

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद

आय्‌एस्‌ओ १००१ : २००८ मानांकित संस्था

१३२-ब, भांबुर्डा, भोसले नगर, पुणे-४११ ००७.

जाहिरात क्रमांक-मकृप/आस्था-२/जाहि-२१/१२३६/२०१३.

दि. २६ जून, २०१३.

जाहिरात

महाराष्ट्र राज्यातील महात्मा फुले कृषी विद्यापीठ, राहुरी, डॉ.पंजाबराव देशमुख कृषी विद्यापीठ, अकोला, मराठवाडा कृषी विद्यापीठ, परभणी आणि डॉ. बाळासाहेब सावंत कोकण कृषी विद्यापीठ, दापोली या चार कृषी विद्यापीठांमधील, खालील तक्त्यात नमूद केलेल्या रु.३७,४०० - ६७,०००, शैक्षणिक ग्रेड पे रु.१०,०००/- या वेतनश्रेणीतील पदे भरण्यासाठी पात्र उमेदवारांकडून विहित प्रपत्रात अर्ज मागविण्यात येत आहेत.

अ.क्र	पदाचे नाव	महात्मा फुले कृषी विद्यापीठ, राहुरी	डॉ.पंजाबराव देशमुख कृषी विद्यापीठ, अकोला	मराठवाडा कृषी विद्यापीठ, परभणी	डॉ.बाळासाहेब सावंत कोकण कृषी विद्यापीठ, दापोली
१.	संचालक (विस्तार शिक्षण)	-	-	१	१
२.	संचालक (संशोधन)	१	१	१	१
३.	अधिष्ठाता (कृषी)	१	१	१	१

- उक्त पदांमध्ये कार्यालयाने यापूर्वी प्रसिध्द केलेल्या जाहिरात क्र. १९ व २० मधील काही पदांचा समावेश आहे. त्यास अनुसरून ज्या कोणी अर्ज केले आहेत, त्यांनी फेरअर्ज सुधारित विहित अर्जात, बदललेली शैक्षणिक अर्हता, अनुभव व मूल्यांकनाचा विचार करून अर्ज करावेत.

- उपरोक्त पदांकरीता आवश्यक असणारी शैक्षणिक अर्हता, अनुभव व मूल्यांकन इत्यादीबाबतचा तपशील खालील संकेतस्थळांवर उपलब्ध करून देण्यात आलेला आहे.

(1) <http://www.maharashtra.gov.in> (2) <http://www.mcaer.org>

(3) <http://mpkv.mah.nic.in> (4) <http://pdkv.ac.in>

(5) <http://mkv2.mah.nic.in> (6) <http://www.dbskkv.org>

- अर्ज स्वीकारण्याची शेवटची तारीख ३१ जुलै, २०१३ संध्याकाळी ५.३० वाजेपर्यंत राहिल.

पुणे

दिनांक : २६ जून, २०१३.

महासंचालक

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद, पुणे

MAHARASHTRA COUNCIL OF AGRICULTURAL EDUCATION AND RESEARCH

AN ISO 9001:2008 ORGANISATION

132-B, Bhamburda, Bhosale Nagar, Pune-411007

Advt.No. MAC/ Astha-2 /Advt. 21/1236/2013. Dated: 26th June, 2013.

ADVERTISEMENT

Applications in prescribed format are invited for the posts mentioned below in the pay band of Rs. 37,400 - 67,000, AGP Rs. 10,000/- to be filled in the Four Agricultural Universities in the State of Maharashtra.viz. Mahatma Phule Krishi Vidyapeeth (MPKV), Rahuri, Dr. Punjabrao Deshmukh Krishi Vidyapeeth (PDKV), Akola, Marathwada Krishi Vidyapeeth (MKV), Parbhani and Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, (Dr.BSKKV), Dapoli

Sr No.	Name of the post	SAU wise position of vacancies upto 31.12.2013			
		MPKV, Rahuri	Dr. PDKV, Akola	MKV, Parbhani	Dr.BSKKV, Dapoli
I.	Director (Extension Education)	-	-	1	1
II.	Director (Research)	1	1	1	1
III.	Dean, Agriculture	1	1	1	1

Applicant must have ability to initiate, organize and coordinate the teaching, research or extension education. For every information given by applicant must provide documentary evidence. however, The applicant has to submit, the PBAS based on the API as appended in Appendix III. Minimum requirement of educational qualification and experience for the above posts are as follows:

Dean of Faculty/ Director of Research / Director of Extension Education:-

1. A Doctoral degree in any faculty of agriculture and allied sciences.
2. **An eminent Scientist / Teacher having at least 18 years experience in the field of teaching / research/ extension education, out of which atleast 3 years experience should be in the position of regular Head of the Department.**

OR

An eminent Scientist / Teacher having at least 18 years experience in the field of teaching / research/ extension education, out of which atleast 5 years experience should be in the cadre of regular Professor or its equivalent.

