

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद

आयूएसओ १००१ : २००८ मानांकित संस्था

१३२-ब, भांबुर्डा, भोसले नगर, पुणे-४११ ००७.

जाहिरात क्रमांक-मकृप/आस्था-२/जाहि-२२/६६८/२०१४, दिनांक – ६ फेब्रुवारी, २०१४.

जाहिरात

महाराष्ट्र राज्यातील महात्मा फुले कृषी विद्यापीठ, राहुरी, डॉ.पंजाबराव देशमुख कृषी विद्यापीठ, अकोला, वसंतराव नाईक मराठवाडा कृषी विद्यापीठ, परभणी आणि डॉ. बाळासाहेब सावंत कोकण कृषी विद्यापीठ, दापोली या चार कृषी विद्यापीठांमधील, खालील तक्त्यात नमूद केलेल्या रु.३७,४०० - ६७,०००, शैक्षणिक ग्रेड पे रु.१०,०००/- या वेतनश्रेणीतील पदे भरण्यासाठी पात्र उमेदवारांकडून विहित प्रपत्रात अर्ज मागविण्यात येत आहेत.

अ.क्र.	पदाचे नाव	महात्मा फुले कृषी विद्यापीठ, राहुरी	डॉ.पंजाबराव देशमुख कृषी विद्यापीठ, अकोला	वसंतराव नाईक मराठवाडा कृषी विद्यापीठ, परभणी	डॉ.बाळासाहेब सावंत कोकण कृषी विद्यापीठ,दापोली
१.	सहयोगी अधिष्ठाता	४	२	५	१
२.	विभाग प्रमुख	३	३	३	४
३.	प्राध्यापक	२७	७	१३	७

- उपरोक्त पदांबाबतचा सविस्तर तपशील आणि त्याकरीता आवश्यक असणारी शैक्षणिक अर्हता, अनुभव, मुल्यांकन, अधिकार व कर्तव्य, अर्जाचा नमुना इत्यादीबाबतचा तपशील खालील संकेतस्थळांवर उपलब्ध करून देण्यात आलेला आहे.

(1) <http://www.maharashtra.gov.in> (2) <http://www.mcaer.org>

(3) <http://mpkv.mah.nic.in> (4) <http://pdkv.ac.in>

(5) <http://mkv2.mah.nic.in> (6) <http://www.dbskkv.org>

- कृषी परिषद कार्यालय येथे अर्ज स्वीकारण्याची शेवटची तारीख दि.१८/०३/२०१४ संध्याकाळी ५.३० वाजेपर्यंत राहिल.

पुणे

दिनांक : ०६/०२/२०१४.

महासंचालक

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद, पुणे

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद

आय्एसओ १००१ : २००८ मानांकित संस्था

१३२-ब, भांबुर्डा, भोसले नगर, पुणे-४११ ००७.

जाहिरात क्रमांक-मकृप/आस्था-२/जाहि-२२/६६८/२०१४, दिनांक – ६ फेब्रुवारी, २०१४.

जाहिरात

महाराष्ट्र राज्यातील महात्मा फुले कृषी विद्यापीठ, राहुरी, डॉ. पंजाबराव देशमुख कृषी विद्यापीठ, अकोला, वसंतराव नाईक मराठवाडा कृषी विद्यापीठ, परभणी आणि डॉ.बाळासाहेब सावंत कोकण कृषी विद्यापीठ, दापोली या चार कृषी विद्यापीठांमधील, खालील तक्त्यात नमूद केलेल्या रु.३७,४००-६७,००० अ शैक्षणिक ग्रेड पे रु.१०,०००/- या वेतनश्रेणीतील पदे भरण्यासाठी पात्र उमेदवारांकडून विहित प्रपत्रात अर्ज मागविण्यात येत आहेत.

दि.३१.१२.२०१३ अखेर रिक्त पदे

अ.क्र	पदाचे नाव	रिक्त पदांचा तपशील			
		म.फु.कृ.वि. राहुरी	डॉ. पंदेकृवि, अकोला	व. ना. म. कृ. वि. परभणी	डॉ.बा.सा.को.कृ.वि. दापोली
I)	सहयोगी अधिष्ठाता (एकूण पदे-१२)	-	-	-	-
१.	सहयोगी अधिष्ठाता (कृषी)	३ (१ खुला, १ अ.जा., १ इ.मा.व.)	-	२ (१ खुला, १ अ.ज.)	--
२.	सहयोगी अधिष्ठाता (कृषी अभियांत्रिकी)	१ (खुला)	-	-	-
३.	सहयोगी अधिष्ठाता (कृषी जैवतंत्रज्ञान)	-	-	१ (खुला)	-
४.	सहयोगी अधिष्ठाता (अन्न तंत्र)	-	-	१ (खुला)	-
५.	सहयोगी अधिष्ठाता (गृहविज्ञान)	-	-	१ (खुला)	-
६.	सहयोगी अधिष्ठाता (पीजीआय-पीएचएम रोहा)	-	-	-	१ (खुला)
७.	सहयोगी अधिष्ठाता (कृषी महाविद्यालय)	-	१ (अ.ज.)	-	-
८.	सहयोगी अधिष्ठाता (पदव्युत्तर शिक्षण)	-	१ (खुला)	-	-
II)	विभाग प्रमुख (एकूण पदे- १३)	-	-	-	-
१.	पशुसंवर्धन व दुग्धशास्त्र	१ (खुला)	-	१ (खुला)	-
२.	कृषी विद्या	१ (खुला)	-	-	-
३.	कृषी विस्तार	१ (खुला)	१ (खुला)	-	-
४.	कृषी रसायन व मृदशास्त्र	-	-	१ (खुला)	-
५.	कृषी अर्थशास्त्र	-	१ (खुला)	१ (खुला)	-
६.	कृषी किटकशास्त्र	-	-	-	१ (खुला)
७.	उद्यानविद्या	-	-	-	१ (खुला)
८.	कृषी अभियांत्रिकी	-	१ (खुला)	-	१ (खुला) *
९.	वनस्पती विकृतीशास्त्र	-	-	-	१ (खुला)
III)	प्राध्यापक (एकूण पदे- ५४)	-	-	-	-
१.	कृषी विद्या	४ (१ खुला, १ अ.जा., १ अ.ज., १ वि.मा.प्र.)	१ (अ.ज.) *	३(२ खुला ● , १ अ.ज.)	-
२.	जीव रसायनशास्त्र	१ (खुला)	-	-	-
३.	कृषी वनस्पतीशास्त्र	२ (१ अ.ज., १ वि.मा.प्र.) #	१ (खुला)	२ (१ खुला, १ अ.ज.)	-
४.	कृषी किटकशास्त्र	३ (२ खुला, १ अ.ज.)	१ (खुला)	१ (खुला)	-

