

महाराष्ट्र कृषी विद्यापीठे सेवाप्रवेश मंडळ

महाराष्ट्र कृषी शिक्षण व संशोधन परिषद

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

जाहिरात क्रमांक- मकृसेम/मकृप/जाहि-२३/अधि-संचा/२९२९/२०१६, दिनांक : ९ नोव्हेंबर, २०१६

जाहिरात

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

अ. क्र.	पदाचे नाव	दि.३१.०८.२०१६ अखेर रिक्त पदांचा तपशील			
		डॉ. बाळासाहेब सावंत कोंकण कृषी विद्यापीठ, दापोली	महात्मा फुले कृषी विद्यापीठ, राहुरी	डॉ.पंजाबराव देशमुख कृषी विद्यापीठ, अकोला	वसंतराव नाईक मराठवाडा कृषी विद्यापीठ, परभणी
१.	अधिष्ठाता (कृषी)	०१	०१	०१	०१
२.	संचालक (संशोधन)	०१	०१	०१	०१
३.	संचालक (विस्तार शिक्षण)	०१	००	०१	०१
	एकूण	०३	०२	०३	०३

टिप : उपरोक्त सर्व पदे एकाकी पदे आहेत.

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 अंतीम तारीख १५/१२/२०१६ संध्याकाळी ५.३० वाजेपर्यंत राहिल.

पुणे

दिनांक : ९/११/२०१६.

सही/-

अध्यक्ष

महाराष्ट्र कृषी विद्यापीठे सेवाप्रवेश मंडळ
कृषी परिषद, पुणे

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MAHARASHTRA AGRICULTURAL UNIVERSITIES RECRUITMENT BOARD

Maharashtra Council of Agricultural Education and Research

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

Advt.No.- MAURB/MCAER/Advt.23/D-D/ 2929 /2016

Dated: 9th November, 2016

ADVERTISEMENT

Applications in prescribed format are invited for the Isolated posts mentioned below in the pay band of Rs. 37,400 - 67,000, AGP Rs. 10,000/- to be filled in by nomination in the Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli (Dr. BSKKV, Dapoli); Mahatma Phule Krishi Vidyapeeth, Rahuri (MPKV, Rahuri); Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola (Dr. PDKV, Akola) and Vasanttrao Naik Marathawada Krishi Vidyapeeth, Parbhani (VNMKV, Parbhani).

Sr. No.	Name of the post	Position of vacancies upto 31/08/2016			
		Dr. BSKKV, Dapoli	MPKV, Rahuri	Dr. PDKV, Akola	VNMKV, Parbhani
1.	Dean (Agriculture)	01	01	01	01
2.	Director (Research)	01	01	01	01
3.	Director (Extension Education)	01	00	01	01
	Total	03	02	03	03

Note : All above posts are isolated posts.

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 |
| (3) http://mpkv.mah.nic.in | (4) http://pdkv.ac.in |
| (5) http://mkv2.mah.nic.in | (6) http://www.dbskkv.org |

Last date for submission of the Application shall be on or before 15/12/2016 upto 5.30 p.m.

Pune

Date: 9th November, 2016

Sd/-

Chairman

Maharashtra Agricultural Universities
Recruitment Board, Pune

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		Dr. BSKKV, Dapoli	MPKV, Rahuri	Dr. PDKV, Akola	VNMKV, Parbhani
1.	Dean (Agriculture)	01	01	01	01
2.	Director (Research)	01	01	01	01
3.	Director (Extension Education)	01	00	01	01
	Total	03	02	03	03

Applicant must have ability to initiate, organize and coordinate the teaching, research or extension education. For every information given, applicant must provide documentary evidences (Please see instructions carefully). However, the applicant has to submit Academic Performance Indicator (API) based on the Performance Based Appraisal System (PBAS) as appended in Appendix III. Minimum requirement of educational qualification and experience for the above posts are as follows :

The minimum qualifications for eligibility are mentioned as below (Please also refer to Statutes 41 of Maharashtra Agricultural Universities Statutes, 1990 as amended up-to-date).

1) DEAN (AGRICULTURE) -

1. A Ph. D. in any faculty of agriculture and allied sciences.

An eminent Scientist or Teacher having at least 18 years experience in the field of teaching or research or extension education, out of which at least 3 years experience shall be in the position of regular Head of the Department.

OR

An eminent Scientist or Teacher having at least 18 years experience in the field of teaching or research or extension education, out of which at least 5 years experience shall be in the cadre of regular Professor or its equivalent.

2. Experience of guiding at least five post graduate students.
3. Ability to initiate, organize and coordinate teaching, research and extension education.
4. Evidence of at least 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.

2) DIRECTOR (RESEARCH) / (3) DIRECTOR (EXTENSION EDUCATION)

1. A Ph. D. in any faculty of agriculture or allied sciences.

An eminent Scientist or Teacher having at least 18 years experience in the field of teaching or research or extension education, out of which at least 3 years experience shall be in the position of regular Head of the Department.

OR

An eminent Scientist or Teacher having at least 18 years experience in the field of teaching or research or extension education, out of which at least 5 years experience shall be in the cadre of regular Professor or its equivalent.

2. Experience of guiding at least five post graduate students.
3. Ability to initiate, organize and coordinate teaching, research and extension education.
4. Evidence of at least 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.

INSTRUCTIONS FOR CANDIDATES :

1. For detail information of powers and duties of the post of Dean (Agriculture), please refer to Section 22 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983 and Statute 58 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.
2. For detail information of powers and duties of the post of Director (Research), please refer to Section 24 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983 and Statute 56 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.
3. For detail information of powers and duties of the post of Director (Extension Education), please refer to Section 25 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983 and Statute 57 of Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes 1990.
4. It is essential to submit separate application for each post.