3. **Experience of guiding atleast five post graduate students.**
4. **Ability to initiate, organize and coordinate teaching, research and extension education.**
5. **Evidence of atleast 10 published papers in recognized journals having NAAS rating .**
6. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC guidelines as amended from time to time as prescribed in Appendix – III as enclosed herewith.

INSTRUCTIONS –

- 1) It is essential to submit separate application for each post.
- 2) Each application must be accompanied with a crossed Demand Draft of Rs. 2000/- (Rs. Two Thousand only) (Non-refundable) payable at the State Bank of India, University Road Branch, Pune (Code 7339) in the name of **Financial Advisor, MCAER, Pune- 411007.**

However, those candidates who have already submitted their applications in response to advertisement No.19 dated 20/12/2010 & advertisement No.20 dated 12/10/2011, need not pay Rs.2000/- in the form of Demand Draft. Applications shall be accepted in this office on or before 31 July, 2013 upto 5.30 p.m. only.

- 3) Government servants and servants of University and local bodies must apply through proper channel, forwarding an advance copy to this office directly.
- 4) **The candidate should not have attained the age of 50 years as on 31st July, 2013** as the case may be, **for the post of Director, Dean (Agriculture).** There shall be no upper age limit for the persons employed in any of the Agricultural University in Maharashtra State. **Upper age limit is relaxable by five years in respect of candidates belonging to SC, ST, DT(A) and NT of Maharashtra State.** Reservation of seats is applicable for SC/ ST/ DT(A)/ NT candidates belonging to Maharashtra.
- 5) Candidates Belonging to DT(A), NT (b), NT (c), NT (d), SBC and OBC Category must enclose the recent “Non Creamy Layer Certificate” issued by the competent authority with the application form valid for the year 2013 - 2014 or issued after 1.04.2013.
- 6) No Document shall be accepted after submission of the application form.
- 7) If there is adequate response from highly qualified and more experienced candidates, those with less qualification or experience may not be called for interview, even though they may be fulfilling the minimum eligibility criteria for the post applied for. Mere eligibility doesn't impart any right to a candidate for being called for interview.
- 8) As per the Government Resolution dated 19th March 2003, newly appointed employee / officer shall have to produce either DOE ACC's 'CCC', 'O','A','B','C', level certificate or MS-CIT certificate within 2 years from the date of their appointments, if not submitted along with the application form.
- 9) Candidates already employed in Universities / Government / Quasi Government / Public Sector will be required to produce a 'No Objection Certificate' of the Competent Authority at the time of interview.
- 10) Undertaking in form 'A' (As per the Rule 4 of Maharashtra Civil Services (Declaration of Small Family) Rules, 2005 in respect of the candidate regarding disqualification, if he is having more than two children.
- 11) Number of posts and categories of posts are subject to variation.

12) The period of assessment of the candidate will be as per the UGC Guidelines dated 30th June, 2010 as mentioned in the explanatory note for Academic Performance Indicator. The relevant portion of which is reproduced below:

“(2) In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of UGC Regulations from 31/12/2008 in the CAS promotion, the API based PBAS will be progressively and prospectively rolled out.

(3) Accordingly, the PBAS based on the API Scores of categories I & II as mentioned in the tables given in Appendix III be implemented for one year initially based on the existing systems in the University/ Colleges for one year only with the minimum average scores as depicted in table 4 & 5 in rows 1 to 3. This annualized API Scores can then be compounded progressively as and when the candidate becomes eligible for the CAS promotion to the next cadre. Thus, if a candidate is considered for 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.”

13) The State Council takes no responsibility for any delay in receipt or loss in postal or courier transit of any application or communication.

Pune
Date: 26th June, 2013.

Director General
MCAER, Pune.

UNDERTAKING
FORM 'A'

(SEE RULE - 4)

I, Shri./ Smt./ Kum.....son/ daughter/ wife of Shri.
..... aged years, resident of do hereby declare as follows :-

1. That I have filled my application for the post of.....
2. I have (Number) living children as on today. Out of which number of children born after 28th March, 2005 is (Mention dates of birth, if any)
3. I am aware that if any total number of living children are more than two due to the children born after 28th March, 2006, I am liable to be disqualified for the same post.