अ.क्र.	पदाचे नाव	रिक्त पदांचा तपशील			
		म.फु.कृ.वि. राहुरी	डॉ. पंदेकृवि, अकोला	व. ना. म. कृ. वि. परभणी	डॉ.बा.सा.को.कृ.वि. दापोली
५.	वनस्पती विकृतीशास्त्र	२ (खुला)	-	१ (खुला)	१ (खुला)
६.	पशुसंवर्धन व दुग्धशास्त्र	४(२ खुला, १ अ.ज., १ वि.जा.अ.)	१ (खुला)	१ (खुला)	
७.	उद्यानविद्या	२ (१ खुला, १ अ.ज.)	-	१ (अ.ज.)	-
८.	कृषी अर्थशास्त्र	३ (२ खुला, १ अ.ज.)	-	-	-
९.	कृषी विस्तार शिक्षण	१ (अ.ज.)	-	१ (खुला)	-
१०.	कृषी प्रक्रिया अभियांत्रिकी	१ (खुला)	१ (खुला)	-	-
११ .	कृषी शक्ती व यंत्रे	३(२ खुला, १ अ.ज.)	-	-	-
१२.	मृद व जलनिस्सारण अभियांत्रिकी	१ (खुला)	-	-	-
१३.	कृषी हवामानशास्त्र		-	१ (खुला)	-
१४.	बायोकेमेस्ट्री अँड न्यूट्रीशियन		-	१ (खुला)	-
१५.	अन्न व पोषण		-	१ (खुला)	-
१६.	PHM of Fruit vegetable & Flower crop.				१ (खुला)
१७.	Medicinal, Aromatic, Plantation, Spices & Forests crops				१ (खुला)
१८.	PHM of Meat, Poultry & Fish				१ (खुला)
१९.	PHM of Food Grains & Seed				१ (खुला)
२०	Post Harvest Engineering				१ (खुला)
२१.	मृद विज्ञान व कृषी रसायनशास्त्र		१ (अ.ज.)		
२२.	कृषी अभियांत्रिकी		१ (खुला)		
२३.	सहयोगी संशोधन संचालक (वनस्पतीशास्त्र) (प्राध्यापक संवर्ग)		-		१ (खुला)
	एकूण	३४	१२	२१	१२

टिप * अंधत्व किंवा क्षीणदृष्टी (Blindness or Low vision) उमेदवारासाठी राखीव,

● या दोन पदांपैकी एक पद महिलांसाठी राखीव,

या दोन पदांपैकी एक पद अंधत्व किंवा क्षीणदृष्टी (Blindness or Low vision) उमेदवारासाठी राखीव

उपरोक्त पदांकरीता आवश्यक असणारी शैक्षणिक अर्हता, अनुभव, अर्जाचा विहित नमुना व इतर तपशील खालील संकेतस्थळावर उपलब्ध करून देण्यात आलेला आहे.

(1) <http://www.maharashtra.gov.in>

(2)

<http://www.mcaer.org>

(3) <http://www.mpkv.mah.nic.in>

(4) <http://www.pdkv.ac.in>

(5) <http://www.mkv2.mah.nic.in>

(6) <http://www.bsckv.org>

अर्ज स्वीकारण्याची शेवटची तारीख १८/०३/२०१४ संध्याकाळी ५.३० वाजेपर्यंत राहिल.

पुणे

दि.०६/०२/२०१४.

महासंचालक

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद, पुणे

**MAHARASHTRA COUNCIL OF AGRICULTURAL EDUCATION AND RESEARCH
AN ISO 9001:2008 ORGANISATION**

132-B, Bhamburda, Bhosale Nagar, Pune-411007

Advt.No. MAC/ Astha-2 /Advt. 22/668 /2014, Dated: 6th February, 2014.

ADVERTISEMENT

Applications in prescribed format are invited for the posts mentioned below in the pay band of Rs. 37,400 - 67,000, AGP Rs. 10,000/- to be filled in the Four Agricultural Universities in the State of Maharashtra.viz. Mahatma Phule Krishi Vidyapeeth (MPKV), Rahuri, Dr. Punjabrao Deshmukh Krishi Vidyapeeth (Dr.PDKV), Akola, Vasantnao Naik Marathwada Krishi Vidyapeeth (VNMKV), Parbhani and Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, (Dr.BSKKV), Dapoli

Sr No.	Name of the post	SAU wise position of vacancies upto 31/12/2013			
		MPKV, Rahuri	Dr. PDKV, Akola	VNMKV, Parbhani	Dr.BSKKV, Dapoli
I.	Associate Dean	4	2	5	1
II.	HOD	3	3	3	4
III.	Professor	27	7	13	7

Details regarding above mentioned posts and the requisite educational qualification, experience, evaluation, powers and duties, proforma of application and other details are available on the following websites

- (1) <http://www.maharashtra.gov.in> (2) <http://www.mcaer.org>
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(5) <http://mkv2.mah.nic.in> (6) <http://www.dbskkv.org>

Application shall be accepted in this office on or before 18th March, 2014 upto 5.30 p.m. only.

Pune
Date: 6th February, 2014.

**Director General
MCAER, Pune.**

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Sr No.	Name of the post	SAU wise position of vacancies upto 31/12/2013			
		MPKV, Rahuri	Dr. PDKV, Akola	VNMKV, Parbhani	Dr.BSKKV, Dapoli
(I)	Associate Dean (Total Post-12)				
1.	Associate Dean (Agriculture)	3(1Open, 1 SC, 1OBC)	-	2(1Open, 1ST)	-
2.	Associate Dean (Agriculture Engineering)	1(Open)	-	-	-
3.	Associate Dean (Agriculture Biotechnology)	-	-	1(Open)	-
4.	Associate Dean (Food Technology)	-	-	1(Open)	-
5.	Associate Dean (Home Science)	-	-	1(Open)	-
6.	Associate Dean (PGI-PHM Roha)	-	-	-	1(Open)
7.	Associate Dean (Agriculture College)	-	1(ST)	-	-
8.	Associate Dean (Post Graduate)	-	1(Open)	-	-
(II)	Head of Department (Total Post-13)				
1.	Animal Husbandry and Dairy Science	1 (Open)		1 (Open)	-
2.	Agronomy	1 (Open)		-	-
3.	Agricultural Extension Education	1 (Open)	1 (Open)	-	-
4.	Agriculture Chemistry and Soil Science	-	-	1 (Open)	-
5.	Agricultural Economics	-	1 (Open)	1 (Open)	-
6.	Agricultural Entomology	-	-	-	1 (Open)
7.	Horticulture	-	-	-	1 (Open)
8.	Agricultural Engineering	-	1 (Open)	-	1 (Open)*
9.	Plant Pathology	-		-	1 (Open)

Sr No.	Name of the post	SAU wise position of vacancies upto 31/12/2013			
		MPKV, Rahuri	Dr. PDKV, Akola	VNMKV, Parbhani	Dr.BSKKV, Dapoli
(III)	Professor (Total Post-54)				
1.	Agronomy	4(1 Open, 1SC, 1ST, 1 SBC)	1 (ST) *	3(2 Open ●, 1 ST)	-
2.	Bio- Chemistry	1 (Open)			-
3.	Agricultural Botany	2 (1 ST, 1 SBC) #	1 (Open)	2 (1Open, 1ST)	-
4.	Agricultural Entomology	3(2 Open, 1ST)	1 (Open)	1 (Open)	-
5.	Plant Pathology	2 (Open)	-	1 (Open)	1 (Open)
6.	Animal Husbandry and Dairy Science	4(2 Open, 1 ST, 1 DTa)	1 (Open)	1 (Open)	
7.	Horticulture	2 (1 Open, 1 ST)	-	1 (ST)	-
8.	Agricultural Economics	3 (2 Open, 1 ST)	-	-	-
9.	Agricultural Extension Education	1 (ST)	-	1 (Open)	-
10.	Agricultural Processing Engineering	1 (Open)	1 (Open)	-	-
11.	Farm Power and Machinery	3(2 Open, 1 ST)	-	-	-
12.	Soil and Water Conservation Engineering	1 (Open)	-	-	-
13.	Agricultural Meteorology		-	1 (Open)	-
14.	Biochemistry and Nutrition		-	1 (Open)	-
15.	Foods and Nutrition		-	1 (Open)	-
16.	PHM of Fruit vegetable & Flower crop.				1 (Open)
17.	Medicinal, Aromatic, Plantation, Spices & Forests crops				1 (Open)
18.	PHM of Meat, Poultry & Fish				1 (Open)
19.	PHM of Food Grains & Seed				1 (Open)
20.	Post Harvest Engineering				1 (Open)
21.	Agriculture Chemistry and Soil Science		1 (ST)		
22.	Agricultural Engineering		1 (Open)		
23.	Associate Director of Research (Agricultural Botany) (Professor Cadre)				1 (Open)
	Total	34	12	21	12

