Table 1.Assessment Criteria and Methodology for University Teachers under CAS for Promotion to Asst Professor (Senior Scale), Asst Professor (Selection Grade), Associate Professor and Professor

Sl No	Activity	Grading Criteria	Year		Year		Year		Year		Year	
			SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*
1	Teaching: (Number of classes taught/ total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)or Regularity in attending Farm/Lab/extension centre/clinics Or Regularity in attending Technical officer duties etc Calculated in terms of % of days of days classes taught/attended duty to the total number of days expected to teach/attend duty	**Good:** 80% & above **Satisfactory** Below 80% but 70% & above- Less than 70% - Not satisfactory										
2	Involvement in the University/College students related Activities/research activities:	**Good -** Involved in at least 3 activities **Satisfactory -** 1-2 activities **Not-satisfactory -** Not involved / undertaken any of the activities										
	(a)Administrative responsibilities such as Head/ Dean/ Director/ Co-ordinator, Warden/special officer etc.											
	b)Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation/Internship evaluation Or Animal production activities like culling/purchase/valuation/feed formulation and production Or Clinical and Health services including sample analysis/screening											

Activity	Note												
(Or) Extension and field based activities like Radio/TVPrograms/FLD/OFT/Training/Skill development programs (OR) Technical assistance to University officers	**Note:** Number of activities can be within or across the broad categories of activities`												
(c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, culltural, sports, NCC, NSS and community services, Officer in charge library/transport/cooperative stores, canteen etc.,Warden/additional warden													
(d) Organising seminars/ conferences/ workshops,other college/university activities.													
(e) Evidence of actively involved in guiding Ph.D students.													
(f) Conducting minor or major research project sponsored by national or international agencies.													
g)Editorial committee/Chairman/Member at university/State/National/International level													
h)At least one single or joint publication in peer-reviewed NAAS Rated or UGC/AICTE listed/SCI Journal													
SAS*-Self Assessment Score AS* Allotted Score													

Table 2

Methodology for University Teachers for calculating Academic/Research Score for Promotion under CAS to Associate Professor and Professor

(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,.)

The minimum score for Associate Professor and Professor shall be 70 and 110 respectively

SAS*-Self Assessment Score   AS* Allotted Score

Sl No	Academic/Research Activity	Faculty of Sciences/Engineering / Agriculture/ Medical/ VeterinarySciences	Faculty of Library /Physical Education/ Management	Assessment Years From ------- to --	
				SAS*	**AS***
1	**Research Papers in Peer-Reviewed / NAAS Rated /UGC/AICTE-listed/SCI Journals/SVVU Journal**	15 per paper	15 per paper		
2	**Publications (other than Research papers) with ISBN Number** **Books authored which are published by**				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
3	**Creation of ICT mediated Teaching Learning pedagogy and** **Content and development of new andinnovative courses and curricula**				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	05 per curricula/ course	05 per curricula/course		
	c) MOOCs				
	Development of complete MOOCs in 4 quadrants (420credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs per module/lecture	05	05		

	Content writer/subject matter expert for each module ofMOOCs	02	02		
	Course Coordinator for MOOCs (4 credit course)(Incase of MOOCs of lesser credits 02 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrants for acomplete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module incomplete course/paper/e-book	02	02		
	Editor of e-content for complete course/ paper /e-book	10	10		
4	**(a) Research guidance**				
	Ph.D.	10 per degree awarded as Chairman 05 per thesis submitted as Chairman 3 per degree awarded as member 1.5 per thesis submitted as member	10 per degree awarded as Chairman 05 per thesis submitted as Chairman 3 per degree awarded as member 1.5 per thesis submitted as member		
	M.Phil./P.G dissertation	05 per degree awarded as chairman 2;5 per thesis submitted as Chairman 1.5 per degree awarded as member	05 per degree awarded as chairman 2;5 per thesis submitted as Chairman 1.5 per degree awarded as member		

		0.75 per thesis submitted as member	0.75 per thesis submitted as member		
	b) Research Projects Completed under competitive grant				
	More than 30 lakhs as P.I (Co-PI – 10 Marks)	20	20		
	20-30 lakhs as PI (Co-PI – 5 Marks)	10	10		
	Less than 20 lakhs as PI (Co-PI – 2.5 Marks)	05	05		
	(c) Research Projects Ongoing under competitive grant				
	More than 30 lakhs as P.I (Co-PI – 5 Marks)	10	10		
	20-30 lakhs as PI(Co-PI – 2.5 Marks)	5	5		
	Less than 10 lakhs as P.I (Co-PI – 1.25 Mark)	2.5	2.5		
	d) RKVY/State Plan Research projects completed				
	More than 30 lakhs as P.I (Co-PI – 2.5 Marks)	05	05		
	20-30 lakhs as PI(Co-PI – 1.25 Marks)	2.5	2.5		
	Less than 20 lakhs as PI(Co-PI –0.75 Marks)	1.25	1.25		
	e).RKVY/State Plan Research projects ongoing				
	More than 30 lakhs as P.I (Co-PI – 1.25 Marks)	2.5	2.5		
	20-30 lakhs as PI(Co-PI – 0.75 Marks)	1.25	1.25		
	Less than 20 lakhs as PI (Co-PI –0.50 Marks)	0.75	0.75		
	(f) Consultancy projects completed				
	Above 5 lakhs	03	03		
	1-5 lakhs	02	02		
	0.1 to 1lakh	01	01		
5	**(a) Patents**				
	International	20	20		
	National	10	10		
	(b) Awards/Fellowship				
	International(Exclusively from Foreign organisations)	07	07		
	National(by government/Professional Scientific bodies only)	05	05		