Date and Place :- Signature..... -----

A) Application Format

Recent passport size photograph 3 cms.x 3 cms.
--

1	Name (in block letters)(Surname First)							
2	Date of Birth (with birth date Proof)							
3	Advertisement No.							
4	Application for the post of Name of the University							
5	Particulars of Application Fee Rs.2000/-				DD Noand Date			
	Name of the Bank							
6	A) Address for correspondence, B) Telephone no with STD code and C) Cell no D) Fax, F) e-mail							
7	(A) Category(SC/ST/ DT(A)/NT(b),NT(c),NT(d)/SBC/OBC (of Maharashtra only)/ Open (B) Date and No. of Caste Validity Certificate							
8	Do you belong to non-creamy layer? Applicable for DT(a),NT(b),NT(c),NT(d)/ SBC/OBC				Yes	No		
9	Are you seeking other parallel reservation? Category				Yes	No		
10.	Computer Competency Name of examination Passed							
11.	Educational Qualification (Commencing with SSC or equivalent) (details with attested copies of mark-sheets & certificates of all the qualifications acquired)							
S.No	Examination passed	University/Board	Year of Passing	Division/ Class	Percentage of Marks/CGPA	Subject of Specialisation		
1	2	3	4	5	6	7		
11.1								
11.2								
11.3								
11.4								
11.5								
11.6								
12	Details of experience							
Sr. No.	Name of University and department/Office	Post Held	Nature of appointment	Period		Experience		
				From	To	Year	Month	Days
	Total Experience							

13	Have you furnished Academic Performance Indicators (APIs)					
14	Academic Performance (based on verifiable record)					

14.1 A) Academic Qualification- Maximum 2 Marks				
S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Ph. D. – Minimum Qualification			
ii)	Additional degree /Diploma in any field from	1 mark each		

	recognized institution			
iii)	Post Doctoral Fellowship	1 mark		
iv)	State/National /Professional Society Award/ Gold Medal / Fellowship	1 mark each		
v)	Fellow of Professional Society	1 mark each		
	Total			

14.2 B) Employment and record and experience – Maximum 3 Marks

S.No.	Particulars	Experience	Marks Secured*	Documentary Evidence
i)	2 marks for every completed year of experience over and above the minimum experience in the cadre of Assistant Professor/Associate Professor or it's equivalent post.	A) Minimum		
		B) Above Minimum		
	Total			

14.3 C) Service in Remote areas/ Affected areas – Maximum 0.5 Mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	0.5 mark for each completed year of service (Remote Area/Affected area to be defined by the individual University.			
	Total			

14.4D) Significant contribution in relevant field and leadership – Maximum 2.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Patent/Release of variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/-	1 mark each		
ii.	Farm development/Nursery Management/ Livestock Management/ Production of Seed/ Biofertilizers/ Bioagents/ Extension activities/ Development of teaching aids/practical manuals.	1 mark/year		
	Total			

14.5 E) Award / Recognition – Maximum 1 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	National & State level award	1 mark each		
ii)	Best Paper/Poster Award	0.5 mark each		
iii)	Member of the State/National Level Committee	0.5 mark each		
iv)	Member of Professional Society	1 mark each		
v)	Reviewer/Referee of journal	0.5 mark each		
	Total			

14.6 F) Externally funded projects/Inter Institutional Projects – Maximum 1.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence

i)	i) Competitive grant projects funded by agencies other than host University regular programme	1 mark each		
ii)	ii. Joint Project of the University with State/ Centre/ Public / Private Sectors	1 mark each		
	Total			

14.7 G) Summer/Winter School/ Refresher course/ Seminar / Symposia - Maximum 1 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Course Director / Coordinator	1 mark each		
ii)	Resource Person	0.2 mark each lecture		
	Total			

14.8 H) Publications (Marks will be given for first three authors) – Maximum 7.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Articles in NAAS rated journals	Marks as per NAAS rating		
ii)	Articles in Referred Journals other than NAAS	1 mark each		
iii)	Conference/Technical Publication	0.5 mark each		
iv)	Folder/Popular articles	0.2 mark each		
v)	Books	1 mark each		
	Total			

14.9 I) Institutional Building - Maximum 0.5 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Lab/farm/workshop development Rector/Monitor/NSS Programme Officer/ NCC Incharge/ Students Welfare activities/ Monitoring and co-ordinating of teaching/research/ extension activities			

14.10 J) International Exposure – Maximum 0.5 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	International trainings/symposia/ seminars / symposia/workshop/study tour/visiting professor within country/abroad	0.5mark each		
ii)	Experience of working in International Institute within India/abroad	0.5 mark/year of experience		
	Total			

* Mention the number as the case may be.