Note :- * Reserved for Blindness or Low vision person under handicapped

● Reserved for Women Category

Out of two posts, one post is reserved for Blindness or Low vision person under handicapped

Details regarding above mentioned posts and the requisite educational qualification, experience, evaluation, powers and duties, proforma of application and other details are available on the following websites

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Sr No.	Name of the post	SAU wise position of vacancies upto 31/12/2013			
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I.	Associate Dean	4	2	5	1
II.	HOD	3	3	3	4
III.	Professor	27	7	13	7

Applicant must have ability to initiate, organize and coordinate the teaching, research or extension education. For every information given, applicant must provide documentary evidence. However, the applicant has to submit API based on the PBAS as appended in Appendix III. Minimum requirement of educational qualification and experience for the above posts are as follows :

Associate Dean :-

- 1) A Doctoral degree in respective faculty
- 2) A minimum 15 years experience in the field of teaching / research / extension education, out of which at least 3 years experience as Head of the Department OR minimum 15 years experience in the field of teaching / research / extension education out of which 5 years experience in the cadre of regular Professor or its equivalent.
- 3) Experience of guiding at least five post graduate students.
- 4) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process.
- 5) Ability to initiate, organize and coordinate teaching, research and extension education.
- 6) Evidence of atleast 10 published papers in recognized journals having NAAS rating.
- 7) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.

Head of Department

- 1) A Doctoral degree in respective discipline.
- 2) A minimum 12 years experience in teaching / research / extension education, out of which atleast 3 years experience in the cadre of regular Professor or its equivalent OR minimum 12 years experience in teaching / research / extension education, out of which 7 years experience in the cadre of Associate Professor or its equivalent.
- 3) Experience of guiding atleast three post graduate students.
- 4) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process.
- 5) Ability to initiate, organize and coordinate teaching, research and extension education
- 6) Evidence of atleast 10 published papers in recognized journals having NAAS rating.
- 7) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.

Professor :-

- 1) A Doctoral degree in respective discipline.
- 2) A minimum of 11 years experience in teaching / research / extension out of which 3 years in the cadre of regular Associate Professor or its equivalent.
- 3) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process
- 4) Evidence of atleast 10 published papers in recognized journals having NAAS rating.
- 5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.

INSTRUCTIONS FOR CANDIDATES :

1. **For detail information of Powers and duties of the post of Associate Dean, please refer Section 27 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983 and Statute 59 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.**
2. **For detail information of Powers and duties of the post of Head of Department, please refer Statute 79 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.**
3. **For detail information of Powers and duties of the post of Professor, please refer Statute 80 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.**
4. It is essential to submit separate application for each post.
5. Each application must be accompanied with a crossed Demand Draft of Rs. 2000/- (Rs. Two Thousand only) (Non-refundable) payable at the State Bank of India, University Road Branch, Pune (Code 7339) in the name of **Financial Advisor**,

MCAER, Pune- 411007.

6. Government servants and servants of University and local bodies must apply through proper channel forwarding an advance copy to this office directly within stipulated period.
7. The candidates applying for the post of Associate Dean should not have attained the age of 50 years as on 1st January, 2014 whereas candidates applying for the post of Head of the Department and/ or Professor should not have attained the age of 45 years as on 1st January, 2014. There shall be no upper age limit for the persons employed in any University within the meaning of the Act. Upper age limit is relaxable by five years in respect of candidates belonging to SC, ST, DT(A) and NT of Maharashtra State. Reservation of seats is applicable for candidates belonging to SC/ ST/ DT(A)/NT categories in Maharashtra.
8. Posts reserved for DT(A), NT-(B), NT-(C), NT-(D) category are interchangeable. If candidates belonging to DT(A), NT-(B), NT-(C), NT-(D) category are not available, these posts will be filled in interchangeably from DT(A), NT-(B), NT-(C), NT-(D) category, as per Government policy. The candidates applied for the posts under category DT(A), NT-(B), NT-(C), NT-(D), OBC and SBC should submit non-crèamy layer certificate issued by the competent authority on or after 1st April, 2013.
9. Reservation for women and persons with disabilities, etc., will be as per the norms of Government of Maharashtra. The candidate applying under women reservation should submit non-crèamy layer certificate issued by the competent authority on or after 1st April, 2013.
10. Only the candidate belonging to SC/ST category would be considered against the respective reserved post.
11. Reservation of SC/ST and Other Backward Classes are made as per rules in force in the Government of Maharashtra. Candidates belonging to the reserved categories as recognized in the State of Maharashtra shall only be considered under reserved categories. The candidate belonging to the reserved categories from outside the State of Maharashtra will be treated as open. As such, other candidates need not apply against the reserved post.
12. The reservation mentioned in the advertisement is subject to verification of roster by the competent authority. The number of posts advertised may vary after verification of the roster. The MCAER reserves all rights not to fill some or all the posts advertised and to change the number of posts advertised and or / reservation. The decision of the Chairman of MCAER will be final and binding on applicants and no correspondence in this regard will be entertained.
13. Applications incomplete in any respect, applications without required supporting documents or those received after the last date of receipt of application will not be considered.
14. If there is adequate response from highly qualified and more experienced candidates, those with less qualification or experience may not be called for interview, even though they may be fulfilling the minimum eligibility criteria for the post applied for. Mere eligibility doesn't impart any right to a candidate for being called for interview.
15. If the Recruitment Board is satisfied that candidates with prescribed qualifications and quality are not available for selection, and makes a report to the State

Government to that effect, the State Government may relax the higher basic qualifications and experience in making the appointments as may be necessary.

16. As per the Government Resolution dated 19th March 2003, newly appointed employee / officer shall have to produce either DOE ACC's 'CCC', 'O', 'A', 'B', 'C', level certificate or MS-CIT certificate within 2 years from the date of their appointments, if not submitted along with the application form.
17. Candidates already employed in Universities / Government / Quasi Government / Public Sector will be required to produce a 'No Objection Certificate' of the Competent Authority at the time of interview.
18. The period of assessment of the candidate will be as per the UGC Regulation-2010 as mentioned in the explanatory note for Academic Performance Indicator.
19. Applicant shall submit API pertaining to last 3 years (2010-11, 2011-12, 2012-13) verified and assessed scrupulously by Internal Quality Assessment Cell of the concerned State Agricultural University, established as per UGC Regulation-2010. Accordingly, annualized API scores compounded progressively for last 5 years be submitted along with applications, duly certified by Competent authority within the stipulated time period.
20. Relevant experience and educational qualifications of candidates will be counted as on the last date of submission of application, i.e.18/03/2014. Accordingly, the candidates should confirm their eligibility for the post applied for before submission of application. No separate correspondence whatsoever in this regard shall be entertained by the MCAER, Pune.
21. Attested copies of self-explanatory document of evidence for age, caste, educational qualification, experience, non-creamy layer, etc. as indicated in the application should invariably be produced with application bearing page numbers and proper indexing, failing to which, application will be rejected considering as incomplete application.
22. As per the notification No. SRV. 2000/ CR(17/ 2000) XII, dated 28th March, 2005 issued by General Administrative Department, Mantralaya, Mumbai, a candidate shall submit the declaration of the small family in the prescribed proforma attached with an application as Declaration Form-A.
23. Selected candidate can be posted or transferred anywhere in the jurisdiction of the State.
24. On selection of the candidates every candidate shall have to execute an Agreement Bond with the Registrar of the University as per the provision in Section 57(1) of the Maharashtra Agricultural Universities Act, 1983
25. Number of vacancies notified is subject to alteration.
26. Candidates already in service should submit their applications through proper channel. They should also ensure that the application reaches the Maharashtra Council for Agriculture Education and Research, Pune on or before the last date prescribed. If any delay in sending the application through proper channel is anticipated, an advance copy of the application should be sent within the last date prescribed. The applications duly filled in all respects including API pertaining to last 3 years (2010-11, 2011-12, 2012-13) verified and assessed scrupulously by Internal

Quality Assessment Cell of the concerned State Agricultural University, established under UGC Regulation-2010 should reach the Maharashtra Council for Agriculture Education and Research, Pune on or before 18/03/2014.

