Uttar Pradesh Government
Higher Education Department
ANNUAL PERFORMANCE BASED APPRAISAL cum ACR Performa
(API scores based on PBAS as per UGC Regulations 2010)
(FOR ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSOR/PRINCIPAL/LIBRARIANS)

[Notes :
(a) Please read the UGC regulations on minimum qualifications for appointment and CAS of teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education – 2010 issued under reference no. F.3-1/2009 dated 30.06.2010 amended by Ref No.F.1-2/2009 (EC/PS)Pt.V(I) Vol.II Dated 14-6-2014, F.No. 1-2/2009 (EC/PS) Dated August 2014 and as may be amended from time to time and U.P. Govt. Order No. 377/Satter-1-2013-16(114)/2010 dated 03-12-2013.
(b) Please add additional sheets where necessary.
(c) Please submit photocopies of all the supporting documents for evaluation of the score. Submit the scanned copy of documents in Online form.]

Name of the College/Department/Office………………………………………………………………..

Appraisal of work and conduct of Dr. /Shri/Smt/Kumari …………….….……………………………
Submitted for the year………………………

PART-I : PERSONAL DATA
(To be filled up by the Assistant Professor/Associate Professor/Professor/Principal/Librarian)

01	Name (in BLOCK Letters)	:	……………………………………………
02	Father's/Mother's Name/ Husband Name	:	……………………………………………
03	Department	:	……………………………………………
04	Educational Qualification	:	……………………………………………
05	Current Designation and Academic Grade Pay	:	…………………AGP…………………………
06	Date & G.O. No. of Selection	:	……………………………………………
	Selected by UPPSC/UPHESC	:	……………………………………………
	Date. Of Joining in UPHED	:	……………………………………………
	Date & G.O. No. of Regularisation/Confirmation	:	……………………………………………
	Date & G.O. No. of Last promotion	:	……………………………………………
07	Which position and AGP (7000,8000, 9000, 10000) are you an applicant under CAS?	:	……………………………………………
08	Date of eligibility for promotion	:	……………………………………………

09	Date and Place of Birth	:	
			………………Place of Birth………………
10	Sex	:	Male ☐ Female ☐
11	Marital status	:	…………………………………………………
12	Nationality	:	…………………………………………………
13	Indicate whether belongs to SC/ST/OBC category	:	…………………………………………………
14	Address for correspondence	:	………………………………………………… ………………………………………………… ………………………………………………… Distt………………………………………… State………………..Pin Code……………
15	Permanent Address	:	………………………………………………… ………………………………………………… ………………………………………………… Distt………………………………………… State………………..Pin Code……………
	Telephone No. / Mobile No.	:	…………………………………………………
	Email ID	:	…………………………………………………
16	Academic Qualifications:- (High School till Post Graduation) :		

Examinations	Name of the Board / University	Year of Passing	Division/ Class/ Grade	Subject/s	Rank and Remark if any
Matriculation/ High School					
Intermediate (10 + 2)					
B.A. / B.Sc. / B.Com. / & equivalent					
M.A. / M.Sc. / M.Com. / & equivalent					

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17	**Research Degree(s) :**			
	Degrees	**Title**	**Date of Award**	**University**
	M.Phil.			
	Ph.D. / D.Phil.			
	D.Sc. / D.Litt.			
	Others (Please Specify)			

18 Particulars of NET/JRF/SLET/GATE etc

Name of the Test	Name of the test conducting body	Month and Year	Roll No.	Subject	Score, where applicable

19 Service Record:

Sr. No.	Post/ Designation	Name of Employer	Date of Joining	Date of Leaving	Pay Scale/ Pay Band & AGP	Reason of leaving	Major achievement

20	Period of teaching experience	:	
	a) P.G. Classes (in years)	:	
	b) U.G. Classes (in years)	:	
21	Research Experience excluding years spent in M.Phil. / Ph.D. (in years)	:	
22	Fields of Specialisation under the Subject / Discipline (if any)	:	

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PART-II :
SECTION –I (SELF APPRAISAL)
(Brief resume should bring out any significant achievement during the period under report)

23	**What according to you has been your most important contribution this year?**
24	**Have you made any contributions in the area of work not assigned to you in college/office?**
25	**(a) Weekly time table (whole Academic year):**

Sr. No.	Class	Name of Department	Number of Lectures allocated (per week)	Total Lectures actually delivered during session	Percentage of Syllabus completed for each class/ course
Total Periods per week					

(b) Any special effort made to improve class room instructions *eg.* **use of ICT, eLearning, Group discussion, knowledge content creation etc.**

(c) How many assignments and class tests did you give this year.

Sr. No.	Class	Number of assignments given to students	Number of class tests given to students	Refer the verifiable record available in the College/ Department

(d) Give details of Academic Activities organised in the College/ Department *eg.* **Seminars, workshop, conference, Exhibition, intercollegiate competition, webinar uploaded on college website etc**

Title of the activity	Brief Detail of activity

(e) **Which new books, eLearning resources, and website relating to your subject did you read/suggested/consulted during the year?**

………

………………………………………………………………………………………………..………………………

………

(Must attach a brief extract of about 50 words on the value content of the book.)