Date :

Place :

Signature of Candidate

Appendix –I
(Statute 41)
Qualification for the academic posts

Sr. No.	Designation of the post	Required Qualifications
(1)	(2)	(3)
1.	Director of Instruction/ Dean of Faculty/ Director of Research /Director of Extension Education.	<p>(1) A Doctoral degree in any faculty of agriculture and allied sciences.</p> <p>(2) An eminent Scientist / Teacher having at least 18 years experience in the field of teaching / research/ extension education, out of which atleast 3 years experience should be in the position of regular Head of the Department.</p> <p style="text-align: center;">OR</p> <p>An eminent Scientist / Teacher having at least 18 years experience in the field of teaching / research/ extension education, out of which atleast 5 years experience should be in the cadre of regular Professor or its equivalent.</p> <p>(3) Experience of guiding atleast five post graduate students.</p> <p>(4) Ability to initiate, organize and coordinate teaching, research and extension education.</p> <p>(5) Evidence of atleast 10 published papers in recognized journals having NAAS rating .</p> <p>(6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC guidelines as amended from time to time as prescribed in Appendix – III</p>

Appendix III

(Statute 52)

(Evaluation of candidates for past performance and personal interview)

CATEGORY I A- TEACHING(a), RESEARCH (b) AND EXTENSION RELATED ACTIVITIES(c)

Brief explanation:

Based on the teacher's self assessment, API scores required for (i) teaching related activities; (ii) domain knowledge; (iii) participation in examination and evaluation; (iv) contribution to innovative teaching, new courses etc are as detailed in Table 1

API scores required for (i) Initiation, formulation and execution of research project; (ii) assistance in research assignments (iii) research findings/deliverables; (iv) innovative techniques (v) preparation of reports are as detailed in Table 1

API scores required for (i) Extension activities organized; (ii) innovative extension work; (iii) preparations and imparting knowledge; (iv) use of innovative techniques; (v) participation in programmes are as detailed in Table 1.

Table 1 : API scores for Teaching (a), Research (b) and Extension Activities (c)

S. N.	Nature of Activity	Maximum Score
1	a)Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated OR	50
	b)Initiation, formulation and execution of research projects/experiments which are duly approved by competent authority OR	50
	c) Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies.	50
2	a) Lectures or other teaching duties in excess of the UGC norms OR	10
	b) Assistance in the research project OR	10
	c) Innovative extension work carried out (FFS, FSF, ICT based modules)	10
3	a) Preparation and imparting knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students OR	20
	b) Patent/ recommendation/variety release/ development of implements or machinery / product development / feed /gear / craft /technology OR	20

	c) Preparation and imparting of knowledge/instruction to the clientele (preparation of notes, handouts, publications for used of farmers/extension workers)	20
4	a) Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc. OR	20
	b) Innovative research work carried out with use of advanced technology or equipments OR	20
	c) Use of innovative extension teaching methodologies (ICTs and Audio-visual aids)	20
5	a) Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment. OR	25
	b) Preparation of research reports, attendance in research meetings, presentation of research report OR	25
	c) Participation in extension programmes as per allotment (trainings, mass media, farmer's rallies, exhibitions, meetings etc.)	25
Total score		125
Minimum API score required		75

Note :- The candidate should fill in only one activity from a/b/c from points sr. no. 1- 5 in Table- 1

A. Instruction for filling up scores of Teaching, Learning and Evaluation Related Activities

(i) Lectures, seminars, tutorials, practicals, contact hours undertaken

Indicators/Activities	Max. Score
Lectures/Practicals/Tutorials/Contact classes taken should be based on verifiable record. Each contact hours carry 3 points	Max Score : 50

(ii) Lectures or other teaching duties in excess of the norms

Indicators/Activities	Max. Score
If teacher has taken classes exceeding UGC norm, then two point to be assigned for each extra contact hour of classes	Max Score : 10

- (iii) Preparation and imparting knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students

Indicators/Activities	Max. Score
Imparting of knowledge/instruction <i>vis a vis</i> with the prescribed material (Text book/ Manual etc) and methodology of the curriculum (100% compliance = 20 points)	Max Score : 20

- (iv) **Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.**

Indicators /Activities	Max Score
Updating of Course, design of curriculum, (5 points per course)	10
Preparation of resource material, fresh reading materials, Laboratory manuals etc- 5 points each.	10
Use of Innovative teaching-learning methodologies; use of ICT; Updated subject a. ICT Based Teaching material : 10 points each b. Interactive Courses : 5 points each c. Participatory Learning modules: 4 points each	10
Developing and imparting Remedial/Bridge Course and Counseling modules (each activity : 5 points)	10
Developing and imparting soft skill//communication skill/personality development courses/modules (each activity : 5 points)	10
Developing and imparting specialized teaching-learning programmes (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

