SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS OF UNIVERSITY TEACHERS

CATEGORY– I:

TEACHING LEARNING AND EVALUATION RELATED ACTIVITIES

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities required, adjust the weightages without changing the minimum total API scores required under this category.

Category 1	Nature of Activity	Assistant Professor		Associate Professor		Professor		API Score Claimed by applicatnt
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score	
	a. Direct teaching	70	Actual hours spent per academic year ÷ 7.5	60	Actual hours spent per academic year ÷ 7.5	60	Actual hours spent per academic year ÷ 7.5	
	b. Examination duties invigilation, evaluation of answer script) as per allotment	20	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	
	c. Innovative teaching – learning methodologies updating of subject contents/courses, mentoring etc.	10	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10	

 # Supporting documents, wherever be attached.

Note:

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

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

3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

CATEGORY II:

PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, Cocurricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weight ages without changing the minimum total API score required under this category.

Category II	Nature of Activity	Maximum API Score	Actual Score	API Score claimed by applicant
a.	Student related co-curricular, extension and field based Activities. (i) (Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year ÷ 10	
b.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. (i) Administrative responsibility (including as Dean/ Principal/ Chairperson / Convener / Teacher-incharge/similar other duties that require regular office hrs for its discharge) (ii) Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year ÷ 10	
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10	

\# Supporting documents, wherever be attached.

RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category III	Activity	Faculty of Science/ Engineering/Agriculture/ Medical/Veterinary Sciences	Faculties of Languages Humanities/Arts/Social Sciences/Library/Physical education/Management	Maximum score for University / College teacher *	API Score claimed by applicant
IIIA	Research papers published in :	Refereed journals as notified by UGC	Refereed journals as notified by UGC #	25 per publication	
		Other Reputed journals as notified by the UGC#	Other Reputed journals as notified by the UGC#	10 per publication	
IIIB	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC. Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC. Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author	
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter	
III C	**RESEARCH PROJECTS**				

Iii C (1)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Projects	
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project	
		© Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project	
III C (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively	
Iii C (iii)	Projects Outcome/ Outputs	Patent / Technology transfer /Product / Process	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UN CEF etc. Central / State Govt./Local Bodies	30 for each International /20 for each national level output or patent. Major policy document of International bodies – 30 Central Government – 20, State Govt.-10 Local bodies – 5	
III C (iv)	Project outcome /Outputs	Patent/Technology transfer/Product/Process	Major Policy document of Govt. Bodies at Central and State lavel	30/each national level output or patent/50/each for International level	
III D	**RESEARCH GUIDANCE**				
III D (i)	M.Phil	Degree awarded	Degree awarded	5 per candidate	
III D (i)	Ph.D.	Degree awarded/Thesis submitted	Degree awarded/Thesis Submitted	15/10 per candidate	
III E	**Fellowship, Awards andInvited Lectures delivered in conferences / seminars**				
III E (i)	Fellowships/ Awards	International Award/ Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15per Fellowship	
		National Award/ Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship	
		State/University level Award from academic bodies	State/University level Award from academic bodies	5 Per Award	
III E (ii)	Invited lectures/ Papers	International	International	7 per lecture/ 5per paper presented	
		a) National level	a) National level	5 per lecture / 3 per paper Presented	
		b) State/University level	b) State/University level	3 per lecture / 2 per paper Presented	
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III F	Development of e-learning delivery process/material			10 per module	

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 – 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 20 points: (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.