

**APPENDIX – X: TABLE – IV**

**ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY THE UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY/ DIRECTOR/ DEPUTY DIRECION/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION**

**CATEGORY 1: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES**

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

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

<b>S.No.</b>	<b>Nature of Activity</b>	<b>Maximum Scores</b>
1	Student related co-curricular, extension and field based activities (such Cultural exchange and Sports Programmes (Verios level of extramurals and intramural programmes) extension work through NSS/NCC and other channels.	20
2	Contribution to Corporate life and management of the sports units and institution through participation in sports and administyrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, camps and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	<b>Minimum API Score Required</b>	15

**CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS**

<b>S.No.</b>	<b>APIs</b>	<b>Faculties of Physical education</b>	<b>Max. points for University and college teacher position</b>
III(a)	Research Publication (Journals)	Refereed Journals*	15/Publication
		Non-referred b ut recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10/Publication
		Full papers in Conference proceedings, etc.* (Abstracts not to be included)	10/ publication
III(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Text of Reference Books Published by National/ Central/State Government/Societies**	50/sole author 10/chapter in an edited book
		Text or Reference Books Published by National/ Central/State Government/Societies**	25/sole author, 5/chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers**	15/sole author, 3/chapter in edited books
		Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories**	5/ Chapter

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

\*\* Scores (5025/10/03 whatever the case may be) to be shared equally by all authors

<b>III(C) RESEARCH PROJECT</b>			
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects/Events amount mobilized with grants above 5.0 lakhs	20 each Project
		Major Projects/Events Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs	15 each major project
		Minor projects From central/state funding agencies with grants below 4.00 lakhs	15 each major project
III(C)(ii)	Consultancy Projects carried out/ ongoing	Amount mobilized with minimum of Rs. 1.0 lakh	10 per every Rs.5.0 lakhs 2 per every Rs.1.0 lakhs
III(C)(iii)	Completed projects Quality Evaluation	Completed project report (Accepted by funding agency)	20/each major project and 10/each minor project
III(C)(iv)	Projects Outcome /Outputs	Policy document of Govt. Bodies at Central and State level	30/each output or outcome for National patents etc/50/each for international patents.

<b>III(D) RESEARCH GUIDANCE</b>			
III(D)(i)	M.Phi..	Degree awarded only	3/each candidate
III(D)(ii)	Ph.D.	Degree awarded	10/each candidate
		Thesis submitted	7/each candidate
<b>III(E) TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS</b>			
(III)(E)(i)	Research Methodology/Training/Coaching Workshops	Research methodology/Training/Coaching programme (not less than three weeks) workshops of not less than one week.	20
III(E)(ii)	Papers in Conferences/ Seminars/ Workshops etc.	Participation and Presentation of research papers (oral/poster) in:	
		a) International conference	10/each
		b) National	7.5/each
		c) Regional/State level	5/each
III(E)(iv)	Invitations for conferences/seminars/ workshops/symposis to deliver lectures/chair sessions	d) Local-University/College level	3/each
		a) International	10 each
		b) National	7.5/each
		c) State level/Regional	5/each
		d) University/College level Endowment lectgures	5/each

**V(a)**

**MINIMUM NORS OF APIS AS PROVIDED IN APPENDIX – TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY DIRECTOR/DEPUTY DIRECTOR/ASSISTANT DIRECTOR OF PHYSICAL EDUCATION, AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.**

		<b>Assistant Director Physical Education (Stage 1 to Stage 2 (Senior Scale))</b>	<b>Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education Assistant Director Physical Education (Selection Grade) (Stage 3)</b>	<b>Deputy Director Physical Education/ Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4</b>	<b>Deputy Director Physical Education/ Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (university only)</b>
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
III	Minimum total average API annual score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contributions (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	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	30^ - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20% - Interview performance	60%- Research evaluation 30% - Assessment of domain knowledge contribution and organization track record with vision plan. 20% - Interview

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\*Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category 1+11.

Note: For universities 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 and 10000 respectively.

**APPENDIX X TABLE – V(b)**

**MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE: IV 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		
		College Director of Physical Education to Colelge Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	College Director of Physical Ecucation 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	30^ - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20% - Intewrview 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 colleges in which Sixth PRC Awards (\*vide Appendix 2) are applicable, Stages 1,2,3, and 4 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000 and 9000 respectively.

**APPENDIX X TABLE – V(c)**

**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)**

<b>S.No. OF category</b>	<b>Minimum Norm /Criteria</b>	<b>Assistant Director of Physical Education/ College Director of Physical Education (Entry Stage- Stage 1)</b>	<b>Deputy Director of Physical Education in university (Stage 4)</b>	<b>Director of Physical Education in university (Stage 5)</b>
I	API score (Research and Academic Contribution – Category III)	—	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee criteria/weightages (Total weightage = 100)	d) Track Record of championship won (30%) e) Sports and athletic skills (40%) f) Interview performance (30%)	h) Research papers (3 nos) evaluation(40%) i) Organisational skills/ Plans of sports (30%) J) Interview performance (30%)	a) Research papers (6 nos) evaluation (50%) b) Organisational track vision plan (25%) c) Interview performance (25%)

**Note: For universities/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.**

**APPENDIX X TABLE: VI**

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

<b>S.No.</b>	<b>Promotion of Physical Education Cadres through CAS</b>	<b>Service (as prescribed by the MHRD Notification requirement)</b>	<b>Minimum Academic Performance Requirement and Screening/Selection Criteria</b>
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) /College DEP (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.	(iv) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix X for university DPEs cadres in Universities and in Table V(b) of Appendix X for cadres in Colleges. (v) One Orientation and one Refresher Course of ¾ weeks duration. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
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	(iv) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix X for university DPEs cadres in Universities and in Table V(b) of Appendix X for cadres in Colleges. (v) Additionally two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
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	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix X for university DPEs cadres in Universities and in Table V(b) of Appendix X for cadres in Colleges. (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. (iii) Evidence of having produced teams/athletes. (iv) A selection committee process as stipulated in this regulation and in Table V(a) of Appendix X for the university DPE cadres in universities and in Table V(b) of Appendix II of UGC notification for cadres in colleges
4	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	(iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for DPEs in university. These may be achieved over two assessment periods, if required. (v) A minimum of five publications over two assessment periods (six years) (vi) Evidence of having produced teams/ athletes. (vii) A selection committee process as stipulated in the regulation and in Table V(A) of Appendix X for DPEs in the university.

**Note: The explanatory not provided for Tables IIA and IIV for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre. Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1,2,3,4 and 5 correspond to scales with AGP of Rs. 6000,7000,8000,9000 and 10000 respectively.**