- (v) **Examination Related Work**

Indicators	Max. Score
College/University Semester End / Annual Examination work as per duties allotted. (Invigilation - 10 points; Evaluation of answer script - 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 duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10
Maximum Aggregate Limit	25

B. Instruction for filling up scores of Research Activities:

(i) Initiation, formulation and execution of research project

Indicators/Activities	Max. Score
Ten marks per project/experiment as principal investigator	50

(ii) Assistance in the research project

Indicators/Activities	Max. Score
Two marks per project assisted	10

(iii) Patent/ recommendation/variety release/ development of implements or machinery/product development/Feed/Gear/craft/technology

Indicators/Activities	Max. Score
Ten marks per patent/ variety release/ 5 points each development of implements or machinery/ product development/ Feed/ Technology developed / recommendation Five marks per activity those who helped in patents and variety released 2 marks each for development of implements or machinery/ product development/ Feed/ Technology developed / recommendation	20

(iv) Innovative research work carried out with use of advanced technology or equipments

Indicators/Activities	Max. Score
Per innovative work ten marks (To be judged by Head department/ Head Institute)	20

(v) Preparation of research reports, attendance in research meetings, presentation of research report

Indicators/Activities	Max. Score
Preparation of research reports, attendance in research meetings, presentation of research report for each activity 2.5 marks	25

C. Instruction for filling up scores of Extension Activities:

- (i) **Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies**

Indicators/Activities	Max. Score
Extension education activities should be based on verifiable records 10 points per activity.	50

- (ii) **Innovative extension work carried out (FFS, FSF, ICT based modules)**

Indicators/Activities	Max. Score
If the scientist has organized/carried innovative extension work in addition to the assigned activities then two points should be allotted for each innovative extension work <ul style="list-style-type: none"> - Imparting knowledge/instructions by developing study materials and methodology for curriculum delivery - Use of innovative extension teaching methods, use of ICT <ul style="list-style-type: none"> • ICT based teaching material • Interactive courses • Participatory learning material - Developing and imparting courses/ counseling modules - Developing and imparting soft skills Organization and conducting of training programmes	10

- (iii) **Preparation and imparting of knowledge/instruction to the clientele (preparation of notes, handouts, publications for used of farmers/extension workers)**

Indicators/Activities	Max. Score
Informative notes, printed handouts, folders, charts, posters, booklets etc. – 2.5 points each	20

- (iv) **Use of innovative extension teaching methodologies (ICTs and Audio-visual aids)**

Indicators/Activities	Max. Score
Development of web based literature, interactive teaching CDs, Audio CDs, Video Clips, Electronic display boards etc. – 5 points each	20

- (v) **Participation in extension programmes as per allotment (trainings, mass media, farmer's rallies, exhibitions, meetings etc.)**

Indicators/Activities	Max. Score
Trainings, Mass media, farmer's rallies, exhibitions, meetings etc. – 2 points each	25

CATEGORY I B: Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier .

Assessments of these officers shall be done on the basis of annual confidential reports, infrastructures created, receipts generated, etc, as applicable

The certificate be issued by the Deans/ Directors/Associate Deans/ Head of Departments/Controlling Officer etc.

Total scores: 125

Minimum API score required: 75

CR grading	Points
A+	125
A	100
B+	75

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

Brief Explanation:

Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities and Professional development related contributions. The minimum API score required from this category is 15.

Table 2 . API Scores fore Co-curricular, Extension and Professional development related activities

S.N.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15
3	Professional Development activities (Such as participation in seminars, conferences, short term, training courses, talks lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score required	15

Category II: Co-curricular, Extension and Profession Related Activities and Participation in the corporate life of the institution

(i) Co-curricular Related Activities

Indicators/Activities	Maximum score
Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training, Experiential learning and placement activities (5 point each)	10
Positions held/Leadership role played in organization linked with Extension Work and Programme officers, National service Scheme (NSS), NCC officer or any other similar activity (each activity 10 points) Participation in NCC, NSS activity – 2 points each	10
Students and Staff related Socio cultural and Sports Programmes, campus publications (college level 2 points, university level 5 points)	10
Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or drought relief, small family norms etc. (5points each)	10
Maximum Aggregate Limit	20