(f) What are the vital problems of teaching before you, in order of importance?

26 **Detail of Last Year annual Examination result:**

Class	Paper/ Practical Code	Duration for which taught	Total No. of students appeared	Passed	Pass %	Details of pass/Fail students				Reasons for Low Percentage, If any
						Div-I	Div-II	Div-III	Failed	

27 **i) Whether acquired any degree/diploma/certificate/ICT proficiency or fresh academic/ professional qualifications during the year ? if "YES" mention the name of the degree/diploma/certificate, year of passing, institution from which passed etc.**

ii) Academic Staff College/Orientation/ Refresher Course/ Summer School/workshops attended during the year:

Sr. No.	Name of the Summer School/Refresher/Orientation Course with sponsoring Agency	Place of summer school/ASC where the course was attended	Duration of school/ course	RC/OC No. with title.

28	**Are you doing any Research work? if "YES" provide following details.**					
	Topic of Research Project	Name of Univ./ Institution Registered with	Nature of Project Minor/ Major/ Doctoral/ Post Doctoral /PDF etc	Amount (Rs. In Lakh)	Sponsoring agency	Present Status of Research work/Project

29	**Academic visits abroad**			
	Country/Place visited	**Purpose of Visit**	**Date**	**Sponsored by**

30	**Did you receive any honour, prize or award during the year? if "YES" give details.**			
	Name of honour, prize or award	**Honouring Govt/ Dept/ Agency**	**Date**	**Field of Recognition**

31	**Are you satisfied with your present position/ pay? Yes ☐ No ☐** **If not, do you want to change the profession? Give Reasons.**

32	**Members of Academic Bodies/Professional bodies/Associations *eg*. INSA, NASI, ISC, ICSSR etc**

33	**Member of Editorial Board/Review Board of Journals, Magazines etc**

34	**Experience of Organising Seminar, Conference, workshop, webinars etc**			
	Title and Venue of Event	Post held in Organising Committee	Date of Event	Event Level (International/National /State/Regional)

35	**Your short term and long term goals for improving the quality of Education and How you can achieve?**

36	**Expertise in development and Use of ICT, eEducation tools and technique's in class and lab.**

37	**Any other significant point which is not covered above**

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PART-II : SECTION-II
ANNUAL SELF-ASSESSMENT FOR THE PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR THE SESSION/ YEAR…………………………………………..
(To be completed and submitted at the end of each academic year)
Part- A : Academic Performance Indicators
(Please see detailed instructions of this PBAS Proforma before filling out this section)
(As per revised guideline of UGC No. F.1-2/2009 (EC/PS)V(i) Vol-II Date 13-6-13 & F.No. 1-2/2009 (EC/PS) Dated august 2014)

38 | **Category I: Teaching, Learning and Evaluation Related Activities**

Category	Nature of activity	Notes	Unit of assessment	API Score claimed	API Score approved by IQAC
Category I	Teaching, Learning and Evaluation Related Activities				
1A (i)	Classroom teaching (including lectures, seminar)	As per allocation	Hours per academic year		
1A (ii)	Classroom teaching (including lectures, seminar) in excess of UGC norms	As per allocation	Hours per academic year		
1A (iii)	Classroom teaching (including lectures, seminar) preparation time	Same as Actual teaching hours as per attendance register	Hours per academic year		
1B	Tutorials and Practicals	Actuals as per attendance register	Hours per academic year		
1C	Outside classroom interaction with students	Max 0.5 of hours in 1A	Hours per academic year		
	Sub-total 1	**Score = hours/10 (Max score100)**			
2	Research Supervision (including Masters thesis, Projects etc.)	Max 1 hour per student per working week	Hours per academic year		
	Sub-total 2	**Score = hours/10 (Max score30)**			
3A	Question paper/Test papers setting, moderation and related work	Actual hours	Hours per academic year		
3B	Invigilation/supervision and related examination duties	Actual hours	Hours per academic year		
3C	Evaluation/assessment of answer scripts and assignments related to internal assessment, external and re evaluation	Max 20 minutes per full script	Hours per academic year		
	Sub-total 3	**Score = hours/10 (Max score20)**	Hours per academic year		

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	4A	Teaching innovation including preparation of innovative course, use of innovative methodologies for teaching including bilingual/ multilingual teaching, ICT tools	Evidence to Be provided. Scores to be finalized by the Screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	4B	Preparation of new teaching learning material including translation, bridge material, study pack or similar additional resource for students	Evidence to Be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	4C	Use of anonymous students' feedback on the quality of classroom teaching and students' interaction, ICT tools	Performa And summary feedback to be attached	2 points per course (max 10 points)	
		Maximum Score of Category-I		**180**	
		Minimum score required for promotion		**100**	

39	*Category II: Co-curricular, Extension and Professional Development Related Activities*				
	Category	**Nature of activity**	**Notes**	**Unit of assessment**	API Score claimed	API Score approved by IQAC