		State government /University /State Professional scientific bodies	2.5	2.5		
		University	01	01		
6		***Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences /full paper in Conference Proceedings (Paper presented inSeminars/ Conferences and also published as fullpaper in Conference Proceedings will be countedonly once)**				
		International (Abroad)	10	10		
		International (within country)	07	07		
		National	05	05		
		State/University	02	02		
7		**Teaching**				
		Lab Manuals preparation as authors @2 each	10	10		
		No of UG Courses handled @5 for each course(benefit permissible only once for each course)	25	25		
		No of PG Courses handled@ 3 for course(benefit permissible only once for each course)	15	15		
		PG Examiner for outside universities@ 2 for each university	12	12		
		UG Examiner for outside universities@ 1 for each university	12	12		
8		**Extension**				
		Popular articles@2 each	10	10		
		Extension Bulletins@ 5each	10	10		
		TV/Radio programmes etc@3 each	20	20		
		Conduction of Training programmes for farmers/field vets@3 each	15	15		
		Conduction of Kisanmelas/Fairs@10each	20	20		
9		**Sample Analysis upto 200 per year-10 marks**	20	20		

	More than 200 -20Marks				
10	**Additional Responsibilities as Technical officer to University officers /Warden /Additional Warden/OSA /Academic Advisor/NSS Program officer/ Placement Cell officer/NCC Officer/Transport officer/Educational tour leader@ 5 per year**	20	20		
11	**Health Committees@2**	10	10		
12	**Member of State and national Committees @ 4**	12	12		
13	**Organization of National Conference as organizing secretaries/Winter/Summer Schools as Course Director@10 each**	30	30		
14	**Experience in Farms/Research Stations /KVKs @3per year**	15	15		
15	**Conferences attended @1 each**	10	10		
16	**Post Doctoral Research experience**	15	15		
17	**Income Generation Up to 30 lakhs-10 marks More than 30 lakhs-20**	40	40		

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

i)   Paper in refereed journals without impact factor   -   5 Points

ii) Paper with impact factor less than 1   -   10 Points

iii) Paper with impact factor between 1 and 2   -   15 Points

iv) Paper with impact factor between 2 and 5   -   20 Points

v) Paper with impact factor between 5 and 10   -   25 Points

vi) Paper with impact factor >10   -   30 Points

(a) Two authors: 70% of total value of publication for each author.

(b).More than two authors: 70% of total value of publication for the first/Principal/Corresponding author and 30% of   total value of publication for each of the joint authors.Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

paperpresented if part of edited book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-   supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.

- For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b).Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table 3

Assessment Criteria and Methodology for Asst.Prof. of Library and Information Science/ Asst. librarians for Promotion under CAS toAsst.Prof. of Library and Information Science /Assistant Librarian (senior scale) ,Asst.Prof. of Library and Information Science /Assistant Librarian (Selection grade),Assoc..Prof. of Library and Information Science/ Deputy Librarian (Academic Level 13A) and Assoc..Prof. of Library and Information Science/Deputy Librarian (Academic Level 14)

SNo	Activity	Grading Criteria	Year		Year		Year		Year		Year	
			SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*
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 individuals expected to undertake, inter alia,following items of work: Library Resource and Organizationand maintenance of books, journals and reports. • Provision of Library reader servicessuch as literature retrieval servicesto researchers and analysis ofreport. • Assistance towardsupdatinginstitutional website	**Good** 90% and above **Satisfactory** Below 90% but 80% and above - **Not satisfactory** Less than 80% -										
2	Conduct of seminars/workshops related tolibrary activity or on specific books or genreof books.	**Good -** 1 National level seminar/ workshop State/institution level workshop/Seminar **Satisfactory** - 1										

		National level seminar/ workshop or 1 statelevel 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 thenOR 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 upto 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 inventoryOr Checked inventory and missing books 1% or more. | | | | | | | | | | | |

5.	(i) Digitisation of books database ininstitution having no computerized database. (ii) Promotion of library network. (iii)Systems in place for dissemination ofinformation relating to books and other resources. (iv)Assistance in college administration andgovernance 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.												
	OverallGrading: 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 C AS promotion committee.

Table 4

Assessment Criteria and Methodology forAsst.Professor of Physical education and Sports/Asst.Directors of Physical Education andSportsfor promotion under CAS to Asst.Professor of Physical education and Sports /Assistant Director of Physical Education andSports(Senior Seale), Asst.Professor of Physical education and Sports /Assistant Director of Physical Education andSports(Selection Grade), Associate .Professor of Physical education and Sports /Deputy Director (Academic Level 13A) andAssociate .Professor of Physical education and Sports/ Deputy Director (Academic Level 14

Sl.No.	Activity	Grading Criteria	Year		Year		Y			Year		Year
			SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*	SAS*	AS*
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 than5 disciplines. Satisfactory - Intra college competition in 3-5disciplines. Unsatisfactory - neither good nor satisfactory.										

3.	Institution participating inexternal competitions	Good - National level competition in at leastone discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in atleast one discipline plus district level competition in at least 3 disciplines.										
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 beassessed by the Promotion committee.									4.	

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 ina 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 overall grading.												

Note:i)It is recommended to use ICT technology to monitor the attendance o sports and physical education and compute the criteria of assessment.

ii.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.

iii.The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee