

# SIKSHA O ANUSANDHAN UNIVERSITY

(Declared U/S 3 of the UGC Act, 1956)

## APPENDIX-III TABLE-II(c)

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

	Assistant Professor/equivalent cadres (Stage-1)	Associate Professor/ equivalent 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 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%)

**For details please refer:**

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTAINANCE OF STANDARDS IN HIGHER EDUCATION, 2010.

# SIKSHA O ANUSANDHAN UNIVERSITY

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## PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) OF UNIVERSITY TEACHERS BASED ON THE ACADEMIC PERFORMANCE INDICATORS (API) DEVELOPED BY UGC FOR ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR/PROFESSOR

*The self appraisal score to be given based on evidences criteria which would be verified by a committee.*

### SECTION-A: GENERAL

1	Name	
2	Name of the Department/Institute, where at present working if any	
3	Communication Address/E-mail/ Telephone/Mobile of the faculty	
4	YEAR OF PERFORMANCE APPRAISAL	Till date of application

### CATEGORY-I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Sl.No	Nature of Activity	API Score allotted	Self-appraisal Score	Verification of API Score
1	Lecturers, Seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated (Lectures and tutorials allocated as per UGC norms)	50		
2	Lectures or other teaching duties in excess of 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 and evaluation/assessment of answer scripts) as per allotment	20		
<b>TOTAL</b>		minimum required 75		

### CATEGORY-II: CO-CURRICULAR, EXTENSION AND PROFESSION DEVELOPMENT RELATED ACTIVITIES

Sl.No	Nature of Activity	API Score allotted	Self-appraisal Score	Verification of API Score
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)	20		
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 III below)	15		
<b>TOTAL</b>		Minimum required 15		

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

Sl. No	Engineering/ /Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/ /Management	API Score allotted	Self-appraisal Score	Verification on API Score
<b>III(A) Research publication (journal)</b>	Refereed journals which are indexed publications with Impact factor less than one	Refereed journals which are indexed publications with Impact factor less than one	@5 points		
	Refereed Journals with impact factor 1.0 and below 2.0	Refereed journals with impact factor 1.0 and below 2.0	@10points		
	Refereed journals with impact factor 2.1 and below 5.0	Refereed journals with impact factor 2.0 and below 5.0	@15 points		
	Refereed journals with impact factor 5.1 and below 10.0	Refereed journals with impact factor 5.1 and below 10.0	@25 points		
	Refereed journals with impact factor less than one indexed	Refereed journals which are not indexed without any impact factor.	15/ publication		
	Non impact factor National level research papers in non-refereed and journals but having ISBN/ISSN numbers and the list of journals prepared by the university and hosted in its website	National level research papers in non-refereed/non-journals but having ISBN/ISSN numbers and the list of journals prepared by the university and hosted in its website	10/publication		
	Full papers in conference proceedings, etc (Abstract not to be included)	Full papers in conference proceedings, etc (Abstract not to be included)	10/ publications		
<b>III(B) Research publications (books, chapters in books other than refereed journals articles)</b>	Text or Reference Books Published by International Publishers with an established peer review system.	Tex or Reference Books Published by International Publishers	50/sole author, 10/chapter in an edited book		
	Subject 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, and 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, and 3/chapter in edited books		
	Chapters contributed to edited knowledge based volume published by International publishers	Chapters contributed to edited knowledge based volume published by International publishers	1/chapter		
	Chapters in knowledge based volume by Indian/National level publishers with ISBN/ISSN numbers & with numbers of national & International directories	Chapter in knowledge based volume in Indian/National level publishers with ISBN/ISSN numbers & with numbers of national & international directories.	5/chapter		
<b>III(C)</b>	<b>RESEARCH PROJECT</b>				
<b>III(C)(i) Sponsored projects carried out/ongoing</b>	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 each Projects		
	(b)Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major projects Amount mobilized with minimum of Rs.4.00 lakhs up to Rs.5.00 lakhs	15 each major projects		
	(c)Minor projects from central/state funding agencies with grants above Rs.50,000 up to Rs. 5.0 lakhs	Minor projects from central/state funding agencies with grants above Rs.25,000 up to Rs. 3.0 lakhs	10 each minor project		
<b>III(C)(ii) Consultancy Projects carried out/ongoing</b>	Amount mobilized with minimum of Rs.10.00 lakhs	Amount mobilized with minimum of Rs.2 lakh	10 per every Rs.5 lakh & Rs.10 lakh respectively		
<b>III(C)(iii) Completed</b>	Completed project Report(acceptance from funding agencies)	Completed project Report(acceptance from funding	20/each major		