27. The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be similar, However, since teachers recruited directly can be from different backgrounds and institutions, Table 6 of Appendix III provides norms for direct recruitment of teachers to different cadres, while Table 4 and Table 5 provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.
28. Nomenclature of a post can be changed as and when required.
29. MCAER reserves the right to re-advertise the posts if suitable candidates are not found in the recruitment process.
30. Furnishing any false, misleading, overestimated information in the application form shall hold the candidate liable to action deemed fit.
31. Any Attempt on the part of a candidate or his relative or friend to enlist support by direct or indirect method for his application for appointment to any of the posts in the university services shall disqualify the candidate for being appointed to the post.
32. The Maharashtra Council for Agriculture Education and Research takes no responsibility for any delay in receipt or loss in postal or courier transit of any application or correspondence.
33. Candidates called for interview will have to remain present at their own expenses.

Pune
Date: 6th February, 2014.

Director General
MCAER, Pune.

UNDERTAKING

FORM 'A'

(SEE RULE - 4)

I, Shri./ Smt./ Kum.....son
/daughter/ wife of Shri.....aged.....years, resident of
..... do hereby declare as follows :-

1. That I have filled my application for the post of.....
2. I have (Number) living children as on today. Out of which number of children born after 28th March, 2005 is (Mention dates of birth, if any)
3. I am aware that if any total number of living children are more than two due to the children born after 28th March, 2005, I am liable to be disqualified for the same post.

Date and Place :- Signature.....

Application Form**MAHARASHTRA COUNCIL OF AGRICULTRE EDUCATION
AND RESEARCH, PUNE**

132/B, BHAMBURDA, BHOSALE NAGAR, PUNE – 411 007

Application for the post of

Name :

Post applied for :

Advertisement No. & date : Advt.No. MAC/ Astha-2 /-----/Advt. 22/ /2014,

Dated: Feb, 2014.

DD/Postal Order No. & Date :

Instruction to the candidates

1. The application should be filled by the applicant himself/herself.
2. Please answer each item clearly and completely.
3. Incomplete applications are liable to be rejected.
4. The application pro-forma downloaded from website should be accompanied with the requisite fee (**i.e., Rs. 2000/-**) (payable to Financial Advisor, MCAER, Pune) as indicated in the notification, at the time of submission of filled in application, or else, the application will be rejected.

Application Format

15

Recent passport
size photograph
3 cms.x 3 cms.

1	Name (in block letters)(Surname First)							
2	Date of Birth (with birth date Proof)							
3	Advertisement No.							
	• Gender				Male / Female			
4	Application for the post of							
	Name of the University							
5	Particulars of Application Fee Rs.2000/-				DD Noand Date			
	Name of the Bank							
6	A) Address for correspondence,							
	B) Telephone no with STD code and C) Cell no D) Fax, F) e-mail							
	• Scale of pay							
7	(A) Category(SC/ST/ DT(A)/NT(b),NT(c),NT(d)/SBC/OBC (of Maharashtra only)/ Open (B) Date and No. of Caste Validity Certificate							
8	Do you belong to non-creamy layer? Applicable for DT(a),NT(b),NT(c),NT(d)/ SBC/OBC				Yes	No		
9	Are you seeking other parallel reservation?				Yes	No		
	Category							
10.	Computer Competency Name of examination Passed							
11.	Educational Qualification (Commencing with SSC or equivalent) (details with attested copies of mark-sheets & certificates of all the qualifications acquired)							
S.No	Examination passed	University/Board	Year of Passing	Division/ Class	Percentage of Marks/CGPA	Subject of Specialization		
1	2	3	4	5	6	7		
11.1								
11.2								
11.3								
11.4								
11.5								
11.6								
12	Details of experience							
Sr. No.	Name of University and department/Office	Post Held	Nature of appointment	Period		Experience		
				From	To	Year	Month	Days
	Total Experience							

13	Have you furnished Academic Performance Indicators (APIs)			
14	Academic Performance (based on verifiable record) as certified by IQAC – Year wise	2009 -10, 2010-11, 2011-12, 2012-13, 2013-14 cumulative - Average		
	<ul style="list-style-type: none"> languages proficiency (including foreign languages) 	Sr. No.	Languages	Level of Knowledge
		Note : in the level of knowledge column, indicate Excellent/Good/Fair		
	<ul style="list-style-type: none"> Have you ever-faced any vigilance Enquiry or enquiry by anti – corruption bureau or any other investigative organization Please write YES / NO 	-----		
	<ul style="list-style-type: none"> if any : please indicate in brief, the details of the vigilance Enquiry and outcome thereof (if exonerated, a copy of the order passed by the competent authority may be furnished) 	<hr/> <hr/> <hr/> <hr/>		

14.1 A) Academic Qualification- Maximum 2 Marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Ph. D. – Minimum Qualification			
ii)	Additional degree /Diploma in any field from recognized institution	1 mark each		
iii)	Post Doctoral Fellowship	1 mark		
iv)	State/National /Professional Society Award/ Gold Medal / Fellowship	1 mark each		
v)	Fellow of Professional Society	1 mark each		
	Total			

14.2 B) Employment record and experience – Maximum 3 Marks

S.No.	Particulars	Experience	Marks Secured*	Documentary Evidence
i)	2 marks for every completed year of experience over and above the minimum experience required in the immediate lower cadre to the post applied.	A) Minimum		
		B) Above Minimum		
	Total			

14.3 C) Service in Remote areas/ Affected areas – Maximum 0.5 Mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	0.5 mark for each completed year of service (Remote Area/Affected area to be defined by the individual University.			
	Total			

14.4D) Significant contribution in relevant field and leadership – Maximum 2.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Patent/Release of variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/-	1 mark each		
ii.	Farm development/Nursery Management/ Livestock Management/ Production of Seed/ Biofertilizers/ Bioagents/ Extension activities/ Development of teaching aids/practical manuals.	1 mark/year		
	Total			

14.5 E) Award / Recognition – Maximum 1 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	National & State level award	1 mark each		
ii)	Best Paper/Poster Award	0.5 mark each		
iii)	Member of the State/National Level Committee	0.5 mark each		
iv)	Member of Professional Society	1 mark each		
v)	Reviewer/Referee of journal	0.5 mark each		
	Total			

14.6 F) Externally funded projects/Inter Institutional Projects – Maximum 1.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	i) Competitive grant projects funded by agencies other than host University regular programme	1 mark each		
ii)	ii. Joint Project of the University with State/ Centre/ Public / Private Sectors	1 mark each		
	Total			

14.7 G) Summer/Winter School/ Refresher course/ Seminar / Symposia - Maximum 1 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Course Director / Coordinator	1 mark each		
ii)	Resource Person	0.2 mark each lecture		
	Total			

14.8 H) Publications (Marks will be given for first three authors) – Maximum 7.5 marks

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Articles in NAAS rated journals	Marks as per NAAS rating		
ii)	Articles in Referred Journals other than NAAS	1 mark each		

iii)	Conference/Technical Publication	0.5 mark each		
iv)	Folder/Popular articles	0.2 mark each		
v)	Books	1 mark each		
	Total			

14.9 I) Institutional Building - Maximum 0.5 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	Lab/farm/workshop development Rector/Monitor/NSS Programme Officer/ NCC Incharge/ Students Welfare activities/ Monitoring and co-ordinating of teaching/research/ extension activities	0.5		

14.10 J) International Exposure – Maximum 0.5 mark

S.No.	Particulars	Marks Alloted	Marks Secured*	Documentary Evidence
i)	International trainings/ symposia/ seminars / workshop/ study tour/ visiting professor within country/abroad	0.5mark each		
ii)	Experience of working in International Institute within India/abroad	0.5 mark/year of experience		
	Total			

* Mention the number as the case may be.

