

“An Insight in to UGC Norms & Current Amendments In API For College Teachers”

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CIRCULARS

UGC Notification no.F-1/2009,dated, 30/06/2010.

- * Govt. of Maharashtra G.R.No. SANKIRNA-2011/(25/11) VISHI-1 dated ,15/02/2011.
- * UGC (2nd Amendment) Regulation-2013,dated,13/06/2013.
- * Circular no. Sankirna-2011/(25/11)-Vishi-1 dated 15.02.2010
- * Govt. G.R. dated 30th January 2012
- * Govt. of Maharashtra G.R.No. SANKIRNA-2016/(88/16)VISHI-1 dated ,15/10/2016.
- * UGC (3rd Amendment) Regulation-2016,dated,04/05/2016
- * UGC (4th Amendment) Regulation-2016,dated,11/07/2016
- * Govt. of Maharashtra G.R.No. SANKIRNA-2017/(33/17) VISHI-1 dated ,4/03/2017.(3rd and 4th Amendments)

Highlights of UGC 4th Amendments

- * P.hD award prior to 1st June 2009 should be as per Notification dt.11 July 2016.
- * Inclusion of combine score of Cat II & III.
- * Cumulative API Score of Stage II & III for CAT III for post of professor.
- * Inclusion of e-learning module. (Process/Material)
- * Removal of capping for CAT III a,b,c,d,f. Except CAT III e i.e. Invited lectures and Paper presentations.

- * Removal of Poster Presentation.

Sharing of marks for Joint Publications modified to 70:30.

- * 75% Cut off for CAT I

- * Addition of new professional courses i.e.M.V.Sc and M.D.

- * Time duration of OC & RC reduced to 2/3 Weeks.

- * Removal of points of RC,OC & Short term Course.

- * One week program from Methodology, Workshop, Training,Teaching learning Evaluation Technology,

- * Soft Skills development Program and FDP.

- * UGC notified Journals for Publications.

- * Intimation of list of Published books to UGC by University and uploading on website.

ELIGIBILITY FOR PROMOTION UNDER CAS

A.i) ASSISTANT PROFESSOR :

- From Stage 1 to 2 (i.e. AGP 6000 to 7000)

- Ph.D.. - 4 years Service (At the time of entry point).
- M.Phil./M.Tech.,M.V.Sc, MD,LLM– 5 Years (At the time of entry point).
- M.A./M.Sc./M.Com. with NET/ SET- 6 Years Service.
- 1 Orientation Course (During assessment period).
- 1 Refresher Course / Research Methodology Course of 2/3 weeks duration. (During assessment period).
- API Score.
- Performance appraisal.
- Screening cum verification process for recommending promotion

API Score Per Annum/ Assessment period	Cat.I Teaching Learning Evaluation Related Activities.	Cat. II Professional Development and Extension Activities	Cat. III Research & Academic Contributions	II +III Minimum total API score required.
Minimum Required	80/Year	50/ Assessment period	20/ Assessment period	90/ Assessment period.

A.ii) Assistant Professor From Stage 2 to 3 (i.e. AGP 7000 to 8000)

- Assistant professor with completed service of 5 years in stage 2 .
- One course/programme from among the categories of RC, Methodology workshops, Training, Teaching-Learning-Evaluation Technology programmes, Soft skills development Programmes of 2/3 weeks duration(During Assessment Period)
- API Score
- Performance Appraisal for assessment years
- Screening cum verification process for recommending promotion

API Score Per Annum	Cat.I Teaching Learning Evaluation Related Activities.	Cat. II Professional Development and Extension Activities	Cat. III Research & Academic Contributions	II +III Minimum total API score required.
Minimum Required	80/Year	50/ Assessment period	50/ Assessment period	120/ Assessment period.

B. Associate Professor

From Stage 3 to 4 (i.e. AGP 8000 to 9000)

- Assistant professor with completed service of 3 years in stage 3 .
- One course/programme from among the categories of RC, Methodology workshops, Training, Teaching-Learning-Evaluation Technology programmes, Soft skills development Programmes and Faculty development Programmes of 1 week duration(During Assessment Period).
- Three publications in the entire period as Assistant Professor(11Years)
- M.Phil holders exemption of one publication.
- Ph.D holders exemption of two publications.
- API Score
- Performance Appraisal for assessment years
- Selection Committee process as stipulated in the regulation.

API Score Per Annum/ Assessment period	Cat.I Teaching Learning Evaluation Related Activities.	Cat. II Professional Development and Extension Activities	Cat. III Research & Academic Contributions	II +III Minimum total API score required.
Minimum Required	75/Year	50/ Assessment period	75/ Assessment period	150/ Assessment period.

Selection committee :

Percentage Distribution of weightage Points to the Expert Assessment
(Total 100, Min. required is 50)

A. For Associate Professor:-

- 30 % Contribution to research
- 50 % Assessment of domain Knowledge and Teaching practices
- 20 % Interview performance

C. Professor

From Stage 4 to 5 (i.e. AGP 9000 to 10000)

- Associate Professor with three years of completed service in stage 4.
- Teacher may combine two assessment periods (in stage 2 and 3) to achieve minimum API score if required.
- Minimum five Publications since the period that the teacher is placed in stage 3.
- Selection Committee Recommendations.
- Self appraisal.

