

RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY

**Academic Performance Indicators (APIs) And Scores developed for adoption of
Performance Based Appraisal System (PBAS) for Appointments and Promotions
UNDER Career Advancement Scheme (CAS) of Teachers**

Instructions for Filling up Part B of the PBAS Proforma

(Please read the Instructions carefully before filling the proforma for Category I, II, III)

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

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

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

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

The proforma is to be filled as per the tables and self-assessment scores given. For each category, even though several avenue of activities and their API scores are given to provide choice/opportunity to the teacher, maximum limit of scores that can be given or carried forward under each category/area is indicated in the **Table-I** of the UGC Regulations, 2010.

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

CATEGORY: I: Teaching Learning and Evaluation Related Activities.

(i) (a)

Lectures/Seminars/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score should be assigned if a teacher has taken less than 80% of the assigned classes. Proportionate score may be given for 80% and above performance. Universities/Colleges may give allowance for periods of leave where alternative teaching arrangements have been made. <u>Maximum score of 50 if there is 100% performance.</u>	Max. Score:50 40 (for 80% to 85%) 44 (for 86% to 90%) 48 (for 91% to 99%) 50 (for 100%) Below 80% No Score
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(b)

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

Imparting of knowledge/instruction <i>as per curriculum</i> with the prescribed material (Text book/Manual etc), syllabus enrichment by providing additional resources to students (100% compliance = 20 points) (5 marks for each)	Max. Score:20
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(iii)

Indicators/Activities	Maximum Score
Updating of course, design of curriculum, (5 per single course)	10
Participatory & Innovative T/L Process with materials for problem based learning, case studies, Group discussions etc., 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 powerpoint/Multimedia/Simulation/Softwares etc., (Use of anyone of these in addition to Chalk & Board : 5 points each)	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 tradition areas (Each activity : 5 points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students a) Workshop/Training Course: 10 points each b) Popularization program: 5 points each	10
Maximum Aggregate Limit	20

(iv) Examination Related Work

Indicators	Maximum Score
College/University end semester/Annual Examination work as per duties allotted. (Invigilation – (2 for each) 10 points ; Evaluation of answer scripts – 5 points each ; Question paper setting - 5 points each) (100% compliance = 20 points)	20
College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10 points)	10
Examination work such as coordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10
Maximum Aggregate Limit	25

CATEGORY II: Co-Curricular, Extension and Professional Development Related Activities**(i) Extension and Co-curricular & field based Activities.**

Indicators	Maximum Score
Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity (5 points each)	10
Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO or any other similar activity (Each activity 5 points)	10
Student and Staff Related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points, institutional level 5 points each)	10
Community work such as values of National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points each)	10
Maximum Aggregate Limit	20

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

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

(iii) Professional Development Related Activities.

Indicators	Maximum Score
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, 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, Research and National Development. (5 each)	10
Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes (1 point each)	10
Maximum Aggregate Limit	15

CATEGORY III: Research and Publications and Academic Contributions:

This is to be filled as per **Appendix III Table I (Category III)** of the UGC Regulations 2010. Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table I.

III. Summary of API Scores:

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

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(Extract of Appendix III Table I for Category III)

(For Teachers other than Librarian & Physical Education Teacher)

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	Faculty of Language Arts/Humanities/Social Sciences/Library/Physical education/Management	Max. points for University and college teacher position
III (A)	Research Papers published in	Referred Journals*	Referred Journals*	15/publication
		Non-referred but recognized and reputable journals and periodical, having ISBN/ISSN numbers	Non-referred but recognized and reputable journals and periodical, having ISBN/ISSN numbers	10/publication
		Conference proceedings as full papers etc. (Abstracts not be included)	Conference proceedings as full papers etc. (Abstracts not be included)	10/publication
III (B)	Research, publications (books, chapters in books, other than refereed journals articles)	Text or Reference books published by International Publishers with an established peer review system.	Text or Reference books published by International Publishers with an established peer review system.	50/sole author, 10/chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25/sole author, 5/chapter in an edited book
		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 by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5/chapter

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 30.0 Lakhs	20/each project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs upto 30.0 Lakhs	(a) Major Projects amount mobilized with grants above 5.0 lakhs upto 30.0 Lakhs	15/each project
		(c) Minor Projects amount mobilized with grants above Rs.50,000/- upto 5 Lakhs	(a) Minor Projects amount mobilized with grants above Rs.50,000/- upto 5 Lakhs	10/each project
III C (II)	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs. 10.00 Lakhs	Amount mobilized with minimum of Rs. 2 Lakhs	10 per each Rs.10.00 Lakhs and Rs.2.0 Lakhs, respectively
III C (III)	Completed Projects : Quality Evaluation	Completed Project Report (Acceptance from funding agency)	Completed Project Report (Acceptance from funding agency)	20/each major project and 10/each minor project
III C (IV)	Projects outcome/outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State Level	30/each national level output or patent /50/ each for International level.
III D	Research Guidance			
III D (I)	M.Phil.	Degree awarded only	Degree awarded only	3/each candidate
III D (II)	Ph.D	Degree awaited	Degree awaited	10/each candidate
		Thesis submitted	Thesis submitted	7/each candidate
III E	TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS			
III E (I)	Refresher courses, Methodology Workshops, Training, Teaching-Learning-Evaluation Technology. Programmes, Soft skills development Programmes, Faculty Development Programmes (Max. 30 Points)	(a) Not Less than two weeks duration	(a) Not Less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each

III E (II)	Papers in Conferences/Seminars/Workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		(a) International Conference	(a) International Conference	10/each
		(b) National	(b) National	7.5/each
		(c) Regional/State level	(c) Regional/State level	5/each
		(d) Local-University/College Level	(d) Local-University/College Level	3/each
III E (III)	Invited lectures or presentations for conferences/symposia	(a) International Level	International Level	10/each
		(b) National Level	(b) National Level	5/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/Seminars is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III(e)(ii)).

Note

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.