DECLARATION

I Declare that the entries made in the columns of this proforma are correct,complete and true to the best of my knowledge and belief. Nothing has been either concealed or misrepresented by me.

Place :

Date:

Signature

Certificate

“ I do hereby declare that all the statements made in the application are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any particulars/information given above being found false or incorrect, my candidature for the post is liable to be rejected or cancelled and in the event of my misstatement or discrepancy in the particulars being detected after my appointment, my services shall liable to be terminated forthwith without any notice.

Date :-

Signature of applicant

Appendix –I
(Statute 41)
Qualification for the academic posts

Sr. No.	Designation of the post	Required Qualifications
(1)	(2)	(3)
1.	Associate Dean	<ol style="list-style-type: none"> 1) A Doctoral degree in respective faculty. 2) A minimum 15 years experience in the field of teaching / research / extension education, out of which at least 3 years experience as Head of the Department OR minimum 15 years experience in the field of teaching / research / extension education out of which 5 years experience in the cadre of regular professor or its equivalent. 3) Experience of guiding atleast five post graduate students. 4) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process. 5) Ability to initiate, organize and coordinate teaching, research and extension education. 6) Evidence of atleast 10 published papers in recognized journals having NAAS rating. 7) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.
2.	Head of Department	<ol style="list-style-type: none"> 1) A Doctoral degree in respective discipline. 2) A minimum 12 years experience in teaching / research / extension education, out of which atleast 3 years experience in the cadre of regular Professor or its equivalent OR minimum 12 years experience in teaching / research / extension education, out of which 7 years experience in the cadre of Associate Professor or its equivalent. 3) Experience of guiding atleast three post graduate students. 4) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process. 5) Ability to initiate, organize and coordinate teaching, research and extension education 6) Evidence of atleast 10 published papers in recognized journals having NAAS rating.

Sr. No.	Designation of the post	Required Qualifications
(1)	(2)	(3)
		7) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.
3	Professor	<ol style="list-style-type: none"> 1) A Doctoral degree in respective discipline. 2) A minimum of 11 years experience in teaching / research / extension out of which 3 years in the cadre of regular Associate Professor or its equivalent. 3) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process 4) Evidence of atleast 10 published papers in recognized journals having NAAS rating. 5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University as per UGC Regulation-2010.

Appendix III

(Evaluation of candidates for past performance and personal interview)
CATEGORY I A- TEACHING(a), RESEARCH (b) AND EXTENSION RELATED
ACTIVITIES(c)

Brief explanation:

Based on the teacher's self assessment, API scores required for (i) teaching related activities; (ii) domain knowledge; (iii) participation in examination and evaluation; (iv) contribution to innovative teaching, new courses etc are as detailed in Table 1

API scores required for (i) Initiation, formulation and execution of research project; (ii) assistance in research assignments (iii) research findings/deliverables; (iv) innovative techniques (v) preparation of reports are as detailed in Table 1

API scores required for (i) Extension activities organized; (ii) innovative extension work; (iii) preparations and imparting knowledge; (iv) use of innovative techniques; (v) participation in programmes are as detailed in Table 1.

Table 1 : API scores for Teaching (a), Research (b) and Extension Activities (c)

S. N.	Nature of Activity	Maximum Score
1	a) Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated OR	50
	b) Initiation, formulation and execution of research projects/experiments which are duly approved by competent authority OR	50
	c) Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies.	50
2	a) Lectures or other teaching duties in excess of the UGC norms OR	10
	b) Assistance in the research project OR	10
	c) Innovative extension work carried out (FFS, FSF, ICT based modules)	10
3	a) Preparation and imparting knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students OR	20
	b) Patent/ recommendation/variety release/ development of implements or machinery / product development / feed /gear / craft /technology OR	20

	c) Preparation and imparting of knowledge/instruction to the clientele (preparation of notes, handouts, publications for used of farmers/extension workers)	20
4	a) Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc. OR	20
	b) Innovative research work carried out with use of advanced technology or equipments OR	20
	c) Use of innovative extension teaching methodologies (ICTs and Audio-visual aids)	20
5	a) Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment. OR	25
	b) Preparation of research reports, attendance in research meetings, presentation of research report OR	25
	c) Participation in extension programmes as per allotment (trainings, mass media, farmer's rallies, exhibitions, meetings etc.)	25
Total score		125
Minimum API score required		75

Note :- The candidate should fill in only one activity from a/b/c from points sr. no. 1- 5 in Table- 1

A. Instruction for filling up scores of Teaching, Learning and Evaluation Related Activities

(i) Lectures, seminars, tutorials, practicals, contact hours undertaken

Indicators/Activities	Max. Score
Lectures/Practicals/Tutorials/Contact classes taken should be based on verifiable record. Each contact hours carry 3 points	Max Score : 50

(ii) Lectures or other teaching duties in excess of the norms

Indicators/Activities	Max. Score
If teacher has taken classes exceeding UGC norm, then two point to be assigned for each extra contact hour of classes	Max Score : 10

- (iii) Preparation and imparting knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students

Indicators/Activities	Max. Score
Imparting of knowledge/instruction <i>vis a vis</i> with the prescribed material (Text book/ Manual etc) and methodology of the curriculum (100% compliance = 20 points)	Max Score : 20

- (iv) **Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.**

Indicators /Activities	Max Score
Updating of Course, design of curriculum, (5 points per course)	10
Preparation of resource material, fresh reading materials, Laboratory manuals etc- 5 points each.	10
Use of Innovative teaching-learning methodologies; use of ICT; Updated subject <ul style="list-style-type: none"> a. ICT Based Teaching material : 10 points each b. Interactive Courses : 5 points each c. Participatory Learning modules: 4 points each 	10
Developing and imparting Remedial/Bridge Course and Counseling modules (each activity : 5 points)	10
Developing and imparting soft skill//communication skill/personality development courses/modules (each activity : 5 points)	10
Developing and imparting specialized teaching-learning programmes (each activity: 5 points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web based learning and e-library skills to students <ul style="list-style-type: none"> (a) Workshop/Training course : 10 points each (b) Popularization program : 5 points each 	10
Maximum Aggregate Limit	20

- (v) **Examination Related Work**

Indicators	Max. Score
College/University Semester End / Annual Examination work as per duties allotted. (Invigilation - 10 points; Evaluation of answer script - 5 points; Question paper setting - 5 points) (100% compliance = 20 points)	20
College/University examination/ Evaluation responsibilities for	10

internal/continuous assessment work as allotted (100% compliance = 10 points)	
Examination work such as coordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10
Maximum Aggregate Limit	25

B. Instruction for filling up scores of Research Activities:

(i) Initiation, formulation and execution of research project

Indicators/Activities	Max. Score
Ten marks per project/experiment as principal investigator	50

(ii) Assistance in the research project

Indicators/Activities	Max. Score
Two marks per project assisted	10

(iii) Patent/ recommendation/variety release/ development of implements or machinery/product development/Feed/Gear/craft/technology

Indicators/Activities	Max. Score
Ten marks per patent/ variety release/ 5 points each development of implements or machinery/ product development/ Feed/ Technology developed / recommendation Five marks per activity those who helped in patents and variety released 2 marks each for development of implements or machinery/ product development/ Feed/ Technology developed / recommendation	20

(iv) Innovative research work carried out with use of advanced technology or equipments

Indicators/Activities	Max. Score
Per innovative work ten marks (To be judged by Head department/ Head Institute)	20

