मंत्रालयीन सेवा

महाराष्ट्र शासन

कृषि, पशुसंवर्धन,दुग्धव्यवसाय विकास व मत्स्यव्यवसाय विभाग

दूरध्वनी क्र.०२२-२२०२३११६
Email: desk6a.agri-mh@gov.in

दालन क्र.५३५, मंत्रालय विस्तार भवन
हुतात्मा राजगुरु चौक, मादाम कामा मार्ग
मंत्रालय, मुंबई-४०००३२

क्रमांक:-मकृप-१०२३/प्र.क्र.२४/६-अे

दिनांक: ७ जुलै, २०२३

प्रति,

१. महासंचालक,महाराष्ट्र कृषि शिक्षण व संशोधन परिषद, पुणे
२. कुलसचिव, डॉ.बाळासाहेब सावंत कोकण कृषि विद्यापीठ,दापोली.
३. कुलसचिव, महात्मा फुले कृषि विद्यापीठ,राहूरी.
४. कुलसचिव, वसंतराव नाईक मराठवाडा कृषि विद्यापीठ,परभणी
५. कुलसचिव, डॉ.पंजाबराव देशमुख कृषि विद्यापीठ,अकोला.

विषय: महाराष्ट्र कृषि विद्यापीठ परिनियमांमधील परिनियम ४१, ५२ आणि ७३ मधील सुधारणा संदर्भातील अधिसूचनेबाबत.

महोदय,

विषयांकित प्रकरणाच्या अनुषंगाने कळविण्यात येते की, महाराष्ट्र कृषि विद्यापीठ परिनियमांमधील परिनियम ४१, ५२ आणि ७३ यामध्ये ७ व्या वेतन आयोगानुसार, विद्यापीठ अनुदान आयोग व भारतीय कृषि अनुसंधान परिषद, नवी दिल्ली यांच्या नियमांनुसार योग्य ते बदल/सुधारणा करून यासंदर्भातील अधिसूचना दि.३०.०६.२०२३ रोजी निर्गमित करण्यात आलेली आहे. सदरील अधिसूचना आवश्यक कार्यवाहीस्तव सोबत जोडून पाठविण्यात येत आहे.

आपला,

सहपत्र: वरीलप्रमाणे

(रोहिदास खोकले)
कक्ष अधिकारी,महाराष्ट्र शासन.

प्रत- निवडनस्ती (६-अे)

RNI No. MAHBIL /2009/37831

सत्यमेव जयते

महाराष्ट्र शासन राजपत्र

असाधारण भाग चार-ब

वर्ष ९, अंक ९३(२)] सोमवार, जुलै ३, २०२३/आषाढ १२, शके १९४५ [पृष्ठे ४१, किंमत : रुपये ९.००

असाधारण क्रमांक २५९

प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमांन्वये तयार केलेले
(भाग एक, एक-अ आणि एक-ल यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांव्यतिरिक्त) नियम व आदेश.

AGRICULTURE, ANIMAL HUSBANDRY, DAIRY DEVELOPMENT AND FISHERIES DEPARTMENT

Mantralaya, Annexe, Mumbai 400 032,
dated the 30th June, 2023.

ORDER

MAHARASHTRA AGRICULTURAL UNIVERSITIES (KRISHI VIDYAPEETHS) STATUTES, 1990.

No. MaKruPa-1023/C.R.24/6-A.—Whereas, the Government of Maharashtra has under subsection (*6*) of section 38 of the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Act, 1983 (Mah. XLI of 1983) made the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 (hereinafter referred to as the "said Statute") in respect of all the Agricultural Universities in the State of Maharashtra;

And whereas, the University Grants Commission and Indian Council of Agricultural Research, New Delhi have prescribed the qualification and method of appointments and evaluation of Academic Officers, Head of Departments and other equivalent posts and qualifications of Academic Staff Members of the University;

And whereas, in the opinion of the State Government, it is necessary to amend the said Statutes with the concurrence of the Chancellor so that to make the qualifications inconsonance with the University Grant Commission and Indian Council of Agricultural Research, New Delhi;

Now, therefore, in exercise of the powers conferred by sub-section (*6*) of section 38 of the said Act the Government of Maharashtra, with the concurrence of the Chancellor, hereby amends the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Statutes, 1990, as follows, namely : —

1. These Statutes may be called the Maharashtra Agricultural Universities (Krishi Vidyapeeths) (Amendment) Statutes, 2023

2. For Statute 41 of the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990, the following statutes shall be substituted, namely : —

Statute 41. "Qualification and method of appointment -

(1) For being appointed to any post in the University service either by way of promotion or by nomination mentioned in column (2) of Appendix I and Appendix III, a person shall possess the minimum qualifications mentioned against such post in column (3) of the said Appendix I and said Appendix III

(2) If the Recruitment Board is satisfied that candidate with prescribed qualification and quality are not available for selection and make such report to the State Government to that effect then the State Government may relax the higher basic qualifications and experience in making the appointments as may be necessary.

(3) The post of Director, Dean of Faculties, shall be filled in by nomination for tenure of 5 years, after completion of the tenure incumbent shall have to go through entire process of nomination. The Associate Dean of Colleges or equivalent and Head of Departments and equivalent shall be filled in by promotion and nomination in the ratio 50:50 per cent on tenure basis for a period of five years to the vacant post as the Vice-Chancellor may, from time to time, determine.

Provided that, such post shall be filled in by promotion through the recommendation of the Recruitment Board on the basis of seniority in the discipline or group of disciplines, department or sector and minimum academic qualification, score and experience, as provided by the said Statute.

(4) The seniority of the staff member will be considered on his original post. Seniority will not be considered on a post held on tenure basis. The original post will be maintained.

(5) When an appointment on tenure basis is made the staff member will be eligible to keep a lien on the original post during the entire tenure period".

3. For Statute 52 of the said Statutes the following clause shall be substituted, namely: —

"Statute 52. Evaluation

(1) Each member of the Recruitment Board shall give marks individually to each candidate. The marks given by the various members shall be totalled and arranged in descending order.
Selection shall be on merit in the order of the total marks scored by the candidates. Evaluation of candidates shall be done as mention in appendix II Table – 3 A and 3 B

(2) For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.