	Category II	Co-curricular, Extension and Professional Development Related Activities			
	5A	Discipline related co-curricular activities (e.g. field work, study visit, student seminar, events, career counseling etc)	Evidence to Be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	5B	Other co-curricular activities (Cultural, Sports, NSS, NCC, Rovers-Rangers, Science exhibitions etc)	Evidence to Be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
	5C	Extension and dissemination activities (public lectures, talks, seminars, popular writings, T.V./Radio talks, articles not covered under III)	Evidence to Be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1	
		Sub-total 5	**Out of 30**		
	6A	Administrative responsibility (including Dean, Principal, Secretary, Nodal officer, Chairperson, Convenor, RUSA, AISHE, Teacher-in-charge or similar duties that require regular office hours for its discharge)	Actual hours spent	Hours per academic year	

	6B	Participation in Board of Studies, Academic and Administrative Committees of University/ College/Central Govt./ State Govt.	Actual hours spent	Hours per academic year		
		Sub-total 6	**Score = hours/10 (Max score= 30)**			
	7	Overall contribution to the collective/corporate life of the institution (including 5, 6 and any other contribution)	Evidence to Be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1		
		Sub-total 7	*Out of 10*			
		Maximum Score of Category-II		**70**		
		Minimum score required for promotion		**20**		
		Grand Total (1 to 7) Category-I=180 Category-II=70	*Out of 250*	Minimum score required for promotion =150		
	Minimum score required for promotion: 150 out of a total of 250 from category I and II, at least 100 (from Maximum of 180) from category I and 20 (from maximum of 70) from category II.					

40	**Category-III: Research and Academic Contributions**
	NOTE 1 :- • This is to be filled as per Table- I, Category- III of the Regulations • Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the NOTES of Table-1. NOTE 2 :- • The minimum API Score required by teacher from this category is different for different levels of promotion. The self-assessment score will be based on verifiable criteria and will be finalized by the screening cum evaluation committee. NOTE 3 :- • The minimum API Score is provided in Table 2 (A) &2 (B)
	III (A) : Research papers (Journals, etc)

S. N.	Title with page no.	Journal	Year	ISSN / ISBN No.	Whether Peer reviewed. Impact factor, if any	No. of Co-authors (Excluding you)	Whether you are the main author	API Score Claimed	API Score approved by IQAC
	Total API-IIIA								

III B (i) Articles/Chapters published in Books/Magazine

S.N.	Title with page no.	Book Title, editor & publisher	ISSN/ISBN No.	Whether Peer reviewed.	No. of Co-authors (Excluding you)	Whether you are the main author	API Score Claimed	API Score approved by IQAC
	Total API-IIIB(ii)							

III B (ii) Full Papers in Conference Proceedings

Sr. No.	Title with page no.	Details of conference Publications	Year	ISSN/ISBN No.	Whether Peer Reviewed	Impact factor, if any	No. of Co-authors (Excluding you)	Whether you are the main author	API Score Claimed	API Score approved by IQAC
	Total API-IIIB(ii)									

III B (iii) Books/Research Journals Published as single/co-author or as editor

Sr. No.	Title with page no.	Type of Book & Authorship	Publisher & ISSN/ISBN No.	Whether Peer Reviewed	No. of Co-authors (Excluding you)	Whether you are the main author	API Score Claimed	API Score approved by IQAC
	Total API-IIIB(iii)							

III (C) Research Projects

III C. (i and ii) Ongoing Projects / Consultancies

S.N.	Title	Agency	Period	Grant/Amount Mobilized (Rs Lakhs)	API Score Claimed	API Score approved by IQAC
	Total					

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III C. (iii and iv) Completed Projects / Consultancies

S.N.	Title	Agency	Period	Grant/Amount Mobilized (Rs Lakhs)	Whether Policy Documents/Patent as outcome	API Score Claimed	API Score approved by IQAC

III D(i) & (ii) Research Guidance

S.N.	Number Enrolled	Thesis Submitted	Degree Awarded	API Score Claimed	API Score approved by IQAC
M.Phil. or Equivalent					
Ph. D. or Equivalent					
Project (Only for UG teaching Deptt.)					

III (E) Training Courses and Conference /Seminar, etc

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

S.N.	Programme	Duration	Organized by	API Score Claimed	API Score approved by IQAC
	API Total				

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III E (ii) Papers presented in Conferences, Seminars, Workshops, symposia

S.N.	Title of the Paper presented	Title of Conference/ Seminar	Organized by	Whether international/ National/ State/Region al/ College or University level	API Score Claimed	API Score approve d by IQAC
	API Total					

III E (iii) Invited Lectures and Chairmanships, Keynotes speaker at national or international conference/ seminar etc. and Academic/Research Talk on T.V./Radio

S.N.	Title of Lecture / Academic Session	Title of Conference/ Seminar etc	Organized by	Whether international/ National	API Score Claimed	API Score approve d by IQAC
	API Total					

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The parameters listed in table of category-III (Research and Academic contributions) shall have following capping in relation to the total API score claimed by the candidates:-

Sub-Category	Cap as % of API cumulative score in application	API Score Claimed	Caped API Score	API Score approved by IQAC
III (A) : Research papers (Journals, etc)	30%			
III (B) Research publications (Books, etc)	25%			
III (C) Research Projects	20%			
III (D) Research Guidance	10%			
III (E) Training Courses and Conference /Seminar, etc	15%			
Total API Score of Category-III	X			

