

SRI GURU GRANTH SAHIB WORLD UNIVERSITY

FATEHGARH SAHIB

ACADEMIC PERFORMANCE INDICATORS (APIs) FOR DIRECT RECRUITMENTS OF SRI GURU GRANTH SAHIB WORLD UNIVERSITY TEACHING FACULTY

PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) PERFORMA

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

Sr. No.	Nature of Activity	Max. API Score	Claimed API Score	Verified API Score
1.	Student related co-curricular, extension and field based activities: (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public /popular	15		
2.	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-in-charge/similar other duties that require regular office hrs for its discharge) (ii) Participation in Board of Studies, Academic and Administrative Committees	15		
3.	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		
Total API Score		45		

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS**III (A) RESEARCH PAPERS PUBLISHED IN REFEREED AND OTHER REPUTED JOURNALS AS NOTIFIED BY UGC**

S.N.	Title of the Research Paper	Journal Title, Volume, Year of Publication and Page No.	ISSN No.	Whether Refereed Impact factor, if any	No. of Co-authors	Whether you are the Corresponding author/ Supervisor /First Author	API Score Claimed	Verified API Score
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								
10.								
Total								

* 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.

**III (B) PUBLICATIONS OTHER THAN JOURNAL ARTICLES
(BOOKS, CHAPTERS IN BOOKS)**

Sr. No.	Title with page no.	Type of Book & Authorship	Publisher & ISSN/ ISBN No.	Whether peer reviewed	No. of Co-authors and Year of publication	Whether you are the main author	API Score Claimed	Verified API Score
Total API Score								

III (C) (i) SPONSERED RESEARCH PROJECTS

Sr. No.	Title of the Sponsored Research Project	Amount of Grant (Rupees)	Sponsoring Agency	API Score Claimed	Verified API Score
Total API Score					

III (C) (ii) CONSULTANCY PROJECTS

Sr. No.	Title of the Consultancy Project	Amount Mobilized (Rupees)	Organization	API Score Claimed	Verified API Score
Total API Score					

III (C) (iii) PROJECT OUTCOME / OUTPUTS

Title of the Patent/Technology Transfer/Product/Process/Major Policy Document	Whether International or National or Central Govt or State Govt. or Local Bodies	API Score Claimed	Verified API Score
Total API Score			

III (D) RESEARCH GUIDANCE

Degree	Number Enrolled	Thesis Submitted	Degree Awarded	API Score Claimed	Verified API Score
M. Phil.					
Ph.D.					
Total API Score					

**III (E) FELLOWSHIPS, AWARDS AND INVITED LECTURES DELIVERED IN
CONFERENCES/SEMINARS**

III (E) (i) FELLOWSHIPS AND AWARDS

Sr. No.	Description of Fellowships/ Awards from Academic Bodies/ Associations	Level of Awarding Academic Body/ Association (International/ National/ State/University)	API Score Claimed	Verified API Score
Total API Score				

**III E (ii) INVITED LECTURES / PAPERS IN CONFERENCES/
SEMINARS/SYMPOSIA**

Sr. No.	Title of the paper presented	Title of Conference/ Seminar/ Lecture etc	Date(s) of the event	Organised by	Whether International/ National/State / University Level	API Score Claimed	Verified API Score
Total API Score							
<p>Note: The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period</p>							

III (F) DEVELOPMENT OF e-LEARNING DELIVERY PROCESS/MATERIAL

Sr. No.	Description of e-learning delivery Process/ Material Module	Claimed API Score	Verified API Score
Total API Score			

SUMMARY SHEET OF API SCORE

Sr. No.	Description	Claimed API Score	Verified API Score
1.	Category II: Professional Development, Co-curricular and Extension Activities		
2.	III (A): Research Papers published in Refereed and Other Journals approved by UGC		
3.	III (B): Publications other than journal articles (books, chapters in books)		
4.	III (C) (i) Sponsored Projects		
5.	III (C) (ii) Consultancy Projects		
6.	III (C) (iii) Project Outcome/Outputs		
7.	III (D) Research Guidance		
8.	III (E) (i) Fellowships and Awards		
9.	III E (ii) Invited Lectures/Papers in Conferences/Seminars/Symposia		
10.	III (F) Development of e-learning Delivery Process/Material		
Grand Total API Score			

Note: The candidate is required to fill his/her API score in the Claimed API Score Column. The Screening/ Selection Committee will assess and verify the API scores and fill in the column "Verified API Score".

Name and Signature of Candidate

Names and Signatures of Screening Committee Members

INSTRUCTIONS

APPENDIX – III: TABLE I

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

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (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 require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
I	a. Direct Teaching	70	Actual hours spent per academic year $\div 7.5$	60	Actual hours spent per academic year $\div 7.75$	60	Actual hours spent per academic year $\div 7.75$
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20	Actual hours spent per academic year $\div 10$	20	Actual hours spent per academic year $\div 10$	10	Actual hours spent per academic year $\div 10$
	c. Innovative Teaching-learning methodologies, updating of subject contents/courses, mentoring etc	10	Actual hours spent per academic year $\div 10$	15	Actual hours spent per academic year $\div 10$	20	Actual hours spent per academic year $\div 10$

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals/Project Supervision/Field Work. .
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.

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, co-curricular 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 weightages without changing the minimum total API score required under this category.

Category II	Nature of Activity	Maximum API Score	Actual score
a.	Student related co-curricular, extension and field based activities. i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, 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-in-charge/similar other duties that require regular office hrs for its discharge) (ii) Participation in Board of Studies, Academic and Administrative	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

CATEGORY-III: 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	Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences/ Library / Physical education / Management	Maximum score for University / College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)	Publications other than 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.	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.	International –10 per Chapter National – 5 per Chapter
III (C) RESEARCH PROJECTS				
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(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
		(c) 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/UNICEF etc. Central / State Govt./Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies -30 Central Government – 20, State Govt.-10 Local bodies – 5
III (D) RESEARCH GUIDANCE				
III(D) (i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate

III E Fellowships, Awards and Invited 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 / 15 per Fellowship
		National Award/Fellowship from academic bodies	National 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/associations	5 Per Award
III(E) (ii)	Invited lectures / papers	International		7 per lecture / 5 per paper presented
		National level		5 per lecture / 3 per paper presented
		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 er 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.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

APPENDIX - III TABLE - II(B)

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

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API Scores Selection Committee criteria/ weightages (Total Weightages = 100)	Minimum Qualification as stipulated in these regulations a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) c) Interview performance (20%)	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative) 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%)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative) 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%)