(ii) Contribution to corporate Life and Management of the Institution

Indicators/Activities	Maximum score
Contribution to corporate life in Universities/ colleges through meetings popular lectures, subject related events, articles in college magazine and souvenirs (2 points each)	10
Institutional Governance responsibilities like, Chairman/Vice Chairman/member of student council , Chairman/member/member secretary of Statutory bodies, Rector, College farm incharge, Associate Dean's Representative (ADR), IQAC Co-coordinator (10 points each) Monitor, Instrumentation cell etc- 5 points each	10
Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee, member of various college & university level committees (5 points each)	10
Responsibility for, or participation in committees for Students welfare, counseling and Discipline (5 each)	10
Organization of Conference, Training: International (10 points); national/regional (5 points)	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

Indicators/ Activities	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, workshops, seminars without paper presentation (Each activity: 1 point)	10
Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 point)	10
Membership/participation in Bodies/Committees on Education and National Development-5 points each	10
Publication of articles in newspapers, magazines or other publications (not covered in category III);TV talks, radio talks etc. (1 point each)	10
Maximum Aggregate Limit	15

CATEGORY II B: Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier .

Assessments of these officers shall be done on the basis of annual confidential reports, infrastructures created, receipts generated, etc, as applicable

The certificate be issued by the Deans/ Directors/Associate Deans/ Head of Departments/Controlling Officer etc.

Total scores: 50

Minimum API score required: 15

CR grading	Points
A+	50
A	30
B+	15

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTION

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. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

Table 3.

S.N.	APIs	Faculties of Agriculture/ Agril. Engg./Fisheries/ Forestry	Max. points for University and college teacher position
III (A)	Research papers published in	Referred Journals periodicals having ISBN/ISSN numbers	15/ publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III (B)	Research publications (books, chapters in books, other than referred journal articles)	Text or reference Books published by International publishers with an established peer review system	50/ each author and 10/chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	25/ each author and 5/chapter in edited books
		Subject books by other local publishers with ISBN/ISSN numbers	15/ each author and 3/chapter in edited books
		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	05/ Chapter
III (C)	RESEARCH PROJECTS		
III (C) i	Sponsored Projects carried out/ongoing	(a) Major projects amount mobilized with grants above 30.0 lakhs	20 each project
		(b) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakhs	15 each project
		(c) Minor projects (amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	10 each project
III (C) ii	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs. Fifty thousand only	10 per every Rs. Fifty thousand only

		(c) Regional/ State level	5 each
		(d) Local-University/College level	3 each
III (E) iii	Invited lectures or presentations for conferences/ symposia	(a) International	10 each
		(b) National level	5

* If a paper presented in conference/seminar is published in the form of proceedings, the points would accrue for publication (III(a)) and not under presentation (III e (ii)).

TABLE - 4
MINIMUM APIS AS PROVIDED IN TABLE 1, TABLE 2, TABLE 3, TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER
ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3)	Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/equivalent cadres(Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning Evaluation Related Activities (category I)	75/Years	75/Years	75/Years	75/Years	75/Years
II	Co-curricular Extension and Profession related activities (category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II *	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	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 credential by referral procedure

*

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

TABLE - 5

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE 1 TABLE 2, TABLE 3 AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3)	Assistant Professor to (Stage 3) 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)	75/Years	75/Years	75/Years	75/Years
II	Co-curricular Extension and Profession related activities (category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II *	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/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 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 Distribution as per Table 5 (a)	30% - Contribution to Research *** 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance Distribution as per Table 5 (a)

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

** The 20% weightage be calculated by considering the maximum limit of 600 marks in category III

*** The 30% weightage be calculated by considering the maximum limit of 800 marks in category III

e.g. Weightage to be calculated as under:

$(20 \times \text{Actual API Score})/600$ and $(30 \times \text{Actual API Score})/800$

Table 5 (a)

Percentage Distribution of Weightage Points in the Expert Assessment

Sr. No.		Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)			Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts.		
1	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	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
2	Distribution	20 % Weightage be calculated from API Category III	1) Content of Topic – 20 Marks 2) Communication Skill- 20 Marks 3) Answering ability- 20 Marks		30 % Weightage be calculated from API Category III	1) Content of Topic – 15 Marks 2) Communication Skill- 15 Marks 3) Answering ability- 20 Marks	

TABLE – 6

Minimum Scores for APIs for direct recruitment of teachers in university departments/ Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightaes in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor / equivalent cadres (Stage 1)	Associate Professor / equivalent cadres (Stage 4)	Professor / equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from category III and APIs	Consolidated API score requirement of 400 points from category III and APIs
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%) (As per Table 6 a)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%)* c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance (20%) (As per Table 6 b)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%)** c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance (20%) (As per Table 6 b)