The candidates applying for one or more than one post should submit application for the post and Demand Draft separately for each post whereas, Academic Performance Indicator (API) score as per Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 amended Statutes 2014 Table 6 (b) along with the necessary documentary evidences should be submitted in one set with one of the application.

The candidate in his covering letter should mention the details of the post for which he is applying and with which application the other documents are attached. Candidates having the API score card of respective Internal Quality Assessment Cell (IQAC) need to be submit attested API score copies and they need not to submit API documents.

Please note that, the evidential documents, API score, biodata etc; should be submitted with one application only.

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 **Maharashtra Agricultural Universities Recruitment Board, Pune.**
6. Government servants and servants of University and local bodies must apply through proper channel Advance copy will not be considered by this office within stipulated period.
7. The higher age limit prescribed under Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 is 50 years as on 31st August, 2016. Upper age limit is relaxable by five years in respect of candidates belonging to Scheduled Caste, Scheduled Tribes, Nomadic Tribes and Denotified Tribes and Scheduled caste converted to Buddhism.
8. Reservation of seats is not applicable since the advertised posts are isolated.
9. The Maharashtra Agricultural Universities Recruitment Board, Pune (MAURB, Pune) reserves all rights not to fill some or all the posts advertised and to change the number of posts advertised. The decision of the MAURB shall be final and binding on applicants and no correspondence in this regard will be entertained.
10. Applications incomplete in any respect, applications without required supporting documents or those received after the due date shall not be considered.
11. 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.
12. As per the Government Resolution dated 19th March 2003, newly appointed employee / officer shall have to produce either DOEACC's 'CCC', or MS-CIT certificate within 2 years from the date of their appointments, if not submitted along with the application form.
13. 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.
14. 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.
15. Applicant shall submit API pertaining to last **3 academic years (2012-13, 2013-14, 2014-15)** 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 the aforesaid **last 3 academic years** to be submitted along with applications, duly certified by Competent authority within the stipulated time period.

16. Relevant experience and educational qualifications of candidates will be counted as on the last date of submission of application, *i.e.* **15/12/2016**. 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 MAURB, MCAER, Pune.
17. 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.
18. The candidate after selection and joining will have to follow all the provisions of Maharashtra Agricultural Universities Act, 1983; Maharashtra Agricultural Universities Statutes, 1990 there under and all the other rules and regulations governing the employees of the Agricultural Universities in the State.
19. On selection of the candidates every candidate shall have to execute an Agreement Bond with the Registrar of the University concern as per the provision in Section 57 (1) of the Maharashtra Agricultural Universities Act, 1983.
20. Nomenclature of a post can be changed as and when required.
21. MAURB, MCAER, Pune reserves the right to re-advertise the posts if suitable candidates are not found in the recruitment process.
22. Furnishing any false, misleading information in the application form shall hold the candidate liable to action deemed fit.
23. Any Attempt on the part of a candidate to influence or direct or indirect the MAURB for selection shall disqualify the candidate for being appointed to the post.
24. The Maharashtra Agricultural Universities Recruitment Board takes no responsibility for any delay in receipt or loss in postal or courier transit of any application or correspondence.
25. Candidates called for interview will have to remain present at their own expenses.

Pune
Date: 9th November, 2016

Sd/-
Chairman
Maharashtra Agricultural Universities
Recruitment Board, 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 is 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 :-

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Application Form**MAHARASHTRA AGRICULTURAL UNIVERSITIES RECRUITMENT BOARD****Maharashtra Council of Agricultural Education and Research****132-B, Bhamburda, Bhosale Nagar, Pune-411007****Application for the post of _____**

Name :

Post applied for :

Advertisement No. & date : MAURB/MCAER/Advt.23/D-D/ 2929 /2016,Dated: 9th November, 2016.

Demand Draft 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 Maharashtra Agricultural Universities Recruitment Board, Pune) as indicated in the notification, at the time of submission of filled in application, or else, the application will be rejected.

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APPLICATION FORMAT

 Recent passport
size photograph
3 cms.x 3 cms.

1	Application for the post of							
	Name of the University							
2	Advertisement No.							
3	Particulars of Application Fee Rs.2000/-	DD Noand Date						
	Name of the Bank							
4	Name (in block letters)(Surname First)							
5	Date of Birth							
6	Gender	Male / Female						
7	A) Address for correspondence B) Telephone no with STD code and C) Cell No. D) Fax No. F) e-mail ID							
8	Present regular post , Pay scale & AGP							
9	(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 marksheets & 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	Years	Months	Days
	Total Experience							
	(Attach separate sheet)							

13	Have you furnished Academic Performance Indicators (APIs)			
14	Academic Performance (based on verifiable record) duly certified by IQAC – Academic year wise	2012-13, 2013-14, 2014-15 cumulative - Average		
	• Languages proficiency (including foreign languages)	Sr. No.	Languages	Level of Knowledge
		Note : in the level of knowledge column, indicate Excellent/Good/Fair		
	• Have you ever-faced any vigilance Enquiry or enquiry by anti – corruption bureau or any other investigative organization.	YES / NO		
	• 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)	<div style="border-bottom: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border-bottom: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border-bottom: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border-bottom: 1px solid black; height: 15px; margin-bottom: 2px;"></div>		

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			

14.4 D) 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 per 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)	Competitive grant projects funded by agencies other than host University regular programme	1 mark each		
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 / Convener	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 coordinating of teaching or Research or 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 or abroad	0.5mark each		
ii)	Experience of working in International Institute within India or abroad	0.5 mark per year of experience		
	Total			

* Mention the number as the case may be.

DECLARATION

I declare that the entries made in the columns of this pro-forma 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**



महाराष्ट्र शासन राजपत्र

असाधारण भाग चार-ब

वर्ष ६, अंक ४(२)]

मंगळवार, मार्च २५, २०१४/चैत्र ४, शके १९३६

[पृष्ठ ३०, किंमत : रुपये ९.००

असाधारण क्रमांक ४१

प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमान्वये तयार केलेले

(भाग एक, एक-अ आणि एक-ल यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांव्यतिरिक्त) नियम व आदेश.