API Score Per Annum/ Assessment period	Cat.I Teaching Learning Evaluation Related Activities.	Cat. II Professional Development and Extension Activities	Cat. III Research & Academic Contributions	II +III Minimum total API score required.
Minimum Required	70/Year	50/ Assessment period	100/ Assessment period	180/ Assessment period.

Selection committee :

Percentage Distribution of weightage Points to the Expert Assessment
(Total 100,Minh.required is 50)

B For Professor:-

- 50 % Contribution to research
- 30 % Assessment of domain Knowledge and Teaching practices
- 20 % Interview performance

How to Calculate post of Professor in College level

No. of Associate Prof. as on 1-1-2006



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graph TD; A[No. of Associate Prof. as on 1-1-2006] --> B[10% as Professors (Rounded off to Integers)]; B --> C[75% by CAS Promotion (Rounded off to Integer)]; B --> D[25% by Direct recruitment (Rounded off to Integer)];
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10% as Professors (Rounded off to Integers)

75% by CAS Promotion
(Rounded off to Integer)

25% by Direct recruitment
(Rounded off to Integer)

Professor by Direct recruitment :

25 % of sanctioned posts of Professors will be filled by direct recruitment

A.

1) An eminent scholar with Ph.D. qualification(s) in 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.

2) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institution/industries, including experience of guiding candidates for research at doctoral level.

3) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process.

4) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per the UGC guidelines.

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.

Modification in API Score at Each Category (As per Fourth Amendment)

Category	Stage I-II 7000	Stage II-III 8000	Stage II-IV 9000	Stage IV – V 10000	Stage V – VI 12000
I	80	80	75	70	70
II	50	50	50	50	100
III	20	50	75	100	400
II & III	90	120	150	180	600

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

APPENDIX-III: TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME(CAS) FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR IN UNIVERSITIES AND COLLEGES.

CATEGORY	Direct Teaching Hours per week.
ASSISTANT PROFESSOR	16
ASSOCIATE PROFESSOR	14
PROFESSOR	14

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant professor		Associate professor		Professor	
		Max.Score	Actual Score	Max.Score	Actual Score	Max. Score	Actual Score
I	a.Direct Teaching	70	Actual hours spent per academic year ÷ 7.5	60	Actual hours spent per academic year ÷ 7.75	60	Actual hours spent per academic year ÷ 7.75
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
	c. Innovative Teaching learning methodologies, updating of subjects content/courses, mentoring etc.	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

Note:-

1. Direct Teaching 16/14/14 hours per week include the lectures/Tutorials/Practical's /Project Supervision/Field work.

2. University may prescribe minimum cut-off , say 75% ,below which no score may be assigned in these sub categories

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

CATEGORY II	NATURE OF ACTIVITY	MAXIMUM API SCORE	ACTUAL SCORE
II(a)	<p>Student related co-curricular, extension and field based activities.</p> <p>(i) Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.)</p> <p>(ii) Other co-curricular activities (Cultural, Sports, NSS,NCC etc.)</p>	15	Actual hours spent per academic year ÷ 10
II(b)	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15	Actual hours spent per academic year ÷ 10
II(c)	Professional Development activities (such as participation in seminars, conference, short term training courses, Industrial experience, talks, lectures.	15	Actual hours spent per academic year ÷ 10

Cat.III : Research, Publication & Academic Contribution :

Category	Activity	Faculty of science/ Engineering/Agriculture/Medical /Veterinary Sciences	Faculty of Languages/Humanities/ Arts / Social Sciences/Library/Physical education/Management	Maximum Score for University/College teacher
III(A)	Research Papers Published in	Refereed Journals as notified by the UGC	Refereed Journals as notified by the UGC	25 per publication
		Other Reputed Journals as notified by the UGC	Other Reputed Journals as notified by the UGC	10 per Publication
III(B)	Publications other than Journals articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	30 per Book for Single Author.
		Subjects Books, published by National level Publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The list will be intimated to UGC.	Subjects Books, published by National level Publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The list will be intimated to UGC.	20 per Book for Single Author

III(B)	Publications other than Journals articles (books, chapters in books)	Subjects Books, published by Other local Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	Subjects Books, published by Other local Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National or International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	Chapters in Books, published by National or International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	International 10 per Chapter National 5 per chapter

III(C)	Research Project			
III(C)(i)	Sponsored Projects)	(a)Major Projects with grants above Rs.30 lakhs	(a)Major Projects with grants above Rs.5 lakhs	20 per projects
		(b) Major Projects with grants above Rs.5 lakhs up to 30 lakhs	(b) Major Projects with grants above Rs.3 lakhs up to 5 lakhs	15 per projects
		(a)Minor Projects with grants above Rs.1lakhs up to 5 lakhs	(a) Minor Projects with grants above Rs.1 lakhs up to 3 lakhs	10 per projects
III(C)(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs.	Amount mobilized with a minimum of Rs.2 lakhs.	10 for every Rsa.10 lakhs and 2 lakhs.
III(C)(iii)	Projects Outcome /Outputs	Patent / Technology transfer/ Product / Process.	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central/State Govt./Local Bodies	30 for each International/20 for each national level output or patent. Major policy document of International bodies-30 Central Govy.-20 State Govt.10 Local Bodies -5