(v) Preparation of research reports, attendance in research meetings, presentation of research report

Indicators/Activities	Max. Score
Preparation of research reports, attendance in research meetings, presentation of research report for each activity 2.5 marks	25

C. Instruction for filling up scores of Extension Activities:

- (i) **Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies**

Indicators/Activities	Max. Score
Extension education activities should be based on verifiable records 10 points per activity.	50

- (ii) **Innovative extension work carried out (FFS, FSF, ICT based modules)**

Indicators/Activities	Max. Score
If the scientist has organized/carried innovative extension work in addition to the assigned activities then two points should be allotted for each innovative extension work <ul style="list-style-type: none"> - Imparting knowledge/instructions by developing study materials and methodology for curriculum delivery - Use of innovative extension teaching methods, use of ICT <ul style="list-style-type: none"> • ICT based teaching material • Interactive courses • Participatory learning material - Developing and imparting courses/ counseling modules - Developing and imparting soft skills Organization and conducting of training programmes	10

- (iii) **Preparation and imparting of knowledge/instruction to the clientele (preparation of notes, handouts, publications for used of farmers/extension workers)**

Indicators/Activities	Max. Score
Informative notes, printed handouts, folders, charts, posters, booklets etc. – 2.5 points each	20

- (iv) **Use of innovative extension teaching methodologies (ICTs and Audio-visual aids)**

Indicators/Activities	Max. Score
Development of web based literature, interactive teaching CDs, Audio CDs, Video Clips, Electronic display boards etc. – 5 points each	20

- (v) **Participation in extension programmes as per allotment (trainings, mass media, farmer's rallies, exhibitions, meetings etc.)**

Indicators/Activities	Max. Score
Trainings, Mass media, farmer's rallies, exhibitions, meetings etc. – 2 points each	25

CATEGORY I B: Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier .

Assessments of these officers shall be done on the basis of annual confidential reports, infrastructures created, receipts generated, etc, as applicable

The certificate be issued by the Deans/ Directors/Associate Deans/ Head of Departments/Controlling Officer etc.

Total scores: 125

Minimum API score required: 75

CR grading	Points
A+	125
A	100
B+	75

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

Brief Explanation:

Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities and Professional development related contributions. The minimum API score required from this category is 15.

Table 2 . API Scores fore Co-curricular, Extension and Professional development related activities

S.N.	Nature of Activity	Maximum 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
Minimum API Score required		15

Category II: Co-curricular, Extension and Profession Related Activities and Participation in the corporate life of the institution

(i) Co-curricular Related Activities

Indicators/Activities	Maximum score
Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training, Experiential learning and placement activities (5 point each)	10
Positions held/Leadership role played in organization linked with Extension Work and Programme officers, National service Scheme (NSS), NCC officer or any other similar activity (each activity 10 points) Participation in NCC, NSS activity – 2 points each	10
Students and Staff related Socio cultural and Sports Programmes, campus publications (college level 2 points, university level 5 points)	10
Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or drought relief, small family norms etc. (5points each)	10

Maximum Aggregate Limit	20
(ii) Contribution to corporate Life and Management of the Institution	
Indicators/Activities	Maximum score
Contribution to corporate life in Universities/ colleges through meetings popular lectures, subject related events, articles in college magazine and souvenirs (2 points each)	10
Institutional Governance responsibilities like, Chairman/Vice Chairman/member of student council , Chairman/member/member secretary of Statutory bodies, Rector, College farm incharge, Associate Dean's Representative (ADR), IQAC Co-coordinator (10 points each) Monitor, Instrumentation cell etc- 5 points each	10
Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee, member of various college & university level committees (5 points each)	10
Responsibility for, or participation in committees for Students welfare, counseling and Discipline (5 each)	10
Organization of Conference, Training: International (10 points); national/ regional (5 points)	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

Indicators/ Activities	Maximum score
Membership in profession related committees at state and national level a. At national level: 3 points each b. At state level: 2 points each	10
Participation in subject associations, conferences, workshops, seminars without paper presentation (Each activity: 1 point)	10
Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 point)	10
Membership/participation in Bodies/Committees on Education and National Development-5 points each	10
Publication of articles in newspapers, magazines or other publications (not covered in category III);TV talks, radio talks etc. (1 point each)	10
Maximum Aggregate Limit	15

CATEGORY II B: Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier .

Assessments of these officers shall be done on the basis of annual confidential reports, infrastructures created, receipts generated, etc, as applicable

The certificate be issued by the Deans/ Directors/Associate Deans/ Head of Departments/Controlling Officer etc.

Total scores: 50

Minimum API score required: 15

CR grading	Points
A+	50
A	30
B+	15

CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTION

Brief explanation

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

Table 3.

S.N.	APIs	Faculties of Agriculture/ Agril. Engg./Fisheries/ Forestry	Max. points for University and college teacher position
III (A)	Research papers published in	Referred Journals periodicals having ISBN/ISSN numbers	15/ publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III (B)	Research publications (books, chapters in books, other than referred journal articles)	Text or reference Books published by International publishers with an established peer review system	50/ each author and 10/chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	25/ each author and 5/chapter in edited books
		Subject books by other local publishers with ISBN/ISSN numbers	15/ each 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	05/ Chapter
III (C)	RESEARCH PROJECTS		
III (C) i	Sponsored Projects carried out/ongoing	(a) Major projects amount mobilized with grants above 30.0 lakhs	20 each project
		(b) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakhs	15 each project
		(c) Minor projects (amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	10 each project
III (C) ii	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs. Fifty thousand only	10 per every Rs. Fifty thousand only
III(C)iii	Revolving fund	25% above the target	5 points
		35% above the target	10 points

	presentations for conferences/ symposia	(b) National level	5
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- * If a paper presented in conference/seminar is published in the form of proceedings, the points would accrue for publication (III(a)) and not under presentation (III e (ii)).

CATEGORY III (i) : RESEARCH, ACADEMIC, EXTENSION AND ADMINISTRATIVE CONTRIBUTION FOR PROFESSORS / HODs / ASSOCIATE DEANS/ DIRECTORs...

Based on the teacher's self assessment, API scores are proposed for research, academic, extension and administrative contributions. The minimum API score required by teachers from this category is different for different levels of promotion / direct recruitment. The self-assessment score will be based on verifiable criteria and will be finalized by the screening / selection committee.

S.N.	APIs	Faculties of Agriculture/ Agril. Engg./ Fisheries/ Forestry	Max. points for University and college teachers position
III (A) i	Research papers published in	i) Referred Journals periodicals having ISSN numbers	15/ publication
		ii) Conference proceedings as full papers, etc. (Abstracts not to be included)	
		International National State Level	15/ publication 10/publication 7.5/publication
		iii) Technical articles published but not covered above (excluding popular articles)	05/publication
III (A) 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(A) iii	Abstract published	International	5 each
		National	3 each
		State level	2 each
		Local	1 each
III (B)	Research publications (books, chapters in books, other than referred journal articles)	Text or reference Books published by International publishers with an established peer review system	50/ each author and 10/chapter in edited books
		Subjects books by National level publishers/State and Central Govt. Publications with ISBN numbers	25/ each author and 5/chapter in edited books
		Subject books by other local publishers / e publication	15/ each 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.	05/ Chapter
		Worked as editor of book / periodical / abstract book / souvenir.	05 each
III (C) EXTERNALLY FUNDED PROJECT			
III (C) i	Sponsored Projects carried out / ongoing	a) Major project amount mobilized more than Rs. 1 crore.	50 each project
		b) Major projects amount mobilized with grants Rs. 30.0 lakhs to 1 crore.	20 each project
		c) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakhs.	15 each project
		d) Minor projects (amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	10 each project
III (C) ii	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. Fifty thousand only.	10 per every Rs. Fifty thousand only.
III (C) iii	Revolving fund	25% above the target	5 points
		35% above the target	10 points 5 points for 10% more than the target
III (C) iv	Products testing	Product / chemicals / equipment / machin, etc. testing	5 points each
III (C) v	Completed projects Quality evaluation	Completed project report (Acceptance from funding agency)	20 each major project and 10 each minor project
III (C) vi	Projects Outcome / outputs	Variety released / Technology / products / process developed / Recommendations / Software's / models / gadgets	20 / each for State level / 30 / each national level.
III(C) vii	Registration under IPR	Patent / GI / Trademark / copy Right etc.	50 each
III (D) RESEARCH GUIDANCE			
III (D) i	M.Phil.	Degree awarded	03 each candidate
ii.	M.Sc./M.Tech./M.F.Sc.	Degree awarded	03 each candidate
iii.	M.Sc./M.Tech./M.F.Sc.	Member Advisory Committee (Degree awarded)	2 points each candidate
III (D) iv	Ph.D.	Degree awarded - Major Advisor	10 each candidate
	Ph.D.	Co-major Advisor	7 points
	Ph.D.	Member Advisory Committee	05 each candidate