AGRICULTURE, ANIMAL HUSBANDRY, DAIRY DEVELOPMENT AND FISHERIES DEPARTMENT

Mantralaya, Annexe, Mumbai 400 032, dated the 15th March 2014.

ORDER

MAHARASHTRA AGRICULTURAL UNIVERSITIES (KRISHI VIDYAPEETHS) STATUTES, 1990.

No. Sankirna 2012 /C.R. 114/ 7 A.—Whereas, the Government of Maharashtra has under sub-section (6) of section 38 of the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Act, 1983 (Mah. XLI of 1983) made the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 (hereinafter referred to as the "said Statute") in respect of all the Agricultural Universities in the State of Maharashtra;

And whereas, the University Grants Commission and Indian Council of Agricultural Research, New Delhi have prescribed the qualification and method of appointments and evaluation of Academic Officers, Head of Departments and other equivalent posts and qualifications of Academic Staff Members of the University;

And whereas, in the opinion of the State Government, it is necessary to amend the said Statutes with the concurrence of the Chancellor so that to make the qualifications inconsonance with the University Grant Commission and Indian Council of Agricultural Research, New Delhi;

Now, therefore, in exercise of the powers conferred by sub-section (6) of section 38 of the said Act the Government of Maharashtra, with the concurrence of the Chancellor, hereby amends the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Statutes, 1990, as follows, namely :—

1. These Statutes may be called the Maharashtra Agricultural Universities (Krishi Vidyapeeths) (First Amendment) Statutes, 2014

2. For Statute 41 of the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990, the following statutes shall be substituted, namely :—

Statute 41. "Qualification and method of appointment -

(1) For being appointed to any post in the University service either by way of promotion or by nomination mentioned in column 2 of Appendix I and Appendix III, a person shall possess the minimum qualifications mentioned against such post in column (3) of the said Appendix I and said Appendix II

(2) If the Recruitment Board is satisfied that candidate with prescribed qualification and quality are not available for selection and make such report to the State Government to that effect then the State Government may relax the higher basic qualifications and experience in making the appointments as may be necessary.

(3) The post of Director (other than Director of Students' welfare), Dean of Faculties and other equivalent posts shall be filled in by nomination or transfer by the Pro-Chancellor. The posts of Associate Deans, Heads of Department, Professors and other equivalent posts shall be filled in by promotion and nomination in the ratio of 50:50 per cent. of the vacant post as the Vice-Chancellor may, from time to time, determine :

Provided that, such post shall be filled in by promotion through the recommendation of the Recruitment Board on the basis of merit and seniority in the discipline or group of disciplines, department or sector and minimum academic qualification and experience, as provided by the said Statute.

(4) The Recruitment Board may evaluate the performance of the officers appointed on the posts, that is, Director, Dean of Faculties, Associate Dean of Colleges and Head of Departments, on tenure basis under Performance Based Appraisal System (PBAS), as provided by the University Grant Commission(UGC) and recommend their names for reappointment. The tenure of the above post shall be five years".

3. For Statute 52 of the said Statutes the following clause shall be substituted, namely:—

" Statute 52. Evaluation

(1) Each member of the Recruitment Board shall give marks individually to each candidate. The marks given by the various members shall be totaled and arranged in descending order. Selection shall be on merit in the order of the total marks scored by the candidates. Evaluation of candidates shall be done by giving twenty per cent. of marks by personal interview and eighty per cent. of marks for past performance as given in Appendix II.

(2) For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.

(3) The procedure of selection of Academic staff by nomination and promotion shall be based on terms and conditions laid down by the State Government, from time to time. The eligibility and evaluation of the candidate shall be follows, namely :-

(A) *Eligibility criteria for Selection on the basis of Academic Performance Indicator (API),—*

(i) *For Career Advancement Scheme (CAS) - Eligibility for Career Advancement Scheme shall be based on requirement as depicted in Table seven of Appendix II of the Statute.*

(ii) *For Nomination—Eligibility for nomination shall be considered according to the minimum scores of API from Category I,II and III based on norms as depicted in Tables - 1, 2 and 3 of Appendix-II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73.*

(iii) *For promotion—(a) Average gradation of Annual Confidential Reports for preceding five years, as per Government Resolution coming in force, from time to time.*

(b) *Eligibility for promotion shall be considered according to the minimum score of API from category I, II and III based on norms depicted in Table 1, 2 and 3 of Appendix - II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73 .*

(B) *Evaluation criteria for selection of Academic staff —*

(i) *Career Advancement Scheme (CAS)*—Evaluation criteria for Career Advancement Scheme (CAS) of academic staff shall be as per Table 4 or 5, as the case may be, in Appendix-II of the Statute.

(ii) *For Nomination*—Evaluation criteria for nomination of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 and API score weightage shown in Table 6 of Appendix -II of the Statute.

(iii) *For Promotion*—Evaluation criteria for promotion of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 and API score as per Tables 1, 2 and 3 of Appendix II of the Statute."

4. *For Statute 73 of the said Statute, the following Statute shall be substituted, namely:—*

"Statute 73 *Qualifications of Academic Staff Member* :—

(a) For being appointed to any post in the University service mentioned in column 2 of Appendix III, a person shall possess the minimum qualifications mentioned against each such post in column 3 of the Appendix III and fulfill the criteria as prescribed in the Statute *vide* Appendix II.

(b) If the Selection Board is satisfied that candidates with prescribed qualifications or experience or both are not available for the selection and make a report to the State Government to that effect, then the State Government may relax a higher basic qualification or experience or both in making the appointments as may be necessary. "

5. *For Appendix I, Appendix II and Appendix III of the said Statutes, the following shall be substituted, namely :—*

APPENDIX - I

(Statute 41)

QUALIFICATION FOR THE ACADEMIC POSTS.

