

UNIVERSITY OF DELHI

No. CNC-II/093/2016-17/453
Delhi, the 02nd February 2017

NOTIFICATION

Sub: Amendments to Ordinances

The following Amendments to Ordinances and Appendices to the Ordinances of the University passed by the Executive Council at its meeting held on 31st December 2016, are notified for information of all concerned:

- 1. Amendments to Ordinance XXII of the Ordinances of the University related to Emoluments, Terms and Conditions of Service of Vice-Chancellor (Page No.507 of the University Calendar Volume I (2004)) (E.C. 31.12.2016).**

Existing	Amended
1. (a) The posts of Vice-Chancellor shall carry a fixed pay of Rs. 75,000 along with a special pay of Rs. 5,000 per month.	1. (a) The post of Vice-Chancellor shall carry a fixed pay of Rs.75,000/- alongwith a special allowance of Rs.5,000/- per month.

- 2. Amendments to Ordinance XXIV of the Ordinances of the University relating to Qualifications of the University Teachers (Appointed and Recognized) other than those for whom special qualifications have been prescribed separately under this Ordinance. (Page No. 519 of the University Calendar Volume I (2004)) (E.C. 31.12.2016).**

General Note:

Existing	Amended
ii) The Candidates, who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of minimum eligibility condition of NET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges/ Institutions.	ii) The Candidates, who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges/Institutions.

	<p>Provided further, the award of degree to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/Regulations of the Institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-</p> <ol style="list-style-type: none"> a) Ph.D. degree of the candidate awarded in regular mode only; b) Evaluation of the Ph.D. thesis by at least two external examiners; c) Open Ph.D. viva voce of the candidate had been conducted; d) Candidate has published two research papers from/based on his/her Ph.D. work out of which at least one must be in a refereed journal; e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D work. <p>(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean (Academic Affairs)/ Dean (University Instructions).</p>
<p>iv) A relaxation of 5% marks may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Persons with Disability (PwD) (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions.</p>	<p>iv) A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (Physically and Visually differently-abled)/ Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The</p>

	eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
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3. **Amendments to Clause XI of Ordinance XXIV of the Ordinances of the University relating to Minimum Qualifications for the Posts of University Librarian, Professional Senior (Deputy Librarian), Professional Junior (Assistant Librarian) and College Librarian. (Page No. 519 of the University Calendar Volume I (2004)) (E.C. 31.12.2016).**

Professional Junior (Assistant Librarian/ College Librarian)

Existing	Amended
1) A Master's Degree in Library Science/ Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.	<p>1) A Master's Degree in Library Science/ Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.</p> <p>A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/Scheduled Tribes/ Differently-abled (physically and visually differently-abled) /Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p>

<p>2) Qualifying in the national level test conducted for the purpose by the UGC</p>	<p>2) The Candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of University Assistant Librarian/ College Librarian.</p> <p>Provided further, the award of degree to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/Regulations of the Institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET for recruitment and appointment University Assistant Librarian/ College Librarian subject to the fulfillment of the following conditions:-</p> <ul style="list-style-type: none"> a) Ph.D. degree of the candidate awarded in regular mode only; b) Evaluation of the Ph.D. thesis by at least two external examiners; c) Open Ph.D. viva voce of the candidate had been conducted; d) Candidate has published two research papers from/based on his/her Ph.D. work out of which at least one must be in a refereed journal; e) Candidate has made at least two presentations in Conferences/Seminars, based on his/her Ph.D work. <p>(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University Instructions).</p>
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4. Amendments to Clause XII of Ordinance XXIV of the Ordinances of the University relating to Minimum Qualifications for the Posts of Director of Physical Education and Assistant Directors of Physical Education and Sports/College Director of Physical Education & Sports Sciences. (Page No. 519 of the University Calendar Volume I (2004)) (E.C. 31.12.2016)

