance of the other sports facilities. (Maximum score : 15 points)</p> <ul style="list-style-type: none"> Grants received from UGC / Government / Private agencies (maximum score 5 points) Maintenance of various outdoors sports facilities. (maximum score 5 points) Maintenance of various indoor sports facilities. (maximum score 5 points) Equipments purchased for outdoor games (maximum score 5 points) Equipments purchased for indoor games (maximum score 5 points) 	15
	Total Score	125
	Minimum API Score Required	75

CATEGORY II: CO-CURRICULAR EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES I. Extension and Co-curricular Related Activities

Sr. No.	Nature of Activity	Max.Score
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1	<p>Student related co-curricular, extension and field based activities (such as Cultural Exchange and Sports Programmes, Various level of extra murals and intra-mural programmes); extension work through NSS/NCC and other channels:</p> <ul style="list-style-type: none"> • NSS/NCC officers (max. points 10) • Cultural Activities (Departmental / Institutional) (max. points 2/5) • Organizing Subject related events like (max. 2 points each) <ul style="list-style-type: none"> ○ Lectures on special topics ○ Quiz / Debate / Elocution ○ Study tour(Camp) ○ Essay competition / Exhibition(Sports) ○ Science Day Celebration in terms of application to Sports / Physical Education ○ Subject Association • Counselling (max. points 5) • Conduct of Physical Education / Sports Activities / Yoga activities etc. for the members of the Community/Society (max. 10 points) 	20
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II. Contribution to corporate life and Management of the Institution

Sr. No.	Nature of Activity	Max. Score
2	<p>Contribution to Corporate life & Management of Sports Units and Institution through participation in Sports and Administrative Committees and responsibilities.</p> <p>I. Contribution to Corporate life:</p> <ul style="list-style-type: none"> • University/ Institution / College-Industry interaction (max. 2 points) • Consultancy (max. 2 points) • Placement Coordinator/ In-plant training coordinator (max. 5 points) • Training of Industry persons (max. 2 points) 	15



	<p>II. Management of Sports Units and Institution through participation in Sports and Administrative Committees and responsibilities.</p> <p>Administration: (5 points each)</p> <ul style="list-style-type: none"> • Head/Director/Vice Principal / Coordinator/Rector/Dean/IQAC Coordinator • Admission Committees • Discipline committee • Anti ragging committee • Sexual Harassment Inquiry Committee • Statutory committees of the University • Gymkhana Committee • Any other committee appointed by Hon'ble V.C / Principal <p>Academic: (5 points each)</p> <ul style="list-style-type: none"> • Academic committee • NACC committee • IQAC • Any other academic committee appointed by Hon'ble Vice Chancellor / Principal <p>Member of any of the Bodies of the University (10 points each)</p>	
	Maximum Aggregate Limit	15

II. Professional Development Related Activities

Sr. No.	Nature of Activity	Max. Score
3	<p>Participation in : (per activity)</p> <ul style="list-style-type: none"> • Seminar / Workshop / Symposia (2 points) • Conferences (2 points) • Faculty Development Course (5 points) • Short term training courses (5 points) • talks delivered in program (2 points) • lectures delivered in program (2 points) • membership of Associations • National Level (3 points) • State Level (2 points) • General Articles Publications (2 points) • General Awareness Activity (2 points) • Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or, drought relief, small family norms etc(1 / activity subject to maximum score of 5 points) 	15



	Total Score for category II	50
	Minimum API Score Required for category II	15

CATEGORY III: RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

Sr. No.	Parameters	Particulars	API Score allotted
III(a)	Research Publication (journals)	Refereed Journals (Total Publications = N)	15 per publication
		No. of papers published in Indexed Journals out of $N = N_1$	5 per publication
		No. of papers published in journals with impact factor between 1 and 2 out of $N = N_2$	10 per publication
		No. of papers published in journals with impact factor between 2 and 5 out of $N = N_3$	15 per publication
		No. of Papers published in journals with impact factor 5 and above out of $N = N_4$	25 per publication
		Non-Refereed but recognized and reputed journals and periodicals, having ISBN / ISSN numbers. No. Of Papers published = N_5	10 per publication
		Conference Proceedings as full papers, etc. (Abstract not to be included) No. of Papers published = N_6	10 per publication



		Total of III (A)	
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. ⌚ No. of sole author book(s) = M_1 ⌚ No. of chapter(s) in an edited book(s) = M_2	50/sole author 10/chapter in an edited book
		Subject Books by National / State level publishers and Central Govt. Publications with ISBN/ISSN numbers. ⌚ No. of sole author book(s) = M_3 ⌚ No. of chapter(s) in an edited book(s) = M_4	25/sole author 5/chapter in an edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers. ⌚ No. of sole author book(s) = M_5 ⌚ No. of chapter(s) in an edited book(s) = M_6	15/sole author 3/chapter in an edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers ⌚ No. of chapter(s) = M_7	10/chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories ⌚ No. of chapter(s) = M_8	5/chapter
		Total of III (B)	

III (C)			
(i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 5.0 Lakhs ⌚ No. Of Project(S) = P_1	20 / project



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		Major Projects Amount mobilized with minimum of Rs. 3.00 Lakhs up to Rs. 5.00 Lakhs ⌚ No. Of Project(S) = P_2	15/project
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 Lakhs) ⌚ No. Of Project(S) = P_3	10/project
(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.2.00 Lakhs. Amount mobilised in multiple of Rs. 2 Lakhs. = R	10 per Rs. 2 Lakhs
(iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency) ⌚ No. Of completed & accepted Major Project(S) = Q_1 ⌚ No. Of Completed & accepted Minor Project(s) = Q_2	20 / Major Project 10 / Minor Project
(iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level: ⌚ No. of State level Output = Q_1 ⌚ No. of Central / National level output = Q_2 ⌚ No. of International Level Output = Q_3	10/ State Level; 30 / National level; 50/International Level Output / Patent
		Total of III (C)	
III D			
(I)	M.Phil.	Degree awarded only ⌚ No. of Candidates = D_1	3 per candidate
(II)	Ph.D.	Degree awarded only ⌚ No. of Candidates = D_2 Thesis Submitted ⌚ No. of Candidates = D_3	10 per candidate 7 per candidate
		Total of III (D)	
III E			
(i)	Refresher courses, Methodology workshops, Training,	Not less than two weeks duration No. of Programme(s) = P_1	20 each



	Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than one weeks duration No. of Programme(s) = P_2	10 each
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(ii)	Papers in Conference/ Seminars / workshops etc.(that are not included in III A)	Participation and Presentation of research papers (oral/poster) in International Conference No. of papers = P_1	10 Points each
		National No. of papers = P_2	7.5 Points each
		Regional/State level No. of papers = P_3	5 Points each
) Local –University/College level No. of papers = P_4	3 Points each
(iii)	Invited to deliver lecture or make presentations for conferences / symposia	International ⌚ No. of Lectures and/or Presentations = L_1	10 Points each
		National level ⌚ No. of Lectures and/or Presentations = L_2	5 Points each
		Total of III (E)	

===== **Note**

- i. It is incumbent on the Coordination Committee proposed in this circular and the University to prepare and



- publicize within six months subject-wise list of journals, periodicals and publishers under categories IIIA and B, till such time, Screening / Selection Committee 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 authors / supervisors / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by the other authors.
- * The API score for paper in refereed journal will be **augmented** as follows:
- ii. Indexed journals – by 5 points
 - v. papers with impact factor between 1 and 2 – by 10 points
 - vi. papers with impact factor between 2 and 5 – by 15 points
 - vii. papers with impact factor above 5 – 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)).
- =====



APPENDIX –I

Table V (a) (Refer to Appendix III Table V(a) of UGC Regulations 2010)

MINIMUM NORMS OF API'S AS PROVIDED IN APPENDIX-I TABLE V (A) TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY DIRECTOR / UNIVERSITY DEPUTY DIRECTOR / UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION, AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

		Assistant Director of Physical Education (Stage 1 to Stage 2 (Senior Scale)	Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade) (Stage 3)	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4	Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (university only)
I	Teaching, training coaching, sports person development and sports management activities (Category – I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
II I	Minimum total average API annual score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
I V	Research and Academic Contributions (Category III) – Minimum Annual score required – to be	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)



	assessed cumulatively				
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	<ul style="list-style-type: none"> • 30% - Research evaluation • 50%- Assessment of domain knowledge and skills in sports • 20% - Interview performance 	<ul style="list-style-type: none"> • 50% - Research evaluation. • 30 % - Assessment of domain knowledge contribution and organisation track record with vision plan. • 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II. **Note:** For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

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TABLE V (b)(Refer to Appendix III: Table V (b) of UGC Regulations 2010)

MINIMUM API'S AS PROVIDED IN APPENDIX-I TABLE V(B) TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE), AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

S. No	Categories of Criteria	Minimum Average yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages for Expert Assessment
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		College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3).	College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4).
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required- to assessed cumulatively	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	<ul style="list-style-type: none"> • 30% - Research evaluation • 50% - Assessment of domain knowledge and skills in sports. • 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3 and 4 correspond to scales with AGP of Rs. 6000, 7000, 8000 and 9000 respectively



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TABLE V(C) (Refer to APPENDIX III TABLE – V(c) & 6.1.0 of UGC Regulation 2010)

**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION
PERSONNEL IN UNIVERSITY DEPARTMENTS/ COLLEGES (TO BE CONSIDERED ALONG WITH OTHER SPECIFIED
ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS UGC REGULATION)**

Pay Band & Grade Pay	Pay band Rs. 15600-39100 and AGP of Rs. 6000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 9000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 10000/-
Minimum Norm / Criteria	Assistant Director of Physical Education/Colleg e Director of Physical Education (Stage 1)	Deputy Director of Physical Education in university (Stage 4)	Director of Physical Education in university (Stage 5)
API score (Research and Academic Contribution – Category III)		Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points



Selection Committee criteria/weightages (Total weightage = 100)	<p>i. Track Record of championship won (30%)</p> <p>ii. Sports and athletic skills (40%)</p> <p>iii. Interview performance (30%)</p>	<p>i. Research papers (3 nos.) evaluation: (40%)</p> <p>ii. Organisational skills / Plans of sports: (30%)</p> <p>iii. Interview Performance: (30%)</p>	<p>i. Research papers (5 nos.) Evaluation: (50%)</p> <p>ii. Organisational track</p> <p>iii. Vision plan: (25%)</p> <p>iv. Interview performance: (25%)</p>
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Note: For university/colleges in which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 9000 and 10000 respectively.

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TABLE VI (Refer to APPENDIX-III. TABLE: VI of UGC Regulations 2010)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

S. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
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1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service who are with M.Phil. or six years of service who are without Ph.D./M.Phil.	<p>I. Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix I for university DPEs cadres and in Table V(b) of Appendix I for cadres in Colleges.</p> <p>II. One Orientation and one Refresher Course of 3/4 weeks duration.</p> <p>III. No separate interview points for the Screening cum Evaluation process of recommending promotion.</p>
2.	Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE(selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) / College DPE (senior scale) with completed service of five years in Stage 2	<p>I. Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix I for university DPES cadres and in Table V(b) of Appendix I for DPES cadres in Colleges.</p> <p>II. Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period.</p> <p>III. No separate interview points for the Screening cum Evaluation process of recommending promotion.</p>
3.	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade) (Stage 3 to Stage 4).	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	<p>I. Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table V(a) of Appendix I for university DPES cadres and in Table V(b) of Appendix I for cadres in Colleges.</p> <p>II. Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M. Phil. holders and exemption of two publications for Ph. D. holders.</p> <p>III. Evidence of having produced teams / athletes.</p> <p>IV. A selection committee process as stipulated in this Circular and in Table V(a) of Appendix I for the university DPE cadres and in Table V(b) of Appendix I for cadres in colleges.</p>



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4.	University DPE (Stage 5) (For university only)	Deputy DPE in university with three years of completed service in Stage 4.	<p>I. Minimum API scores using the PBAS scoring proforma developed by the university as per the norms provided in Table V(a) of Appendix I for DPEs in university. These may be achieved over two assessment periods, if required.</p> <p>II. A minimum of five publications over two assessment periods (six years). III. Evidence of having produced teams / athletes.</p> <p>IV. A selection committee process as stipulated in this regulation and in Table V(a) of Appendix I for DPEs in the university.</p>
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* The explanatory note provided for tables IIA and IIB (of UGC Regulations 2010) for CAS for teachers is also applicable for the Director of Physical Education cadres as per the API scores specified for this cadre. (Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

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TABLE –VII (Refer to Appendix III: Table IX of the UGC Regulations 2010)

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

CATEGORY I: PROCUREMENT, ORGANISATION, AND DELIVERY OF KNOWLEDGE AND INFORMATION THROUGH LIBRARY SERVICES

Maximum score allotted: 125 Minimum API Score required: 75

Sr. No.	Indicators / Activities	Maximum Score
1	Library resources organisation 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 college with the required inputs for preparing reports, manuals and related documents; Assistance towards updating website with activity related information and for bringing out institutional Newsletters, etc.	40



1.1	<p>Library resources organisation and maintenance of books, journals, reports</p> <p>Books collected / acquired (collection Building) (2 points each) • Books (Text Books , Reference Books, Books on General Reading etc.) purchased</p> <ul style="list-style-type: none">• Journals Subscribed• E-Journals• Reports collected• Back volumes collected / Bound <p>Maintenance of collection (2 points each)</p> <ul style="list-style-type: none">• Technical Processing• Accessioning• Classification• Cataloguing• Book Binding• Training to library staff to maintain collection <p>Book Purchase Policy (2 points each)</p> <ul style="list-style-type: none">• Recommended by Teachers• Recommended by Students/Staff (other than teachers)• Recommended by Check list• Publisher Catalogue• Books Review, exhibition , etc• Arrangement of Collection / Stack Arrangement• Subject-wise / Classified shelving• Alphabetical shelving• Stock verification is completed regularly• Write off/ weeding out of books, reading materials,etc.<ul style="list-style-type: none">• Collection Promotion .Expl.- Display, Additions list, in house exhibition	
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1.2	<p>Provision of Library reader-services, literature, retrieval services to researchers and analysis of reports (2 points each)</p> <ul style="list-style-type: none">• Reference Service• Current Awareness Services• Selective Dissemination of Information Services• Bibliographic/Catalogues/ Index Services• Inter Library loan Services• On-line Public Access catalogue (OPAC)• Home lending Services• Reprographic Services• Internet Information Services• Information Extension Services• E-Journals Services• Periodical Contents Services• Information Analysis for catalogue / Index• Document Deriving Services• Audio-Visuals information Services• Indexing / Abstracting Services	
1.3	<p>Provision of assistance to the departments of university/college with the required inputs for preparing reports, manuals and related documents (2 points each)</p> <ul style="list-style-type: none">• Assistance by providing number of books, reports to Departments• Assistance by providing documents under documents delivery facilities to Departments• Assistance by providing Technical guidance to develop Departmental Library• Assistance by providing books to faculties of Department• Assistance by providing Indexing / Abstracting /Periodical Contents to faculties of Departments/ Sections	
1.4	<p>Assistance towards updating website with activity related information and for bringing out institutional Newsletters etc.(2 points each)</p> <ul style="list-style-type: none">• Information Provided about Library• Information Provided about Services rendered• Information Provided about Link of e-Resources• Information Provided about new additions• Information Provided about Transactions• Information Provided about Library members• Information Provided for University / College publication	



2	Information Communication Technologies (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 RFIS, CCTV), development of library management tools (software), intranet management. (Maximum Score: 30 points)	30
	<p>Information Communication Technologies (ICT) and other new technologies application for up gradation of Library Services (2 points each) • Library Automation</p> <ul style="list-style-type: none"> • Data Capturing • Provision of OPAC • Membership data creation / Readers data creation • Computerized Reports Generation • Computerized Alphabetic list of books generation • Daily / Weekly /Monthly computerized Reports generation for 	

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	<p>transaction</p> <ul style="list-style-type: none"> • Computerized Acquisition • Computerized periodicals Registration • Computerized list of back volumes • Computerized list of members / readers 	
	<p>Library security (technology based methods such as RFID, CCTV). (2 points each)</p> <ul style="list-style-type: none"> • RFID Technology • CCTV Technology • 3MP Technology • Other electronic Security • Library Management Software • Internet for Library management /function 	
3	Development, Organization and management of e-resources including their accessibility over Intranet / Internet, Digitization of library resources, e-delivery of information, etc.	25
	<p>Development, Organization and management of e-resources including their accessibility over Intranet / Internet(4 points each)</p> <ul style="list-style-type: none"> • Web Resources facilities provided to readers Expl. - Consortia, Open access journals, DOAJ, J-Gate, etc. 	