Sr. No. (1)	Designation of the post (2)	Qualification (3)
1.	Director of Instruction, Director of Research or Director of Extension Education.	<p>(1) A Ph.D. in any Faculty of agriculture and allied sciences. An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department ;</p> <p>OR</p> <p>An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent ;</p> <p>(2) Experience of guiding at least five post graduate students ;</p> <p>(3) Ability to initiate, organize and coordinate teaching, research and extension education ;</p> <p>(4) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ;</p> <p>(5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University.</p>
2.	Dean of Faculty	(1) A Ph.D. in any Faculty of agriculture or allied sciences ;

(1)	(2)	(3)
		<p>An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department ;</p> <p style="text-align: center;">OR</p> <p>An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent ;</p> <p>(2) Experience of guiding at least five post graduate students ;</p> <p>(3) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p> <p>(4) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ;</p> <p>(5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).</p>
3. Associate Dean.		<p>(1) A Ph.D. in respective faculty ;</p> <p>A minimum fifteen years experience in the field of teaching or research or extension education, out of which at least three years experience as Head of the Department.</p> <p style="text-align: center;">OR</p> <p>A minimum fifteen years experience in the field of teaching or research or extension education out of which five years experience shall be in the cadre of regular professor or its equivalent ;</p> <p>(2) Experience of guiding at least five post graduate students ;</p> <p>(3) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process ;</p> <p>(4) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p> <p>(5) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ;</p> <p>(6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).</p>
4. Head of Department.		<p>(1) A Ph.D. in respective discipline ;</p> <p>A minimum twelve years experience in teaching or research or extension education, out of which at least three years experience shall be in the cadre of regular Professor or its equivalent ;</p> <p style="text-align: center;">OR</p> <p>A minimum twelve years experience in teaching or research or extension education, out of which seven years experience shall be in the cadre of Associate Professor or its equivalent ;</p> <p>(2) Experience of guiding at least three post graduate students ;</p> <p>(3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process ;</p> <p>(4) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p>

(1)	(2)	(3)
		(5) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating;
		(6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).
5	Professor.	(1) A Ph.D. in respective discipline;
		(2) A minimum of eleven years experience in teaching or research or extension out of which three years shall be 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) Experience of guiding at least two post graduate students;
		(5) Evidence of at least 10 published papers in recognized journals having National Academy of Agricultural Science rating.
		(6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).

APPENDIX III

(Statute 73)

QUALIFICATIONS FOR THE POSTS OF ACADEMIC STAFF MEMBERS

Sr. No. (1)	Designation of the post (2)	Qualification (3)
1	Associate Professor.	<p>(1) A Ph.D. in respective discipline;</p> <p>(2) A minimum eight years of experience in teaching or research or extension education in the position of Assistant Professor or its equivalent; in a University or Accredited grant -in- aid College, Recognized Research Institution Excluding the period of Ph.D.;</p> <p>(3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process with evidence of having guided two post graduate students worked on advisory committee of five post graduate students in the discipline where masters programme is not available;</p> <p>(4) Evidence of at least five published papers in recognized journals having National Academy of Agricultural Science rating;</p> <p>(5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).</p>
2	Assistant Professor.	<p>(1) Ph.D. in relevant discipline;</p> <p style="text-align: center;">OR</p> <p>Masters degree in relevant discipline from an accredited University along with National Eligibility Test (NET) conducted by Indian council of Agriculture Research (ICAR) / University Grants Commission (UGC) / Council of Scientific and Industrial Research (CSIR) or similar test accredited by the University Grants Commission (UGC) like State Level Eligibility Test (SLET) / State Eligibility Test (SET).</p> <p>(2) National Eligibility Test (NET) / State Level Eligibility Test (SLET) / State Eligibility Test (SET) shall also not be required for such masters</p>

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(1)	(2)	(3)
		programme in disciplines for which National Eligibility Test (NET) / State Level Eligibility Test (SLET) / State Eligibility Test (SET) is not conducted.
3	Senior Research Assistant.	Masters degree in the respective discipline.
4	Junior Research Assistant.	Bachelor's degree in the respective faculty.

APPENDIX II

(Statute 52)

(Evaluation of candidates for past performance and personal interview)

The API Scores in Category I, II and III are required for adjudging the eligibility of the candidate and API score in Category III shall also be taken into account for calculating the weightage in the evaluation.

CATEGORY I - TEACHING (a), RESEARCH (b) , EXTENSION RELATED ACTIVITIES (c) AND OTHER ACTIVITIES (d)

The maximum scores required for computing Academic Performance Indicator (API) for self assessment of academic staff under different activities *viz.* (a) teaching (b) research (c) extension activities are provided in Table-1A. The Academic Performance Indicator (API) Academic Performance Indicator (API) required for other officers (Technical officers, Deputy Director of Researchs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier) should be calculated as per Table – 1B.

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

Sr. No.	Nature of Activity	Maximum Score
(1)	(2)	(3)
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 University Grants Commission (UGC) norms or	10
	(b) Assistance in the research project or	10
	(c) Innovative extension work carried out [Farmer Field Schools (FFS) , Farmer Scientist Forum (FSF) , Information Communication Technology (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 or recommendation or variety release or development of implements or machinery or product development or feed or gear or craft or technology or	20
	(c) Preparation and imparting of knowledge or instruction to the clientele (preparation of notes, handouts, publications for used of farmers or extension workers)	20

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(1)	(2)	(3)
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 (Information Communication Technology (ICT s) and Audio-visual aids)	20
5	(a) Examination duties (Invigilation, question paper setting, evaluation or 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 shall fill in only one activity from a or b or c from points Sr. No. 1- 5 in Table- 1A.