(3) The procedure of selection of Academic staff by nomination and promotion shall be based on terms and conditions laid down by the State Government, from time to time. The eligibility and evaluation of the candidate shall be follows, namely: -

(A) *Eligibility criteria for selection of Academic staff*—

(i) For Career Advancement Scheme (CAS) - Eligibility for Career Advancement Scheme shall be based on requirement as depicted in Table 5A/5B/5C of Appendix II of the Statute as the case may be.

(ii) For Nomination - Eligibility for nomination shall be considered according to the grade and minimum scores as depicted in Table – 1A/1B/1C and 2A/2B/2C of Appendix-II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73.

(iii) For promotion—(a) Average score of Annual Confidential Reports for preceding five years, as per Government Resolution coming in force, from time to time.

(b) Eligibility for promotion shall be considered according to the grade and minimum score based on norms depicted in Table - 1A/1B/1C, 2A/2B/2C of Appendix II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73.

(B) *Evaluation criteria for selection of Academic staff –*

(i) Career Advancement Scheme (CAS) - Evaluation criteria for Career Advancement Scheme (CAS) of academic staff shall be as per Table 6A/6B/6C, as the case may be, in Appendix-II of the Statute as the case may be.

(ii) For Nomination—Evaluation criteria for nomination of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 and score weightage shown in Table 4 and 3A/3B of Appendix –II of the Statute.

(iii) For Promotion—Evaluation criteria for promotion of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 grade and score as per Table-1A/1B/1C and 2A/2B/2C of Appendix II of the Statute.".

The academic staff on deputation or whose service are pooled by the University within or outside the University for administrative or any non academic work which does not involve either teaching, research or extension activity will be assessed for nomination, promotion or Career Advancement Scheme on the basis of the annual confidential reports.

4. For Statute 73 of the said Statue, the following Statute shall be substituted, namely:-

"Statute 73 Qualifications of Academic Staff Member :-

(a) For being appointed to any post in the University service mentioned in column 2 of Appendix III, a person shall possess the minimum qualifications mentioned against each such post in column 3 of the Appendix III and fulfil the criteria as prescribed in the Statute *vide* Appendix II.

(b) If the Selection Board is satisfied that candidates with prescribed qualifications or experience or both are not available for the selection and make a report to the State Government to that effect, then the State Government may relax a higher basic qualification or experience or both in making the appointments as may be necessary.".

5. *For Appendix I, Appendix II and Appendix III of the said Statutes, the following shall be substituted, namely:-*

APPENDIX - I

(Statute 41)

QUALIFICATION FOR THE ACADEMIC POSTS

Sr. No. (1)	Designation of the post (2)	Qualification (3)
1.	Director of Instruction, Director of Research or Director of Extension Education.	(1) A Ph.D. in any Faculty of agriculture and allied sciences. An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department; OR An eminent Scientist or Teacher, having at least eighteen years

		experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent; (2) Experience of guiding at least five post graduate students; (3) Evidence of at least ten published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (4) A minimum of 110 Academic/Research score as per Appendix II, Table 2A. **Tenure:** The post of Director shall be filled in by nomination for tenure of 5 years, after completion of the tenure incumbent shall have to go through entire process of nomination.
2.	Dean of Faculty.	(1) A Ph.D. in respective Faculty; An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department; OR An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent; (2) Experience of guiding at least five post graduate students; (3) Evidence of at least ten published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (4) A minimum of 110 Academic/Research score as per Appendix II, Table 2A. **Tenure:** The post of Dean of Faculty, shall be filled in by nomination for tenure of 5 years, after completion of the tenure incumbent shall have to go through entire process of nomination.
3.	Associate Dean /Principal	(1) A Ph.D. in respective faculty; A minimum fifteen years experience in the field of teaching or research or extension education, out of which at least three years experience as Head of the Department. OR A minimum fifteen years experience in the field of teaching or research or extension education out of which five years experience shall be in the cadre of regular Professor or its equivalent; (2) Experience of guiding at least five post graduate students;

		(3) Evidence of at least ten published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (4) A minimum of 110 Academic/Research score as per Appendix II, Table 2A. **Tenure:** The post of Associate Dean, shall be filled in by promotion and nomination in the ratio 50:50 per cent for tenure of 5 years, after completion of the tenure incumbent shall have to go through entire process of nomination/promotion to the vacant post.
4.	Head of Department.	(1) A Ph.D. in respective discipline; A minimum twelve years experience in teaching or research or extension education, out of which at least three years experience shall be in the cadre of regular Professor or its equivalent; OR A minimum twelve years experience in teaching or research or extension education, out of which seven years experience shall be in the cadre of Associate Professor or its equivalent; (2) Experience of guiding at least three post graduate students; (3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process; (4) Evidence of at least ten published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (5)A minimum of 110 score Academic/Research Score as per Appendix II, Table 2A. **Tenure:** The post of Head of Department, shall be filled in by promotion and nomination in the ratio 50:50 per cent for tenure of 5 years, after completion of the tenure incumbent shall have to go through entire process of nomination/promotion to the vacant post.
5.	Professor.	(1) A Ph.D. in respective discipline; A minimum Ten years experience in teaching or research or extension education in the cadre of Associate Professor/Assistant Professor or its equivalent; (2) Experience of guiding at least three post graduate students; or Member of Students Advisory Committee who have guided at least ten post graduate students and those students have completed their post graduate courses, where post graduate programme is not available, or Developed at least two varieties of crops or breeds and received recommendations of the Joint Agricultural Research Council of the State Agricultural Universities or recommendation of Central Variety Release Committee therefore, or Having the proof of transfer of two or more technologies or varieties, and duly certified by Director of Extension Education;

		(3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process; (4) Evidence of at least ten published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (5) A minimum of 120 Academic/Research score as per Appendix II, Table 2A.

