

مولانا آزاد نیشنل اردو یونیورسٹی

MAULANA AZAD NATIONAL URDU UNIVERSITY

A Central University established by an Act of Parliament in 1998)

(Accredited 'A' Grade by NAAC)



ACADEMIC PERFORMANCE INDICATOR (API)

IN DIRECT RECRUITMENT

| | |
|---------------------|--------------------------------|
| | Direct teaching hours per week |
| 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

| S.No | Nature of Activity | Post | Actual Score | Maximum Score | Score to be filled by the Candidate | Enclosure No. | Score verified by Screening Committee |
|-------|--|---------------------|--------------|---|-------------------------------------|---------------|---------------------------------------|
| a | Direct Teaching | Associate Professor | 60 | Actual hours spent per academic year ÷ 7.75 | | | |
| | | Professor | 60 | Actual hours spent per academic year ÷ 7.75 | | | |
| b | Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment | Associate Professor | 20 | Actual hours spent per academic year ÷ 10 | | | |
| | | Professor | 10 | Actual hours spent per academic year ÷ 10 | | | |
| Total | | | | | | | |

As per UGC Regulations, 2016 (4th Amendment)

| <i>S.No</i> | <i>Nature of Activity</i> | <i>Post</i> | <i>Actual Score</i> | <i>Maximum Score</i> | <i>Score to be filled by the Candidate</i> | <i>Enclosure No.</i> | <i>Score verified by Screening Committee</i> |
|-------------|--|---------------------|---------------------|---|--|----------------------|--|
| c | Innovative Teaching - learning methodologies, updating of subject contents/courses, mentoring etc. | Associate Professor | 15 | Actual hours spent per academic year ÷ 10 | | | |
| | | Professor | 20 | Actual hours spent per academic year ÷ 10 | | | |
| | | | Total | | | | |

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals /Project Supervision/Field Work. .
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. 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; 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 promotion of Assistant Professor for 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 model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

| <i>Cate gory II</i> | <i>Nature of Activity</i> | <i>Maximum API Score</i> | <i>Actual score</i> | <i>Score to be filled by the Candidate</i> | <i>Enclosure No.</i> | <i>Score verified by Screening Committee</i> |
|-----------------------------|--|------------------------------|---|--|--------------------------|--|
| 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 etc.) | 15 | Actual hours spent per academic year ÷ 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 / 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 | | | |
| c | Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution) | 15 | Actual hours spent per academic year ÷ 10 | | | |
| Total | | | | | | |

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

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

| Category | Activity | Faculty of Science / Engineering/ Agriculture/ Veterinary Science/ | Faculties of Languages /Humanities Arts /Social Sciences/ Library/ Physical education/ Management | Max. score for University/ college teacher* | Score to be filled by the Candidate | Enclosure No. | Score verified by Screening Committee |
|--------------------|---|--|--|--|--|------------------|--|
| 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, 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. | 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 | | | |
| | | 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 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 | | | |
| | | 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. | 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. | International - 10 per Chapter National - 5 per Chapter | | | |
| Total | | | | | | | |

As per UGC Regulations, 2016 (4th Amendment)

| 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 lakh | Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs | 15 per Project | | | |
| | | (c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs | Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs | 10 per Project | | | |
| III (C) (ii) | Consultancy Projects | Amount mobilized with minimum of Rs.10.00 lakh | Amount mobilized with minimum of Rs. 2.0 lakhs | 10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively | | | |
| 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 - 30 Central Government - 20, State Govt.-10 Local bodies - 5 | | | |
| III (D) RESEARCH GUIDANCE | | | | | | | |
| III (D) (i) | M.Phil. | 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 | | | | | | | |
| III(E) (i) | Fellowship s/ 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 | | | |
| | | State/University level Award from academic bodies | State/University level Award from academic bodies/associations | 5 Per Award | | | |
| III(F) (ii) | Invited lectures / papers presented | 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 | | | | | | | |
| Development of e-learning delivery process/material | | | | 10 per module | | | |
| | | | | Total | | | |

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* 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 20 points; (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 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". The clause 6.0.5 (i) will be strictly followed by the University.

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 UGC Regulation.

| | Assistant Professor (Stage 1) | Associate Professor (Stage 4) | Professor (Stage 5) |
|--|--|--|--|
| Minimum API score | Minimum qualification as stipulated in UGC 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) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) 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%) |

DECLARATION

I, _____ hereby declare that the particulars furnished above are true to my knowledge.

Signature of the candidate

Date: _____