	<p>Digitization of library resources & e-delivery of information</p> <ul style="list-style-type: none"> • Digital Library developed for readers (4 points) • Information collected and delivered thorough electronic devices to Institutional Departments / Sections and readers (4 points) • Digitization / Computerization of Library (4 points) • Digitization / Lamination of Rare Books, Manuscripts, etc(4 points) <p>Management of e-Recourses</p> <ul style="list-style-type: none"> • Databases Subscribed (4 points) <p>Types of Databases Management</p> <ul style="list-style-type: none"> • CDs stored (1 points) • Hard Disk stored (1 points) • Printed and stored (1 points) 	
4	<p>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.</p>	20
	<p>User Awareness and Instruction programmes(3 points each)</p> <ul style="list-style-type: none"> • Users education activities • Training or knowledge inculcation to readers about , How to use library resources • Library talks / Lectures arranged for users • Instructions inculcation / display about OPAC 	
	<p>Information Sources promotion programmes (3 points each)</p> <ul style="list-style-type: none"> • Originating Books exhibition • Originating Journals display • Parading Bulletin Board Services • Originating Display of New Added books • Conducting Information literacy programmes 	
5	<p>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.</p>	10



	<p>Additional services such as extending library facilities on holidays (2 points each)</p> <ul style="list-style-type: none"> • Textbook Section services provided • Reading Room facilities provided • If required, Reading Room hours extended • Sanitary and Drinking Water services provided including holidays • Shelf Indicators / stickers maintained in stack to guide the readers • Library users manual brought out to guide the readers 	
	<p>Institutional Library Facilities to outsiders through External Membership Norms. (2 points each)</p> <ul style="list-style-type: none"> • Reference Service • Reprographic • Temporary memberships • Referral service • Memberships opened to institutes • Inter Library Loan Services provided to institutes 	

CATEGORY II: CO-CURRICULAR EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES Maximum score allotted: 50 Minimum API Score required: 15

Sr. No.	Nature of Activity	Max. Score
(i)	Students related co-curricular, extension and field based activities (Such as Cultural Exchange and Library Service Programmes, Various level of extramural and intramural programmes, extension, library-literary work through different channels)	20
	<p>Students related co-curricular, extension and field based activities (5 points each)</p> <ul style="list-style-type: none"> • Cultural/ exchange programmes originated for internal Intuitions students • Cultural/ exchange programmes originated for external Intuitions students • Originating of Extension programmes arranged for awareness among students / public. • Lectures delivered for local students / Lectures delivered for university students. • Library Hours arranged for internal/ external students. 	
(ii)	Contribution to Corporate Life and Management of the Library units and institution through participation in library and administrative committees and responsibilities.	15



	<p>Contribution to Corporate Life and Management of the Library units and institution through participation in library and administrative committees and responsibilities. (2 points each)</p> <ul style="list-style-type: none"> • Library committee is formed • Library committee meets regularly • Senate • Management Council • Academic Council • Faculty • Board of Studies • Board of Examination • Local University Committees • Local College Committees • Selection Committees 	
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(iii)	Professional Development Activities (such as participation in seminars, conferences, short term courses, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles not covered in category III below).	15
	<p>Professional Development Activities (3 points each)</p> <ul style="list-style-type: none"> ⌚ Participation in Seminars / Conferences / Workshops, Orientation course, Refresher Course, Training Course, etc ⌚ Delivered lectures for professionals at Seminars, Conferences, Workshops, Training, Orientation/ Refresher Courses. ⌚ Membership of Professional Associations including position acquired in it. ⌚ Professional Information Disseminated through Bulletin Board, Brochures, Pamphlets, etc. ⌚ Creation of information, new methodology, new techniques to manage library / profession <ul style="list-style-type: none"> ⌚ Editor / Sub-editor / Associate editor/ Patron .etc for publications in profession Advisor / Organizer / Convener, etc. for professional activities 	

CATEGORY III: RESEARCH AND PUBLICATIONS AND ACADEMIC CONTRIBUTIONS

Sr. No.	Parameters	Particulars	API Score allotted
III(a)	Research Publication (journals)	Refereed Journals (Total Publications = N)	15 per publication



		No. of papers published in Indexed Journals out of $N = N_1$	5 per publication
		No. of papers published in journals with impact factor between 1 and 2 out of $N = N_2$	10 per publication
		No. of papers published in journals with impact factor between 2 and 5 out of $N = N_3$	15 per publication
		No. of Papers published in journals with impact factor 35 and above out of $N = N_4$	25 per publication
		Non-Refereed but recognized and reputed journals and periodicals, having ISBN / ISSN numbers. No. Of Papers published = N_5	10 per publication
		Conference Proceedings as full papers, etc. (Abstract not to be included) No. of Papers published = N_6	10 per publication
		Total of III (A)	
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. No. of sole author book(s) = M_1 No. of chapter(s) in an edited book(s) = M_2	50/sole author 10/chapter in an edited book
		Subject Books by National / State level publishers and Central Govt. Publications with ISBN/ISSN numbers. No. of sole author book(s) = M_3 No. of chapter(s) in an edited book(s) = M_4	25/sole author 5/chapter in an edited book



