

## Annexure 'A'

**Schedule SSA – 6 Tables referred to in Statute SA- 19 and 20 for assessment in recruitment and Career Advancement Scheme (CAS) promotions of University /College teachers**

**TABLE - I**

**Scores for Academic Performance Indicators (APIs)**

**Category I: Teaching, Learning and Evaluation Related Activities**

**Brief Explanation:** Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self assessment score should be based on objectively verifiable criteria wherever possible and shall be finalized by the screening/selection committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

<b>S. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge /instruction as per curriculum; syllabus enrichment by providing additional resources to students.	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	<b>Total Score</b>	<b>125</b>
	<b>Minimum API Score Required</b>	<b>75</b>

Note: a- Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave availed), say 80%, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

## Category II: Co-Curricular, Extension and Professional Development Related ACTIVITIES.

**Brief Explanation:** Based on the teacher's self-assessment, category II API scores are for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and scores is given below. While all teachers can earn scores from a number of items, some activities shall be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. The self-assessment score should be based on objectively verifiable criteria and shall be finalized by the screening/selection committee.

The table below gives groups of activities and API scores.

<b>S. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
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)	15
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 141 below)	20
	<b>Minimum API Score Required</b>	<b>15</b>

### Category-III: Research and Academic Contributions

**Brief Explanation:** Based on the teacher's self-assessment, API scores are for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S No.	APIs	Engineering/Agriculture/ Veterinary Science/ Sciences/Medical Sciences	Faculties of Languages Arts/ Humanities/Social Sciences/ Library/ Physical education/ Management	Max. points for University and college teacher position
III (A)	Research Papers published in:	Refereed Journals*	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system.	Text or Reference Books Published by International Publishers with an established peer review system.	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by/national level publishers/ State and Central Govt. Publications with ISBN/ ISSN numbers.	25 / sole author; 5 / chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author; 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers.	10 /Chapter
		Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with numbers of national and international directories.	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories.	5 / Chapter

<b>III(C) Research Projects</b>				
(i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 / Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 / Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakhs)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakhs)	10 / Project
ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	Amount mobilized with minimum of Rs, 2.0 lakhs	10 per every Rs.10.0 lakhs and 10 per every Rs.2.0 lakhs.
(iii)	Completed projects : Quality Evaluation	Completed project Report (Submission of final report along with Utilization certificate (UC) / Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 / major project and 10 / minor project
(iv)	Projects Outcome / Outputs	Patent/Technology transfer/Product/ Process	Major Policy document of Govt. Bodies at Central and State level	30 / national level output or patent /50 / for International level,
<b>III (D) Research Guidance</b>				
(i)	M .Phil.	Degree awarded only	Degree awarded only	3 / candidate
(ii)	Ph.D	Degree awarded	Degree awarded	10 / candidate
		Thesis submitted	Thesis submitted	7 / candidate
<b>III (E) Training Courses and Conference /Seminar/Workshop Papers</b>				

(i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20 each
		(b) One week duration	(b) One week duration	10 each
(ii)	Papers in Conferences/ Seminars/ workshops etc.**	Participation and Presentation of research papers (oral/poster) In	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	a) International conference	10 each
		b) National	b) National	7.5 each
		c) Regional/State level	c) Regional/State level	5 each
		d) Local -University/ College level	d) Local -University/ College level	3 each
(iii)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) International	10 each
		(b) National level	(b) National level	5 each

\*Wherever relevant to any specific discipline, the API score for paper in refereed journal shall be augmented as follows: (i) indexed journals - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

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

**Notes.**

1. It is incumbent on the Coordination Committee and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories III A and B. Till such time, screening/ selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher shall share equally 60% of the total points and the remaining 40% shall be shared equally by all other authors.