Further, computing the API score, candidate should considered the instructions provided below in (a), (b) & (c) for teaching, research and extension activities, respectively.

(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 or Practical or Tutorials or 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 University Grants Commission (UGC) norm, then two point to be assigned for each extra contact hour of classes	Max Score : 10

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

Indicators/Activities	Max. Score
Imparting of knowledge or instruction <i>vis a vis</i> with the prescribed material (Text book or 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, (Five points per course)	10
Preparation of resource material, fresh reading materials, Laboratory manuals etc. Five points each.	10
Use of Innovative teaching-learning methodologies; use of Information Communication Technology ; Updated subject	10
a. Information Communication Technology Based Teaching material : Ten points each	
b. Interactive Courses : Five points each	
c. Participatory Learning modules: Four points each	
Developing and imparting Remedial/Bridge Course and Counseling modules (each activity : Five points)	10
Developing and imparting soft skill or communication skill or personality development courses or modules (each activity : Five points)	10
Developing and imparting specialized teaching-learning programmes (each activity: five points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching or web based learning and e-library skills to students	10
(a) Workshop or Training course : ten points each	
(b) Popularization program : five points each	
Maximum Aggregate Limit	20

(v) Examination Related Work

Indicators	Max. Score
College or University Semester End or Annual Examination work as per duties allotted. (Invigilation - 10 points; Evaluation of answer script - five points; Question paper setting - five points)(100% compliance = twenty points)	20
College or University examination or Evaluation responsibilities for internal or continuous assessment work as allotted (100% compliance = ten points)	10
Examination work such as co-ordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty)(100% compliance = ten 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 or experiment as principal investigator	50
(ii) Assistance in the research project	
Indicators/Activities	Max. Score
Two marks per project assisted	10

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

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

(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 or 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 ten points per activity	50

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

Indicators/Activities	Max. Score
If the scientist has organized or carried innovative extension work in addition to the assigned activities then two points should be allotted for each innovative extension work—	10
Imparting knowledge or instructions by developing study materials and methodology for curriculum delivery	
Use of innovative extension teaching methods, use of Information Communication Technologies-	
Information Communication Technologies based teaching material-	
Interactive courses-	
Participatory learning material-	
Developing and imparting courses or counseling modules-	
Developing and imparting soft skills-	
Organization and conducting of training programmes	50

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

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

(iv) Use of innovative extension teaching methodologies (Information Communication Technologies 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 (training, 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

Table 1 B: API scores for other officers (Technical officers, Deputy Director of Research Farm superintend, incharge central workshop curator any other posts which are not covered earlier).

Sr. No.	Confidential Report (CR) grading	API Score
(1)	(2)	(3)
1	A+	125
2	A	100
3	B+	75
	Minimum API score required	75

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

Based on the academic staff's self-assessment, the category II is proposed for computing API scores for co-curricular and extension activities and professional development related contributions. The minimum API score required from this category is 15. The details of activities considered in this category are given in Table-2A for co-curricular and extension activities and professional development activities of academic staff (teaching, research and extension) and Table-2B for other activities (Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier);

Table 2A . API Scores for Category-II : Co-curricular, Extension and Professional development related activities (teaching, research and extension)

Sr. No.	Nature of Activity	Maximum Score
(1)	(2)	(3)
(i)	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
(ii)	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15

(1)	(2)	(3)
(iii)	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

The candidate shall consider the following guidelines for calculating the API scores for this category.

(i) Student related Co-curricular activities (Sr. No. i of Table-2A)

Indicators/Activities	Max. Score
Institutional Co-curricular activities for students such as field studies or educational tours, industry-implant training, Experiential learning and placement activities (5 point each)	10
Positions held or 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 (Sr. No. ii of Table-2A)

Indicators/Activities	Max. Score
Contribution to corporate life in Universities or colleges through meeting, popular lectures, subject related events, articles in college magazine and souvenirs (2 points each)	10
Institutional Governance responsibilities like, Chairman/Vice Chairman or member of student council, Chairman or member or member secretary of Statutory bodies, Rector, College farm incharge, Associate Dean's Representative (ADR), Internal Quality Assessment Cells (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 and 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 (Sr. No. iii of Table-2A)

Indicators/Activities	Max. 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 or participation in Bodies or 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

Table 2 B: API scores for other officers (Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier)

Sr. No. (1)	Confidential Report (CR) grading (2)	API Score (3)
1	A+	50
2	A	30
3	B+	15
Minimum API score required		15

CATEGORY III : RESEARCH AND ACADEMIC CONTRIBUTION

Based on the academic staff's self assessment, API scores are required for research and academic contributions. The minimum API score required by academic staff from this category is different for different levels of selection. The API score in this category is required for adjudging the eligibility and also for computing the weightage in evaluation. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

Table 3 : Maximum points for calculating API for research and academic contributions.

Sr.No. (1)	APIs (2)	Faculties of Agriculture or Agril. Engg. or Fisheries or Forestry (3)	Max. points for Academic staff (4)
(A)	Research papers published in	Referred Journals periodicals having International Standard Book Number (ISBN) / International Standard Serial Number (ISSN)	15 for publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10 for publication