		Subject Books by Other local publishers with ISBN/ISSN numbers. ⌚ No. of sole author book(s) = M_5 ⌚ No. of chapter(s) in an edited book(s) = M_6	15/sole author 3/chapter in an edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers ⌚ No. of chapter(s) = M_7	10/chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories ⌚ No. of chapter(s) = M_8	5/chapter
		Total of III (B)	
III (C)			
(i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 5.0 Lakhs ⌚ No. Of Project(S) = P_1	20 / project
		Major Projects Amount mobilized with minimum of Rs. 3.00 Lakhs up to Rs. 5.00 Lakhs ⌚ No. Of Project(S) = P_2	15/project
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 Lakhs) ⌚ No. Of Project(S) = P_3	10/project
(ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.2.00 Lakhs. Amount mobilised in multiple of Rs. 2 Lakhs. = R	10 per Rs. 2 Lakhs
(iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency) ⌚ No. Of completed & accepted Major Project(S) = Q_1 ⌚ No. Of Completed & accepted Minor Project(s) = Q_2	20 / Major Project 10 / Minor Project



(iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level: No. of State level Output = Q_1 No. of Central / National level output = Q_2 No. of International Level Output = Q_3	10/ State Level; 30 / National level; 50/International Level Output / Patent
		Total of III (C)	
III D			
(I)	M.Phil.	Degree awarded only No. of Candidates = D_1	3 per candidate
(II)	Ph.D.	Degree awarded only No. of Candidates = D_2 Thesis Submitted No. of Candidates = D_3	10 per candidate 7 per candidate
		Total of III (D)	

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 No. of Programme(s) = P_1	20 each
		Not less than one weeks duration No. of Programme(s) = P_2	10 each
(ii)	Papers in Conference/ Seminars / workshops etc.(that are not included in	Participation and Presentation of research papers (oral/poster) in	
		International Conference No. of papers = P_1	10 Points each



	III A) *	National No. of papers = P₂	7.5 Points each
		Regional/State level No. of papers = P₃	5 Points each
		Local –University/College level No. of papers = P₄	3 Points each
(iii)	Invited to deliver lecture or make presentations for conferences / symposia	International ⌚ No. of Lectures and/or Presentations = L₁	10 Points each
		National level ⌚ No. of Lectures and/or Presentations = L₂	5 Points each
		Total of III (E)	

===== **Note:**

1. It is incumbent on the Coordination Committee proposed in this circular and the University to prepare and publicize within six months subject-wise list of journals, periodicals and publishers under categories IIIA and B, Till such time, Screening / Selection Committee 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 authors / supervisors / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by the other authors.

* The API score for paper in refereed journal will be **augmented** as follows:

iii. Indexed journals – by 5 points

viii. papers with impact factor between 1 and 2 – by 10 points

ix. papers with impact factor between 2 and 5 – by 15 points

x. papers with impact factor of 5 and above – 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)).

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APPENDIX –I

TABLE VIII (a) (Refer to Appendix III: Table VIII (a) of the UGC Regulations 2010)

MINIMUM API's AS PROVIDED IN APPENDIX I TABLE VII TO BE APPLIED FOR THE PROMOTION OF LIBRARY STAFF OF UNIVERSITY AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS).



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		Assistant Librarian to Assistant Librarian (senior scale) (Stage 1 to Stage 2)	Deputy Librarian / Assistant Librarian (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4)	Librarian (university only) (Stage 4 to Stage 5)
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
II I	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	



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V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50))	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	<ul style="list-style-type: none"> • 30% - Library related research papers evaluation • 50% - Assessment of domain knowledge on Library automation and Organizational skills • 20 % - Interview performance 	<ul style="list-style-type: none"> • 50% Library publication work • 30% Assessment of innovative Library service and organization of digital library services • 20% Interview performance
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* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

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TABLE VIII (b) (Refer to Appendix III: Table VIII (b) of the UGC Regulations 2010)

MINIMUM WEIGHTAGE POINTS (WP) NORMS OF THE API's FOR THE PROMOTION OF LIBRARY STAFF OF COLLEGES AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS)

		College Librarian (Stage 1) College Librarian (senior scale) (Stage 2)	College Librarian (senior scale) (Stage 2) to College Librarian (Selection Grade) (Stage 3)	College Librarian (selection Grade) (Stage 3 to Stage 4)
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year