APPENDIX III

(Statute 73)

QUALIFICATIONS FOR THE POSTS OF ACADEMIC STAFF MEMBERS

Sr. No. (1)	Designation of the post (2)	Qualification (3)
1	Associate Professor.	(1) Ph. D. in respective discipline; (2) A minimum eight years of experience in teaching or research or extension education in the position of Assistant Professor or its equivalent; in a University or Accredited grant –in- aid College, Recognized Research Institution Excluding the period of Ph.D. Study leave; (3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process with evidence of having guided two post graduate students or worked on advisory committee of five post graduate students have completed their post graduate courses, in the discipline where master's programme is not available, or Developed at least two varieties of crops or breeds and received recommendations of the Joint Agricultural Research Council of the State Agricultural Universities or recommendation of Central Variety Release Committee therefore, or Having the proof of transfer of two or more technologies or varieties, and duly certified by Director of Extension Education; (4) Evidence of at least seven published papers in peer reviewed or UGC listed or National Academy of Agricultural Science rating (NAAS) rated journals; (5) A minimum of 75 Academic/Research score as per Appendix II, Table 2A.
2	Assistant Professor.	A Ph.D. degree in relevant discipline from Indian Council of Agricultural Research (ICAR) accredited University. OR The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) ; (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai). Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/

		Colleges/Institutions subject to the fulfilment of the following conditions: a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal; e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency. The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.
3	Senior Research Assistant.	Masters degree in the respective discipline.
4	Junior Research Assistant.	Bachelor's degree in the respective faculty.
5.	Assistant Librarian	1) A Ph.D. in library science, information science or documentaion science. 2) A consistently good academic record, with knowledge of computerization of a library. 3) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal. 4) The candidate has presented at least two papers, based on his/her Ph.D. work in conference/ seminars, sponsored/funded/ supported by the UGC/CSIR/ICSSR or any similar agency. Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/Institutions subject to the fulfilment of the following conditions: a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal;

		e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.
6.	Sports officer	1) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. 2) Evidence of having produced good performance of teams / athletes for competitions like state/ national/ inter-university/ combined university, etc; 3) Evidence of having produced good performance to team/athletes for competitions. 4) Physical Fitness norms as per UGC notification 2018 Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/Institutions subject to the fulfilment of the following conditions: a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal; e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

APPENDIX II

(Statute 52)

Table 1 A

Assessment Criteria and Methodology for University/College Teachers

Sr. No.	Activity	Grading Criteria
1.	**Teaching:** (Number of classes taught/total classes assigned) x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities) **Research:** (Number of research trials / Total research trials assigned x 100%) **Extension:** Number of extension activities / Total extension activities assigned x 100% Other Academic officers: Those staff not involved in teaching, research, and extension education activities (To be evaluated on the basis of Confidential Reports).	80% & above - Good Below 80 % but 70% & above -Satisfactory Less than 70% -Not satisfactory CR grading A+ - Good A or B+ - Satisfactory B - Not satisfactory
2.	**i)** Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/Dean/ Director/Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. Or Preparation of Research reports, assistance in research projects, attendance in research meetings, presentation of research reports. Or Participation in extension programmes as per allotment (OFT/ FLD/ FFS/ FSF/ extension training programme, farmers rallies, exhibitions, meetings etc). (c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. Or Patent/ copyright/ recommendations/ variety release/ development of implement of machineries/ product development/ technology development etc.	Good - Involved in at least 3 activities Satisfactory-1- 2 activities Not satisfactory - Not involved/undertaken any of the activities. **Note:** Number of activities can be within or across the broad categories of activities

	Or Preparation and imparting of knowledge or instruction to the clientele (preparation of notes, hand outs, publication for used of farmers or extension workers) (d) Organizing seminars/conferences/workshops, other college/university activities. (e) Evidence of actively involved in guiding (Major advisor/ SAC member) PG and Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. Or Initiation, formulation, and execution of product testing experiments, revolving funds etc. (g) At least one single or joint publication in peer-reviewed or UGC /NAAS rated list of Journals	

Overall Grading:

Good: Good in teaching / research / extension and satisfactory or good in activity at Sr. No. 2.

Or

Satisfactory: Satisfactory in teaching / research / extension and good or satisfactory in activity at Sr. No. 2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 1 B

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals, and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory.
		OR Good – 100% Catalogue database made up to date
		Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	i) Digitization of books database in institution having no computerized database. (ii) Promotion of library network. iii) Systems in place for dissemination of information relating to books and other resources. iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. v) Design and offer short-term courses for users. vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.

Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 1 C

Assessment Criteria and Methodology for Assistant Professor of Physical Education/ Physical Training Instructor/ Sports officer

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 3 disciplines. Satisfactory - Intra college competition in 1-2 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory
4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.

5.	i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory : 1 activity Not Satisfactory: Not involved / undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in over all grading.	

Note:

1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

Table 2 A

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc,.)

Sr. No.	Academic / Research / Extension Activities	Faculties of Agriculture/ Agril. Engg./ Fisheries/ Forestry/ Horticulture/Home Science	Max. points for Academic Staff
1.	**Research Publication**		
	i. Research papers published in	i. Peer-Reviewed or UGC listed Journals/NAAS rated journals (National Academic Agricultural Sciences)	8 each publication
		ii. Technical articles published but not covered above (excluding popular articles)	2 each publication
	ii. Papers in Conferences or Seminars or Workshops etc	Participation and presentation of research papers (oral or poster) in	
		(a) International conference	5 each
		(b) National	3 each
		(c) Regional or State level	2 each
		(d) Local – University or college level	1 each
2.	**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 with ISBN numbers	12 each author and 5 Chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN number	10 each author and 2.5 chapter in edited books
		Subjects books by other local publishers/ e publication	8 each author and 2 chapter in edited books
		Editor of Book by international Publishers	10 each
		Editor Book by Indian/ National level publishers.	8 each
3.	**Externally funded Project**		
	i. Sponsored Projects carried out or ongoing	(a) Major project amount mobilized more than Rs. 1 crore.	10 each project
		(b) Major project amount mobilized with grants Rs. 30.0 lakhs to 1 crore.	4 each project
		(c) Major project amount mobilized with grants above Rs. 5.0 lakhs upto Rs. 30.0 lakhs.	3 each project
		(d) Minor project (amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakhs	2 each project
	ii. Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. Fifty thousand only.	3 per every Rs. Fifty thousand only
	iii. Revolving fund	25% above than target. 35% above the target.	1 points 2 points 1 points for 10% more than the target
	iv. Product testing	Product or chemicals or equipment/ machine, etc. testing	1 points each