(Sub-clause) III. Assistant Director of Physical Education and Sports/College Director of Physical Education and Sports:

Existing	Amended
<p>(1) A Master's Degree in Physical Education of Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.</p>	<p>(1) A Master's Degree in Physical Education of Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.</p> <p>A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/Scheduled Tribes/ Differently-abled (physically and visually differently-abled) /Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p>
<p>5) Candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of minimum eligibility condition of NET for recruitment and</p>	<p>5) The Candidates, who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and</p>

<p>appointment of University Assistant Director of Physical Education/College Director of Physical Education and Sports</p>	<p>appointment of University Assistant Director of Physical Education/College Director of Physical Education and Sports</p> <p>Provided further, the award of degree to candidates registered for the M.Phil/ Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/ Regulations of the Institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET for recruitment and appointment University Assistant Director of Physical Education/College Director of Physical Education and Sports subject to the fulfillment of the following conditions:-</p> <ul style="list-style-type: none"> a) Ph.D. degree of the candidate awarded in regular mode only; b) Evaluation of the Ph.D. thesis by at least two external examiners; c) Open Ph.D. viva voce of the candidate had been conducted; d) Candidate has published two research papers from/based on his/her Ph.D. work out of which at least one must be in a refereed journal; e) Candidate has made at least two presentations in Conferences/Seminars, based on his/her Ph.D work. <p>(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/ Dean (Academic Affairs)/ Dean (University Instructions)</p>
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5. Amendments to Ordinance XXIV of the Ordinances of the University relating to Qualifications of University Teachers (Appointed and Recognized) other than those for whom special qualifications have been prescribed separately under this Ordinance. (Page No. 519 of the University Calendar Volume I (2004)) (E.C. 31.12.2016).

Annexure I to Ordinance XXIV

Table I.a. Minimum API to be Applied for the Promotion of Teachers under Career Advancement Scheme (CAS) in University Departments and

Table I.b. Minimum API to be Applied for the Promotion of Teachers under Career Advancement Scheme (CAS) in Colleges

Replaced with the following table:

I.a. MINIMUM API TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES AND WEIGHTAGE FOR EXPERT ASSESSMENT

Category	Activity	Assistant Professor / Equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor /Equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Assoc. Professor/ equivalent cadres(Stage4)	Associate Professor (Stage 4) to Professor /equivalent cadres (Stage5)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/Year	75/Year	70/Year
II	Professional Development and Extension activities- Minimum score required to be assessed Cumulatively	50 / Assessment period	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period
III	Research and Academic Contributions- Minimum core required - to be assessed Cumulatively	20 / Assessment period	50 / Assessment Period	75 / Assessment Period	100 / Assessment Period

II+III	Minimum total API score under Categories II and III*	90 /Assessment period	120 / Assessment Period	150 / Assessment Period	180 / Assessment Period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation 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% - Research Contribution 50% - Assessment of domain knowledge & teaching practices. 20% - Interview Performance	50% - Research Contribution 30% - Assessment of domain knowledge & teaching practices. 20 % - Interview Performance

Note:

- * Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

Provided also that the API score claim of each of the sub-categories in the Category III (Research and Academic Contributions) shall not have a cap except for the sub-category of invited lectures/papers.

Annexure II to Ordinance XXIV

Table II. Academic Performance Indicator (API) in recruitments and career advancement scheme (CAS) promotions of university/college Teachers

Replaced with the following table:

TABLE II. SCORES FOR ACADEMIC PERFORMANCE INDICATOR (APIS) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY/COLLEGE TEACHERS

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
	a. Direct Teaching {&-\$1}	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
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment {&-\$2}	20	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
	c. Innovative Teaching - learning methodologies, updating of subject contents/ courses, 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:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/ Practicals/ Project and Research Supervision/ Field Work.
2. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

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

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co-curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The 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 score required under this category:

Category II	Nature of Activity	Maximum API Score	Actual score
A	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public / popular lectures/ talks/ seminars/ workshops/ conference/ symposium etc.)	15	Actual hours spent per academic year \div 10

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/Vice-Principal/Bursar/Chairperson/ Convener/Teacher-in-charge/similar other duties that require regular office hours for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year ÷ 10
C	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in Orientation / Refresher / Faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty and departments of Sciences/ Engineering/ Agriculture/Medical/ Veterinary Sciences	Faculties and departments of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Physical education/ Management/ Education/ Law	Maximum score for University / College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)	Publications other than journal articles (books,	Text/ Reference, Books published by International Publishers, with ISBN/ ISSN number as	Text/ Reference Books, published by International Publishers, with ISBN/ ISSN number as approved by the University and	30 per Book for Single Author {&-\$3}

	chapters in books) {&-\$3} {&-\$4} {&-\$5} and {&-\$6}	approved by the University and posted on its website. The List will be intimated to UGC	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.	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 {&-\$4}
		Subject Books, published by Other local publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will 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. The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
		Chapters in Books/ {&-\$6}, published by National and International level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will 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. The List will be intimated to UGC.	Inter-national – 10 per Chapter National – 5 per Chapter
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects {&-\$7}	(a) Major Projects with grants above Rs. 30 lakh	Major Projects with grants above Rs. 5 lakh	20 per Project {&-\$7}
	{&-\$8}	(b) Major Projects with grants above Rs. 5 lakh up to Rs. 30 lakh	Major Projects with grants above Rs. 3 lakh up to Rs.5 lakh	15 per Project {&-\$8}

	{&-\$9}	(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 Lakh	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakh	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakh	Amount mobilized with a minimum of Rs. 2 lakh	10 for every Rs.10 lakh and Rs.2 lakh, respectively for the two categories
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 or patent. Major policy document of International bodies – 30Central Government – 20,State Govt.- 10Local bodies – 5
III(D)	RESEARCH GUIDANCE			
III(D)(i)	M.Phil./ LLM	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis Submitted	15/10 per candidate
III E	Fellowships, Awards and Invited lectures delivered in conferences/seminars/refresher/orientation/FDP			

III(E) (i)	Fellowships/ Awards	International Award/Fellowship from academic bodies	International Award/ Fellowship from academic bodies/associations	15 per Award / 15 Per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from Academic bodies/associations	10 per Award / 10 per Fellowship
		National Award/Fellowship from academic bodies	State/University level Award from academic bodies/associations	5 Per Award
III(E) (ii)	Invited Lecture/papers presented (&-\$10)	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	3per 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(F)	Development of e-learning delivery process/material			10 per module

* Wherever relevant to any specific discipline, 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 20points: (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward their recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

Annexure III to Ordinance XXIV

Table III.a. Minimum Scores for APIs for direct recruitment of teachers in University Departments and Colleges

Replaced with the following table:

III.a. Minimum Scores for APIs for direct recruitment of teachers in university departments/ Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of API (cumulative)
Selection Committee criteria/ weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) {&-§11} c) Interview performance (20%)	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%)	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%)

Table III.b. Minimum Academic Performance and Service Requirements for Promotion of teachers in University Departments and Colleges

Replaced with the following table:

III.b. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITY DEPARTMENTS AND COLLEGES

S.No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1	Assistant Professor/ Equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.P.Ed., M.D., or six years of service who are without Ph.D/ M.Phil / PG Degree in Professional courses	<p>(i) Minimum cumulative API scores using PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II.</p> <p>(ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.</p> <p>(iii) Screening cum Verification process for 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 cumulative API scores using the PBAS scoring proforma developed by University as per the norms provided in Annexure I and II.</p> <p>(ii) One course / programme from among the categories of refresher courses, methodology workshops, 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 for recommending promotion.</p>

3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<ul style="list-style-type: none"> (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II. (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 may be given to M. Phil. holders and an exemption of two publications may be given to Ph.D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A selection committee process as stipulated in the regulation and in Tables I.a. of Annexure I.
4	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<ul style="list-style-type: none"> (i) Minimum cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in stage 3. (iii) A selection committee process as stipulated in the regulation and in Tables II(A).

Annexure IV to Ordinance XXIV

Table IV.a. Minimum Scores for APIs for direct recruitment of Assistant Director of Physical Education (ADPE)/ Deputy Director Physical Education (DDPE)/ Director Physical Education (DPE) of the University and Colleges DPEs

Replaced with the following table:

IV.a. Minimum Scores for APIs for direct recruitment of Physical Education Cadres in Universities/Colleges (wherever applicable) and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulations

	Assistant DPE (Stage 1)	Deputy DPE (Stage 4)	DPE (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in the Regulations	Consolidated API score requirement of 300 points from categories II & III of APIs cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria/weightages (Total Weightages = 100)	a) Track Record of championship won (30%) b) Sports and athletic skills (40%) c) Interview performance (30%)	a) Research papers (3 nos) evaluation: (40%) b) Organisational skills / Plans of sports (30%) c) Interview performance (30%)	a) Research papers (5 nos) evaluation (50%) b) Organisational track vision plan: (25%) c) Interview performance (25%)

Table IV.b. Minimum API to Applied for the Career Advancement Scheme (CAS) Promotion for Assistant Director of Physical Education (APDE)/Deputy Director Physical Education (DDPE) in the University.

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Table IV.c. Minimum API to be applied for the Career Advancement Scheme (CAS) promotion for College Director of Physical Education.

Replaced with the following table:

IV.b. MINIMUM APIS TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE DIRECTOR AND DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES (wherever applicable):

Category	Activity	Assistant / College Director of Physical Education (Stage 1 to Stage 2)	Assistant / College Director of Physical Education (Stage 2 to Stage 3)	Assistant/College Director of Physical Education(Stage 3) to Deputy/College Director of Physical Education (Stage 4)
I	Teaching, training, coaching, sports person development and sports management activities	80/Year	80/Year	75/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50/ Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum score required - to be assessed cumulatively	20/ Assessment period	50/ Assessment period	75/ Assessment Period
II+III	Minimum total API score under Categories II and III*	90/ Assessment period	120/ Assessment period	150/ Assessment Period

	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Research contribution 50% -Assessment of domain knowledge & Teaching practices. 20%- Interview Performance

***One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

Table IV.d. Minimum Academic Performance and service requirement for promotion under CAS for Assistant Director of Physical Education (ADPE)/Deputy Director Physical Education (DDPE) of the University and Colleges DPEs

Replaced with the following:

IV.c. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

S.No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) Requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) /College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE/College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil./M.P.Ed. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.

2	Assistant DPE (senior scale)/ College DPE (senior scale) to Deputy DPE/Assistant DPE (selection grade)/College DPE (selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) College DPE (senior scale) with completed service of five years in Stage 2	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV</p> <p>(ii) One course/programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration.</p> <p>(iii) Screening cum Verification process for recommending promotion.</p>
3	Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/College DPE (Selection Grade) (Stage 3 to Stage 4).	Assistant DPE (Selection Grade)/ College DPE (Selection Grade) with three years of completed service in Stage 3.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV.</p> <p>(ii) At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph.D. holders.</p> <p>(iii) Evidence of having produced teams/athletes.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Annexure IV Table IV.b.</p>

Note: The explanatory note provided for Table for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

Table IV.e. Academic Performance Indicators (APIs) and Proposed Scores as per UGC Regulations 2010 for adoption of Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions for Deputy Director/Assistant Director of Physical Education in University and College DPEs and Direct Recruitment for Director/Deputy Director/Assistant Director of Physical Education in University and College DPEs.

Replaced with the followings:

IV.d. ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR DIRECT RECRUITMENT OF DEPUTY DIRECTOR AND DIRECTOR OF PHYSICAL EDUCATION & SPORTS IN UNIVERSITIES (Wherever applicable).

Direct Workload and weightage to be given to different levels of Physical Education Personnel

	Direct working hours per week	Weightage
Assistant Director of Physical Education	40	100
Deputy Director of Physical Education	36+4*	90
Director of Physical Education	32+8*	80

Based on the Physical Education Personnel's self-assessment, API scores are proposed for (a) Lecture cum practice based athlete/sports classes coaching and training related activities; (b) Organizing and conducting sports and games competitions and management related activities; and (c) upgradation of sports infrastructure and extension services etc. The minimum API score required by Physical Education Personnel from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Nature of Activity	Assistant Director / College Director		Deputy Director	
	Max. Score	Actual Score	Max. Score	Actual Score
a) Lecture cum practice based athlete/sports classes, seminars undertaken as per allotted hours/organizing and conducting	80	Actual hours spent per academic year	70	Actual hours spent per academic year

coaching camps/sports person development/training programmes (50 Points)		÷ 17.5		÷ 17.25
Identifying sports talents and mentoring sports excellence among students (20 Points)				
Development and maintenance of play fields, purchase and maintenance of other sports facilities (10 Points)				
b) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports) (10 Points) Organizing and conducting sports and games competitions at the International/ National/ State/Inter University/Inter Zonal Levels(10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
c) Upgradation of scientific and technological knowledge in Physical Education and Sports(10 Points) Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

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

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education/College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE & S to Deputy DPE & S and for direct recruitment of Deputy DPE & S and DPE & S.

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 score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) (ii) Extension and dissemination activities (public/ popular lectures/ talks/ seminars etc.)	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities (including as Principal/ Director/ Convener/ similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher/faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Activity Faculties of Physical Education & Sports	Max. score for University/College DPE*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication

III (B)	Publications other than journal articles (books, chapters in books)	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	30 per Book for Single Author {&-\$3}
	{&-\$3}	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 {&-\$4}
	{&-\$4}	Subject Books, published by Other local publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
	{&-\$6}	Chapters in Books{&-\$6}, published by National and international level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National–5 per Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects {&-\$7}	Major Projects with grants above Rs. 5 lakhs	20 per Project {&-\$7}
	{&-\$8}	Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project {&-\$8}
	{&-\$9}	Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/ UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy Document of International bodies-30 Central Govt-20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		
III (D)(i)	M.Phil.	Degree awarded	5 per candidate
III (D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate 10 per candidate
III (E)	Awards/Fellowships/Invited lectures delivered/papers presented in conferences/seminars		

III (E)(i)	Award/Fellowship	International Award/ Fellowship from Govt./ recognized International Sports Bodies/ International Sports Organizations	15 per Award / 15 per Fellowship
	Award/Fellowship	National Award/ Fellowship from Govt./ recognized National Sports Bodies/ National Sports Organizations	10 per Award / 10 per Fellowship
	Award/Fellowship	State / University Award/ Fellowship from Govt./ recognized State Sports Bodies/ State Sports Organizations	5 Per Award
III(E)(ii)	Invited lectures/ papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		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)	Development of e-learning delivery process/material		10 per module

- * Wherever relevant, 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.
- * The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.
- # The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

Annexure V to Ordinance XXIV

Table V.a. Minimum Scores for APIs for direct recruitment of Assistant Librarian/Deputy Librarian/ Librarian in University and College Librarian.

Replaced with the following:

Table V.a. Minimum APIs and Other Norms for the Direct Recruitment of Librarian Positions in University Departments/Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in Universities (Stage 4)	Librarian (university only) (Stage 5)
API score (Research and Academic Contribution - Category III)	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 Points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria/weightages (Total weightage =100)	a) Teaching/ computer and communication skills by a Lecture demonstration (50%) b) Record of Library management skills/ (20%) c) Interview performance(30%)	a) Library related Research/ Theme papers (3 Nos) Evaluation: (50%) b) Library automation skills and Organizational Plans (20%) c) Interview performance(30%)	a) Library Research papers (Five) evaluation (60%) b) organizational track record of innovation library service and vision plan (20%) c)Interview performance(20%)

Table V.b. Minimum API to be applied for the Career Advancement Scheme (CAS) Promotion University Deputy Librarian/ Assistant Librarian.

Table V.c. Minimum API to be applied for the Career Advancement Scheme (CAS) Promotion College Librarian.

Replaced with the following:

Table V.b. MINIMUM APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE LIBRARIAN AND DEPUTY LIBRARIAN AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES

Category	Activity	Assistant / College Librarian (Stage 1 to Stage 2)	Assistant / College Librarian (Stage 2 to Stage 3)	Assistant/College Librarian (Stage 3) to Deputy/College Librarian (Stage 4)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/Year	75/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment Period	50/ Assessment period	50 / Assessment Period
III	Research and Academic Contributions - Minimum score required - to be assessed cumulatively	20/ Assessment Period	50/ Assessment period	75/ Assessment Period
II+III	Minimum total API score under Categories II and III*	90/ Assessment Period	120/ Assessment period	150/ Assessment Period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organizational skills 20 % - Interview performance

*** One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

Table V.d. Minimum Academic Performance and Service Requirement for promotion of Assistant Librarian/Deputy Librarian in University and College Librarian.

Replaced with the following:

Table V.c. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Annexure V for Librarian cadres in universities and for college Librarian cadres. (ii) One Orientation and one Refresher Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant Librarian (senior scale)/ College Librarian (senior scale) to Assistant Librarian (selection grade)/ College Librarian (selection grade) 3(Stage 2 to Stage 3)	Assistant Librarian (senior scale)/ College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Annexure V for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.

3	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) to Deputy Librarian/College Librarian(Selection Grade)(Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	<p>(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Annexure V. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M.Phil. Holders and two publications to Ph.D. Holders.</p> <p>(ii) Additionally one course/training under the categories of Library automation/ Analytical tool Development for academic documentation.</p> <p>(iii) A selection committee process as stipulated in the Regulation and in Annexure V Table V.b.</p>
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Note: The explanatory note provided for Table for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre

Table V.e. Academic Performance Indicators (APIS) and Proposed Scores for Performance Based Appraisal System (PBAS) for Direct Appointment Librarian/ Deputy Librarian/Asstt. Librarian in University and College Librarian and Career Advancement Scheme (CAS) Promotions applicable to Deputy Librarian/Asstt. Librarian in University and College Librarian.

Replaced with the following:

V.d. ACADEMIC PERFORMANCE INDICATORS (API) FOR PROMOTIONS OF ASSISTANT LIBRARIAN IN UNIVERSITIES/FOR COLLEGE LIBRARIAN UNDER CAREER ADVANCEMENT SCHEME (CAS) AND FOR DIRECT RECRUITMENT OF DEPUTY LIBRARIAN AND LIBRARIAN IN UNIVERSITIES.

Direct Work load and weightage to be given to different levels of Librarian

	Direct working hours per week	Weightage
Assistant Librarian/College Librarian	40	100
Deputy Librarian	36+4*	90
Librarian	32+8*	80

Based on the Librarian Cadre's self-assessment, API scores are proposed for (a) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes, (b) ICT and other new technologies' application for upgradation of library services and (c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services

Nature of Activity	Univ. Assistant Librarian/ College Librarian		Deputy Librarian	
	Max. Score	Actual Score	Max. Score	Actual Score
a) Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points) Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc. (15 Points) User awareness and instruction	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20

programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)				
b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10
c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10

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

Based on the Librarian Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and selection committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian. 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 score required under this category.