E. (iv) : SUMMARY OF API SCORES

Category No.	Category / Criteria	Last Academic Year	Total API Score for Assessment Period	Annual Average API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities. **Total Max. Score = 180; Min. Score required =100**			
II	Co-curricular, Extension, Professional development etc**. Total Max. Score = 70; Min. Score required =20**			
	Total I+II Min. Total Annual Score under categories I&II = 250 Min. Score required =150			
III	Research and Academic Contribution For stage 1 to stage 2 : **min. 5 & 10 /year**, For stage 2 to stage 3 : **min. 10&20/ yea**r, For stage 3 to 4 : **min. 15&30 / year**, For stage 4 to 5 : **min. 20&40 / year for College & University respectively and** For Stage 5 to 6 **: min. 50 for University only** (where stages 1,2,3,4,5&6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 & 12,000 respectively)			

41	PART B : OTHER RELEVANT INFORMATION

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

Sr. No.	

LIST OF ENCLOSURES: (Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)

1.	11.
2.	12.
3.	13.
4.	14.
5.	15.
6.	16.
7.	17.
8.	18.
9.	19.
10.	20.

Declaration by the applicant:

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

Signature of faculty:……..…………………………
Name:………………….....……………………………
Designation:………………………………………..
Place:………………………………………………..
Date:…………………………………………………..
Mobile No………………………………………………

Report of

Principal/Director, H.E. (In Case of Principal) and Convenor/Director of IQAC

All the document submitted by Assistant Professor/Associate Professor/Principal/Librarian are verified and found authentic. The API Score mentioned above are correct.

……………………………………………	…………………………………………
Signature of the Principal/Director, Higher Edu.	Signature of the Convenor/Director of IQAC:
Name of the college/Office………………………	Name of the college…...……………………
Place:…………………………………………..	Place:……………………………………..
Date:……………………………………………..	Date:………………………………………..
Mobile No……………………………………….	Mobile No……………………………………

N.B.: The individual PBAS proforma for CAS promotion duly filled along with all enclosures, will be duly verified by the IQAC and shall be placed before the Screening cum Evaluation Committee or Selection Committee for Promotion**.**

In case of the Principal/Director, H.E./Convenor IQAC is not satisfied with the reporting by the teacher in the self-appraisal and thus not willing to certify (as mentioned above), then Principal/Director, H.E./Convenor IQAC must record below the reasons in writing for not certifying the reported self-appraisal information as mentioned in PART- II (serial no. 23 to serial number 41).

………………………………….………………	…………………………………………
Signature of the Principal/Director, Higher Edu.	Signature of the Convenor/Director of IQAC:
Name of the college/Office………………………	Name of the college…...……………………
Place:…………………………………………..	Place:……………………………………..
Date:……………………………………………..	Date:………………………………………..
Mobile No……………………………………….	Mobile No……………………………………

PART- III
ASSESSMENT OF PRINCIPAL/ DIRECTOR/REPORTING OFFICER

	Note: Assessed by Principal in case of College and Reporting Officer in case of University, Director in Case of Principal Assessment in this part should not be indicated by tick marking but should be clearly expressed in suitable words.
42	Do you agree with the resume of work as mentioned in Part-II of the report. If not, indicate briefly the reasons for disagreeing with it and the extent of your disagreement.

43	**STAGE OF HEALTH:**		
	(a) Physical: (i) Energetic (ii) Major Ailment, if any	:	
	(b) Mental: (i)Alert (ii) Ailment, if any	:	
	(c) Emotional balance: (i) Is he calm and retains poise? (ii) Does he get provoked easily? (iii) Is he able to tolerate difference of Opinion**?**	:	
44	**INTELLIGENCE AND UNDERSTANDING** :		
	(a) Exceptional, has clear grasp of any matter (b) Intelligent and grasps a point correctly (c) Just good enough.	:	
45	**QUALITY OF WORK :**		
	(i) ATTENTION TO DETAILS: ---Accuracy in presentation ---Thoroughness in analysis (a) Most reliable and comprehensive (b) Considers all relevant details. (c) Just good enough.	:	
	(ii) ABILITY IN DISCUSSION AND CONVERSATION: (a) Very effective and convincing (b) Good and puts across his points clearly (c) Just good enough	:	
46	**ZEAL, DILIGENCE AND SENSE OF RESPONSIBILITY:**		
	(a) Shows exceptional zeal and devotion with excellent initiative (b) Hard working and conscientious (c) Reasonably diligent with average initiative	:	
47	**ABILITY TO INSPIRE CONFIDENCE AND TO GET BEST OUT OF HIS STUDENTS:** (a) Very Good (b) Good (c) Average	:	
48	**(a) PUNCTUALITY AND ATTENDENCE :**	:	
	(b)Period of absence from duty of the teacher : i) Period of EL (if any) during the year (with dates) ii) Period of all other leave except casual leave (excluding EL)(with dates) iii) Period of willful absence (if any) (with dates)	:	

| 49 | **OTHER OBSERVATIONS** | : | |

(This space may be utilized for remarks which completes, corroborates, or supplements that has been indicated above. This should not, however be used for merely repeating in vague terms what has already been stated. Specific points such as special accomplishment during the period under report and any other aspects not covered in the Proforma given above which the Principal/ Reporting Officer considers worth mentioning may also be indicated here)

| 50 | **INTEGRITY :** | | |
| | (a) Nothing has come to my knowledge which casts any reflection on his/her integrity. His/Her general reputation for honest is good and I certify his integrity. (b) His reputation is of doubtful nature. (c) He has yet to establish his reputation | : | |

| 51 | **How many lectures uploaded on website, provide web address/url.** | | |

Topic of Lecture	**web address/url.**

| 52 | **Any other Information:** | : | |

Date:
Place:

....
Signature of Principal (In case of College) /
Reporting Officer (In case of University)/
Director, H.E.(In case of Principal)
Name in Block letter…………….. ……….
Designation …………………………….
Mobile No………………………………

PART IV
REVIEWING REMARKS OF THE SCREENING CUM EVULATION COMMITTEE

On API score of the Teacher after **Screening and Evaluation** of the Self Appraisal (under PART – II Sec. –I & Sec. II) as well as Assessment of Principal/Reporting Officer (Under PART-III)

Teacher Name…………………………………

Designation……………………………….. … …………….….…………Subject for which appointed

……………………….......................... Present Basic Pay……………………………….…………Present

AGP………………………………….….………………..Date from which the present AGP has been

awarded………………………………………………………………………..

FINAL SUMMARY OF API SCORE AFTER SCREENING AND EVALUATION

Category	Category / Criteria	Last Academic Year	Total-API Score for Assessment Period **Reported in self appraisal by the teacher**	Total-API Score **Reported by the Principal /IQAC Convenor/director**	Total-API Score for Assessment Period **By Screening cum Evaluation Committee**
I	Teaching, Learning and Evaluation related activities. **Total Max. Score = 180; Min. Score required =100**				
II	Co-curricular, Extension, Professional development etc**. Total Max. Score = 70; Min. Score required =20**				
	Total I+II Min. Total Annual Score under categories I&II = 250 Min. Score required =150				
III	Research and Academic Contribution For stage 1 to stage 2 : **min. 5 & 10 /year**, For stage 2 to stage 3 : **min. 10&20/ yea**r, For stage 3 to 4 : **min. 15&30 / year**, For stage 4 to 5 : **min. 20&40 / year for College & University respectively and** For Stage 5 to 6 **: min. 50 for University only** (where stages 1,2,3,4,5&6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 & 12,000 respectively)				

Overall Performance in Percentage

Note:-

1. Any performance of the teacher in category I+II with API score as **250** (the Maximum allowed) and the score in category III **is at least 20** in case of colleges **and 40 in case of universities more** than the minimum required (at the stage of Grade Pay, the concerned teacher is getting) shall be considered as **PERFORMANCE MORE THAN 100%**

2. Any performance of the teacher in category I +II with API score as **250** (the Maximum allowed) and the score in category III **is at least 10 to 19** in case of colleges **and 20 to 39** in case of universities **more** than the minimum required (at the stage of Grade Pay, the concerned teacher is getting) shall be considered as **PERFORMANCE 100%**

3. Any performance of the teacher in category I+II with API scores as **150** (the Minimum required) and score in category III is **also the minimum** as required to be achieved (at the stage of Grade Pay the teacher concerned is getting) shall be considered as **PERFORMANCE 60%**

4. Any performance of the teacher with API score which **is more than** what is mentioned in **Note 3** above but **less than** what is mentioned in **Note 2** above shall be considered as **PERFORMANCE more than 60%**

5. Any performance of the teacher with API score **is less than** what is mentioned in Note 3 above shall be considered as **PERFORMANCE less than 60% 6. The Performance % will be recorded as mentioned below:**

6. **The Performance % /Grade will be recorded as mentioned below:**

Performance	Grade for ACR
(i) **PERFORMANCE is less than 60%**	Not Satisfactory
(ii) **PERFORMANCE is 60%**	Good
(iii)(iii)**PERFORMANCE is more than 60%**	Better
(iv)**PERFORMANCE is 100%**	Best
(v) **PERFORMANCE is more than 100%**	Excellent

The overall performance of the teacher is ……………………………………………..percent/Grade

Report of Screening–cum-Evaluation Committee:

REMARKS

1) The API score of the teacher in category I, II & III …………………...**QUALIFIES/FAILS TO QUALIFY** the minimum standard of UGC regulation 2010

2) The Committee…………………………………….. (**AGREE/ DO NOT AGREE**) With the Self Assessment Report (in PART – II Sec.II by the Teacher) (If "do not agree" reasons may be recorded below)

……………………………………………………………………………………………………
……………………………………………………………………………………………………
……………………………………………………………………………………………………
……………………………………………………………………………………………………

3) The Assessment Report mentioned in (in PART-III) by the Principal/Reporting Officer has been considered and the Committee……………………. (**AGREE/ DO NOT AGREE**) with the remarks of the Principal/Reporting Officer (If "do not agree" reasons may be recorded below)