**TABLE - II (A)**  
**MINIMUM APIS AS PROVIDED IN SSA-6, TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

		<b>Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)</b>	<b>Assistant Professor, equivalent cadres: (Stage 2 to Stage 3)</b>	<b>Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)</b>	<b>Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)</b>	<b>Professor (Stage 5) to Professor (Stage 6)</b>
I	Teaching-learning, Evaluation Related Activities (category I)	75 / Year	75 / year	75 / year	75 / year	75 / Year
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.  
**Note: Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and HAG scale respectively.**

**TABLE - II (B)**

**MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN SSA-6, TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)**

		<b>Assistant Professor/ equivalent cadres: Stage 1 to Stage 2:</b>	<b>Assistant Professor/ equivalent cadres: Stage 2 to Stage 3</b>	<b>Assistant Professor (Stage 3) to Associate Professor /equivalent cadre (Stage 4)</b>	<b>Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts</b>
I	Teaching-learning, Evaluation Related Activities (Category - I)	75 / Year	75 / Year	75 / year	75 / year
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	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance

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

**Note: Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.**

### **Explanatory note for Tables II (A) and II (B)**

1. The university / affiliated colleges / Institutions shall set up verifiable systems for the API related information required in these tables within THREE months of notification of these Statutes. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the university / colleges / Institutions for follow up by the university/ college / Institutional 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 Statutes 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 /institutions for one year only with the minimum average scores as depicted in Table II (A) and II (B) 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 eligible for CAS promotion in 2010, one year API scores for 2008-09 alone will be required for assessment. In case of a teacher becoming 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 II, 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 contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in 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 (3 and 4).
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, 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 II (A) and II (B) 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 on that date and is successful, her / his promotion will be deemed to be from that date of eligibility.  
(c) If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, her / his promotion will be deemed to be from the respective date of eligibility preceding the successful assessment.



**TABLE – II (C)**

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

	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor / Equivalent cadres (stage 4)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 of APIs	Consolidated API score requirement of 400 points from category III of 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%)	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%)	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%)

**Note: Stages 1, 4 and 5 correspond to scales with AGP of Rs. 6000, 9000 and 10000 respectively.**

**TABLE: III****MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITY AND COLLEGES**

S. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements 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 norms as provided in Table II (A) / II (B) of Schedule SSA-6. (ii) One Orientation and one Refresher/Research Methodology Course of 2 to 3 weeks duration. (iii) Screening cum Verification process for 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 the PBAS scoring norms as provided in Table II(A)/ II(B) of Schedule SSA-6 (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2 to 3 weeks duration. (iii) Screening cum Verification process for recommending promotion.

3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.*	<p>(i) Minimum API scores using the PBAS scoring norms as provided in Table II (A) /II (B) of Schedule SSA-6.</p> <p>(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.</p> <p>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation-Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>(iv) A selection committee process as stipulated in these Statutes and in Tables II (A) and II (B) of Schedule SSA-6</p>
4.	Associate Professor (Stage 4) Professor/equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>(i) Minimum yearly /cumulative API scores using the PBAS scoring norms as provided in Table II (A) / II (B) of Schedule SSA-6. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in Stage 3.</p> <p>(iii) A selection committee process as stipulated in this regulation and in Tables II (A) and II (B) of Schedule SSA-6.</p>
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (university only)	<p>(i) Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II(A) of Schedule SSA-6</p> <p>(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.,</p> <p>(iii) A review process by an Expert Committee as stipulated in these Statutes and in Tables II (A) of Schedule SSA-6.</p>

**Note:** \* 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 existing requirement of Ph.D. or equivalent publications will continue to apply. In case, some teachers do not also meet this criteria, the selection committee may give due weightage to criteria mentioned in Schedule SSA-6, Categories I and II. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

**Note:** Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and HAG scale respectively

**TABLE - IV**

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

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

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

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

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

**CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS**

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

\* The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher shall share equally 60% of the total points and the remaining 40% shall be shared equally by all other authors.

\*\* Scores (50/25/10/03 whatever the case may be) to be shared equally by all authors.