III (E)	TRAINING COURSES AND CONFERENCE / SEMINARS WORKSHOP PAPERS		
III (E) I	Participated in Refresher Courses, Methodology Workshops, Training, Teaching - Learning- Evaluation Technology Programmes, Soft skills development programmes, Faculty Development Programmes	(a) Not less than two weeks duration (b) Two week duration	20 each 10 each
III (E) ii	Organized the refreshers course / seminar/ symposium / workshop etc.	Convener Co convener / secretary	15 each 10 each
III (E) iii	Lecture delivered as resources person in seminar / symposium /, workshop, refreshers course / training etc.	International National State Level University Level	15 each 10 each 05 each 03 each
III (E) iv	Worked as chairman / rapporteurs in seminars / symposium / workshop / conferences etc.	(a) Chairman International National State	10 each 5 each 3 each
		(b) Rapporteurs International National State	5 each 3 each 2 each
III (F)	TEACHING		
III (F) i	Teaching as per the prescribed norms		15 / year
III (F) ii	Expert lecture / guest faculty / adjunct faculty	Within the University Outside the University	03 each 02 each
III (F) iii	Visiting professor to other organization / university		02 each lecture
III (F) iv	Evaluation of Ph.D. thesis		05 each

III (F) v	Evaluation of master thesis		03 each
III (F) vi	Curriculum development	University level National level	5 each 7 each
III (G)	MEDALS / AWARDS AND HONORS		
III (G) i	International		15 each
	National		10 each
	State level		05 each
	Fellow		05 each
	Post doctoral fellow		25 each
	National Professor		25 each
	National Scientist		25 each
	Best oral presentation		05 each
	Best poster presentation		05 each
	Appreciation letter by University authority		03 each
III (H)	ADMINISTRATIVE		
III (H) i	Officers those who are working as Officer-In-Charge / ADR / Superintendent of School / Director of Farm / HoD / Associate Dean		20 each year
III (H) ii	Additional charge held more than six months duration	Same post Higher post	5 10
III(H) iii	Worked as Chairman / Member for selection committee	Chairman Member	10 5
III (H) iv	QRT member		15
III (I)	Extension Activities		
III (I) i	OFT /FLD/FFS/FSF/ Extension training programme implemented / extension methodology developed		5 each
III (I) ii	Coordinated mass media programme		5 each
III (I) iii	Development / production of ICT		5 each

	tools		
III (J)	Infrastructure Development		
III (J) i	Land acquisition development		10
III (J) ii	Moderation of lab. / farm / class rooms	1 to 5 lakhs	5
		5 to 50 lakhs	10
		50 to 100 lakhs	15
		More than 1 crore	20
III (K)	Special Contributions		
III (K) i	Special contributions not covered above i.e.		
	Avishkar, Ashwamegh, Indradhnushya, Avhan, leadership development, softskill, etc. dully certified by competent authority.		5 each

TABLE - 4
MINIMUM APIs AS PROVIDED IN TABLE 1, TABLE 2, TABLE 3, TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER
ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3)	Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/equivalent cadres(Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning Evaluation Related Activities (category I)	75/Years	75/Years	75/Years	75/Years	75/Years
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.

Table 4 (a)

Percentage Distribution of Weightage Points in the Expert Assessment

Sr. No.		Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)			Associate Professor (stage 4) to Professor/equivalent cadres (Stage 5).			Professor (stage 5) to Professor (Stage 6).		
		30% - Contribution to Research	50% - Assessment of domain knowledge and teaching practices.	20% - Interview perfor- mance	50% - Contribution to Research	30% - Assessment of domain knowledge and teaching practices.	20% - Interview perfor- mance	50% - Contribution to Research	50 % - Perfor- mance evaluation and other credential by referral procedure	
1	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)									
2	Distribution	30 % Weightage be calculated from API Category III	1) Content of Topic – 20 Marks 2) Communica tion Skill- 20 Marks 3) Answering ability- 10 Marks		50 % Weightage be calculated from API Category III	1) Content of Topic – 10 Marks 2) Communica tion Skill- 10 Marks 3) Answering ability- 10 Marks		50 % Weightage be calculated from API Category III		

TABLE - 5

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE 1 TABLE 2, TABLE 3 AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3)	Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts.
I	Teaching-learning Evaluation Related Activities (category I)	75/Years	75/Years	75/Years	75/Years
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 Distribution as per Table 5 (a)	30% - Contribution to Research *** 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance Distribution as per Table 5 (a)

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

** The 20% weightage be calculated by considering the maximum limit of 600 marks in category III

*** The 30% weightage be calculated by considering the maximum limit of 800 marks in category III

e.g. Weightage to be calculated as under:

$(20 \times \text{Actual API Score})/600$ and $(30 \times \text{Actual API Score})/800$

Table 5 (a)

Percentage Distribution of Weightage Points in the Expert Assessment

Sr. No.		Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4)			Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts.		
1	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	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
2	Distribution	20 % Weightage be calculated from API Category III	1) Content of Topic – 20 Marks 2) Communication Skill- 20 Marks 3) Answering ability- 20 Marks		30 % Weightage be calculated from API Category III	1) Content of Topic – 15 Marks 2) Communication Skill- 15 Marks 3) Answering ability- 20 Marks	

TABLE – 6

Minimum Scores for APIs for direct recruitment of teachers in university departments/ Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightaes 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 and APIs	Consolidated API score requirement of 400 points from category III and 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%) (As per Table 6 a)	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%) (As per Table 6 b)	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%) (As per Table 6 b)

Table 6 (a)

Distribution of Academic Record and Research Performance (50%), Assessment of Domain Knowledge and Teaching Skills (30%) and Interview performance (20%) for direct recruitment of Assistant Professor

Academic Record and Research Performance (50%),	Assessment of Domain Knowledge and Teaching Skills (30%)	Interview performance (20%)
<p>A) Academic Qualification- Maximum 14 Marks i) M. Sc. First Class-4 marks ii) M. Sc. With Distinction – 8 marks iii) Ph. D. – 12 marks iv) Additional degree /Diploma in relevant field from recognized institution – 2 marks each v) Post Doctoral Fellowship – 2 marks vi) State/National /Professional Society Award/ Gold Medal / Fellowship – 2 marks each vii) NET – 3 marks</p>	<p>1) Content of Topic – 10 Marks 2) Communication Skill- 10 Marks 3) Answering ability- 10 Marks</p>	<p>For personal interview, a candidate getting 7 or less marks out of 20 from two or more members, shall be rejected even if his total grade may be higher than that of other candidates.</p>
<p>B) Employment and record and experience – Maximum 10 Marks i) 2 marks for every completed year of experience over and above the minimum experience of 2 years of Masters and for Ph. D. full experience to be counted ii) Number of courses taught / No. of Research Projects / No. of Extension activities – 1 marks each</p>		
<p>C) Service in Remote areas/ Affected areas – Maximum 2 Marks One mark for each completed year of service (Remote Area/Affected area to be defined by the individual University.</p>		
<p>D) Significant contribution in relevant field and leadership – Maximum 5 marks Patent/Release of</p>		