……………………………………………………………………………………………………
……………………………………………………………………………………………………
……………………………………………………………………………………………………
……………………………………………………………………………………………………

The overall performance of the teacher: The overall performance of the teacher is……………
Percent/Grade (As per performance criteria on previous page) The Screening cum Evaluation
Committee with remarks mentioned above, holds the opinion that as per this screening and
assessment report for the academic year…………………, the teacher is ELIGIBLE / NOT
ELIGIBLE for promotion for the post of …………………………… ………………………/ placement
in next higher grade pay……………………………………. …………subject to the fulfillment of all
eligibility conditions mentioned in UGC regulations (THE GAZETTE OF INDIA, SEPTEMBER
18, 2010, amended in June 2013 and August 2014) as well as all other Govt. norms and conditions.

Name and Designation of the Committee Member	Signature of the Committee Member
1	
2	
3	
4	
5	
6	

…………………………………

Signature of the Chairperson of

the Committee (with Stamp)

Name : …………………………………

Designation : …………………………………

Date : …………………………………

Instructions for filling up Part A of the PBAS Performa

The Proforma is to be filled as per provisions of UGC revised Regulations 2010 *by Ref No.F.1-2/2009 (EC/PS)Pt.V(I) Vol.II Dated 14-6-2014, F.No. 1-2/2009 (EC/PS) Dated August 2014*. For each category, maximum scores that can be given is indicated in the respective Tables.
The self assessment scores are further to be based on the indicators/activities given below.

N.B The self assessment scores are subject to verification by the College/Department, and by the Screening cum Evaluation Committee.

AMENDED APPENDIX – III TABLE – I

Amended Category I: Teaching, LEARNING AND EVALUATION Related ACTIVITIES
Note: The model table proposes API scores and the mode for awarding these scores for
various parameters of Category I of PBAS.

1. Wherever the unit of assessment is the number of hours, the teacher is required to compute the total number of hours allocated as per the time-table or the actual number of hours spent in that activity in the previous academic year. The institution can verify these from the official Time Table and the record of students' attendance.

2. In calculating the number of hours allocated, only working days/weeks will be taken into account. For example, if a teacher has been assigned 20 hours of classroom teaching per week in an institution that teaches for 16 weeks per semester, the teacher would write 320 hours (plus another 320 hours if her teaching load is the same in the second semester) in the row 1A(i). Since this is 2 hours higher than the UGC norm, she would claim additional 2 x 16 hours in row 1A (ii). If she has actually taught for 275 hours in that semester, she would claim 275 hours in row 1A (iii). So, in all, she would get credit for 320+32+275 = 627 hours for that semester. She would do similar calculation for the second semester and the total would be entered in each row.

3. In most sub-categories, the total score of a teacher may exceed the maximum score permitted against the relevant sub-total. In that case, the score of the teacher will be credited the maximum score. For example, a teacher who marks 900 scripts can get credit for 300 hours and may have spent another 40 hours on examination duty. This adds up to 340 hours = 34 points. But he will be awarded the maximum of 20 points in that category.

4. Wherever the criterion involves an assessment by the screening committee, the teacher will be required to submit some evidence of work done. Each institution may further develop these criteria and specify the requirements for the various categories mentioned here.

5. Under 4c, the teacher is only required to give a proof that she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of her teaching. She would be entitled to the points irrespective of the content of the feedback. The comments given by the students may not be used against the teacher in this exercise.

AMENDED Category II: Co-curricular, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

Note :

The model table proposes API scores and the mode for awarding these scores for various parameters of Category II of PBAS.

1. Wherever the unit of assessment is the number of hours, the teacher is required to compute the total number of hours allocated as per the time-table or the actual number of hours spent in that activity in the previous academic year. The institution can verify these from the official Time Table and the record of students' attendance.

2. In calculating the number of hours allocated, only working days/weeks will be taken into account. For example, if a teacher has been assigned 20 hours of classroom teaching per week in an institution that teaches for 16 weeks per semester, the teacher would write 320 hours (plus another 320 hours if her teaching load is the same in the second semester) in the row 1A(i). Since this is 2 hours higher than the UGC norm, she would claim additional 2 x 16 hours in row 1A (ii). If she has actually taught for 275 hours in that semester, she would claim 275 hours in row 1A (iii). So, in all, she would get credit for 320+32+275 = 627 hours for that semester. She would do similar calculation for the second semester and the total would be entered in each row.

3. In most sub-categories, the total score of a teacher may exceed the maximum score permitted against the relevant sub-total. In that case, the score of the teacher will be credited the maximum score. For example, a teacher who marks 900 scripts can get credit for 300 hours and may have spent another 40 hours on examination duty. This adds up to 340 hours = 34 points. But he will be awarded the maximum of 20 points in that category.

4. Wherever the criterion involves an assessment by the screening committee, the teacher will be required to submit some evidence of work done. Each institution may further develop these criteria and specify the requirements for the various categories mentioned here.

5. Under 4c, the teacher is only required to give a proof that she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of her teaching. She would be entitled to the points irrespective of the content of the feedback. The comments given by the students may not be used against the teacher in this exercise.