Table 6 (a)

Distribution of Academic Record and Research Performance (50%), Assessment of Domain Knowledge and Teaching Skills (30%) and Interview performance (20%) for direct recruitment of Assistant Professor

Academic Record and Research Performance (50%),	Assessment of Domain Knowledge and Teaching Skills (30%)	Interview performance (20%)
<p>A) Academic Qualification- Maximum 14 Marks i) M. Sc. First Class-4 marks ii) M. Sc. With Distinction – 8 marks iii) Ph. D. – 12 marks iv) Additional degree /Diploma in relevant field from recognized institution – 2 marks each v) Post Doctoral Fellowship – 2 marks vi) State/National /Professional Society Award/ Gold Medal / Fellowship – 2 marks each vii) NET – 3 marks</p>	<p>1) Content of Topic – 10 Marks 2) Communication Skill- 10 Marks 3) Answering ability- 10 Marks</p>	<p>For personal interview, a candidate getting 7 or less marks out of 20 from two or more members, shall be rejected even if his total grade may be higher than that of other candidates.</p>
<p>B) Employment and record and experience – Maximum 10 Marks i) 2 marks for every completed year of experience over and above the minimum experience of 2 years of Masters and for Ph. D. full experience to be counted ii) Number of courses taught / No. of Research Projects / No. of Extension activities – 1 marks each</p>		
<p>C) Service in Remote areas/ Affected areas – Maximum 2 Marks One mark for each completed year of service (Remote Area/Affected area to be defined by the individual University).</p>		

<p>D) Significant contribution in relevant field and leadership – Maximum 5 marks Patent/Release of variety/technology/ joint agrisco recommendations/ design/ product/ process development / Farm development/ Production of seed/ Biofertilizers/ Bioagents/ Nursery Management/ Livestock management/ Extension activities/ Developments of Teaching Aids/ Practical manuals. - 1 mark/year</p>		
<p>E) Award / Recognition – Maximum 3 marks. i. National & State level award – 1 mark each ii. Best Paper/Poster Award – 0.5 mark each iii. Member of the District/ State Level Committee – 1 mark each iv. Member of Professional Society – 1 mark each</p>		
<p>F) Summer / Winter School / Refresher course / Seminar / Symposia - 0 Marks</p>		
<p>G) Publications (First three authors will get marks) – Maximum 15 marks i. Referred Journal Articles – 2 marks each ii. Conference/Technical Publication – 1 mark each iii. Folder/popular articles -= 0.5 mark each</p>		
<p>H) International Exposure – Maximum 1 mark International trainings/symposia/ seminars / conference within country/aboard – 1 mark each.</p>		

Table 6 (b)

Distribution of Academic Record and Research Performance (20%), Assessment of Domain Knowledge and Teaching Skills (20%) and Interview performance (20%) for direct recruitment of Associate Professor/Professor

Academic Performance (20%),	Research performance based on API score and quality of publications (40%)	Assessment of Domain Knowledge and Teaching Skills (20%)	Interview performance (20%)
<p>A) Academic Qualification- Maximum 2 Marks i) Ph. D. – Minimum Qualification ii) Additional degree /Diploma in any field from recognized institution – 1 mark each iii) Post Doctoral Fellowship – 1 mark iv) State/National /Professional Society Award/ Gold Medal / Fellowship – 1 mark each vii) Fellow of Professional Society – 1 mark each</p>	<p>A) Associate Professor : The 40% weightage be calculated by considering the maximum limit of 600 marks in category III in respect of the candidates appearing for Associate Professor by direct recruitment.</p> <p>B) Professor : The 40% weightage be calculated by considering the maximum limit of 800 marks in category III in respect of the candidates appearing for Professor and above cadre by direct recruitment.</p> <p>e.g. If a candidate obtains 600/800 marks in category III he will get full 40 marks and the marks will be calculated proportionately below the maximum limit prescribed above for respective cadres.</p>	<p>A) Associate Professor : 1) Content of Topic – 5 Marks 2) Communication Skill- 5 Marks 3) Answering ability- 10 Marks</p> <p>B) Professor : 1) Content of Topic – 5 Marks 2) Communication Skill- 5 Marks 3) Answering ability- 10 Marks</p>	<p>For personal interview, a candidate getting 7 or less marks out of 20 from two or more members, shall be rejected even if his total grade may be higher than that of other candidates.</p>

