**Guidelines for self scoring based on Academic Performance Indicators (APIs) for Career Advancement of AAU Teachers/Scientist from Assistant Professor (Stage1) & Equivalent to Professor (stage 5) & equivalent**

|  |
| --- |
| **API for evaluation of a Teacher/Scientist** |
| **A** | **Achievement in teaching** |
| **A01** | Courses taught- for each credit for the average no. of credits taught per year1. 5 marks - UG Classes in colleges without PG courses
2. 4 marks - UG Classes in colleges with PG courses
3. 3 marks – PG classes

*(Note*: *In courses shared by more than one teacher, credit for each course is to be worked out by dividing the Credit Hours of the course by the number of course teachers)***(Original documents to be attached)** |
| **A02** | 1. Preparation of teaching manual/instructional material (0.5 mark for each assignment)
2. Preparation of teaching aid (multimedia, models etc.) (0.5 mark for each assignment)

**(copy with official release number to be attached)** |
| **A03** | 1. Guidance of PG research as Major Advisor (1 marks for each PG student)
2. Guidance of PG research as Co- Major and member, Advisory Committee (0.5 mark for each PG student)

(Certificate II of the thesis to be attached) |
| **B** | **Achievement in research**  |
| **B01** | 1. Involvement in AICRP/Network projects (1 mark for each completed year)
2. Involvement as Nodal officer/ Alternate Nodal Officer for the projects funded by various agencies/line departments (eg. RKVY, APART, TSP, etc)

(1 mark for each completed year)1. Service provided in DoR, RARSs

1 mark for each completed year of service(Authenticated by the DoR) |
| **B02** | 1. Involvement in Internationally funded project
* 6 Marks for PI, 3 M for Co-PI (for research grants >10 Lakh)
* 4 Marks for PI, 2 M for Co-PI (for research grants <10 Lakh)
1. Involvement in National funded project
* 4 Marks for PI, 2 marks for Co-PI (for research grants >10 Lakh)
* 3 Marks for PI, 1.5 marks for Co-PI (for research grants <10 Lakh)
1. Involvement in contract research/consultancy research project
* 2 M for PI, 1 marks for Co-PI (for >2 years projects)
* 1 M for PI, 0.5 marks for Co-PI (for < 2 years projects)
1. AAU funded competitive projects

2 M for PI, 1 M for Co-PI**Externally funded competitive project*** International funding agency with funding of more than 10 lakh (Award 3 marks for PI, 2 marks for Co-PI/Associate for each Project completed)
* National funding agency with funding of more than 10 lakh (Award 2.5 marks for PI, 1.5 marks for Co-PI/Associate for each Project completed)
* International **/** National funding agency with funding of less than 10 lakh (Award 2 marks for PI, 1 marks for Co-PI/Associate for each Project completed)

**(Duly authenticated copy of project submission report to be submitted)** * **Contract Research / Consultancy research project**
* For Research Projects of for 02 or more years’ duration, award 2 marks for PI, 1 mark for Co-PI/Associate.

**(Engagement in such project(s) must be authenticated by the Director of Research (Agri. / Vety.)*** **AAU-competitive Research project:**

Award 2 marks for PI, 1 mark for Co-PI/Associate. **(Award of such project(s) must be authenticated by the Director of Research (Agri. / Vety.)** |
| **B03** | 1. Technologies developed, participatory technology developed, new variety / breed /vaccine developed and notified through SVRC, CVRC/competent authority,(1.5 marks each)
2. Prototype developed, (1.5 marks each)
3. Genetic stock, variety, product (1.5 marks each)
4. Vaccine, diagnostic kit, (1.5 marks each)
5. Process, concept, methodology developed (1.5 marks each)
6. Patent (4 marks for each)
7. Patent filed and processed but not obtained (2 marks each)
8. Commercial release / use of technology which generates revenue to the AAU

(2 marks for each activity)(Authenticated documents form authority to be submittedIX) Part time engagement in administrative/ production job(1 Mark for each completed year of involvement)**(Administrative jobs to be defined specifically to avoid last minute confusion)** |
| **C** | **Achievement in extension**  |
| **C01** | Extension training organized1. Course Director: 1–2-day duration = 0.5 Marks; 3-7 days duration = 1 Marks; Above 7 days =1.5 Marks
2. Course Coordinator: 1-2 days duration = 0.25 Marks; 3-7 days duration = 0.5 Marks; Above 7 days = 0.75 Marks

c) Resource person = 1.0 Marksd) Extension training organized by the project scientists: 0.5 Marks |
| **C02** | Conduct of/involvement in FLD and OFT 1. On farm testing:

Lead Scientist/Proposer = 1.0 Marks; Associated scientist = 0.5 Marks 1. MLT/FLD/other demonstrations:

Lead Scientist = 1.0Marks; Associated scientist = 0.5 Marksc) Monitoring and evaluation of extension activities like OFT, MLT, FLD, training, projectsetc. = 1.0 mark for each involvementd) Service provided in KVK/DoEE/ ATIC/EEI = 1.0  |
| **03** | Extension activities: 1. Conduct of/involvement Field Day,
2. Farmers’ fair,
3. Demonstration,
4. Exhibition,
5. Extension camp,
6. Diagnostic & Clinical services,
7. Vaccination camp,
8. Treatment camp,
9. Relief camp,
10. Farmer-scientist interaction,
11. Participatory extension activity,
12. Consultancy extension service etc.

(i to Xii)Programme In-Charge= 1.5 Marks;Associated member = 0.5 Marks1. TV programme, Radio talk:

Each involvement = 0.5 Marks1. Involvement in Extension projects/other special programmes proposed (TSP/DFI/Soil Health card/MGMG/AGAG/CFLD/Participatory seed/planting material/breed production programmes/ Seedhub/ AYUSH Mission/Swachhta campaign/ NARI/KSHMTA/FPO/FPC etc.)

Nodal officer = 1.5 Marks, Associated member = 0.5 Marksxv) Preparation of extension training manual/instructional material/ teaching aid (multimedia, models etc.) (1.5 marks for each)**Authenticated documents from concerned authority for each activity to be submitted)** |
| **D** | **Involvement in farm management or production or veterinary clinics/revenue generation**Part time engagement in farm management / production related jobs/Veterinary clinics (1 mark for each year of involvement) |
| **E** | **Revenue Generation**  |
|  | Revenue earned: 1 mark for every Rs 50000.00/year |
| **F** | **Confidential Report** |
|  | 5 marks for Outstanding, 4 marks for Very Good, 3 marks for Good, 2 marks for Average, 0 mark for Below Average(Note: Average score will calculated based on number of years considered)(**Note: Marks will be allotted for each year and totaled. If a candidate submits two sets of AAR due to transfer of establishment, then their score is to be calculated against number of days serviced in that establishment)**  |
| **G** | **Publications** |
| **G01** | Research Papers: Research papers published on subjects in relevant discipline during the period of assessment will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of scientific journals on a scale of 1 to 10. In the case of research papers published in journals that are not included in NASS rating, a score of 0.5 may be allocated per research paper. For Scopus journals Q1 and Q2 Journals = 7 , Q3 and Q4 Journals = 6 Marks (Note: Marks of each paper will be distributed as follows-i. Scores will be considered for the reference year of publication of research paper ii. First author and corresponding author 100% and the remaining authors 75% of NAAS scores of the particular journal, totaled and divided by 1.2)**Review paper published in NAAS rated journal will not be accepted as research paper.**  |
| **G02** | Other publications: 1. Book as author on relevant subject with ISSN number- 2 marks
2. Book as author on relevant subject without ISSN number- 1.5 marks
3. Edited Book on relevant subject with/without ISSN number- 1.5 marks
4. Chapter on book of relevant subject -1 mark for the first author, 0.5 for the co-authors
5. Review article -1 mark for the first author, 0.5 for the co-authors
6. Monograph - 1 mark for the first author, 0.5 for the co-authors
7. Research/Technical bulletin (with publication number and year) – 1 mark for each)
8. Extension bulletin/ Success story (0.5 marks for each publication)
9. Popular article (0.25 marks for each)

**\*Copy of the extension bulletins, technical bulletins with official number to be submitted** |
| **H** | **Contribution to institution building** |
| **H01** | Registrar/Joint Registrar/Academic Registrar/HoD/ Chief Scientist/ADR/ADEE/DDR (1.5 Marks for each year of service) |
| **H02** | 1. Involvement in organizational activities like – holding of seminar, symposium, conference, workshop, group meeting, etc.
2. Service provided as in-charges of –Students’ Union Bodies/ Students’ troops of extracurricular activities
3. Service provided as in-charges of Central Instrumentation Facility/ Computer Centre/ Vigilance Cell/ Grievance Cell.
4. Service provided as Member/ Secretary of Official Bodies/ Committees/ Editorial Boards.
5. Involvement in RAWEP/ TIWEP/ FWEP/Internship Programme;
6. Collaborative (inter-institutional) activities,
7. Technology Showcasing Programme, etc.