projects: quality Evaluation		agencies)	projects and 10 minor projects		
III(C)(iv) Projects Outcome/ Outputs	Parent/Technology transfer/product/Process	Major Policy document of Govt. Bodies at Central and state level.	30 each output or patent/50/ each for international level		
III(D)	<b>RESEARCH GUIDANCE</b>				
III(D)(i)	M.Phil	Degree awarded only	Degree awarded only	3/each candidate	
III(D)(ii)	Ph.D	Degree awarded	Degree awarded	10/each candidate	
	Ph.D.	Thesis submitted	Thesis submitted	7/each candidate	
III(E)	<b>TRAINING COURSES &amp; CONFERENCE/SEMINAR/WORKSHOP PAPERS</b>				
III(E) (i) Research Methodology/ Workshops, Training, Teaching- Learning-Evaluation Technology Programmes, Soft Skill Development Programme, Faculty Development Programmes(Max:30 Points)	a. Not less than two weeks duration			20/each event	
	b. One week duration			10/each event	
III(E) (ii) Papers in Conferences/Seminars/workshops etc.* If 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)	Participation & Presentation of research papers (oral/poster)in				
	(a)International/Foreign Conference etc.			10/each	
	(b) National			7.5/each	
	(c)Regional/State level			5.0/each	
(d)Local-University/College level			3.0/each		
III(E)(iv) Invited lectures or presentations for conference/symposia	b. International/Foreign			10/each	
	d. National			5/each	
<b>TOTAL</b>					

- B. The API for joint research publications/joint books/chapter publications will have to be calculated in the following manner:  
*Of the total accrued score for all categories of publications by the concerned teachers, 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.*

**Signature of the candidate**

Date.....

**LISTS OF ANNEXURES IN SUPPORT OF THE ABOVE TO BE ATTACHED SEPARATELY FOR VERIFICATIONS.**

- 1.
- 2.
- 3.
- 4.
- 5.



**SIKSHA O ANUSANDHAN UNIVERSITY**  
**BHUBANESWAR, ODISHA**

1. Name : \_\_\_\_\_
2. Name of the Father : \_\_\_\_\_
3. Name of the Mother : \_\_\_\_\_
4. Name of the Spouse : \_\_\_\_\_
5. Date of Birth : \_\_\_\_\_
6. Permanent Address : \_\_\_\_\_

Recent Passport  
Size Photograph

PIN CODE: \_\_\_\_\_ Ph. No. \_\_\_\_\_

7. Address for Communication: \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

PIN CODE: \_\_\_\_\_ Ph. No. \_\_\_\_\_

Mobile No: \_\_\_\_\_ E-mail. \_\_\_\_\_

8. PAN No. : \_\_\_\_\_

9. Educational Qualification (HSC onwards)(Attach self attested xerox copies of Certificates & Marksheets)

Certificate/ Degree	Board/University	Year of Passing	Class/Division	% of Marks/ CGPA	Major Subjects(s)

10. Area of Specialization: \_\_\_\_\_

NOTE: ATTACH SEPARATE SHEET(S), IF NECESSARY.

11. Subject Taught/Teaching at UG/PG Level

UG/PG	Taught Theory/Practical/Seminar	Duration

12. Work Experience (Attach self attested xerox copies of experience Certificates, appointment letters and No Objection Certificate/Relief orders) in respect of all the organizations you served.

YEAR		Appointing Authority	Organization worked	Teaching/Research/ Industry	Scale of Pay Basic Pay Drawn Gross Salary
From DD/MM/YY	To DD/MM/YY				

13. Research Publications (give details e.g Title of papers, Name of the Journal & year, Volume No., Issue No., No. of pages,)

14. No. of Books published (give details e.g Title of Books, Name of Publishers, Place & Year of Publication)

15. Patents, /Technology Transfer if any:

16. Research Guidance:

Level of Guidance	No. Awarded	No. Continuing
Ph.D Level		
Master Level		

17. Conference/Seminar Organised, Attended & Presented Papers (give details- Year, Name, Place, and Dates)

18. FDP/Short term programme Organized, Attended & Presented Papers (give details- Year, Name, Place, Dates)

19. Extra/Co-curricular activities (give details- Year, Purpose of assignment & assessment)

20. Research Projects undertaken (give details- Topic, Funding Agency, Status & amount sanctioned)

21. Membership in Professional Bodies.

22. Any other achievements, if any.

Signature