	v. Completed projects Quality evaluation	Completed project report (Acceptance from funding agency)	4 each major project and 2 each minor project
	vi. Project Outcome or outputs	Variety released or Technology or products or process developed or Recommendations or Software's or models or gadgets	4 each for state level/ 6each for National Level.
	vii. Registration under IPR	Patent or GI or Trademark or copy right etc.	10 each
4	**RESEARCH GUIDANCE**		
	i. M.Sc. or M. Tech. or M.F.Sc.	Degree awarded	3 each candidate
		Member Advisory committee (Degree awarded)	2 points each candidate
	ii. Ph.D.	Degree awarded – Major Advisor	10 each candidate
		Co-major Advisor	7 points
		Member advisory committee	5 each candidate
5	**TRAINING COURSES AND CONFERENCE/SEMINARS/WORKSHOP PAPERS**		
	i. Participated in Refresher courses, Methodology Workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes	(a) Not less than two weeks duration (b) Two weeks duration (Not less than 10 days)	10 each 5 each
	ii. Organized the refreshers course or seminar or symposium or workshop etc.	Convener Co-convener or secretary	10 each 5 each
	iii. Lecture delivered as resources person in seminar / symposium / workshop, refreshers course / training etc.	International	10 each
		National	7 each
		State level	3 each
		University	2 each
	iv. Worked as chairman /rapporteurs in seminars/ symposium /workshop /conferences etc.	(a) Chairman International National State	 10 each 5 each 3 each
		(b) Rapporteurs International National State	 5 each 3 each 2 each
6	**TEACHING**		
	i. Teaching as per the prescribed norms		15 per year
	ii. Expert lecture or guest faculty or adjunct faculty	Within the University	3 each
	iii. Visiting professor to other organization or university		2 each lecture
	iv. Evaluation of Ph.D. thesis		5 each

	v. Evaluation of Master thesis		3 each
	vi. Curriculum Development	University level	5 each
		National Level	7 each
	vii. Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		5 each
7.	**Medals/ Awards and Honors**		
	International		7 each
	National		5 each
	State level		3 each
	Fellow		3 each
	Post Doctoral fellow		10 each
	National Professor		10 each
	National Scientist		10 each
	Best oral presentation		5 each
	Best poster presentation		5 each
	Appreciation letter by University authority		1 each
8.	**ADMINISTRATIVE**		
	i. Officers those who are working as Officer-In-Charge / ADR /Superintendent of School / Director of Farm / HOD / Associate Dean		5 each year
	ii. Additional charge held more than six month's duration	Same post	1 each
		Higher post	2 each
	iii. Worked as Chairman /Member for selection committee Chairman Member.	Chairman	3 each
		Member	2 each
	iv. QRT Member		3 each
9.	**EXTENSION ACTIVITIES**		
	i. OFT or FLD or FFS or FSF or Extension training programme implemented or extension methodology developed.		1 each
	ii. Coordinated mass media programme		1 each
	iii. Development or production of ICT tools		1 each

10.	**Infrastructure Development**		
	i. Land acquisition development		2
	ii. Moderation or Lab.	1 to 5 lakhs	1
		5 to 50 lakhs	2
		50 to 100 lakhs	3
		More than 1 crore	4
11.	**Special Contributions**		
	i. Special contributions not covered above i.e. Avishkar, Ashwamegh, Indradhnushya, Avhan, leadership development, soft skill, etc. duly certified by competent authority		2 each

Table 2 B

Performance and academic contributions for Assistant Librarian

Sr. No.	Academic / Research / Extension Activities	Faculties of Agriculture/ Agril. Engg./ Fisheries/ Forestry / Horticulture	Max. points for Academic Staff
1.	**Research publication**		
	i. Research papers published in	i. Peer-Reviewed or UGC listed Journals/NAAS rated journals (National Academic Agricultural Sciences/Referred Journals periodicals having ISSN numbers	8 each publication
		ii. Technical articles published but not covered above (excluding popular articles)	2 each publication
	ii. Papers in Conferences or Seminars or Workshops etc	Participation and presentation of research papers (oral or poster) in	
		(a) International conference	5 each
		(b) National	3 each
		(c) Regional or State level	2 each
		(d) Local – University or college level	1 each
2.	**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	12/ each author and 5/ Chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	10 /each author and 2.5/chapter in edited books
		Subjects books by other local publishers/ e publication	8/ each author and 2/ chapter in edited books
		Editor of Book by international Publishers	10
		Editor Book by Indian/ National level publishers.	8
3.	i. Sponsored Projects carried out or ongoing	(a) Major project / Events amount mobilized with grands above Rs. 0.5 lakhs	10 each project
		(b) Major project / Events amount mobilized with minimum of Rs. 4.00 lakhs up to 5.00 lakhs.	5 each project
		(c) Major project from central / state funding agencies with grants below 4.0 lakhs.	4 each project

	ii. Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. Fifty thousand only.	3 per every Rs. Fifty thousand only
	iii. Completed projects Quality evaluation	Completed project report (Accepted by funding agency)	4 each major project and 2 each minor project
	iv. Project Outcome or outputs	Policy document of Government Bodies at Central and State level	15/each output or outcome for National patents etc. 20/ each for International patents
4.	**RESEARCH GUIDANCE**		
	i. M.Phil./M.Lib	Degree awarded only	3 each candidate
	ii. M.Phil./M.Lib	Member in Advisory Committee (Degree awarded)	2 each candidate
	iii. M.Sc. or M. Tech. or M.F. Sc.	Member Advisory committee (Degree awarded)	2 points each candidate
	iv. Ph.D.	Degree awarded – Major Advisor	10 each candidate
	Ph.D.	Co-major Advisor	7 points
	Ph.D	Member advisory committee	5 each candidate
5.	**TRAINING COURSES AND CONFERENCE/SEMINARS/WORKSHOP PAPERS**		
	i. Participated in Refresher courses, Methodology Workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes	(c) Not less than two weeks duration (d) Two weeks duration (Not less than 10 days)	10 each 5 each
	ii. Organized the refreshers course or seminar or symposium or workshop etc.	Convener Co-convener or secretary	10 each 5 each
	iii. Lecture delivered as resources person in seminar / symposium / workshop, refreshers course / training etc.	International	10 each
		National	7 each
		State level	3 each
		University	2 each