<b>III(C)</b>	<b>RESEARCH PROJECT</b>		
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects/Events amount mobilized with grants above 5.0 lakhs	20 / Project
		Major Projects /Events Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs	15 / major project
		Minor projects from central / state funding agencies with grants below 4.00 lakhs	10 / minor Project
III (C) (ii)	Consultancy Projects carried out /ongoing	Amount mobilized with minimum of Rs.1.0 lakhs	10 / Rs.5.0 lakhs 2 / Rs.1.0 lakhs
III (C)(iii)	Completed projects Quality Evaluation	Completed project report (Submission of final report along with Utilization certificate (UC) / Acceptance from funding agency)	20 / major project and 10 / minor project
III (C) (iv)	Projects Outcome / Outputs	Policy document of Govt. Bodies at Central and State level	30 / output or outcome for National patents etc. 50 / for International patents
III (D)	<b>RESEARCH GUIDANCE</b>		
III (D)(i)	M.Phil.	Degree awarded only	3 / candidate
III (D) (ii)	Ph.D	Degree awarded	10 / candidate
		Thesis submitted	7 / candidate
III(E)	<b>TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS</b>		
III(E)(i)	Research Methodology/ Training/ Coaching	Research methodology / Training/ Coaching programme (not less than three weeks)/ workshops of not less than one week.	20

	<i>Workshops</i>		
<b>III(E)(ii)</b>	<i>Papers in Conferences/Seminars/ workshops</i>	<i>Participation and Presentation of research papers (oral/poster) in:</i>	
		<i>a) International conference</i>	<i>10 / each</i>
		<i>b) National</i>	<i>7.5 / each</i>
		<i>c) Regional/State level</i>	<i>5 / each</i>
		<i>d) Local - University/College level</i>	<i>3 /each</i>
<b>III(E)(iii)</b>	<i>Invitations for conferences/seminars/workshops/symposia to deliver lectures/chair sessions</i>	<i>(a) International</i>	<i>10 / each</i>
		<i>(b) National</i>	<i>7.5 / each</i>
		<i>(c) State level/Regional</i>	<i>5 / each</i>
		<i>(d) University/College level Endowment lectures</i>	<i>5 /each</i>



**TABLE V (A)**

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

		<b>Assistant Director of Physical Education (Stage 1 to Stage 2 (Senior Scale)</b>	<b>Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education /Assistant Director of Physical Education (Selection Grade) (Stage 3)</b>	<b>Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade), Stage 3 to Stage 4</b>	<b>Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade), (Stage 4) to Director of Physical Education</b>
I	Teaching, training coaching, sports person development and sports management activities (Category -I)	75 / Year	75 / Year	75 / year	75 / year
II	Extension and Profession related activities (Category II)	15 / Year	15 / Year	15 / Year	15 / Year
III	Minimum total average API annual score under Categories I and II*	100 / Year	100 / Year	100 / Year	100 / Year
IV	Research and Academic Contributions (Category III) Minimum Annual score required to be assessed cumulatively	10 / Year (40 / assessment period)	20 / Year (100 / assessment Period)	30 / Year (90 / assessment period)	40 / Year (120 / assessment period)

	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	<i>Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)</i>	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20% - Interview performance	50% - Research evaluation.30% - Assessment of domain knowledge contribution and organization track record with vision plan. 20% - Interview performance

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

Note: Stages 1, 2, 3, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

**TABLE - V (B)**  
**MINIMUM APIS AS PROVIDED IN APPENDIX -III TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE), AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.**

S. No	Categories of Criteria	Minimum Average, yearly or cumulative, API score required during assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages		
		College Director of Physical Education to College Director of Physical Education (Senior Scale)(Stage 1 to Stage 2)	College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3).	College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4).
I	Teaching-learning, Evaluation Related Activities (Category - I)	75 / Year	75 / Year	75 / year
II	Co-curricular. Extension and Profession related activities (Category - II)	15 / Year	15 / Year	15 / Year
III	Minimum total average annual Score under Categories I and II*	100 / Year	100 / Year	100 / Year
IV	Research and Academic Contribution (Category III) Minimum Annual score required to assessed cumulatively	5 / Year (20 / assessment period)	10 / Year (50 / assessment period)	15 / Year (45 / assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee

<b>V</b>	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage =100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports. 20% - Interview performance
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\* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: Stages 1, 2, 3 and 4 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000 and 9000 respectively

**TABLE - V(C)**

**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITY DEPARTMENTS/COLLEGES**

**(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THESE STATUTES)**

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

Note: Stages 1, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 9000 and 10000 respectively.