Minimum score required for promotion: 150 out of a total of 250 from category I and II, at least 100 (from Maximum of 180) from category I and 20 (from maximum of 70) from category II.

Helpful Indicators/Activities for calculation of points

Indicators/Activities	Maximum Score
Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of subject Content, Courses Improvement etc.:	
Updating of Courses, design of curriculum, (5-per single course)	10
Participatory & Innovative T/L process with material for problem based learning, case studies, Group discussions etc. a. Interactive Courses: 5 point /each. b. Participatory Learning modules: 5 point/each. c. Case studies: 5 point/each	10
Use of ICT in T/L process with computer-aided methods like PowerPoint/ Multimedia/Simulation/Softwares, Webinars etc., (Use of any one of these in addition to Chalk & Board : 5 points)	10
Developing and Imparting Remedial/Bridge Courses (Each activity : 5 points)	10
Developing and Imparting soft skills/ communication skills/ personality development courses/modules (Each activity: 5 points)	10
Developing and Imparting specialized teaching-learning programmes in physical education, library; innovative compositions and creation in music, performing and visual arts and other traditional areas (Each activity: 5 points)	10
Organising and conduction of popularisation programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students. (a) Workshop/Training course: 10 points each (b) Popularisation program: 5 points each.	
Examination Related Work:	
College/ University end semester/ Annual Examination Work as per duties allotted.(Invigilation-10 points, Evaluation of answer scripts-5 points; Question paper setting-5 points) (100% compliance =20 points)	20
College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance =10 points)	10
Examination work such as coordination, or flying squad etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance =10 points)	10
Extension and Co-curricular Related Activities:	
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 played in organisation 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 publication (departmental level 2 points. Institutional level 5 points).	10
Community work such as values of National Integration, Environment, democracy, socialism, human rights, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points each)	10
Contribution to Corporate Life and Management of the Institution :	
Contribution to Corporate life in Universities/Colleges through meeting, 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 point each)	10
Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee. (5 point each)	10
Responsibility for, or participation in committee for Student Welfare, Counselling and Discipline (5 point each)	10
Organisation of Conference/ Training (a) as Chairman/Organisational Secretary/Treasure: International (10 points); National/ regional (5 points) (b) as member of the organizing Committee (1 point each)	10
Professional Development Related Activities:	
Membership in profession related committee at state and national level a. At national level : 3 points each b. At state level : 2 points each	10
Participation in subject associations, conferences, seminars without paper presentation (Each activity : 2 points)	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 and National Development (5 point each)	10
Publication of articles in newspapers, magazines or other publication (not covered in category 3); radio talks, television programmes etc. (1 points each)	10

AMENDED CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S.No.	APIs	Engineering/ Agriculture/ Veterinary Science/ Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and College teacher position
III (A)	Research Papers published in:	Refereed Journals *	Refereed Journals *	15/ publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/ State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 /chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5 / Chapter
	Research Journal Publication	Editor-in-chief/Editor-International Editor-in-chief/Editor-National	Editor-in-chief/Editor-International Editor-in-chief/Editor-National	15/7 10/5

III (C)	**RESEARCH PROJECTS**			
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50 /each for International level,
III (D)	**RESEARCH GUIDANCE**			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D.	Degree awarded	Degree awarded	10 /each candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III (D) (iii)	Project (Only for U.G. Dept teaching faculty)	Grade awarded	Grade awarded	1 /each candidate
III(E)	**TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS**			
III(E) (i)	workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each
		(c) Less than one week duration	(c) Less than one week duration	3/each
III(E) (ii)	Papers in Conferences/ Seminars/ workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	

		a) International conference	a) International conference	10 / each
		b) National	b) National	7.5 /each
		c) Regional/State level	c) Regional/State level	5 / each
		d) Local – University/ College level	d) Local – University/ College level	3 / each
III(E) (iv)	Invited lectures or keynote speaker presentations for conferences/ symposia or Academic/Research Talk on T.V./radio	(a) International-held in abroad	(a) International-held in abroad	10 / each
		(b) International-Held in India	(b) International-Held in India	8 / each
		(c) National level	(b) National level	5 / each
		(d) Other	(d) Other	2/each

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

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (A)) and not under presentation (III (E)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the SLQAC/ University to prepare and publicize.

2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

3. The parameters listed in table of category-III (Research and Academic contributions) shall have following capping in relation to the total API score claimed by the candidates:-

   - III (A) : Research papers (Journals, etc) 30%
   - III (B) : Research publications (Books, etc) 25%
   - III (C): Research Projects 20%
   - III (D): Research Guidance 10%
   - III (E): Training Courses and Conf/Seminar, etc 15%

TABLE – 2 (A)

MINIMUM APIS AS PROVIDED IN TABLE-1 TO BE APPLIED FOR THE PROMOTION OF TEACHERS
UNDER CAREER ADVANCEMENT SCHEME (CAS) IN
UNIVERSITY DEPARTMENTS AND WEIGHTAGE FOR EXPERT ASSESSMENT