II I	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	5/Year (40/assessment period)	10/Year (100/assessment period)	15/Year (90/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage of Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	<ul style="list-style-type: none"> • 30% - Library related research papers evaluation • 50% - Assessment of domain knowledge on Library automation and Organizational skills • 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For university for which Sixth PRC Awards (vide Appendix 2 of UGC Regulation 2010) are applicable, Stages 1, 2, 3 and 4 correspond to scales with AGP of Rs. 6000, 7000, 8000 and 9000 respectively

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TABLE – VIII(c) (Refer to APPENDIX III TABLE – VIII(c) & 6.1.0 of UGC Regulation 2010)
MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN POSITIONS IN
UNIVERSITY DEPARTMENTS/COLLEGES (TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY
QUALIFICATIONS STIPULATED IN THIS CIRCULAR)



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Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

Pay Band & Grade Pay	Pay band Rs. 15600-39100 and AGP of Rs. 6000/-	Pay band Rs. 37400-67000 and AGP of Rs. 9000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 10000/-
Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in university (Stage 4)	Librarian (university only)
API score (Research and Academic Contribution – Category III)		Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria/weightages (Total weightage = 100)	i. Teaching / computer and communication skills by a Lecture demonstration (30%) ii. Record of Library management skills (20%) iii. Interview performance (50%)	i. Library related Research / Theme papers (3 Nos.) Evaluation: (50%) ii. Library automation skills and Organisational Plans (20%) iii. Interview performance (30%)	i. Library Research papers (5 Nos.) Evaluation: (60%) ii. Organisational track record of innovation library service and vision plan (20%) iii. Interview performance (20%)

Note: For university for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales as given and AGP of Rs. 6000, 9000 and 10000 respectively



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APPENDIX –I

TABLE IX (Refer to Appendix III: Table IX of the UGC Regulations 2010)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITY AND COLLEGES

S. No	Promotion of Librarian cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant University Librarian / College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant University Librarian / College Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph. D./M.Phil.	<p>I. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix I for Librarian cadres in university and Table VIII (b) of Appendix I for college Librarian cadres.</p> <p>II. One Orientation and one Refresher Course of 3/4 weeks duration</p> <p>III. No separate interview points for The Screening cum Verification Process of recommending promotion.</p>
2.	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) to Assistant university Librarian (Selection Grade)/ College Librarian/ (selection grade) (Stage 2 to Stage 3)	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) with completed service of five years in Stage 2	<p>I. Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (a) of Appendix I for Librarian Cadres in university and Table VIII (b) of Appendix I for college librarian cadres.</p> <p>II. Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period.</p> <p>III. No separate interview points for the Screening cum Verification process of recommending promotion.</p>



3.	Deputy university Librarian / Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	<ul style="list-style-type: none"> i. Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (a) of Appendix I for Librarian cadres in university and in Table VIII (b) of Appendix I for Librarian Cadres in Colleges. ii. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders. iii. Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. iv. A selection committee process as stipulated in this Circular and in Table VIII (a) of Appendix I for university in Table VIII (b) of Appendix I for librarian cadres in colleges.
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4.	Librarian (university) (Stage 5) -	Deputy Librarian in university with three years of completed service in Stage 4.	<ul style="list-style-type: none"> i. Minimum API scores using the PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix I for Librarian (university). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4), 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 iv. A selection committee process as stipulated in this regulation and in Table VIII (a) of Appendix I for Librarian (university)
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===== **Note:** The explanatory note



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provided for Tables IIA and IIB for CAS for teachers is also applicable for the librarian cadres as per the API score specified for this cadre.

For university for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

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APPENDIX II

TABLE – I (Refer to 4.4.2 & 6.1.0 of UGC Regulation 2010)

**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF TEACHER IN
MUSIC/DANCE/DRAMA/FINE ARTS DISCIPLINE IN UNIVERSITY / COLLEGES (TO BE CONSIDERED ALONG
WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS CIRCULAR)**

