



IQAC GUIDELINES FOR CAS

ALIAH UNIVERSITY, NEW TOWN, KOLKATA- 700160

The promotion guidelines of Teachers of Aliah University under Career Advancement Scheme (CAS) have been framed based on these guidelines noted below and as amended from time to time subject to the fulfilment of conditions laid down in the regulations mentioned-

- (i) West Bengal Higher Education Department (WBHED) GO No. 1197-Edn (U)/ 1U-41/11 (Pt) dated 31.12.2012 corresponding to UGC 2010 regulations;
- (ii) WBHED GO No. 1343-Edn (U)/ 1U-41/11 (Pt) dated 07.12.2017 corresponding to UGC 2016 regulations.

General Guidelines for Promotion of Teachers under CAS:

I) The Teachers who are eligible for promotion under CAS can apply in writing to the University within three months in advance of the due date or thereafter.

II) Incumbents need to submit 3 sets of bound hard copies of the CAS application form with all relevant documents along with a scanned pdf copy of total set (form and documents) mailed to **iqac_au@aliah.ac.in**. The subject of the mail should be written in sequence as- Department, Name and Stage of Application.

III) However, for promotion from Assistant Professor to Associate Professor and Associate Professor to Professor, candidates need to submit 6 sets of hard copies with all relevant documents along with the soft copy.

IV) Incumbents are requested to add on the relevant documents with the CAS application form and assign page/tag number properly so that while screening, the relevant documents corresponding to specific sections can be found easily.

V) The promotions of faculties of Nursing will be done as per rules and regulations laid down for Science & Engineering faculties.

VI) The eligibility criteria for academic and service requirement and API calculations for promotions of teachers under CAS with due date falling before 07.12.2017 will be based on WBHED GO No. 1197-Edn (U)/ 1U-41/11 (Pt) dated 31.12.2012 corresponding to UGC 2010 regulations.

VII) The eligibility criteria for academic and service requirement for promotions of teachers under CAS with due date falling on and after 07.12.2017 be based on WBHED GO No. 1343-Edn (U)/ 1U-41/11 (Pt) dated 07.12.2017 corresponding to UGC 2016 regulations. However, the API calculations of his/her service period will be in a hybrid and split manner-

- a.** API for period on and after 07/12/2017 will be based on WBHED 2017 guidelines corresponding to UGC 2016 regulations; and
- b.** API for period before 07/12/2017 will be based on WBHED 2012 guidelines corresponding to UGC 2016 regulations.

VIII) The completion of OP or/and RC within the assessment period is mandatory. The relaxation for completion of OP/RC beyond the assessment period till now as per both UGC and WBHED was 31st Dec, 2018. Promotions of candidates failing to complete the OP/RC within the assessment period will be deferred to the date of completion of the required OP or/and RC along with other eligibility criteria unless relaxation comes from UGC/WBHED.

IX) Points to Note regarding Research Publications:

a) Before 7th December, 2017; publications in referred or indexed journals will be awarded 15 points but publications in any other journals with ISSN/ISBN numbers and Conference proceedings (full paper) will be awarded 10 points.

b) From 7th Dec, 2017 onwards, publications in SCOPUS / Web of Science / Social Science/ Arts and Humanities indexed journals or UGC listed journals will be preferably considered for academic purpose and awarded 25 points. However, publications in any other peer reviewed journals with ISSN numbers may be considered but will be awarded 10 points only. Similarly full paper in conference proceedings will also be awarded 10 points only.

c) Considering the emphasis on CARE journals, teachers are advised to publish in UGC CARE journals for consideration henceforth.

d) Further, keeping in mind the dynamic nature of UGC list or UGC CARE journal list, teachers are advised to keep a certified copy (by IQAC director / Dean) of screenshot showing the journal enlisted in UGC list/ UGC CARE during the time of publication and submit it with the form for their claim and own convenience.

e) For consideration of Books or Book Chapters as publications, the books or book containing the chapters has to be approved by and listed in any University website and be notified to UGC. Then only the API scores will be given as per Category IIIB (pg 5) of WBHED GO No. 1343-Edn (U)/ 1U-41/11 (Pt) dated 07.12.2017.