**TABLE: VI**

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

S. No.	Promotion of Physical Education Cadres through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service for those with M.Phil. or six years of service for those without Ph.D / M.Phil	(a) Minimum API scores using PBAS scoring as per the norms provided in Table V (A) of Schedule SSA-6 for DPEs cadres in Universities and in Table V (B) of Schedule SSA-6 for cadres in Colleges. (b) One Orientation and one Refresher Course of 3 to 4 weeks duration. (c) No separate interview points for the Screening cum Evaluation process of recommending promotion.
2.	Assistant DPE (senior scale) / College DPE(senior scale) to Deputy DPE / Assistant DPE (selection grade) /College DPE (selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) / College DPE(senior scale) with completed service of five years in Stage 2	(a) Minimum API scores using the PBAS scoring as per the norms provided in Table V (A) of Schedule SSA-6 for university DPEs cadres in Universities and in Table V (B) of Schedule SSA-6 for DPEs cadres in Colleges. (b) Additionally, two refresher courses of 3 to 4 weeks duration completed during the assessment period. (c) No separate interview points for the Screening cum Evaluation process of recommending promotion.

3.	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) (Stage 3 to Stage 4).	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	<p>(a) Minimum API scores using the PBAS scoring as per the norms provided in Table V (A) of Schedule SSA-6 for DPEs cadres in Universities and in Table V (B) of Schedule SSA-6 for cadres in Colleges.</p> <p>(b) Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M. Phil. holders and exemption of two publications for Ph. D. holders.</p> <p>(c) Evidence of having produced teams / athletes.</p> <p>(d) A selection committee process as stipulated in this regulation and in Table V (A) of Schedule SSA-6 for DPE cadres in universities and in Table V (B) of Schedule SSA-6 for cadres in colleges.</p>
4.	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	<p>(a) Minimum API scores using the PBAS scoring as per the norms provided in Table V (A) of Schedule SSA-6 for DPEs in university. These may be achieved over two assessment periods, if required.</p> <p>(b) A minimum of five publications over two Assessment periods (six years).</p> <p>(c) Evidence of having produced teams / athletes.</p> <p>(d) A selection committee process as stipulated in this regulation and in Table V (A) of Schedule SSA-6 for DPEs in the university.</p>

Note: The explanatory note provided for Tables II (A) and II (B) for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

**Note: Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.**

**TABLE -VII**

**ACADEMIC PERFORMANCE INDICATORS (APIs) AND SCORES OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT / CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO UNIVERSITY LIBRARIAN, DEPUTY LIBRARIAN AND ASSTT. LIBRARIAN / COLLEGE LIBRARIAN.**

**Category -- I: Procurement, organization, and delivery of knowledge and information through Library services**

S.No	Nature of Activity	Maximum Score
1.	Activities such as Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out Institutional Newsletters.	40
2.	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	30
3.	Activities such as Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information.	25
4.	Activities such as User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources.	20
5.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.	10
<b>Total Score</b>		<b>125</b>
<b>Minimum API score required</b>		<b>75</b>



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

<b>S. No.</b>	<b>Nature of Activity</b>	<b>Maximum Score</b>
1	Student related co-curricular, extension and field based activities such as Cultural exchange and Library service Programmes (various levels of extramural and intramural programmes); extension, library-literary work through different channels.	20
2	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below).	15
	<b>Minimum API Score Required</b>	<b>15</b>