 (1 mark for each involvement).  |
| **H03** | 1. Service provided as hostel warden
2. In-charges of –Guest House
3. Farmers’ Hostel in-charge
4. Academic Cell in-charge
5. ARIS Cell/AKMIT cell in-charge
6. Training & Placement Cell
7. Security Cell in-charge
8. IPR Cell in-charge
9. Educational Technology Cell in-charge
10. Technical Cell in-charge
11. Planning & Monitoring Unit in-charge
12. Landscape Unit/ NCC/NSS in-charge
13. Placement Cell in-charge
14. In-charge International students advisory cell
15. Internal complaint committee in-charge
16. Members of startup promotion/Entrepreneurship development
17. Service provided as Nodal officer such as RKVY/NFSM/other projects, etc
18. Members of the committee (s) constituted by the Dean/DR/DEE/Registrar (Competent authority) for smooth conduct of official activities

(1 mark for each involvement for each year of service) |
| **H04** | 1. ARIS Cell/AKMIT cell Members
2. Training & Placement Cell Members
3. IPR Cell Members
4. Technical Cell Members
5. Planning & Monitoring Unit Members
6. Landscape Unit/ NCC/NSS Members
7. Placement Cell Members
8. International students advisory cell Members
9. Internal complaint committee in-charge

(0.5 marks for each involvement for each year of service |
| **I** | **Peer recognition** |
| **I01** | 1. International and National awards/ national Academy Fellow
2. Fellowships (Post-doctoral /Academies and Societies)

(2 marks for each) |
| **I02** | 1. Institutional or recognized professional societies award/Fellowship/ Journal editors (NAAS/SCI/Scopus journals only) (1 Marks for each)
 |
| **I03** | 1. Best paper, best poster awards (0.5 Marks for each)
2. External question paper setter/ external examiner/ guest lecturer/ guest faculty (0.5 Marks for each)

(Note: Peer recognition scores will be allocated only if AAU recognizes such recognitions/awards/fellowships)**Guest lecture / guest faculty to be clearly defined, and should be duly approved by AAU authority** |
| **J** | **Interview** |

**Stage 1 to Stage 2**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN TEACHING**  | Maximum Score |
|  | **Achievement in teaching** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| A01 |  | 33 | 26 |
| A02 |  | 7 | 7 |
| A03 |  | 7 |
| B | **Achievement in Research**  | 7 | 7 |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 0 | 0 |
| F | **Confidential Reports** | 20 | 20 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 1 to Stage 2**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN RESEARCH** | Maximum Score |
|  | **Achievement in Research** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| B01 |  | 33 | 26 |
| B02 |  | 7 | 7 |
| B03 |  | 7 |
| A | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 0 | 0 |
| F | **Confidential Reports** | 20 | 20 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

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| **APIs for evaluation of a teacher PRINCIPALLY ENGAGED IN RESEARCH (STAGE 2 & 3)** |
| Research Achievements  |
| A | Achievement in Research |  | **40** |
| A01 | Research Projects (State project/ AICRP/ANIP) associated as PI, etc.* Award 5 marks for each Project completed and as evidenced by Research Projects completed and Reports submitted. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years’ duration)
* **{title of the experiments will not be considered as project}**
 | Maximum Score: 24 |  |
| A02 | Externally funded competitive project * International funding agency with funding of more than 10 lakh (Award 6 marks for PI, 4 marks for Co-PI/Associate for each Project completed)
* National funding agency with funding of more than 10 lakh (Award 4 marks for PI, 2.5 marks for Co-PI/Associate for each Project completed)
* International / National funding agency with funding of less than 10 lakh (Award 3 marks for PI, 1.5 marks for Co-PI/Associate for each Project completed)

**(Duly authenticated copy of project submission report to be submitted)**  | Maximum score=9 |  |
| A03 | Contract Research / Consultancy research project * For Research Projects of for 02 or more years’ duration, award 2 marks for PI, 1 mark for Co-PI/Associate.

**(Engagement in such project(s) must be authenticated by the Director of Research (Agri. / Vety.)** |  |  |
| A04 | AAU- competitive Research project: * Award 2 marks for PI, 1.5 mark for Co-PI/Associate.