<p>variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/ Production of seed/ Biofertilizers/ Bioagents/ Nursery Management/ Livestock management/ Extension activities/ Developments of Teaching Aids/ Practical manuals. - 1 mark/year</p>		
<p>E) Award / Recognition – Maximum 3 marks. i. National & State level award – 1 mark each ii. Best Paper/Poster Award – 0.5 mark each iii. Member of the District/ State Level Committee – 1 mark each iv. Member of Professional Society – 1 mark each</p>		
<p>F) Summer / Winter School / Refresher course / Seminar / Symposia - 0 Marks</p>		
<p>G) Publications (First three authors will get marks) – Maximum 15 marks i. Referred Journal Articles – 2 marks each ii. Conference/Technical Publication – 1 mark each iii. Folder/popular articles -= 0.5 mark each</p>		
<p>H) International Exposure – Maximum 1 mark International trainings/symposia/ seminars / conference within country/aboard – 1 mark each.</p>		

Table 6 (b)

Distribution of Academic Record and Research Performance (20%), Assessment of Domain Knowledge and Teaching Skills (20%) and Interview performance (20%) for direct recruitment of Associate Professor/Professor

Academic Performance (20%),	Research performance based on API score and quality of publications (40%)	Assessment of Domain Knowledge and Teaching Skills (20%)	Interview performance (20%)
<p>A) Academic Qualification- Maximum 2 Marks</p> <p>i) Ph. D. – Minimum Qualification</p> <p>ii) Additional degree /Diploma in any field from recognized institution – 1 mark each</p> <p>iii) Post Doctoral Fellowship – 1 mark</p> <p>iv) State/National /Professional Society Award/ Gold Medal / Fellowship – 1 mark each</p> <p>vii) Fellow of Professional Society – 1 mark each</p>	<p>A) Associate Professor :</p> <p>The 40% weightage be calculated by considering the maximum limit of 600 marks in category III in respect of the candidates appearing for Associate Professor by direct recruitment.</p> <p>B) Professor :</p> <p>The 40% weightage be calculated by considering the maximum limit of 800 marks in category III in respect of the candidates appearing for Professor and above cadre by direct recruitment.</p> <p>e.g. If a candidate obtains 600/800 marks in category III he will get full 40 marks and the marks will be calculated proportionately below the maximum limit prescribed above for respective cadres.</p>	<p>A) Associate Professor :</p> <p>1) Content of Topic – 5 Marks</p> <p>2) Communication Skill- 5 Marks</p> <p>3) Answering ability- 10 Marks</p> <p>B) Professor :</p> <p>1) Content of Topic – 5 Marks</p> <p>2) Communication Skill- 5 Marks</p> <p>3) Answering ability- 10 Marks</p>	<p>For personal interview, a candidate getting 7 or less marks out of 20 from two or more members, shall be rejected even if his total grade may be higher than that of other candidates.</p>
B) Employment and record			

<p>and experience – Maximum 3 Marks</p> <p>i) 2 marks for every completed year of experience over and above the minimum experience in the cadre of Assistant Professor/Associate Professor or it's equivalent post.</p>			
<p>C) Service in Remote areas/ Affected areas – Maximum 0.5 Mark</p> <p>0.5 mark for each completed year of service (Remote Area/Affected area to be defined by the individual University.</p>			
<p>D) Significant contribution in relevant field and leadership – Maximum 2.5 marks</p> <p>i. Patent/Release of variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/- 1 mark each</p> <p>ii. Farm development/Nursery Management/ Livestock Management/ Production of Seed/ Biofertilizers/ Bioagents/ Extension activities/ Development of teaching aids/practical manuals. - 1 mark/year</p>			
<p>E) Award / Recognition – Maximum 1 mark.</p> <p>i. National & State level award – 1 mark each</p> <p>ii. Best Paper/Poster Award – 0.5 mark each</p> <p>iii. Member of the State/National Level Committee – 0.5 mark each</p> <p>iv. Member of Professional Society – 1 mark each</p> <p>v. Reviewer/Referee of journal – 0.5 mark each</p>			

<p>F) Externally funded projects/Inter Institutional Projects – Maximum 1.5 marks</p> <p>i) Competitive grant projects funded by agencies other than host University regular programme – 1 mark each</p> <p>ii. Joint Project of the University with State/ Centre/ Public / Private Sectors – 1 mark each</p> <p>G) Summer/Winter School/ Refresher course/ Seminar / Symposia - Maximum 1 mark</p> <p>i. Course Director / Coordinator – 1 mark each</p> <p>ii. Resource Person – 0.2 mark each lecture</p>			
<p>H) Publications (Marks will be given for first three authors) – Maximum 7.5 marks</p> <p>i. Articles in NAAS rated journals – Marks as per NAAS rating</p> <p>ii. Articles in Referred Journals other than NAAS – 1 mark each</p> <p>iii. Conference/Technical Publication – 0.5 mark each</p> <p>iv. Folder/Popular articles – 0.2 mark each</p> <p>v. Books – 1 mark each</p>			
<p>I) Institutional Building - Maximum 0.5 mark</p> <p>Lab/farm/workshop development</p> <p>Rector/Monitor/NSS Programme Officer/ NCC Incharge/ Students Welfare activities/ Monitoring and co-ordinating of teaching/research/ extension activities</p>			

<p>J) International Exposure – Maximum 0.5 mark</p> <p>i. International trainings/symposia/ seminars / symposia/workshop/study tour/visiting professor within country/abroad – 0.5mark each</p> <p>ii. Experience of working in International Institute within India/abroad – 0.5 mark/year of experience</p>			
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TABLE – 7
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF
TEACHERS, UNIVERSITIES AND COLLEGES

Sr. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirement 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 proforma developed by the concerned university as per the norms provided in Table 4 and 5. (ii) TWO Refresher/ Research Methodology Course of 2/3 week duration. (iii) Screening cum Verification process of 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 PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5. (ii) One course / programme from among the categories of methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process of recommending promotion.
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with completed service of three years in Stage 3.	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5. (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. (iii) One course / programme from among the categories of methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development programmes and Faculty Development Programmes of minimum one week duration. (iv) A selection committee process as stipulated in this regulation and in Tables 4 and 5.

4.	Associate Professor (Stage 4) Professor / equivalent cadres (Stage 5)	Associate Professor with completed service of three years in Stage 4.	<ul style="list-style-type: none"> (i) Minimum yearly / cumulative API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 and 5 teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3. (iii) A selection committee process as stipulated in this regulation and in Tables 4 and 5.
5.	Professor (Stage 5) to Professor (Stage 6)	Professor with completed service of ten years. (universities only)	<ul style="list-style-type: none"> (i) Minimum yearly / cumulative API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table 4 (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., (iii) A review process by an Expert committee process as stipulated in this regulation and in Tables 4 and 5.

* 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 requirement of publications may be adjusted pro rata. For all other who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

TABLE – 8

**AVERAGE GRADATION OF ANNUAL CONFIDENTIAL REPORTS PRECEDING FIVE
YEARS20 POINTS
SCHEDULE FOR AVERAGE GRADATION OF ANNUAL CONFIDENTIAL REPORTS.**

Sr.No.	Average gradation of Annual Confidential Reports.	Numeral evaluation (points)	Conversion out of 20 points
1.	A +	6	20
2.	A	5	17
3.	B +	4	14
4.	B	3	11
5.	B-	2	8
6.	C	1	5