(1)	(2)	(3)	(4)
(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 for each author and 10 for chapter in edited books
		Subjects books by National level publishers/ State and Central Govt. Publications with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN).	25 for each author and 5 for chapter in edited books
		Subject books by other local publishers with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN).	15 for each author and 3 for chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers.	10 for Chapter
		Chapters in knowledge based volumes by Indian /National level publishers with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN) numbers and with numbers of national and international directories.	05 for Chapter
(C) RESEARCH PROJECTS			
(C) i	Sponsored Projects carried out/ongoing	(a) Major projects amount mobilized with grants above 30.0 lakhs.	20 for each project
		(b) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakhs.	15 for each project
		(c) Minor projects (amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh).	10 for each project
(C) ii	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs. Fifty thousand only.	10 per every Rs. Fifty thousand only
(C) iii	Revolving fund	25% above the target 35% above the target	5 points 10 points 5 points for 10% more than the target
(C) iv	Products testing	Product or chemicals or equipment or machine, etc. testing	5 points each
(C) v	Completed projects Quality evaluation	Completed project report (Acceptance from funding agency).	20 each major project and 10 each minor project
(C) vi	Projects Outcome/ outputs	Patent or Technology transfer or product or process or Recommendations.	15/ each for State level/ 30/ each national level output or patent/50 / each for International level

(1)	(2)	(3)	(4)
(D) RESEARCH GUIDANCE			
(D)i	M. Phil.	Degree awarded	03 each candidate
ii	M.Sc. /M.Tech.	Degree awarded	03 each candidate
	M.Sc. /M.Tech.	Member Advisory Committee	2 points each candidate
(D)iv	Ph.D.	Thesis submitted- Major advisor	07 each candidate
	Ph.D.	Degree awarded- Major Advisor	03 each candidate
	Ph.D.	Co-major Advisor	7 points
	Ph.D.	Member Advisory Committee	05 each candidate
(E) TRAINING COURSES AND CONFERENCE/SEMINARS/ WORKSHOP PAPERS			
(E)i	Refresher Courses, Methodology Workshops, Training, Teaching- Learning- Evaluation Technology Programmes, Soft skills development programmes, Faculty Development Programmes (Max. 30 points).	(a) Not less than two weeks duration	20 each
		(b) Two week duration	10 each
(E)ii	Papers in Conferences or Seminars or workshops etc.*	Participation and presentation of research papers (oral or poster) in	
		(a) International conference	10 each
		(b) National	7.5 each
		(c) Regional or State level	5 each
		(d) Local-University or College level	3 each
(E)iii	Invited lectures or presentations for conferences or symposia	(a) International (b) National level	10 each 5

*If a paper presented in conference/seminar is published in the form of proceedings, the points would accrue for publication (A) and not under presentation (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 / Maharashtra Agricultural Universities Recruitment Board.

S.N.	APIs	Faculties of Agriculture or Agril. Engg. or Fisheries or Forestry	Max. points for University and college teachers position
(1)	(2)	(3)	(4)
III (A) i	Research papers published in	(i) Referred Journals periodicals having ISSN numbers.	15 each publication
		(ii) Conference proceedings as full papers, etc. (Abstracts not to be included) International National State Level.	15 each publication 10 each publication 7.5 each publication
		(iii) Technical articles published but not covered above (excluding popular articles).	05 each publication
III (A) ii	Papers in Conferences or Seminars or Workshops etc.	Participation and presentation of research papers (oral or poster) in.	
		(a) International conference	10 each
		(b) National	7.5 each
		(c) Regional or State level	5 each
		(d) Local- University or 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 Government Publications with ISBN numbers.	25 / each author and 5 / chapter in edited books
		Subjects 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

(1)	(2)	(3)	(4)
III (C) EXTERNALLY FUNDED PROJECT			
III (C) i Sponsored Projects carried out or ongoing	(a) Major project amount mobilized more than Rs.1 crore. (b) Major project amount mobilized with grants Rs.30.0 lakhs to 1 crore. (c) Major project amount mobilized with grants above Rs.5.0 lakhs upto Rs.30.0 lakhs. (d) Minor project (amount mobilized with grants above Rs.50,000 upto Rs.5.0 lakhs.	50 each project 20 each project 15 each project 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 35 % above the target	5 points 10 points 5 points for 10% more than the target	
III (C) iv Product testing	Product or chemicals or equipment/ machine, 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 Project Outcome or outputs	Variety released or Technology or products or process developed or Recommendations or Software's or Models or gadgets	20 each for State Level / 30 each for National Level.	
III(C) vii Registration under IPR	Patent or GI or Trademark or copy right etc.	50 each	
III (D) RESEARCH GUIDANCE			
III (D) i M.Phil.	Degree awarded	3 each candidate	
ii M.Sc. or M.Tech. or M.F.Sc.	Degree awarded	3 each candidate	
iii M.Sc. or M.Tech. or 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	5 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 weeks duration	20 each 10 each	
III(E) ii Organized the refreshers course or seminar or symposium or workshop etc.	Convener Co-convener or secretary	15 each 10 each	

(1)	(2)	(3)	(4)
III(E) iii	Lecture delivered as resources person in seminar or symposium or workshop, refreshers course or training etc.	International National State Level University Level	15 each 10 each 5 each 3 each
III(E) iv	Worked as chairman or rapporteurs in seminar or symposium or workshop or conferences etc.	(a) Chairman International National State (b) Rapporteurs International National State	 10 each 5 each 3 each 5 each 3 each 2 each
III (F) TEACHING			
III (F) i	Teaching as per the prescribed norms		15 per year
III (F) ii	Expert lecture or guest faculty or adjunct faculty	Within the University Outside the University	3 each 2 each
III (F) iii	Visiting professor to other organization or university		2 each lecture
III (F) iv	Evaluation of Ph. D. thesis		5 each
III (F) v	Evaluation of Master thesis		3 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		5 each
	Fellow		5 each
	Post Doctoral fellow		25 each
	National Professor		25 each
	National Scientist		25 each
	Best oral presentation		5 each
	Best poster presentation		5 each
	Appreciation letter by University Authority		3 each
III (H) ADMINISTRATIVE			
III (H) i	Officers those who are working as Officer-In-Charge / ADR / Superintendent of School / Director of Farm / HoD / Association Dean		20 each year