**(Award of such project(s) must be authenticated by the Director of Research (Agri. / Vety.)** |  |  |
| A05 | Technologies developed /participatory technology developed (either to be approved at Plenary of TCM of AAU or included in PoP); new variety / breed / vaccine developed and notified through SLRC/ CVRC/competent authority; prototype / new machinery developed and licensed; diagnosis kit / software/ expert system / decision support system /models / new trait identified / gene isolated with economic importance/ germplasm registered { award 2.5 marks for each activity} **supporting documents for each activity should be submitted)**  | Maximum Score: 5  |  |
| A06 | IPR related issues: Grant of patent (without commercialization 1 mark, with commercialization 3 marks) | Maximum Score :2 |  |
| New theory/ methodology discovered / invented (as supported by publication in peer rated journal of NAAS >10)( award score 2 for each discovery / invention)  |  |
| New product / prototype developed (without commercialization 1 marks and with commercialization: 3 marks),  |  |
| Commercial release / use of technology which generates revenue to the AAU {award 2 marks for each activity}  |  |
| **B** | **Achievement in teaching and / or extension activities and / or farm management or production and / or administration**  | **05** |
| B01 | Course taught (2 marks for each credit for the average number of credits taught per year) (Note: Original documents to be attached)  |  | The mark is reduced from 7 to 5, as the teachers of out stations get limited access to take classes or to guide students, etc. |
| B02 | Preparation of teaching manual / instructional material / teaching aid (multimedia, models, etc.) (1 mark for the first author and 0.5 marks for the co-authors) (Authenticated documents to be produced)  |  |
| B03 | Guidance of PG research (as Major Advisor 2 marks for each completed PG students and member, Advisory Committee 1 mark for each completed PG student) (Certificate II of the thesis to be attached)  |  |
| B04 | Part time engagement in farm management / production related job (1 Mark for each completed year of involvement)(against valid official order from concerned authority) |  |
| B05 | Part time engagement in administrative production job(1 Mark for each completed year of involvement)(Administrative jobs to be defined specifically to avoid last minute confusion)  |  |
| B06 | Extension training organized:* Course director: 1-2 days= 0.5; 3-7 days=1.0 and above 7 days= 1.5 marks
* Course coordinator: 1-2 days= 0.25; 3-7 days=0.5 and above 7 days= 0.75 marks
* Resource person: 1.0 mark
* Extension training under project: 05 marks for each
 |  |  |
| Conduct of OFT/MLT/FLD/ other demonstration* Proposer scientist: 1.5, conducted scientist: 1.0 marks

(against valid official order from concerned authority) |  |  |
| Monitoring and evaluation of extension activities like OFT/MLT/FLD/training, etc. (against valid official order from concerned authority) = 1.0 mark for each activity |  |  |
| Conduct of and /or involvement of extension training, exhibition, extension camp, diagnostic service, vaccination camp, treatment camp, farmers- scientist interaction, participatory extension activity, field day / farmers fair/ (0.5 marks for each involvement) |  |  |
| TV programme / radio talk(0.5 marks for each programme) |  |  |
| Preparation of extension training manual / instructional material / teaching aid (multimedia, models, etc.) (0.5 mark for the first author and 0.25 marks for the co-authors)(Authenticated documents to be produced)  |  |  |
| C | **Confidential Report**  |  | **20** |
| 5 marks for outstanding, 4 marks for Very Good, 3 marks for Good, 2 marks for Average and 0 for below average(Note: Marks will be allotted for each year and totaled. If a candidate submits two sets of AAR due to transfer of establishment, then their score is to be calculated against number of days serviced in that establishment)  |  |  |
| D | Publications |  |  |
| D01 | Research Paper  Research paper published on subject relevant discipline during the period of assessment will be allocated score according to the NAAS rating (1-20 scale) of the scientific journal. Scoring will be made according the year of publication of the journal. The research paper published in non-NAAS rated journal will be allocated 0.5 marks for each research paper.Note: Marks of each paper will be distributed as follows: First author 100% and co-authors 75% of NAAS score of the particular journal, totaled and then divided by 1.2**Review paper published in NAAS rated journal will not be accepted as research paper. No score(s), other than NAAS and TR will be accepted**  | Maximum Score: 18  |  Score has increased from 20 to 25 to encourage publication  |
| D02 | Other publication: * Book as author on relevant subject with ISSN number- 2 marks
* Book as author on relevant subject without ISSN number- 1.5 marks
* Edited Book on relevant subject with/without ISSN number- 1.5 marks
* Chapter on book of relevant subject -1 mark for the first author, 0.5 for the co-authors
* Review article -1 mark for the first author, 0.5 for the co-authors
* Monograph - 1 mark for the first author, 0.5 for the co-authors
* Research/ extension bulletin (with publication number and year) – 1 mark for each)
 | Maximum Score: 7  |  |
| E | Contribution to institutional building |  | 05 |
| E01 | Involvement in organizational activities like …….  | 05(Marks have been reduced in this section to give equal advantage of candidates of out stations as they have little exposure in this section |
| E02 | Service provided as hostel warden, in-charge of…  |
| F | Peer Recognition  |  | 05 |
|  | * International and national awards / national Academy Fellow – 2 marks each
* Post-Doctoral Fellowship – 1 mark
* Best paper / Best poster – 0.5 marks (Maximum 2 marks)
* Conferences award/prizes/medals – 0.5 mark (maximum 1 mark)
* Oral presentation in international seminars / symposia/ conference - 1 mark each to a maximum of 2 marks
* Oral presentation in National Seminar/ symposium/conference – 0.5 marks to a maximum of 2 marks
* Organizing Secretary / convenor of scientific seminar/ symposium/ conference of International / national / State level (1 mark for less than 7 days and 2 marks for more than 7 days duration)
* Course director / course coordinator of summer / winter school / training equivalent to summer/winter school – 1 mark for events of 7-20 days duration and 2 marks for > 20 days duration
* Selection Committee member (not below Assistant Professor or equivalent of other university – 2 marks each
* Question paper setter of APSC/ UPSC/ASRB/ Other State Public Service Commission’s – 2 marks for each
* Member of Academic council / Board of studies / Institutional Management Committee of other University / Institution – 2 marks each