Sr. No.	Category	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)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Professor (Stage 5) to Professor (stage 6)
I	Teaching-Learning-Evaluation Related Activities (Category I)	100/ year	100/ year	100/ year	100/ year	100/ year
II	Co-Curricular, Extension and Profession related activities (Category II)	20/ year	20/ year	20/ year	20/ year	20/ year
III	Minimum total average annual Score under Categories I and II*	150/ year	150/ year	150/ year	150/ year	150/ year
IV	Research and Academic Contributions (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)
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total Weightage = 100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Contribution to Research 50%- Assessment of domain knowledge and teaching practices. 20%- Interview Performance	50%- Contribution to Research 30%- Assessment of domain knowledge and teaching practices. 20%- Interview Performance	50%- Research 50%- Performance evaluation and other credentials by referral procedure

*Teachers may score 30 points from either Category I or Category II to achieve the minimum score required under Category I +II
NOTE : For universities for which Sixth PRC Awards 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.

TABLE – 2 (B)

**MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE-1 AND WEIGHTAGES FOR
EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS IN
COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)**

Sr. No.	Category	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 to Professor Promotion in Colleges (Stage 5) as per assigned posts
I	Teaching-Learning-Evaluation Related Activities (Category I)	100/ year	100/ year	100/ year	100/ year
II	Co-Curricular, Extension and Profession related activities (Category II)	20/ year	20/ year	20/ year	20/ year
III	Minimum total average annual Score under Categories I and II*	150/ year	150/ year	150/ year	150/ year
IV	Research and Academic Contributions (Category III)	5 / Year (20/ assessment period)	10 / Year (50/ assessment period)	15 / Year (45/ assessment period)	20 / Year (60/ assessment period)
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 30 points from either Category I or Category II to achieve the minimum score required under Category I +II
NOTE : For Colleges for which Sixth PRC Awards are applicable Stages 1,2,3,4 and 5 correspond to scales with AGP of Rs 6000, 7000,8000, 9000 and 10000 respectively.

Explanatory note for Table 2 (A) and 2 (B)

1. For the date of implantation and other guidelines University and colleges should follow the U.P. Govt. Order No. 377/Satter-1-2013-16(114)/2010 dated 03-12-2013 and UGC regulations 2010 and its amendments time to time

2. All Universities/ colleges will set up Internal Quality Assessment Cell (IQAC) for the API related information required in these tables. They will have to be documented and collated annually by the IQACs of the universities / colleges for follow up by the universities/ colleges authorities. In order to facilitate this process, all teachers shall submit the duly filled in performance Based Appraisal System (PBAS) proforma to the IQAC annually.

3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tabels is to be implemented for one year, initially based on the existing system in universities/ colleges for one year only with the minimum average scores as depicted in table 2 (A) and 2 (B) in rows I to III. This annualized API scores can then be compounded progressively as and when the teachers become eligible for CAS promotion to the next stage. 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-2, (A) & (B) the aggregate minimum API scores 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 fulfill the minimum API scores indicated in Table-1 and Table-2, by submitting an application and the required 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.

7. If however, on final assessment, candidate do not either fulfill the minimum criteria under Rows III and IV of Tables-2 (A) and 2 (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 he/she fulfills 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.

TABLE- 3

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

S.No.	Promotion of Teachers through CAS	Service requirements	Minimum Academic Performance Requirements and Screening Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D or five years of service who are with M.Phil/ PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 2 (A) / 2 (B). (ii) One Orientation and one Refresher/ Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion
2	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	(i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 2 (A)/ 2 (B). (ii) One course/programme from among the categories of refresher courses, methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 weeks duration. (iii) Screening cum Verfication process for recommending promotion
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with three years of completed service in Stage 3	(i) Minimum API scores using PBAS scoring proforma as per the norms provided in table 2 (A) /2 (B). (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.Phill holders and an exemption of two publications will be given to Ph.D. holders. (iii) One course/programme from among the categories of methodology workshop,Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A Screening Committee process as stipulated in this regulation and in Table-2 (A) and (B)

4	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4	(i) Minimum yearly/ cumulative API scores using the PBAS scoring proforma as per the norms provided in table 2 (A)/2 (B).Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3 (iii) A Screening Committee process as stipulated in this regulation and in Table 2 (A) and 2 (B).
5	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (universities only)	(i) Minimum yearly/ cumulative API scores for the assessment period as per the norms provided in table 2 (A) (ii) Additional credentials are to be evidenced by: (a) post-doctoral research output of high standard; (b) awards/ honours/ recognitions/ patents and IPR on products and processes developed/ technology transfer achieved; and (c) Additional research degree like D.Sc., D.Litt., LL.B., etc. (iii) A review process by Screening & Evaluation Committee as stipulated in this regulation and in Table 2 (A)

Note :
1. 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 requirements of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirements of three publications as defined in these regulations, will be applicable.

2. For Universities/ Colleges for which Sixth PRC Awards are applicable Stages 1,2,3,4,5 and 6 corrospond to scales with AGP of Rs 6000, 7000,8000, 9000, 10000 and 12000 respectively.

U.P. Govt. PBAS Proforma for Promotion under CAS