<p>B) Employment and record and experience – Maximum 3 Marks i) 2 marks for every completed year of experience over and above the minimum experience in the cadre of Assistant Professor/Associate Professor or it's equivalent post.</p>			
<p>C) Service in Remote areas/ Affected areas – Maximum 0.5 Mark 0.5 mark for each completed year of service (Remote Area/Affected area to be defined by the individual University).</p>			
<p>D) Significant contribution in relevant field and leadership – Maximum 2.5 marks i. Patent/Release of variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/- 1 mark each ii. Farm development/Nursery Management/ Livestock Management/ Production of Seed/ Biofertilizers/ Bioagents/ Extension activities/ Development of teaching aids/practical manuals. - 1 mark/year</p>			
<p>E) Award / Recognition – Maximum 1 mark. i. National & State level award – 1 mark each ii. Best Paper/Poster Award – 0.5 mark each iii. Member of the State/National Level</p>			

<p>Committee – 0.5 mark each iv. Member of Professional Society – 1 mark each v. Reviewer/Referee of journal – 0.5 mark each</p>			
<p>F) Externally funded projects/Inter Institutional Projects – Maximum 1.5 marks i) Competitive grant projects funded by agencies other than host University regular programme – 1 mark each ii. Joint Project of the University with State/ Centre/ Public / Private Sectors – 1 mark each</p> <p>G) Summer/Winter School/ Refresher course/ Seminar / Symposia - Maximum 1 mark i. Course Director / Coordinator – 1 mark each ii. Resource Person – 0.2 mark each lecture</p>			
<p>H) Publications (Marks will be given for first three authors) – Maximum 7.5 marks i. Articles in NAAS rated journals – Marks as per NAAS rating ii. Articles in Referred Journals other than NAAS – 1 mark each iii. Conference/Technical Publication – 0.5 mark each iv. Folder/Popular articles – 0.2 mark each v. Books – 1 mark each</p>			

<p>I) Institutional Building - Maximum 0.5 mark Lab/farm/workshop development Rector/Monitor/NSS Programme Officer/ NCC Incharge/ Students Welfare activities/ Monitoring and co-ordinating of teaching/research/extension activities</p>			
<p>J) International Exposure – Maximum 0.5 mark i. International trainings/symposia/seminars / symposia/workshop/study tour/visiting professor within country/abroad – 0.5mark each ii. Experience of working in International Institute within India/abroad – 0.5 mark/year of experience</p>			

TABLE – 7
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIRMENTS FOR PROMOTION OF TEACHERS, UNIVERSITIES AND COLLEGES

Sr. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirement and Screening / Selection Criteria
1.	Assistant Professor / equivalent cadres From Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/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 developed by the concerned university as per the norms provided in Table 4 and 5. (ii) TWO Refresher/ Research Methodology Course of 2/3 week duration. (iii) Screening cum Verification process of recommending promotion.
2.	Assistant Professor / equivalent cadres From Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5. (ii) 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 2/3 week duration. (iii) Screening cum Verification process of recommending promotion.
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with completed service of three years in Stage 3.	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5. (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D. holders. (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 selection committee process as stipulated in this regulation and in Tables 4 and 5.

4.	Associate Professor (Stage 4) Professor / equivalent cadres (Stage 5)	Associate Professor with completed service of three years in Stage 4.	<ul style="list-style-type: none"> (i) Minimum yearly / cumulative API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5 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 selection committee process as stipulated in this regulation and in Tables 4 and 5.
5.	Professor (Stage 5) to Professor (Stage 6)	Professor with completed service of ten years. (universities only)	<ul style="list-style-type: none"> (i) Minimum yearly / cumulative API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 (ii) Additional credentials are to be evidenced by : (a) post-doctoral research outputs of high standard : (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc., (iii) A review process by an Expert committee process as stipulated in this regulation and in Tables 4 and 5.

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all other who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

TABLE – 8

AVERAGE GRADATION OF ANNUAL CONFIDENTIAL REPORTS PRECEDING FIVE YEARS20 POINTS
SCHEDULE FOR AVERAGE GRADATION OF ANNUAL CONFIDENTIAL REPORTS.

Sr.No.	Average gradation of Annual Confidential Reports.	Numeral evaluation (points)	Conversion out of 20 points
1.	A +	6	20
2.	A	5	17
3.	B +	4	14
4.	B	3	11
5.	B-	2	8
6.	C	1	5

Explanatory note

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college 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.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table 4 and 5 in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table 4 and 5, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings.
5. For Category III (research and academic contribution), maintenance of past record is done on a normal basis by teachers and hence no difficulty in envisaged is 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 Tables 1 to 5, 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, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables 4 and 5 or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
 (b) If however, the candidate finds that she / he fulfills the eligibility conditions at a later date and applies 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