	iv. Worked as chairman /rapporteurs in seminars/ symposium /workshop /conferences etc.	(c) Chairman International National State (d) Rapporteurs International National State	 10 each 5 each 3 each 5 each 3 each 2 each
6.	**Providing other services like night Library, reprography, ICT, Audio Visual aids etc.**	Other services rendered in addition to regular service	15 each
7.	**Innovative services**	i. To encourage staff and student reading behavior ii. Knowledge Management System	10 each

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

Summary of Scores

Sr. No.	Criteria	Last Academic Year	Total –Score for Assessment Period	Annual Average Score for Assessment Period
1	Procurement, organization, and delivery of knowledge and information through Library services			
2	Co-Curricular, Extension and Professional Development Related Activities			
3	Research and Academic Contributions			

Table – 2 C

Performance and academic contributions for Sports Officer / Physical Training Instructor

Sr. No.	Academic / Research / Extension Activities	Faculties of Agriculture/ Agril. Engg./ Fisheries/ Forestry / Horticulture	Max. points for Academic Staff
1.	**Research Publications**		
	i. Research publication	i. Peer-Reviewed or UGC listed Journals/NAAS rated journals (National Academic Agricultural Sciences/Referred Journals periodicals having ISBN/ISSN numbers	8 each publication
		ii. Technical articles published but not covered above (excluding popular articles)	2 each publication
	ii. Papers in Conferences or Seminars or Workshops etc	Participation and presentation of research papers (oral or poster) in	
		(a) International conference	5 each
		(b) National	3 each
		(c) Regional or State level	2 each
		(d) Local – University or college level	1 each
2.	**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	12/ each author and 5/ Chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	10/ each author and 5/chapter in edited books
		Subjects books by other local publishers/ e publication	8/ each author and 2.5/chapter in edited books
		Chapters contributed to edited knowledge based volumes published by international Publishers	8/ chapters
		Chapters in knowledge based volumes by Indian/ National level publishers.	3/ Chapter
		Worked as editor of book / periodical / abstract book / souvenir	5 each
3.	**Consultancy Projects carried out / ongoing**	Amount mobilized with minimum of Rs. Fifty thousand only.	3 per every Rs. Fifty thousand only
4.	**RESEARCH GUIDANCE**		
	i. M.Phil.	Degree awarded	3 each candidate
	ii. M.Phil / MP.Ed.	Member in Advisory committee (Degree awarded)	2 each candidate
	iii. Ph.D.	Degree awarded – Major Advisor	10 each candidate
	Ph.D.	Co-major Advisor	7 points
	Ph.D	Member advisory committee	5 each candidate
5.	**TRAINING COURSES AND CONFERENCE/SEMINARS/WORKSHOP PAPERS**		
	i. Participated in Refresher courses, Methodology Workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development	(a) Not less than two weeks duration (b) Two weeks duration (Not less than 10 days)	10 each 5 each

	Programmes, Faculty Development Programmes		
	ii. Organized the refreshers course or seminar or symposium or workshop etc.	Convener Co-convener or secretary	10 each 5 each
	iii. Lecture delivered as resources person in seminar / symposium / workshop, refreshers course / training etc.	International	10 each
		National	7 each
		State level	3 each
		University	2 each
	iv. Worked as chairman /rapporteurs in seminars/ symposium/ workshop/ conferences etc.	(a) Chairman International National State	 10 each 5 each 3 each
		(b) Rapporteurs International National State	 5 each 3 each 2 each
6.	**Student selected in international / national / state / inter university /west zone / inter collegiate**	International	25 per student
		National / ICAR Sports	12 per student
		State / Ashwamedh / Krida Mohostav / West Zone / Inter University	10 per student
		University level / Inter Collegiate	2 per student
7.	**Proficiency achieved by students (played in International / National / State / Inter zonal / zonal)**	International	1. Position 20 per student 2. Position 18 per student 3. Position 15 per student
		National / ICAR Sports	1. Position 15 per student 2. Position 10 per student 3. Position 8 per student
		State / Ashwamedh / Krida Mohostav / West Zone / Inter University	1. Position 10 per student 2. Position 8 per

			student 3. Position 5 per student
		University level / Inter Collegiate	1. Position 5 per student 2. Position 3 per student 3. Position 2 per student
8.	**TEACHING**		
	i. Teaching as per the prescribed norms		15 per year
	ii. Expert lecture or guest faculty or adjunct faculty	Within the University Outside the University	3 each 2 each
	iii. Visiting faculty to other organization or university		2 each lecture
	iv. Evaluation of Ph.D. thesis		5 each
	v. Evaluation of Master thesis		3 each
	vi. Curriculum Development	University level	5 each
		National Level	7 each
9.	**Medals/ Awards and Honors**		
	International		7 each
	National		5 each
	State level		3 each
	Best oral presentation		3 each
	Best poster presentation		3 each
	Appreciation letter by University authority		1 each
10.	**Additional charge held more than six month's duration**	Same post	1 each
		Higher post	2 each
11.	**Worked as Chairman /Member for selection committee Chairman Member.**	Chairman	3 each
		Member	2 each

12.	**Infrastructure Development Moderation of play ground / gymnasium etc.**	1 to 5 lakhs	1 each
		5 to 50 lakhs	2 each
		50 to 100 lakhs	3 each
		More than 1 crore	4 each
13.	**Other contribution**	Rector / Monitor / campus development / team manager / educational tour	2 each
14.	**Referee examination passed**	National level	25 each
		State level	15 each
		District level	10 each

Table: 3 A
Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities/ Colleges

S.N.	Academic Record	Score		
1.	**Graduation**	**Maximum marks 5**		
		80% & Above = 05	60% to less than 80% = 2.5	5% grace admissible for candidates belonging to SC/ST/OBC(non-creamy layer)/PWD)
2.	**Post Graduation**	**Maximum marks 5**		
		85% & Above = 05	75% to less than 85% = 2.5	5% grace admissible for candidates belonging to SC/ST/OBC(non-creamy layer)/PWD)
3.	**Ph.D.**	**Maximum marks 10**		
		Ph. D. Degree from recognized university 10 marks		
4.	**NET with JRF**	**Maximum marks 07**		
	NET with JRF	07		
	NET	05		
	SET	03		
5.	**Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC/NAAS listed Journals)**	**Maximum marks 10**		
6.	**Teaching/Research/ Extension/Post Doctoral Experience (2 marks for one year each)#**	**Maximum marks 10**		
7.	**Awards**	**Maximum marks 03**		
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03		
	State Level (Awards given by State Government)	02		

These marks will be carried forward for judging the performance of candidate and preparing merit list by adding remaining 50 % marks obtained by the candidates during personal interview and domain knowledge as mentioned in Table 4.

Table: 3 B
Distribution of Academic Record (20%) for Nomination of Associate Professor and Professor

S.N.	Academic Record	Score
(A)	**Academic Qualification –**	**Maximum 10 Marks**
i)	Additional Degree or Diploma in any field from recognized institution -	5 Marks each
ii)	Post Doctoral Fellowship	5 Marks
iii)	State or National or Professional Society Award or Gold Medal or Fellowship	5 Marks
iv)	Fellow of Professional Society -	5 Marks
(B)	**Employment and record and experience –**	**Maximum 15 Marks**
	Experience over and above the minimum experience in the cadre of Assistant Professor / Associate Professor or it's equivalent post	5 marks for every completed year
(C)	**Service in Remote areas / Affected areas — 2.5 marks for each completed year of service (Remote Area / Affected area) to be defined by the individual University**	**Maximum 2.5 Marks**
(D)	**Significant contribution in relevant field and leadership –**	**Maximum 12.5 marks**
i)	Patent or Release of variety or technology or joint agresco recommendations or design or product or process development or Farm development -	5 marks each;
ii)	Farm development or Nursery Management or Livestock Management or Production of Seed or Biofertilizers or Bioagents or Extension activities or Development of teaching aids or practical manuals -	5 marks / year
(E)	**Award / Recognition –**	**Maximum 5 marks**
i)	National & State level award -	5 mark each
ii)	Best Paper / Poster Award -	2.5 mark each
iii)	Member of the State / National Level Committee -	2.5 mark each
iv)	Member of Professional Society -	5 mark each
v)	Reviewer or Referee of journal –	2.5 mark each
(F)	**Externally funded projects / Inter Institutional Projects –**	**Maximum 7.5 marks**
i)	Competitive grant projects funded by agencies other than host University regular programme	5 Mark each
ii)	Joint Project of the University with State or Centre or Public or Private Sectors -	5 mark each
(G)	**Summer or Winter School or Refresher course or Seminar or Symposia**	**Maximum 5 mark**
i)	Course Director or Coordinator -	5 marks each
ii)	Resource Person –	1 mark each lecture
(H)	**Publications**	**Maximum 37.5 marks :**
i)	Articles in NAAS rated journals	Marks as per NAAS rating;
ii)	Articles in Referred Journals other than NAAS	2.5 Mark each;

	having ISSN/ISBN	
iii)	Conference or Technical Publication	1 mark each;
iv)	Folder or Popular articles -	1 marks each;
v)	Books -	5 mark each
(I)	**Institutional Building –**	**Maximum 2.5 marks**
	Lab or farm or workshop development Rector or Monitor or NSS Programme Officer or NCC In-charge or Students Welfare activities or Monitoring and coordinating of teaching or research or extension activities	
(J)	**International Exposure –**	**Maximum 2.5 marks**
i)	International training or symposia or seminars or symposia or workshop or study tour / visiting professor within country or abroad -	2.5 mark each;
ii)	Experience of working in International Institute within India or abroad -	2.5 marks year of experience.

 # *However*, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

Number of candidates to be called for interview shall be decided by the concerned universities or as per Government Directives time to time if any..

C) Academic Score (A+D+E+F+G+ I+J)	45.0
Research Publications (H)	37.5
Teaching Experience (B+C)	17.5
TOTAL	100

Table – 4

Minimum Score for Nomination of academic staff in Universities/Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Statute

	Assistant Professor / equivalent cadres Level 10	**Associate Professor / equivalent cadres Level 13 A**	**Professor / equivalent cadres Level 14**
Minimum Qualification and Minimum Scores	**Minimum Qualification as stipulated in the Statute**	**Minimum Qualification as stipulated in this Statute and Required Grade & Score as per Table 2(A)/2(B)/2(C) and Table 1(A)/1(B)/1(C) Annexure II**	**Minimum Qualification as stipulated in this Statute and Required Grade & Score as per Table 2(A)/2(B)/2(C) and Table 1(A)/1(B)/1(C) Annexure II**
Selection Board criteria / weightages (Total Weightages = 100)	**a) Academic Record and Research Performance (50%)** (As per Table 3A) **b) Assessment Domain Knowledge and Teaching Skills (30%)** (1) Content of Topic – 10 Marks (2) Communication Skill – 10 Marks (3) Answering ability – 10 Marks **c) Interview performance (20%)** For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.	**a) Academic background (20%)** (As per Table 3B) **b) Research performance** based on Table 2(A)/2(B)/2(C) **(40%)** **c) Assessment of Domain Knowledge and Teaching Skills (20%)** (1) Content of Topic – 5 Marks (2) Communication Skill – 5 Marks (3) Answering ability – 10 Marks **d) Interview performance (20%)** For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.	**a) Academic background (20%)** (As per Table 3B) **b) Research performance** based on Table 2(A)/2(B)/2(C) **(40%)** **c) Assessment of Domain Knowledge and Teaching Skills (20%)** (1) Content of Topic – 5 Marks (2) Communication Skill – 5 Marks (3) Answering ability – 10 Marks **d) Interview performance (20%)** For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.

TABLE – 5 A

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF UNIVERSITY/COLLEGE TEACHERS THROUGH CAREER ADVANCEMENT SCHEME

Sr. No.	Promotion of Academic Staff through CAS	Service requirement	Minimum Academic Performance Requirement and Screening / Selection
1	Assistant Professor / equivalent cadres From Level 10 to Level 11	Assistant Professors who have completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Agriculture as well as Courses, such as M.Tech., M.V.Sc., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.	i. Minimum scores as per the norms provided in Table 6A; ii. TWO Refresher or Research Methodology Course of 3 week (21 days) duration during the assessment period; iii. Published one research publication in the peer-reviewed journals or UGC/ NAAS listed journals during the assessment period. iv. Screening cum Verification process for recommending promotion.
2	Assistant Professor / equivalent cadres From Level 11 to Level 12	Assistant Professors who have completed five years of service in Academic Level 11.	i. Ph.D. Degree in the subject concerned/allied/relevant discipline. ii. Minimum scores as per the norms provided in Table 6A; iii. One course or 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 during the assessment period; iv. Published three research publication in the peer-reviewed journals or UGC/ NAAS listed journals during assessment period. v. Screening cum Verification process of recommending promotion.
3	Assistant Professor (Stage 12) to Associate Professor (Level 12 to Level 13A)	Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.	i. A Ph.D. degree in subject concerned /allied/relevant discipline. ii. Minimum scores as per the norms provided in Table 6A; iii. A minimum of seven publications in the peer reviewed or UGC/NAAS listed journals out of which three papers should have been published during the assessment period.

			iv. Evidence of the any one of the following. a. Having guided at least one Ph.D. candidate b. Experience of having guided at least Two PG students c. Received two recommendations of the Joint Agricultural Research Council of the State Agricultural Universities or recommendation of Central Variety Release Committee therefore; d. Developed at least two varieties of crops or breeds e. Having the proof of transfer of two or more technologies or varieties, and duly certified by Director of Extension Education; f. worked on advisory committee of five post graduate students v. One course or 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 during assessment period; vi. A Selection Board process as stipulated in Act and Statute.
4	Associate Professor (Level 13A) to Professor / equivalent cadres (Level 14)	Associate Professors who have completed three years of service in Academic Level 13A	i. A Ph.D. degree in subject concerned/allied/relevant discipline. ii. A minimum of ten research publications in the peer- reviewed or UGC- listed journals out of which three research papers should have been published during the assessment period. iii. Evidence of the any one of the following a. Having guided at least one Ph.D. candidate b. Experience of having guided at least Two PG students c. Received two recommendations of the Joint Agricultural Research Council of the State Agricultural Universities or recommendation of Central Variety Release Committee therefore; d. Developed at least two varieties of crops or breeds e. Having the proof of transfer of two or more technologies or varieties, and duly certified by Director of Extension Education; f. worked on advisory committee of five post

			graduate students, iv. Minimum scores as per the norms provided in Table 6A. v. A Selection Board process as stipulated in Act and Statute
5	Professor (Level 14) to Senior Professor (Level 15)	Ten years' experience as a Professor.	i. A minimum of ten publications in the peer-reviewed or UGC/ NAAS listed journals and Post Graduate/ Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period. ii. Additional credentials are to be evidenced by: post-doctoral research outputs of high standard, awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and Additional research degrees like D.Sc., D.Litt., etc. ; iii. A review process to be decided by MAURB.

TABLE – 5 B

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIANS THROUGH CAREER ADVANCEMENT SCHEME

Sr. No.	Promotion of Academic Staff through CAS	Service requirement	Minimum Academic Performance Requirement and Screening / Selection
1	University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian(Senior Scale/Academic level 11) /College Librarian(Senior Scale/Academic level 11)	An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree, or six years of service for those without a M.Phil or a Ph.D. degree.	1. He/she has attended at least two Orientation course of 21 days' duration ; and 2. Training, Seminar or Workshop on Automation and digitalization, maintenance and related activities, of at least 5 days. 3. Minimum scores as per the norms provided in Table 6B. 4. The promotion is recommended by a screening-cum-evaluation committee.
2	University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/College Librarian (Selection Grade/Academic level 12)	Completed five years of service in Academic Level 11/Senior Scale.	1. He / she has done any two of the following in the last five years: **i.** Training/ Seminar/ Workshop/Course on automation and digitalization, **ii.** Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), **iii.** Taken/developed one MOOCs course in the relevant subject (with e certification), or **iv.** Library up-gradation course. 2. Minimum scores as per the norms provided in Table 6B; 3. The promotion is

			recommended by a screening-cum-evaluation committee.
3	University Assistant Librarian (Selection Grade/Academic level 12) / College Librarian (Selection Grade/ Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)	Completed three years of service in Selection Grade/ Academic Level 12.	**1.** He/she has done any one of the following in the last three years: **i.** Training/ Seminar/ Workshop/ Course on automation and digitalization, **ii.** Maintenance and related activities of at least two weeks' (ten days) duration, **iii.** Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), **iv.** Taken/developed one MOOCs course in the relevant subject (with e certification), and **v.** Library up-gradation course. **2.** Minimum scores as per the norms provided in Table 6B; **3.** The promotion is recommended by a Selection Committee constituted as per Act and Statute on the basis of the interview performance.
4	University Deputy Librarian/ College Librarians (Academic Level 13A)toUniversityDeputyLibrarian/CollegeLibrarians(AcademicLevel14)	Completed three years of service in Academic Level 13A.	1. He/she has done any one of the following in the last three years: (i)Training/ Seminar/ Workshop/ Course on automation and digitalization, (ii)Maintenance and related activities as prescribed as per university act and statute of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course. 2. Evidence of innovative library services, including the integration of ICT in a library. 3. A Ph.D. Degree in Library Science/Information Science/ Documentation /archives and Manuscript- Keeping. 4. Minimum scores as per the

			norms provided in Table 6B. 5. A review process to be decided by MAURB.