Note: Peer recognition scores will be allocated only if, AAU recognizes such recognitions / awards/ fellowship  |  |  |

**Stage 1 to Stage 2**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN EXTENSION** | Maximum Score |
|  | **Achievement in Extension** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| C01 |  | 33 | 26 |
| C02 |  | 7 | 7 |
| C03 |  | 7 |
| A | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 0 | 0 |
| F | **Confidential Reports** | 20 | 20 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 1 to Stage 2**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN FARM MANAGEMENT OR PRODUCTION OR VETERINARY CLINICS** | Maximum Score |
|  |  | Depts./colleges without PG courses | Depts./colleges with PG courses |
| D | **Achievement in farm management or production or veterinary clinics** | 40 | 40 |
| A | **Achievement in Teaching** | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| E | **Revenue generation**  | 0 | 0 |
| F | **Confidential Reports** | 20 | 20 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 2 to Stage 3**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN TEACHING**  | Maximum Score |
|  | **Achievement in teaching** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| A01 |  | 33 | 26 |
| A02 |  | 7 | 7 |
| A03 |  | 7 |
| B | **Achievement in Research**  | 7 | 7 |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 15 | 15 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 2 to Stage 3**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN RESEARCH** | Maximum Score |
|  | **Achievement in Research** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| B01 |  | 33 | 26 |
| B02 |  | 7 | 7 |
| B03 |  | 7 |
| B | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 15 | 15 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 2 to Stage 3**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN EXTENSION** | Maximum Score |
|  | **Achievement in Extension** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| C01 |  | 33 | 26 |
| C02 |  | 7 | 7 |
| C03 |  | 7 |
| A | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 15 | 15 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 2 to Stage 3**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN FARM MANAGEMENT OR PRODUCTION OR VETERINARY CLINICS** | Maximum Score |
|  |  | Depts./colleges without PG courses | Depts./colleges with PG courses |
| D | **Achievement in farm management or production or veterinary clinics** | 40 | 40 |
| A | **Achievement in Teaching** | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 15 | 15 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 8 | 8 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 0 | 0 |
|  | **Total**  | **100** | **100** |