f) For calculation of API for different sections of Category-III, the following means will be considered-

i) Papers with two authors: 70% of total value of publication for each author.

ii) Papers with more than two authors: 70% of total value of publication for each First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

iii) For research projects carried out jointly, the Principal Investigator (PI) will be credited with 60% marks, while the rest Co-PIs will get 40% each

iv) For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor.

v) E-Content Development: 10 points for e-Content development in 4 quadrants for a complete course/e-book and 2 points for Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)- To be certified by any competent authority or Departmental Committee.

X) For counting of API for PhD supervision, only Co-Supervisor / Joint Supervisor will be considered. No weightage will be given to Associate Supervisor.

XI) The score under the sub-category IIIE of Paper presentations or Invited Lectures in Seminar/ Conferences shall be restricted to 20% of the minimum fixed API requirements for Category III for any assessment period.

XII) For promotion of Teachers from Assistant to Associate level, teachers are expected to have obtained their own PhD degree.

XIII) For promotion of Associate Professor Stage IV (Level 13A) to Professor (Level 14), evidence of successfully guiding a PhD student should be considered in the form of student PhD awarded or minimum PhD thesis submitted.

XIV) At the end of every calendar year, each teacher will have to submit a Self-Assessment Report (SAR) in the prescribed format along with signed copies of all supporting documents to the Head of the Department (H.O.D.) concerned, where the scores based on API (Academic Performance Indicators) would be calculated by the incumbent teacher himself/herself. These would be subsequently authenticated after necessary verification by the IQAC (Internal Quality Assurance Cell) of the instruction.

XV) CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation or release of the individual incumbent, the said post shall revert back to its original cadre.

XVI) The incumbent teacher must be on the role and active service of the University on the date of consideration by the Selection Committee for Selection/CAS promotion.

XVII) Candidates shall offer themselves for assessment for promotion, if they fulfil the minimum API scores indicated in the appropriate API System tables by submitting an application and the required PBAS proforma. Candidates who do not consider themselves eligible can also apply at a later date.

XVIII) In the final assessment, if the candidates do not either fulfil the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

A: If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

B: If, however, the candidates find that he/she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be affected from that date of application fulfilling the criteria.

C: If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

XIX) Counting of past service

For consideration of counting of past service for the purpose of Promotion under Career Advancement Scheme, applicants are advised to apply to the competent authority with all relevant documents. The past service approved by the competent authority will only be considered for promotion under CAS.

XX) Any doubts, disputes or consideration of equivalence related to academic, research, service, publication or any other parameters; shall be cleared or decided by university administration and the concerned Screening Committee.

ANNEXURE I BASED ON WBHED 2012 GUIDELINES

Eligibility Criteria and API calculation details for teachers with due date before 07/12/2017

The minimum academic performance and service requirements for promotion of teachers is based on WBHED GO No. 1197-Edn (U)/ 1U-41/11 (Pt) dated 31.12.2012 corresponding to UGC 2010 regulations.

Sl No	Promotion of Teachers through CAS	Service / Educational requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor Stage 1 To Stage 2	Assistant Professor in Stage 1 and completed- a) 4 years of service with Ph.D., or b) 5 years of service with M.Phil/ PG Degree in Professional Courses such LLM, M.Tech., MSc Nursing, etc., or c) 6 years of service without Ph.D/M.Phil / PG Degree in Professional Courses	i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms Provided. ii) One Orientation Program of 28 days iii) One Refresher course / Research Methodology / FDP of 2/3 weeks duration in related discipline. iv) Screening cum Verification process for recommending promotion.
2	Assistant Professor Stage 2 To Stage 3	Assistant Professor with completed service of five years in stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms Provided. (ii) One course / programme from among the categories of refresher courses/ methodology workshop/ FDP of 2/3 weeks duration in related discipline. (iii) Screening cum Verification process for recommending promotion.
3	Assistant Professor (Stage 3) To (Stage 4) Associate Professor	i) Assistant Professors with three (3) years of completed service in Stage 3. ii) Incumbent should preferably have a PhD degree.	i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided. ii) At least three publications in the entire period as Assistant Professor. iii) One course / programme from among the categories of methodology workshops, Training, Teaching- Learning-Evaluation Technology in related discipline. iv) A selection committee process as stipulated in this regulation.
4	Associate Professor (Stage 4) to (Stage 5) Professor	i) Associate Professor with three years of completed service in Stage 4 ii) Incumbent should have a Ph.D degree in the subject concerned/ allied/ relevant discipline. iii) Evidence of having successfully guided doctoral candidate means incumbent should have a student PhD awarded or thesis submitted.	i) Minimum yearly cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. ii) A minimum of five publications since the period that the teacher is placed in Stage 3. For incumbents recruited directly to Associate Professor- The five publications should be in Stage 4 iii) A selection committee process as stipulated in this regulation.

MINIMUM API SCORE REQUIRED USING PBAS PROFORMA				
	Asst. Prof. (Stage 1 to Stage 2)	Asst. Prof. (Stage 2 to Stage 3)	Assistant Prof. (Stage 3) to Associate Prof. (Stage 4)	Associate Prof. (Stage 4) to Professor (Stage 5)
I. Teaching- learning, Evaluation Related Activities (Category 1)	75/Year	75/Year	75/Year	75/Year
II. Co-curricular, Extension and Profession related activities (Category 2)	15/Year	15/Year	15/Year	15/Year
I + II. Category 1 & 2 minimum total taken together	100/Year	100/Year	100/Year	100/Year
III. Research and Academic Contribution (Category 3)	<u>10/Year</u> (40/assessment period)	<u>20/Year</u> (100/assessment Period)	<u>30/Year</u> (90/assessment period)	<u>40/Year</u> (120/assessment period)
Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
IV. 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 & teaching practices 20% Interview	50% Contribution to Research 30% Assessment of domain knowledge & teaching practices 20% Interview

The API for the period before 07/12/17 will be calculated as-

CATEGORY-I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

SL. No	Nature of Activity	Maximum Score
1	Lecturers, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated: (Maximum 50 for 100% performance & proportionate score up to 80% performance, below 80% no score may be given) Example: For 90% classes taken, score will be 45	50
2	Lectures or other teaching duties in excess of UGC norms: (i) Evening classes/ courses of the University: per semester- 6 (ii) Classes taken in courses in other universities /institutes/ colleges: per semester- 4	10
3	Preparation, imparting of knowledge /instruction as per curriculum-10 Syllabus enrichment, providing additional resources to students-10	20
4	Use of participatory / innovative teaching-learning methodologies- 10 Updating of subject content, course improvement, etc.- 10	20
5	Examination duties (Invigilation, paper setting, evaluation/ assessment of answer scripts) as per allotment: Score will be extent to which the duty is carried out (%)	25
	Total Score	125
	Minimum API Score Required	75
	Note: Please furnish a year wise Self declaration authenticated by HoD/ Dean with relevant documents for your claim	

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

Sl. No	Nature of Activity	Maximum Score
1	Student related co-curricular/extension / field-based activities (such as extension work through NSS/NCC / other channels/ cultural activities/subject related events/ student counseling/ exhibition/ educational/ industrial tour, etc.) -10 per activity (Authenticated Self declaration with examples)	20
2	Contribution to Corporate life and management of the department Institution through participation in academic and administrative committee and responsibilities. -10 per activity (Authenticated Self declaration with examples)	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles (other than those included in Category 3) -10 per activity (Authenticated Self declaration with examples)	15
	Total Score	50
	Minimum API Score Required Note: Please furnish a year wise Self declaration authenticated by HoD / Dean with relevant documents for your claim.	15

CATEGORY- 3: RESEARCH AND ACADEMIC CONTRIBUTIONS

Sl.	APIs	Faculties of Science / Engineering / Nursing	Faculties of Arts/ Humanities/Social Science/ Management	Maximum points
3.A	Research papers published in...	Indexed/ Refereed Journal	Indexed/ Refereed Journal	15/ publication
		Non-refereed but recognized and reputable journals and periodicals, media having ISBN/ ISSN numbers	Non-refereed but recognized and reputable journals and periodicals, media having ISBN/ISSN number	10/ publication
		Conference proceedings as full papers, Not Abstracts)	Conference proceedings as full papers, Not abstracts)	10/ Publication
3.B	Research Publications Books other than refereed articles	Text or Reference Book published by International or National Publishers with a peer review system	Text or Reference Book published by International or National Publishers with a peer review system	25/ sole author
		Subject Books by other local publisher with ISBN/ISSN number	Subject Books by other local publisher with ISBN/ISSN number	15/sole author
		Chapters contributed to edited knowledge-based volumes published by International Publishers	Chapters contributed to edited knowledge-based volumes published by International Publishers	10/ chapter
		Chapters in edited books published by national publishers with ISBN/ ISSN Numbers	Chapters in edited books published by national publishers with ISBN/ ISSN Numbers	5/ chapter
		Chapters in edited books published by local publishers/ university with	Chapters in edited books published by local publishers/ university with	3/ chapter

		ISBN/ ISSN Numbers	ISBN/ ISSN Numbers	
3.C Research Projects				
3.C (i)	Sponsored Projects carried	a) Major projects amount mobilized with grants above Rs. 30 lakhs	a) Major projects amount mobilized with grants above Rs.5 lakhs	20/ project
		b) Major projects amount mobilized with grants above Rs.5lakhs up to Rs.30 lakhs	b) Major projects amount mobilized with grants above Rs.3 lakhs up to Rs.5 lakhs	15/ project
		c) Minor projects amount mobilized with grants above Rs.50, 000/- up to Rs.5lakhs	c) Minor projects amount mobilized with grants above Rs. 50, 000/- up to Rs.3lakhs	10/ project
3.C (ii)	Consultancy projects carried out/ ongoing	Amount mobilized with minimum of Rs.10lakhs	Amount mobilized with minimum of Rs.2 lakhs	10/every work completed
3.C (iii)	Completed projects: Quality evaluation	Completed project Report (acceptance from funding agency)	Completed project Report (acceptance from funding agency)	20/major project, 10/ minor project
3.C	Project outcome/ outputs	Patent/ Technology transfer/product/process	Major policy document of Govt. Bodies at Central and State level	30/ national level/ 50 for International level
3.D Research Guidance				
3.D (i)	M.Phil	Degree awarded only	Degree awarded only	3/Candidate
3.D (ii)	Ph.D.	Thesis Submitted	Thesis Submitted	7/Candidate
		Degree awarded	Degree awarded	10/Candidate
3.E Training Courses and Conferences/ Seminar/ Workshop papers				
3.E (i)	a) Refresher courses, Orientation Course, Methodology work shops, Training, Technology programs, Soft Skills programs, Faculty Development program, etc	a) Not less than two weeks duration	a) Not less than two weeks duration	20 each
		b) One week duration	b) One week duration	10 each
3.E (ii)	Paper in Conferences /Seminars#/ Workshops*** etc.	Participation and presentation of research paper (poster or oral) in a) International Conference b) National Conference c) Regional/ State level d) University/ College	Participation and presentation of research paper (poster or oral) in a) International Conference e) National Conference f) Regional/ State level g) University/College	a) 10 each b) 7.5 each c) 5 each d) 3 each
3.E (iii)	Invited lectures/ Chairing the session or presentation for conference/symposia	a) International b) National	a) International b) National	c) 10 each d) 5 each

Note:

1) The API score for paper in refereed journal would be augmented as follows: Indexed journal – by 5 points, ii) Papers with impact factor 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 20 points, and v) papers with impact factor greater than 10 by 25 points

2) **Seminar attendance as listener only:** For the teacher's attending of academic Seminars/ Conferences etc. for the purpose of updating of personal knowledge only (without presenting any paper or poster), no credit will be given.

3) ***If a paper presented in Conference/ Seminar is published in the form of proceedings, the points would accrue for the publication {3.A} and not under presentation {3.E (ii)}. #Papers accepted at National/ International conferences may be reckoned as equivalent to papers presents.

ANNEXURE II BASED ON WBHED 2017 GUIDELINES

Eligibility Criteria and API calculation details for teachers with due date on or after 07/12/2017

The minimum academic performance and service requirements for promotion of teachers is based on WBHED GO No. 1343-Edn (U)/ 1U-41/11 (Pt) dated 07.12.2017 corresponding to UGC 2016 regulations.

Sl No	Promotion of Teachers through CAS	Service / Educational requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor Stage 1 To Stage 2	Assistant Professor in Stage 1 and completed- a) 4 years of service with Ph.D., or b) 5 years of service with M.Phil/ PG Degree in Professional Courses such LLM, M.Tech., MSc Nursing, etc., or c) 6 years of service without Ph.D/M.Phil / PG Degree in Professional Courses	i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms Provided. ii) One Orientation Program of 28 days iii) One Refresher course/Research Methodology/ FDP of 2/3 weeks duration in related discipline. iv) Screening cum Verification process for recommending promotion.
2	Assistant Professor Stage 2 To Stage 3	Assistant Professor with completed service of five years in stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms Provided. (ii) One course / programme from among the categories of refresher courses/ methodology workshop/ FDP of 2/3 weeks duration in related discipline. (iii) Screening cum Verification process for recommending promotion.
3	Assistant Professor (Stage 3) To (Stage 4) Associate Professor	i) Assistant Professors with three (3) years of completed service in Stage 3. ii) Incumbent should preferably have a PhD degree.	i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided. ii) At least three publications in the entire period as Assistant Professor. iii) One course / programme from among the categories of methodology workshops, Training, Teaching- Learning-Evaluation in related discipline.

			iv) A selection committee process as stipulated in this regulation.
4	Associate Professor (Stage 4) to (Stage 5) Professor	i) Associate Professor with three years of completed service in Stage 4 ii) Incumbent should have a Ph.D degree in the subject concerned/ allied/ relevant discipline. iii) Evidence of having successfully guided doctoral candidate means incumbent should have a student PhD awarded or thesis submitted.	i) Minimum yearly cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. ii) A minimum of five publications since the period that the teacher is placed in Stage 3. For incumbents recruited directly to Associate Professor- The five publications should be in Stage 4 iii) A selection committee process as stipulated in this regulation.

MINIMUM API SCORE REQUIRED USING PBAS PROFORMA

	Asst. Prof. (Stage 1 to Stage 2)	Asst. Prof. (Stage 2 to Stage 3)	Assistant Prof. (Stage 3) to Associate Prof. (Stage 4)	Associate Prof. (Stage 4) to Professor (Stage 5)
I. Teaching, Learning, Evaluation Related Activities (Category 1)	80/Year	80/year	75/year	70/year
II. Professional Development and Extension activities (Category 2)	50/ Assessment period	50/ Assessment period	50/ Assessment period	50/ Assessment period
III. Research and Academic Contribution (Category 3)	20/ (assessment period)	50/ (Assessment period)	75/ (Assessment period)	100/ (Assessment period)
IV. Minimum total API score under Categories (II + III) taken together	90/ assessment period	120/ assessment Period	150/ assessment period	180/ assessment period
Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V. Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% contribution to Research 50% Assessment of domain knowledge and teaching practices 20% Interview	50% Contribution to Research 30% Assessment of domain knowledge and teaching practices 20% Interview

The API for the period of 07/12/17 onwards will be calculated as-

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max.	Actual Score	Max.	Actual Score	Max.	Actual Score
I. a	Direct Teaching	70	Actual hours spent per academic year ÷7.5	60	Actual hours spent per academic year ÷7.75	60	Actual hours spent per academic year ÷7.75

I. b	Examination duties (question paper setting, Invigilation, evaluation of answer scripts, etc)	20	Actual hours spent per academic year ÷10	20	Actual hours spent per academic year ÷10	10	Actual hours spent per academic year ÷10
I. c	Innovative Teaching Learning methodologies, updating of subject content, mentoring etc.	10	Actual hours spent per academic year ÷10	15	Actual hours spent per academic year ÷10	20	Actual hours spent per academic year ÷10
Note: Please furnish a year wise Self declaration authenticated by HoD/ Dean with relevant documents for your claim							

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR & EXTENSION ACTIVITIES

Category II	Nature of Activity	Maximum API Scores	Actual Score
II. a	Student related co-curricular, extension and field based activities: (i) Discipline related co-curricular activities (e.g. remedial classes, career counseling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year ÷10
II. b	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year ÷10
II. c	Professional Development activities (such as participation in seminars, conferences, short term training courses, talks, lectures in refreshers/ faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷10
Note: Please furnish a year wise Self declaration authenticated by HoD / Dean with relevant documents for your claim			

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS (On or after 07/12/2017)

Category III	Activity	Faculties of Science / Engineering / Nursing	Faculties of Arts/ Humanities /Social Science/ Management	Max. score for University teacher
III (A)	Research Papers published in:	Indexed or Refereed Journals as notified by the UGC	UGC notified indexed or refereed journals	25 per Publication
		Other Reputed Journal as notified by the UGC & Conference proceedings	Other Reputed Journals as notified by the UGC & Conference proceedings	10 per Publication

III (B)	Publications other than journal articles (books, chapters in books), etc	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University & posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State/Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC	Subject Books, published by National level publishers, with ISBN/ISSN number or State/Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC	20 per Book for Single Author
		Subject Books, published by other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List to be intimated to UGC	Subject Books, published by other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. List to be intimated to UGC	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List to be intimated to UGC	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. List to be intimated to UGC	International-10 per Chapter National 5 per Chapter
III (C) RESEARCH PROJECTS				
III C.i	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Project with grants above Rs. 50,000/- up to Rs.5 lakhs	Minor Project with grants above Rs. 50,000/- up to Rs. 3 lakhs	10 per Project
III C. ii	Consultancy Projects	Amount mobilized with a minimum of Rs. 10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 /every work completed
III C.iii	Projects Outcome / Outputs	Patent/Technology transfer/ Product / Process	Major Policy document prepared for international bodies like WHO/ UNO/ UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International/ 20 for each National level output/patent. Major policy document of International bodies- 30 Central – 20, State Govt-10 Local bodies– 5

III (D) RESEARCH GUIDANCE				
III D.i	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate
III D.ii	M.Phil.	Degree awarded	Degree awarded	5 per candidate
III E Fellowships, Awards and Invited lectures delivered in conferences / seminars				
III E.i	Fellowships/ Awards	International Award/ Fellowship from academic bodies/ Associations	International Award/ Fellowship from academic bodies/Associations	15 per award / 15 per Fellowship
		National Award/Fellowship from academic bodies / Associations	National Award/Fellowship from academic bodies/ Associations	10 per award / 10 per Fellowship
		State/University level award from academic bodies/ Associations	State/University level award from academic bodies/ Associations	5 per award
III E. ii	Invited lectures/ papers	International	International	7 per lecture/ 5 per paper presented
		National level	National level	5 per lecture/ 3 per paper presented
		State/University level	State/University level	3 per lecture/ 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III E iii	Development of e-learning delivery process/material - e-Content development in 4 quadrants for a complete course/e-book - Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant) ## To be certified by any competent authority or Departmental Committee.			10 per paper 02 per paper

Note 1: The API of teachers with service period before 07/12/2017 will be calculated as per WBHED 2012 guidelines.

Note 2: The API score for paper in refereed journal would be augmented as follows:

- (i) paper with impact factor less than 1 - 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 20 points;
- (v) papers with impact factor above 10 by 25 points.

Note 3: There are no points for attending OP/RC or any other long/short-term courses in Category-III under WBHED 2017 guidelines. So, please refrain from claiming points for attending OP/ RC/ STCs done on or after 07/12/2017 under Category-III.