### Category - III - Research and academic contributions

S. No.	APIs	Activity	Maximum Point
III (A)	Research Papers published in:	Refereed Journals	15/publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN / ISSN numbers.	10 /Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included).	10/ publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system.	50 /sole author; 10/ chapter in an edited book
		Subject Books by National level publishers / State and Central Govt. Publications with ISBN / ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15/ sole 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	5 / Chapter
III (C)			
III (C) (i)	Sponsored Projects carried out/ ongoing	(d) Major Projects amount mobilized with grants above 30.0 lakhs	20 / each Project
		(e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15 / each Project

		(f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakh)	10/ Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	10 per every Rs.10.0 lakhs.
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Submission of final report along with Utilization certificate (UC) / Acceptance from funding agency)	20 / major project and 10 / minor project
III (C) (iv)	Projects Outcome /Outputs	Patent/Technology transfer/ Product/Process	30 / national level output or patent. 50 / International level.
III (D)			
III (D) (i)	M.Phil.	Degree awarded only	3 / candidate
III (D) (ii)	Ph.D	Degree awarded	10 / candidate
		Thesis submitted	7 / candidate

<b>III(E)</b>			
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks duration	20 each
		One week duration	10 each

III (E) (ii)	Papers in Conferences/ Seminars/ workshops etc.*	Participation and Presentation of research papers (oral/poster) in	
		a)International conference	10 each
		b) National	7.5 each
		c) Regional/State level	5 each
		d) Local -University/College level	3 each
III(E)(iii)	Invited lectures or presentations for conferences / symposia	International	10 each
		National level	5 each

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

**Note:** The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

**TABLE -- VIII (A)**

**Minimum APIs as provided in Schedule SSA-6 Table VII to be applied for the Promotion of Library staff of university and Weightage for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)**

		Assistant Librarian to Assistant Librarian (Senior Scale) (Stage 1 to Stage 2 )	Deputy Librarian /Assistant Librarian (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian/ Assistant Librarian (Selection Grade) (Stage 3 to Stage 4)	Librarian (University only) (Stage 4 to Stage 5)
I	Procurement, organization and delivery of knowledge and information through library services (category I)	75 / Year	75 / Year	75 / year	75 / year
II	Extension and Profession related activities (Category II)	15 / Year	15 / Year	15 / Year	15 / Year
III	Minimum total average annual Score under Categories I and II*	100 / Year	100 / Year	100 / Year	100 / Year
IV	Research and Academic Contribution (Category III)- Minimum Annual Score Required - to be assessed cumulatively	10 / Year (40/assessment period)	20 / Year (100/assessment period)	30 / Year (90/assessment period)	40 / Year (120/assessment period)
V	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
VI	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation; 50% - Assessment of domain knowledge on Library automation and Organizational skills; 20% - Interview performance	50% - Library publication work; 30% - Assessment of innovative Library services and organization of digital library services; 20% - Interview performance

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

Note: Stages 1, 2, 3, 4 and 5 correspond to scales as given with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

**TABLE - VIII (B)**

**Minimum Weightage Points (WP) norms of the APIs as provided in Schedule SSA-6, Table VII to be applied for the Promotion of Library staff of Colleges and Weightage for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)**

		<b>College Librarian (Stage 1) to College Librarian (senior scale) (Stage 2)</b>	<b>College Librarian (senior scale) (Stage2) to College Librarian (Selection Grade) (Stage 3)</b>	<b>College Librarian (selection Grade) (Stage 3 to Stage 4)</b>
I	Procurement, organization and delivery of knowledge and information through library services (Category I)	75 / Year	75 / Year	75 / year
II	Extension and Profession related activities(Category II)	15 / Year	15 / Year	15 / Year
III	Minimum total average annual Score under Categories I and II*	100 / Year	100 / Year	100 / Year
IV	Research and Academic Contribution (Category III) - Minimum Annual Score Required - to be assessed cumulatively	5 / Year (40/assessment period)	10 / Year (100/assessment period)	15 / Year (90/assessment period)
V	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
VI	Percentage of Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation; 50% - Assessment of domain knowledge on Library automation and Organizational skills; 20% - Interview performance

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

Note: Stages 1, 2, 3 and 4 correspond to scales as provided with AGP of Rs. 6000, 7000, 8000 and 9000 respectively.