TABLE – 5 C

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF ASSISTANT PROFESSOR OF PHYSICAL EDUCATION, SPORTS OFFICER AND PHYSICAL TRAINING INSTRUCTOR (PTI) THROUGH CAREER ADVANCEMENT SCHEME

Sr. No.	Promotion of Academic Staff through CAS	Service requirement	Minimum Academic Performance Requirement and Screening / Selection
1	Assistant Professor of Physical Education and Sports Officer/ PTI (Academic Level 10) to Assistant Professor of Physical Education and Sports Officer/ PTI (Senior Scale/Academic Level11)	Completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M. Phil or Ph.D.degree.	1. He/she has attended one Orientation course of 21 days' duration; and 2. He/she has done any of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification). 3. Minimum scores as per the norms provided in Table 6C. 4. The promotion is recommended by a screening-cum-evaluation committee.
2	Assistant Professor of Physical Education and Sports Officer/ PTI (Senior Scale/ Academic Level 11) / to Assistant Professor of Physical Education and Sports Officer/ PTI (Selection Grade/Academic Level 12)	Completed five years of service in Senior Scale/ Academic Level 11.	1. He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification). 2. Minimum scores as per the norms provided in Table 6C. 3. The promotion is recommended by a screening-cum-evaluation committee.
3	Assistant Professor of Physical Education and Sports Officer/ PTI (Selection Grade/Academic Level 12) to Assistant Professor	Completed three years of service in Selection Grade/ Academic Level 12.	1. He/she has done any one of the following during last three years: i) Completed one course / programme from among the categories of Refresher courses, Research Methodology Workshop,

	of Physical Education and Sports Officer/ PTI (Academic Level 13 A)		ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), iii) Taken / developed one MOOCs course in relevant subject (with e-certification). 2. Minimum scores as per the norms provided in Table 6C. 3. The promotion is recommended by a selection committee constituted as per Act and Statute on the basis of the interview performance.
4	Assistant Professor of Physical Education and Sports Officer/ PTI (Academic Level 13 A) to Assistant Professor of Physical Education and Sports Officer/ PTI (Academic Level 14)	Completed three years of service in Academic Level 13A.	1. He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching- Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (withe-certification). 2. Evidence of organizing competitions and coaching camps of at least two weeks duration. 3. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.. 4. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. 5. Minimum scores as per the norms provided in Table 6C. 6. The review process to be decided by MAURB.

TABLE – 6 A

(Minimum Score requirement for the promotion of teachers under CAS in University/College teachers)

Sr. No.		Assistant Professor (Academic Level 10 to Academic Level 11)	Assistant Professor (Academic Level 11 to Academic Level 12)	Assistant Professor (Academic Level 12 to Academic Level 13A)	Associate Professor (Academic Level 13A to Academic Level 14)
1.	Research and Academic Contribution (Table 2A)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
3.	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 over all grading as per Appendix II Table 1A and 2A.	No separate points. Screening committee to verify over all grading as per Appendix II Table 1A and 2A.	'satisfactory' or 'good' grade in Table 1A. 30%- Contribution to academic/research to be calculated from Table 2A. 50%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 20 Marks (2) Communication Skill – 20 Marks (3) Answering ability – 10 Marks 20% - Interview Performance	'satisfactory' or 'good' grade in Table 1A. 50%- Contribution to academic/research to be calculated from Table 2A. 30%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 10 Marks (2) Communication Skill – 10 Marks (3) Answering ability – 10 Marks 20% - Interview Performance

TABLE – 6 B

(Minimum Score requirement for the promotion of Library staff under CAS in Universities/ Colleges.)

Sr. No.		Assistant Librarian (Level 10 to Level 11)	Assistant Librarian (Level 11 to Level 12)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Level 12 to Level 13A)	Deputy Librarian (Level 13A to Level 14)
1.	Research and Academic Contribution (Table 2B)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
3.	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 over all grading as per Appendix II Table 1B and 2B.	No separate points. Screening committee to verify over all grading as per Appendix II Table 1B and 2B.	'satisfactory' or 'good' grade in Table 1B. 30%- Contribution to academic/research to be calculated from Table 2B. 50%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 20 Marks (2) Communication Skill – 20 Marks (3) Answering ability – 10 Marks 20% - Interview Performance	'satisfactory' or 'good' grade in Table 1B. 50%- Contribution to academic/research to be calculated from Table 2B. 30%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 10 Marks (2) Communication Skill – 10 Marks (3) Answering ability – 10 Marks 20% - Interview Performance

TABLE –6 C

(Minimum Score requirement for the promotion of University Director/Deputy Director, Assistant Director, Physical Education and Sports)

S. No.		Assistant Director (Level 10 to Level 11)	Assistant Director (Level 11 to Level 12)	Assistant Director (Selection Grade/ Deputy Director) (Level 12 to Level 13 A)	Deputy Director (Level 13 A to Level 14)
1.	Research and Academic Contribution (Table 2C)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
3.	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 over all grading as per Appendix II Table 1C and 2C.	No separate points. Screening committee to verify over all grading as per Appendix II Table 1C and 2C.	'satisfactory' or 'good' grade in Table 1C. 30%- Contribution to academic/research to be calculated from Table 2C. 50%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 20 Marks (2)Communication Skill – 20 Marks (3) Answering ability – 10 Marks 20% - Interview Performance	'satisfactory' or 'good' grade in Table 1C. 50%- Contribution to academic/research to be calculated from Table 2C 30%- Assessment of domain knowledge and teaching practices. (1) Content of Topic – 10 Marks (2) Communication Skill – 10 Marks (3) Answering ability – 10 Marks 20% - Interview Performance

By order and in the name of the Governor of Maharashtra,

ANOOP KUMAR,
Additional Chief Secretary to the Government.

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