III(D)	Research Guidance				
III(D)(i)	M.Phil.	Degree Awarded	Degree Awarded	5 Per candidate	
	Ph.D	Degree Awarded /Thesis submitted	Degree Awarded /Thesis submitted	15/10 per candidate	
III(E)	Fellowships, Awards and Invited lecture delivered in conferences/ Seminars				
III(E)(i)	Fellowships/Awards		International Awards/Fellowship from academic bodies.	International Awards/Fellowship from academic bodies / Associations.	15 per award/15 per Fellowship
			National Awards/Fellowship from academic bodies.	National Awards/Fellowship from academic bodies / Associations.	10 per award/10 per Fellowship

III(E)	Fellowships, Awards and Invited lecture delivered in conferences/Seminars			
III(E)(i)	Invited lectures/ papers	International	International	7 per lecture/5 per paper presented
		National	National	5 per lecture/3 per paper presented
		State/ University level	State/ University level	3 per lecture/2 per paper presented
		The score under this category shall be restricted to 20% of the minimum fixed for category III for any assessment period		
III(E)	Development of e-learning delivery process/material.			10 per module

- Wherever relevant to any specific discipline the API score for paper in refereed journal would be augmented as follows:-

Sr.No.	Impact Factor	Points augmented
(i)	Paper with impact factor less than 1	5
(ii)	Paper with impact factor 1 to 2	10
(iii)	Paper with impact factor 2 to 5	15
(iv)	Paper with impact factor 5 to 10	20
(v)	Paper with impact factor above 10	25

- The API of Joint publications shall be calculated in the following manner :-
Of the total score for the relevant category of publication by the concerned teacher, the First and Principal/Corresponding author/Supervisor/Mentor would share equally 70% of the total points and the remaining 30 % would be shared equally by all other authors.

Composition of Screening cum evaluation committee

Principal of the College

- Head of the concerned Department from the college
- Two subject experts in the concerned subjects nominated by the Vice Chancellor from the University panel of experts.
- Quorum : At least 3 members of which one should be the subject expert / University nominee
- Joint Director / Nominee of the Joint Director shall be the part of the Selection Committee (Govt. G.R. dated 30th January 2012)

Selection committee for Associate Professor

- Chairperson of Governing body or its nominee will be the Chairman of selection committee
- Principal of the College
- Head of the concerned Department from the college
- Two representatives nominated by the Vice Chancellor from the University panel of experts. Out of which one is VC nominee subject expert.
- Two subject expert nominated by chairman of Governing body.
- Quorum : At least 5 members of which one should be the subject expert / University nominee
- Joint Director / Nominee of the Joint Director shall be the part of the Selection Committee (Govt. G.R. dated 30th January 2012)

Selection committee for Professor (Either by CAS or Direct recruitment)

- Chairperson of Governing body or its nominee will be the Chairman of selection committee
- Vice Chancellor nominee
- Vice Chancellor nominee for reserved category
- Three subject expert nominated by Vice Chancellor out of statutory panel approved by University
- Quorum : At least 4 members of which two subject expert of other University
- Director / Nominee of the Director (H.E.) shall be the part of the Selection Committee .(Govt. G.R. dated 30th January 2012)

APPENDIX –III TABLE-II(B)

Minimum Scores for APIs for direct recruitment of the teachers in university departments/Colleges and weightages in Selection committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant professor(Stage I)	Associate professor (stage4)	Professor (stage5)
Minimum API Scores	Minimum qualification as stipulated in these regulations	Consolidated API Score requirement of 300 points from categories II & III of API(cumulative)	Consolidated API Score requirement 400 points from categories II & III of API(cumulative)
Selection Committee criteria/weightages (Total Weightages=)	<ul style="list-style-type: none"> a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills(30%) c) Interview performance(20%) 	<ul style="list-style-type: none"> a) Academic Background(20%) b) Research Performance (40%) c)Assessment of Domain Knowledge & Teaching Skills(20%) d) Interview performance(20%) 	<ul style="list-style-type: none"> a) Academic Background (20%) a) Research Performance (40%) c)Assessment of Domain Knowledge & Teaching Skills(20%) d) Interview performance(20%)

COMMON ISSUES DURING CAS PLACEMENT

- Previous approved service (Aided and Non aided College) to be considered for CAS.
- Break in service i.e. Technical or due to ad hoc appointment.
- Valid refresher and Orientation courses.(On an before 31st December 2013).
- PhD /M.Phil. increments.
- Placement with M.Tech and LLM professional degree.
- Pay protection while joining new establishment.
- API valid score during pay bands.
- Pending cases of 5th pay commission.
- Date of implementation for Professorship.
- Equivalence of Reader to Associate Professor.
- API Score of Cat I & II during FIP or Maternity leave



Thank You