महाराष्ट्र शासन राजपत्र असाधारण भाग चार-ब, मार्च २५, २०१४/चैत्र ४, शके १९३६

१९

(1)	(2)	(3)	(4)
III (H) ii	Additional charge held more than six months duration	Same post Higher post	5 10
III(H) iii	Worked as Chairman / Member of selection committee	Chairman Member	10 5
III(H) iv	QRT Member		15
III (I) Extension Activities			
III (I) i	OFT or FLD or FFS or FSF or Extension training programme implemented or extension methodology developed.		5 each
III (I) ii	Coordinated mass media programme		5 each
III (I) iii	Development or production of ICT tools		5 each
III (J) Infrastructure Development			
III (J) i	Land acquisition development		10
III (J) ii	Moderation of Lab. or farm or class rooms	1 to 5 lakhs 5 to 50 lakhs 50 to 100 lakhs More than 1 crore	5 10 15 20
III (K) Special Contributions			
III (K) i	Special contributions not covered above i.e. Avishkar, Ashwamegh, Indradhnushya, Avhan, leadership development, softskill, etc. duly 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 ACADEMIC STAFF UNDER CAREER

ADVANCEMENT SCHEME (CAS) IN UNIVERSITIES 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 to 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) Table-1	75/Year	75/Year	75/Year	75/Year	75/Year
II	Co-curricular Extension and Profession related activities (Category II) Table-2	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) Table - 3	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 Board	Selection Board	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).
1	Percentage 30% - Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	50% - 20% - 50% - 30% - 20% - 50% - 50%-	50% - 50%-
	Contribution to Research of domain knowledge and teaching practices.	Contribution to Research of domain performance to Research of domain knowledge and teaching practices.	Contribution to Research and other credential by referral procedure
2	Distribution 30 % Weightage of Topic - be calculated 20 Marks from API (2) Communication Skill- 20 Marks (3) Answering ability- 10 Marks	50 % (1) Content Weightage of Topic- be calculated 10 Marks from API (2) Communication 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 ACADEMIC STAFF, IN AFFILIATED 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) Table-1	75/Year	75/Year	75/Year	75/Year
II	Co-curricular Extension and Profession related activities (Category II) Table-2	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) Table-3	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 Board	Selection Board
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 x Actual API Score)/600 and (30 x 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 % (1) Content of Weightage Topic-20 Marks (2) Communication Skill- 20 Marks (3) Answering Category ability- 20 Marks III	30 % (1) Content of Weightage Topic - 15 Marks (2) Communication Skill- 15 Marks (3) Answering Category ability- 20 Marks III

TABLE - 6

Minimum Scores for APIs for Nomination of academic staff in Universities and weightages in Selection Committees to be considered alongwith other specified eligibility qualifications stipulated in the Statute.

	Assistant Professor / equivalent cadres (Stage 1)	Associate Professor / equivalent cadres (Stage 4)	Professor /equivalent cadres (Stage 5)
Minimum Qualification and Minimum API Scores	Minimum Qualification as stipulated in this Statute API not applicable.	Minimum Qualification as stipulated in this Statute and Consolidated API score requirement of 300 points from category III of APIs	Minimum Qualification as stipulated in this Statute and Consolidated API score requirement of 400 points from category III of APIs
Selection Board 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 Nomination of Assistant Professor

Academic Record and Research Performance (50%),	Assessment of Domain Knowledge and Teaching Skills (30%)	Interview performance (20%)
(1)	(2)	(3)
<p>(A) <i>Academic Qualification- Maximum 14 Marks</i></p> <p>(i) M. Sc. or M.Tech. First Class- 4 marks</p> <p>(ii) M. Sc. or M.Tech. With Distinction- 8 marks</p> <p>(iii) Ph. D. - 12 marks</p> <p>(iv) Additional degree or Diploma in relevant field from recognized institution - 2 marks each</p> <p>(v) Post Doctoral Fellowship-2 marks</p> <p>(vi) State or National or Professional Society Award or Gold Medal or Fellowship - 2 marks each</p> <p>(vii) NET - 3 marks</p> <p>(B) <i>Employment and record and experience - Maximum 10 Marks</i></p> <p>(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</p> <p>(ii) Number of courses taught or No. of Research Projects or No. of Extension activities- 1 marks each</p> <p>(C) <i>Service in Remote areas or Affected areas - Maximum 2 Marks</i></p> <p>One mark for each completed year of service (Remote Area or Affected area to be defined by the individual University.)</p> <p>(D) <i>Significant contribution in relevant field and leadership - Maximum 5 marks</i></p> <p>Patent or Release of variety or technology or joint agresco recommendations or design or product or process development or Farm development or Production of seed or Biofertilizers or Bioagents or Nursery Management or Livestock management or Extension activities or Developments of Teaching Aids or Practical manuals. —1 mark each year</p>	<p>(1) Content of Topic - 10 Marks</p> <p>(2) Communication Skill- 10 Marks</p> <p>(3) Answering ability- 10 Marks</p>	<p>For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.</p>

TABLE - 6 (a)—concl'd.

(1)	(2)	(3)
	<i>(E) Award / Recognition -</i>	
	<i>Maximum 3 marks.</i>	
	<i>(i) National & State level award -</i>	
	1 mark each	
	<i>(ii) Best Paper or Poster</i>	
	Award - 0.5 mark each	
	<i>(iii) Member of</i>	
	the District or State Level Committee -	
	1 mark each	
	<i>(iv) Member of Professional</i>	
	Society - 1 mark each.	
	<i>(F) Summer / Winter School /</i>	
	<i>Refresher course / Seminar /</i>	
	<i>Symposia - 0 Marks</i>	
	<i>(G) Publications (First three authors</i>	
	<i>will get marks) - Maximum 15 marks</i>	
	<i>(i) Referred Journal Articles - 2 marks each</i>	
	<i>(ii) Conference or Technical Publication—</i>	
	1 mark each	
	<i>(iii) Folder or popular articles -</i>	
	0.5 mark each	
	<i>(H) International Exposure -</i>	
	<i>Maximum 1 mark</i>	
	International trainings or symposia or	
	seminars or conference within	
	country or abroad - 1 mark each.	