Pay Band & Grade Pay	Pay band Rs. 15600-39100 and AGP of Rs. 6000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 9000/-	Pay band Rs. 37400- 67000 and AGP of Rs. 10000/-
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Minimum Norm / Criteria	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
API score (Research and Academic Contribution – Category III)		Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria/weightages (Total weightage = 100)	<p>i. Academic Record and Research Performance. (50%)</p> <p>ii. Assessment of Domain Knowledge and Teaching Skills. (30%)</p> <p>iii. Interview performance. (20%)</p>	<p>i. Academic Background. (20%)</p> <p>ii. Research performance based on API score and quality of publications. (40%)</p> <p>iii. Assessment of Domain Knowledge and Teaching Skills. (20%)</p> <p>iv. Interview performance. (20%)</p>	<p>i. Academic Background. (20%)</p> <p>ii. Research performance based on API score and quality of publications. (40%)</p> <p>iii. Assessment of Domain Knowledge and Teaching Skills. (20%)</p> <p>iv. Interview performance (20%)</p>



Table: II For appointment of Principal in Colleges

(Refer to 6.0.9 and 6.1.0 of UGC Regulation 2010)

(For Arts/Science/Commerce /Law/Home science/ Social Work Colleges)

Principal	Minimum Norm / Criteria	Minimum Qualification Refer Para 2.2
Selection Committee criteria /weightages (Total Weightages = 100)	<p>i. Academic background. (20%)</p> <p>ii. Research performance based on API score and quality of publications. (40%)</p> <p>iii. Assessment of domain knowledge and teaching skills. (20%)</p> <p>iv. Interview performance. (20%)</p>	<p>i. Master's Degree with minimum 55% of marks OR with equivalent Grade.</p> <p>ii. A Ph.D. in concerned / relevant / allied discipline with evidence of published work and research guidance.</p> <p>iii. FIFTEEN years' experience in teaching / research / administration in the cadre of stage 4/5 in the University / College / Institution.</p> <p>iv. Consolidated API Score of 400 points.</p>



Appendix II

Table III:for appointment of Principal in Colleges

(Refer to 4.4.7 and 6.1.0 of UGC Regulation 2010)

(For B.Ed. Course in Multi-faculty Institution)

Principal	Minimum Qualification Refer Para 4.1.1
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<p>Selection Committee criteria /weightages (Total Weightages = 100)</p>	<p>i. Academic background. (20%)</p> <p>ii. Research performance based on API score and quality of publications. (40%)</p> <p>iii. Assessment of domain knowledge and teaching skills. (20%)</p> <p>iv. Interview performance. (20%)</p>	<p>i. Master degree with minimum 55% of marks OR with equivalent Grade.</p> <p>ii. A Ph.D. in concerned/relevant/allied discipline with evidence of published work and research guidance.</p> <p>iii. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution. <i>Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Principal / Heads as per above eligibility criteria, it would be permissible to appoint retired Professor / Head in Education on contract basis for a period not exceeding one year at a time, till such time the candidates complete sixty five years of age.</i></p>
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Appendix II
Table IV for appointment of Principal in Colleges
(Refer to 4.47 and 6.1.0 of UGC Regulation 2010)
For M.P Ed. Course

Principal	Minimum Qualification
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		Refer Para 4.3.1
Selection Committee criteria /weightages (Total Weightages = 100)	<ul style="list-style-type: none">i. Academic background. (20%)ii. Research performance based on API score and quality of publications. (40%)iii. Assessment of domain knowledge and teaching skills. (20%)iv. Interview performance. (20%)	<ul style="list-style-type: none">i. A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed).ii. Ph.D. in Physical Education or equivalent published work in Physical Education; andiii. Ten Years teaching experience out of which five years experience shall be in a college Physical Education. <p><i>Provided that in the event of non- availability of eligible and suitable candidates for appointment as Principal / Head as per above eligibility criteria, it would be permissible to appoint retired Principal / Head in Physical Education or contract basis for a period non exceeding one year at a time till such time the candidates complete sixty five years of age.</i></p>



University of Mumbai

Name & Address of the University Department/College:

REVISED PBAS PROFORMA FOR SELF ASSESSMENT / DIRECT RECRUITMENT / PROMOTION UNDER UGC
CAREER ADVANCEMENT SCHEME FOR TEACHERS / EQUIVALENT POSTS

Application for promotion from: Self Assessment: _____

Direct Recruitment: _____

Promotion: (Assistant Professor Stage 1 to Stage 2, Stage 2 to Stage 3), Assistant Professor (Stage 3) to Associate Professor (Stage 4), Associate Professor (Stage 4) to Professor / Equivalent cadres (Stage 5) and Professor (Stage 5 to Stage 6). _____

(Please indicate whichever is applicable)

Total API score calculated as per Appendix 3: _____.

Period of Assessment for the purpose of Self Assessment / Promotion: _____