**TABLE - VIII(C)**

**MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN POSITIONS IN UNIVERSITY DEPARTMENTS/COLLEGES**

**(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THESE STATUTES)**

<b>S. No. of category</b>	<b>Minimum Norm / Criteria</b>	<b>Assistant University Librarian / College Librarian (Stage 1)</b>	<b>Deputy Librarian in universities (Stage 4)</b>	<b>Librarian (University only) (Stage 5)</b>
I	API score (Research and Academic Contribution - Category III)	----	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee Criteria / weightage (Total weightage = 100)	a) Teaching / computer and communication skills by a Lecture demonstration (30%) b) Record of Library management skills (20%) c) Interview performance (50%)	a) Library related Research / Theme papers (3 Nos) Evaluation: (50%) b) Library automation skills and Organizational Plans (20%) c) Interview performance (30%)	a) Library Research papers (Five) evaluation (60%) b) Organizational track record of innovation library service and vision plan (20%) c) Interview performance (20%)

Note: Stages 1, 2, 3, 4 and 5 correspond to scales as given and AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

**TABLE - IX**

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITY AND COLLEGES**

<b>S. No</b>	<b>Promotion of Librarian cadres through CAS</b>	<b>Service requirement</b>	<b>Minimum Academic Performance Requirements and Screening/ Selection Criteria</b>
1.	Assistant University Librarian/ College Librarian to Assistant Librarian(Senior Scale) / College Librarian(Senior Scale)(Stage 1 to Stage 2)	Assistant University Librarian / College Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph.D./ M.Phil.	<p>(a) Minimum API scores using PBAS Scoring as per the norms provided in Table VIII (A) of Schedule SSA-6 for Librarian cadres in universities and Table VIII (B) of Schedule SSA-6 for college Librarian cadres.</p> <p>(b) One Orientation and one Refresher Course of 3/4 weeks duration.</p> <p>(c) No separate interview points for the Screening cum Verification process of recommending promotion.</p>
2.	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) to Assistant university Librarian (Selection Grade) / College Librarian (selection grade) (Stage 2 to Stage 3)	Assistant University Librarian (Senior Scale) / college Librarian (senior scale) with completed Service of five years in Stage 2	<p>(a) Minimum API scores using the PBAS scoring as per the norms provided in Table VIII (A) of Schedule SSA-6 for Librarian Cadres in universities and Table VIII (B) of Schedule SSA-6 for college librarian cadres.</p> <p>(b) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration during the assessment period.</p> <p>(c) No separate interview points for the Screening cum Verification process of recommending promotion.</p>



3.	Deputy University Librarian / Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	<p>(a) Minimum API scores using the PBAS scoring as per the norms provided in Table VIII (A) of Schedule SSA-6 for Librarian Cadres in university and in Table VIII (B) of Schedule SSA-6 for Librarian Cadres in Colleges.</p> <p>(b) Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders.</p> <p>(c) Additionally one course/ training under the categories of Library automation /Analytical tool Development for academic documentation.</p> <p>(d) A selection committee process as stipulated in these Statutes and in Table VIII (A) of Schedule SSA-6 for University in Table VIII (B) of Schedule SSA-6 for librarian cadres in colleges.</p>
4.	Librarian (university)(Stage 5)	Deputy Librarian in university with 3 years of completed service in Stage 4.	<p>(a)Minimum scores using the PBAS scoring as per the norms provided in Table VIII (A) of Schedule SSA-6 for Librarian (University). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4), if required.</p> <p>(b) A minimum of 5 publications over current and previous assessment periods.</p> <p>(c) Evidence of innovative library service and organization of published work.</p> <p>(d) A selection committee process as stipulated in these Statutes and in Table VIII (A) of Schedule SSA-6 for Librarian (University).</p>

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the librarian cadres as per the API score specified for this cadre.

Note: Stages 1, 2, 3, 4 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.