**Stage 3 to Stage 4**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN TEACHING**  | Maximum Score |
|  | **Achievement in teaching** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| A01 |  | 16 | 16 |
| A02 |  | 7 | 7 |
| A03 |  |
| B | **Achievement in Research**  | 7 | 7 |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 3 to Stage 4**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN RESEARCH** | Maximum Score |
|  | **Achievement in Research** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| B01 |  | 16 | 16 |
| B02 |  | 7 | 7 |
| B03 |  |
| B | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 3 to Stage 4**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN EXTENSION** | Maximum Score |
|  | **Achievement in Extension** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| C01 |  | 16 | 16 |
| C02 |  | 7 | 7 |
| C03 |  |
| A | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 3 to Stage 4**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN FARM MANAGEMENT OR PRODUCTION OR VETERINARY CLINICS** | Maximum Score |
|  |  | Depts./colleges without PG courses | Depts./colleges with PG courses |
| D | **Achievement in farm management or production or veterinary clinics** | 23 | 23 |
| A | **Achievement in Teaching** | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 4 to Stage 5**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN TEACHING**  | Maximum Score |
|  | **Achievement in teaching** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| A01 |  | 16 | 16 |
| A02 |  | 7 | 7 |
| A03 |  |
| B | **Achievement in Research**  | 7 | 7 |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 4 to Stage 5**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN RESEARCH** | Maximum Score |
|  | **Achievement in Research** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| B01 |  | 16 | 16 |
| B02 |  | 7 | 7 |
| B03 |  |
| B | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 4 to Stage 5**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN EXTENSION** | Maximum Score |
|  | **Achievement in Extension** | Depts./colleges without PG courses | Depts./colleges with PG courses |
| C01 |  | 16 | 16 |
| C02 |  | 7 | 7 |
| C03 |  |
| A | **Achievement in Teaching**  | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| D | **Involvement in farm management or production or veterinary clinics** |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Stage 4 to Stage 5**

|  |  |
| --- | --- |
| **API for evaluation of a teacher PRINCIPALLY ENGAGED IN FARM MANAGEMENT OR PRODUCTION OR VETERINARY CLINICS** | Maximum Score |
|  |  | Depts./colleges without PG courses | Depts./colleges with PG courses |
| D | **Achievement in farm management or production or veterinary clinics** | 23 | 23 |
| A | **Achievement in Teaching** | 7 | 7 |
| A01 |  |
| A02 |  |
| A03 |  |
| B | **Achievement in Research**  |
| B01 |  |
| B02 |  |
| B03 |  |
| C | **Achievement in Extension** |
| C01 |  |
| C02 |  |
| C03 |  |
| E | **Revenue generation**  | 5 | 5 |
| F | **Confidential Reports** | 10 | 10 |
| G | **Publication** | 20 | 20 |
| H | **Contribution to institution building**  | 10 | 10 |
| I | **Peer recognition**  | 5 | 5 |
| J | **Interview**  | 20 | 20 |
|  | **Total**  | **100** | **100** |

**Career Advancement Scheme**

**Academic Performance Indicators (APIs) for evaluation of teacher/Scientist/Extension scientist/Farm manager/Production/Veterinary Clinics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Criteria** | **Assistant Professor Stage 1 to Stage 2**  | **Assistant Professor Stage 2 to Stage 3** | **Assistant Professor Stage 3 to Associate Professor Stage 4** | **Associate Professor Stage 4 to Professor Stage 5** |
| **Principally engaged in Teaching**  | Teaching | 40 | 40 | 23 | 23 |
| Research/Extension/ Farm management or production or veterinary clinics | 7 | 7 | 7 | 7 |
| **Principally engaged in Research**  | Research | 40 | 40 | 23 | 23 |
| Teaching /Extension/ Farm management or production or veterinary clinics | 7 | 7 | 7 | 7 |
| **Principally engaged in extension**  | Extension | 40 | 40 | 23 | 23 |
| Teaching / Research / Farm management or production or veterinary clinics | 7 | 7 | 7 | 7 |
| **Principally engaged in Farm management or production or veterinary clinics** | Farm management or production or veterinary clinics  | 40 | 40 | 23 | 23 |
| Teaching / Research /Extension | 7 | 7 | 7 | 7 |
| **Revenue generation** | 0 | 5 | 5 | 5 |
| **Confidential** | 20 | 15 | 10 | 10 |
| **Publications** | 20 | 20 | 20 | 20 |
| **Institutional Building**  | 8 | 8 | 10 | 10 |
| **Peer recognition** | 5 | 5 | 5 | 5 |
| **Interview**  | 0 | 0 | 20 | 20 |
| **Total**  | **100** | **100** | **100** | **100** |

**Qualifying marks (Career Advancement Scheme)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Eligibility criteria** | **Assistant Professor Stage 1 to Stage 2** | **Assistant Professor Stage 2 to Stage 3** | **Assistant Professor Stage 3 to Associate Professor Stage 4** | **Associate Professor Stage 4 to Professor Stage 5** |
| API score  | 48 (80)  | 55 (85)  | 49 (70)  | 49 (70)  |
| Confidential  | x (20) | x (15) | x (10) | x (10) |
| Interview  | - | - | x (20) | x (20) |
| **Total**  | **60 (100)** | **65 (100)** | **70 (100)** | **70 (100)** |

 \*Figures in the parentheses are maximum marks