

ACADEMIC PERFORMANCE INDICATORS

CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

- (i) Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester – wise details, where necessary)

S.No.	Course/Paper	Level	Mode of Teaching*	Hourse per week allotted	% of classes taken as per documented record

Lecture (L) Seminars (S), Tutorials (T), Practical (P), Contact Hours (C)

		API Score
(a)	Classes Taken (max 50 for 100% performance & Proportionate Score up to 80% performance, below which no score may be given)	
(b)	Teaching Load in excess of UGC norm (max score :10)	

- ii) Reading / Instructional material consulted and additional knowledge resources provided to students.

S.No.	Course /Paper	Consulted	Prescribed	Additional Resource provided
API Score based on preparation and imparting of knowledge /Instruction as per curriculum & syllabus enrichment by providing additional resource to Students (max. score : 20)				API Score

- iii) Use of Participatory and innovate Teaching – Learning Methodologies, Updating of subject content, Course Improvement etc.

S.No	Short Description	API Score
	Total Score (Max. Score : 20)	

- iv) Examination Duties Assigned and Performed

S.No	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score
	Total Score (Max.25)			

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

S.No.	Type of Activity	Average Hrs./Week	API Score
	(i) Extension, Co-curriculum & Field based activities.		
	Total (Max. 20)		
	(ii) Contribution to Corporate Life and Management of the Institution	Yearly/Semester wise responsibility	API Score
	Total (Max. 15)		
	(iii) Professional Development Activities		
	Total (Max. 15)		
	Total Score (i + ii + iii) (Max. 25)		

CATEGORY III: (Research, Publications & Academic Contributions)

Note: Please read the instructions given at the end of Proforma for calculating API Score in each category.

(A) Published Papers in Journals

S.No.	Title with page no.	Journal	ISSN / ISBN No.	Whether peer reviewed. Impact factor, if any	No. of Coauthors	Whether you are the main author	API Score
1							
2							
3							
4							
5							

B (i) Articles / Chapters published in Books

S.No.	Title with page no.	Book Title, editor & publisher	ISSN / ISBN No.	Whether peer reviewed	No. of authors and date of publications	Whether you are the main author	API Score
1							
2							
3							
4							
5							

B (ii) Full papers in Conference Proceedings

S.No.	Title with page no.	Details of conference Publications	ISSN / ISBN No.	No. of Co-authors and date of publication	Whether you are the main author	API Score
1						
2						
3						
4						
5						

B. (iii) Books published as single author or as editor

S.No.	Title with page no.	Type of Book & Authorship	Publisher ISSN / ISBN No.	Whether peer reviewed	No. of Co author and date of publications	Whether you are the main author	API Score
1							
2							
3							
4							
5							

C (i & ii) Ongoing Research projects and consultancies

S.No	Title	Agency	Period	Grant/Amount Mobilized (Rs Lakhs)	API Score

C (iii & iv) Completed Projects and Consultancies

S.No	Title	Agency	Period	Grant/Amount Mobilized (Rs Lakhs)	Whether Policy Documents / Patent as outcome	API Score

(D) Research Guidance

S.No	Number Enrolled	Thesis Submitted	Degree Awarded	API Score
M.Phil or Equivalent				
Ph.D or Equivalent				

E (i) Training Courses, Teaching – Learning - Evaluation Technology, Faculty Development Programmes

S.No	Programme	Duration	Organized by	API Score

E (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

S.No	Title of the paper presented	Title of Conference / Seminar etc	Date (s) of the event	Organized by	Whether International/ National/State/Regional / University or college Level	API Score

E (iii) Invited Lectures and Chairmanships at National or international Conference / Seminars

S.No	Title of Lecture / Academic Session	Title of Conference / Seminar etc	Date (s) of the event	Organized by	Whether International/ National/State	API Score

SUMMARY OF API SCORES

S.No	Criteria	Last Academic Year	Total – API Score for Assessment period	Annual Av. API Assessment period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, professional development etc.,			
	Total I + II			
III	Research and Academic Contribution			

Guide lines and Instructions

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S.No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score Required	75

Note: Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80 %, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

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

Brief Explanation: Based on the teacher' s self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S.No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC other channels, cultural activities, subject related events, advisement and counseling)	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
4	Minimum API Score Required	15

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

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

S.No.	API' s	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Science	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III A	Research Papers published in	Refereed Journals*	Referred Journals*	15/publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	Non – refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	10/publication
		Conference proceedings as full papers etc. (Abstracts not to be included)	Conference proceedings as full papers etc. (Abstracts not to be included)	10/publication
III B	Research Publications (books chapters in books, other than refereed journal articles	Text of Reference Books Published by International Publishers	Text or Reference Books Published by International Publishers with an established peer review system	50/sole author, 10/chapter in an edited book
		Subjects Books by national level publishers /State and Central Govt., Publications with ISBN/ISSN numbers	Subjects Books by national level publishers /State and Central Govt., Publications with ISBN/ISSN numbers	25sole author and 5/ chapter in edited books
		Subject Books by other local publishers with ISBN/ISSN numbers.	Subject Books buy other local publishers with ISBN/ISSN numbers.	15/sole author, and 3/chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International	Chapters contributed to edited knowledge based volumes published by International	10/ Chapter
		Chapters in knowledge based volumes by Indian /National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes by Indian /National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5/Chapter
III (C)	RESEARCH PROJECTS			
III (C) i	Sponsored Projects carried out/ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20/ each Project
		(b) Major Projects amount mobilized with grants about 5.0 lakhs up to 30.0 lakhs	Major Projects amount mobilized with grants above 3.0 lakhs up to Rs. 5.00 lakhs	15/each Project

		(c) Minor Projects (Amount mobilized with grants about Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) ii	Consultancy Projects	Amount mobilized with carried out /ongoing	Amount mobilized with Minimum of Rs. 10.00 lakh	10 per every Rs. 10.0 lakhs and Rs. 2.0 lakhs, respectively
III (C) iii	Completed projects : Quality Evaluation	Completed projects Report (Acceptance from funding agency)	Completed projects Report (Acceptance from funding agency)	20 /each major project and 10/each minor project
III (C) iv	Projects Outcome/Outputs	Patent /Technology transfer/Product/ Process	Major Policy document of Govt. Bodies at Central and Stage level	30/each national level output or patent /50/each for International level,
III (D)	RESEARCH GUIDANCE			
III (D) i	M.Phil	Degree awarded only	Degree awarded only	3/each candidate
III (D) ii	Ph.D	Degree awarded only	Degree awarded only	10/each candidate
		Thesis submitted	Thesis submitted	7/each candidate
III (E)	TRAINING COURSES AND CONFERENCE /SEMINAR /WORKSHOP PAPERS			
III (E) i	Refresher courses, Methodology workshops, Training Teaching – Learning Evaluation Technology Programmers, Soft Skills development Programmers, Faculty Development Programmes (Max.30 points)	(a)Not less than two weeks duration	(b) Not less than two weeks duration	20/ each
		(b)One week duration	(b) One week duration	10/each
III (E) ii	Papers in Conferences /Seminars /workshops etc.,	Participation and Presentation or research papers (oral /poster) in	Participation and Presentation or research papers (oral /poster) in	
		a) International conference	a) International conference	10 each
		b) National conference	b) National	7.5/each
		c) Regional /State level	c)Regional /State level	5 each
		d)Local – University /College level	d) Local-University /College level	3/ each
III (E) iii	Invited lectures or presentations for conferences / symposia	(a) International	(a) International	10/each
		(b) National level	(b) National level	5

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.