TABLE-6(b)

Distribution of Academic Record (20%) and Research Performance (40%), Assessment of Domain Knowledge and Teaching Skills (20%) and Interview performance (20%) for Nomination of Associate Professor and 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%)
(1)	(2)	(3)	(4)
(A) Academic Qualification- Maximum 2 Marks (i) Ph. D. - Minimum Qualification; (ii) Additional Degree or Diploma in any field from recognized institution - 1 mark each; (iii) Post Doctoral Fellowship - 1 mark (iv) State or National or Professional Society Award or Gold Medal or Fellowship - 1 mark each; (vii) Fellow of Professional Society - 1 mark each	(A) Associate Professor: 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. (B) Professor : 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. 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.	(A) Associate Professor: (1) Content of Topic - 5 Marks. (2) Communication Skill- 5 Marks. (3) Answering ability- 10 Marks. (B) Professor : (1) Content of Topic - 5 Marks. (2) Communication Skill- 5 Marks. (3) Answering ability- 10 Marks.	For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.
(B) Employment and record and experience - Maximum 3 Marks (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.			
(C) Service in Remote areas/ Affected areas - Maximum 0.5 Mark. — 0.5 mark for each completed year of service (Remote Area/ Affected area) to be defined by the individual University.			
(D) Significant contribution in relevant field and leadership - Maximum 2.5 marks (i) Patent or Release of variety or technology or joint agresco recommendations or design or			

(1)	(2)	(3)	(4)
product or process development or Farm development- 1 mark each;			
(ii) Farm development or Nursery Management or Livestock Management or Production of Seed or Biofertilizers or Bioagents or Extension activities or Development of teaching aids or practical manuals - 1 mark each			
(E) Award / Recognition - Maximum 1 mark :-			
(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 or Referee of journal - 0.5 mark each.			
(F) Externally funded projects/ Inter Institutional Projects - Maximum 1.5 marks :-			
(i) Competitive grant projects funded by agencies other than host University regular programme - 1 mark each;			
(ii) Joint Project of the University with State or Centre or Public or Private Sectors - 1 mark each.			
(G) Summer or Winter School or Refresher course or Seminar or Symposia - Maximum 1 mark			
(i) Course Director or Co-ordinator - 1 mark each			
(ii) Resource Person - 0.2 mark each lecture.			
(H) Publications (Marks will be given for first three authors) - Maximum 7.5 marks :-			
(i) Articles in NAAS rated journals - Marks as per NAAS rating;			
(ii) Articles in Referred Journals other than NAAS - 1 mark each;			
(iii) Conference or Technical Publication - 0.5 mark each;			
(iv) Folder or Popular articles - 0.2 mark each;			
(v) Books - 1 mark each.			

(1)	(2)	(3)	(4)
(I) Institutional Building - Maximum			
0.5 mark :—			
Lab or farm or workshop development			
Rector or Monitor or NSS Programme			
Officer or NCC Incharge or Students			
Welfare activities or Monitoring and			
co-ordinating of teaching or research			
or extension activities.			
(J) International Exposure - Maximum			
0.5 mark :—			
(i) International trainings or symposia or			
seminars or symposia or workshop or			
study tour/visiting professor within			
country or abroad – 0.5mark each;			
(ii) Experience of working in International			
Institute within India or abroad – 0.5			
mark or year of experience.			

TABLE - 7
**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF
 ACADEMIC STAFF
 THROUGH CAREER ADVANCEMENT SCHEME**

Sr. No.	Promotion of Academic Staff 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 M.Tech, M.V.Sc. or six years of service who are without Ph.D. / M.Phil / PG Degree in Professional Courses.	<p>(i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be;</p> <p>(ii) TWO Refresher or Research Methodology Course of 2/3 week duration;</p> <p>(iii) Screening cum Verification process of recommending promotion.</p>
2.	Assistant Professor / equivalent cadres From Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	<p>(i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be;</p> <p>(ii) One course or 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;</p> <p>(iii) Screening cum Verification process of recommending promotion.</p>
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with completed service of three years in Stage 3.	<p>(i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be;</p> <p>(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;</p> <p>(iii) One course or 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;</p> <p>(iv) A Selection Board process as stipulated in this Statute and in Tables 4 or 5 as the case may be.</p>
4.	Associate Professor (Stage 4) to Professor / equivalent cadres (Stage 5)	Associate Professor with completed service of three years in Stage 4.	<p>(i) Minimum yearly / cumulative API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be. Academic Staff members may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the academic staff is placed in Stage 3.</p>

5. Professor (Stage 5)
to Professor (Stage 6)

Professor with completed
service of ten years.
(universities only)

(iii) A Selection Board process as stipulated in this Statute and in Tables 4 or 5 as the case may be.

(i) Minimum yearly / cumulative API scores using PBAS scoring proforma 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., etc. ;

(iii) A review process by an Expert committee process as stipulated in this Statute and in Table 4.

* For academic staff 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 this Statute, will be applicable.

By order and in the name of the Governor of Maharashtra ;

DR. SUDHIRKUMAR GOEL ;

Additional Chief Secretary to Government.

Explanatory Note

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table 4 and 5 in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table 4 and 5, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings.
5. For Category III (research and academic contribution), maintenance of past record is done on a normal basis by teachers and hence no difficulty in envisaged is applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables 1 to 5, by submitting an application and the required pro-forma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables 4 and 5 or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
 (b) If however, the candidate finds that she / he fulfills the eligibility conditions at a later date and applies that date and is successful, her / his promotion will be deemed to be from that date of application.
 (c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

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