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 score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes) extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and library contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and Selection Committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

Category	Activity	University/College Librarians	Max. score*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website.	30 per Book for Single Author {&-\$}

	than journal articles (books, , chapters in books) {&-\$3} {&-\$4} {&-\$5} {&-\$6}	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 {&-\$4}
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
		Chapters in Books {&-\$6}, published by National and international level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National–5 per Chapter
III (C)	RESERCH PROJECTS		
III (C) (i)	Sponsored Projects {&-\$7}	Major Projects with grants above Rs. 5 lakhs	20 per Project {&-\$7}
	{&-\$8}	Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project {&-\$8}
	{&-\$9}	Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy Document of International bodies-30 Central Govt-20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		
III (D)(i)	M.Phil.	Degree awarded	5 per candidate
III (D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate
III (E)	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
III (E)(i)	Award/Fellowship	International Award/Fellowship from academic/bodies associations	15 per Award / 15 per Fellowship
	Award/Fellowship	National Award/Fellowship academic/bodies	10 per Award / 10

		associations	per Fellowship
	Award/Fellowship	State / University Award/Fellowship from academic/bodies associations	5 Per Award
III(E)(ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		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-delivery process/material		10 per module

* Wherever relevant, 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. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal/corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

6. Amendments to Clause XIII of Ordinance XXIV of the Ordinances of the University relating to Qualifications for the Post of Principal of Colleges. (Page No. 519 of the University Calendar Volume I (2004)) (E.C. 31.12.2016).

Existing	Amended
I. (v) The term of appointment of the College Principal shall be FIVE years with eligibility for reappointment for another term only after following the due process of selection laid	(v) The term of appointment of the College Principal shall be five years with eligibility for reappointment for one more term only after a similar Selection

<p>down under Ordinance XVIII.</p>	<p>process which shall take into account an external peer review, its recommendations and its outcomes. The framework of the external peer review as specified by UGC is as follows:</p> <p>The constitution of the External Peer Review Committee shall be as under: -</p> <p>(i) Nominee of the Vice-Chancellor. (ii) Nominee of the Chairman, University Grants Commission.</p> <p>The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential for Excellence/ Autonomous Colleges/ NAAC 'A+' accredited Colleges.</p> <p>The Report of the above Peer Review Committee shall be the main basis for re-appointment of the Principal.</p>
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Explanatory Notes

1. The University of Delhi is a Central University, therefore SLET and SET will not be applicable to it. Accordingly, the term 'NET/SLET/SET' replaced by 'NET'.
 2. Category – I & Category - II scores shall be calculated and adjusted taking into consideration any leave availed which qualifies for service benefits.
- \$1 Under the head Direct Teaching: In appropriate cases and subject to the applicable regulations, considerations may be given to other duly recognized academic work.
- \$2 Under Examination duties: Internal Assessment Evaluation be included.
- \$3 15 per Edited/ Translated book for Single Author
- \$4 10 per Edited/ Translated book for Single Author
- \$5 05 per Edited/ Translated book for Single Author
- \$6 Full Paper in Conference Proceedings.

For Faculty of Music and Fine Arts i.e. for \$3, \$4,\$5 and \$6:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research work.

\$7 20 for PI and 10 for Co-PI/ Co-I

\$8 15 for PI and 8 for Co-PI/ Co-I

\$9 10 for PI and 5 for Co-PI/ Co-I

For Faculty of Music and Fine Arts i.e. for \$7, \$8 and \$9:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research projects and musical production for duly recognized institutions.

\$10 For Faculty of Music and Fine Arts for \$10:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized invited lectures/performances/ music concerts at different levels.

For Department of Physical Education for \$10:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized assignments in sports.

\$11 30% weightage allocated by UGC for Assessment of Domain Knowledge & Teaching Skills has been distributed wherein 20% shall be for Teaching skills/ experience and 10% for assessment of Domain Knowledge.


REGISTRAR