



महाराष्ट्र शासन राजपत्र

असाधारण भाग चार-ब

वर्ष ६, अंक ४(२)]

मंगळवार, मार्च २५, २०१४/चैत्र ४, शके १९३६

[पृष्ठ ३०, किंमत : रुपये ९.००

असाधारण क्रमांक ४१

प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमान्वये तयार केलेले
(भाग एक, एक-अ आणि एक-ल यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांव्यतिरिक्त) नियम व आदेश.

AGRICULTURE, ANIMAL HUSBANDRY, DAIRY DEVELOPMENT AND FISHERIES DEPARTMENT

Mantralaya, Annexe, Mumbai 400 032, dated the 15th March 2014.

ORDER

MAHARASHTRA AGRICULTURAL UNIVERSITIES (KRISHI VIDYAPEETHS) STATUTES, 1990.

No. Sankirna 2012 /C.R. 114/ 7 A.—Whereas, the Government of Maharashtra has under sub-section (6) of section 38 of the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Act, 1983 (Mah. XLI of 1983) made the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 (hereinafter referred to as the “said Statute”) in respect of all the Agricultural Universities in the State of Maharashtra;

And whereas, the University Grants Commission and Indian Council of Agricultural Research, New Delhi have prescribed the qualification and method of appointments and evaluation of Academic Officers, Head of Departments and other equivalent posts and qualifications of Academic Staff Members of the University;

And whereas, in the opinion of the State Government, it is necessary to amend the said Statutes with the concurrence of the Chancellor so that to make the qualifications inconsonance with the University Grant Commission and Indian Council of Agricultural Research, New Delhi;

Now, therefore, in exercise of the powers conferred by sub-section (6) of section 38 of the said Act the Government of Maharashtra, with the concurrence of the Chancellor, hereby amends the Maharashtra Agriculture Universities (Krishi Vidyapeeths) Statutes, 1990, as follows, namely :—

1. These Statutes may be called the Maharashtra Agricultural Universities (Krishi Vidyapeeths) (First Amendment) Statutes, 2014

2. For Statute 41 of the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990, the following statutes shall be substituted, namely :—

(१)

Statute 41. "Qualification and method of appointment -

(1) For being appointed to any post in the University service either by way of promotion or by nomination mentioned in column 2 of Appendix I and Appendix III, a person shall possess the minimum qualifications mentioned against such post in column (3) of the said Appendix I and said Appendix II

(2) If the Recruitment Board is satisfied that candidate with prescribed qualification and quality are not available for selection and make such report to the State Government to that effect then the State Government may relax the higher basic qualifications and experience in making the appointments as may be necessary.

(3) The post of Director (other than Director of Students' welfare), Dean of Faculties and other equivalent posts shall be filled in by nomination or transfer by the Pro-Chancellor. The posts of Associate Deans, Heads of Department, Professors and other equivalent posts shall be filled in by promotion and nomination in the ratio of 50:50 per cent. of the vacant post as the Vice-Chancellor may, from time to time, determine :

Provided that, such post shall be filled in by promotion through the recommendation of the Recruitment Board on the basis of merit and seniority in the discipline or group of disciplines, department or sector and minimum academic qualification and experience, as provided by the said Statute.

(4) The Recruitment Board may evaluate the performance of the officers appointed on the posts, that is, Director, Dean of Faculties, Associate Dean of Colleges and Head of Departments, on tenure basis under Performance Based Appraisal System (PBAS), as provided by the University Grant Commission(UGC) and recommend their names for reappointment. The tenure of the above post shall be five years".

3. For Statute 52 of the said Statutes the following clause shall be substituted, namely:—

" Statute 52. Evaluation

(1) Each member of the Recruitment Board shall give marks individually to each candidate. The marks given by the various members shall be totaled and arranged in descending order. Selection shall be on merit in the order of the total marks scored by the candidates. Evaluation of candidates shall be done by giving twenty per cent. of marks by personal interview and eighty per cent. of marks for past performance as given in Appendix II.

(2) For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.

(3) The procedure of selection of Academic staff by nomination and promotion shall be based on terms and conditions laid down by the State Government, from time to time. The eligibility and evaluation of the candidate shall be follows, namely :-

(A) *Eligibility criteria for Selection on the basis of Academic Performance Indicator (API),—*

(i) *For Career Advancement Scheme (CAS) - Eligibility for Career Advancement Scheme shall be based on requirement as depicted in Table seven of Appendix II of the Statute.*

(ii) *For Nomination—Eligibility for nomination shall be considered according to the minimum scores of API from Category I,II and III based on norms as depicted in Tables - 1, 2 and 3 of Appendix-II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73.*

(iii) *For promotion—(a) Average gradation of Annual Confidential Reports for preceding five years, as per Government Resolution coming in force, from time to time.*

(b) *Eligibility for promotion shall be considered according to the minimum score of API from category I, II and III based on norms depicted in Table 1, 2 and 3 of Appendix - II of the Statute and as per minimum qualifications, service experience as depicted in Statutes 41 and 73 .*

(B) *Evaluation criteria for selection of Academic staff —*

(i) *Career Advancement Scheme (CAS)*—Evaluation criteria for Career Advancement Scheme (CAS) of academic staff shall be as per Table 4 or 5, as the case may be, in Appendix-II of the Statute.

(ii) *For Nomination*—Evaluation criteria for nomination of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 and API score weightage shown in Table 6 of Appendix –II of the Statute.

(iii) *For Promotion*—Evaluation criteria for promotion of academic staff shall be as per minimum qualification, minimum service experience as per Statutes 41 and 73 and API score as per Tables 1, 2 and 3 of Appendix II of the Statute.”

4. *For Statute 73 of the said Statute, the following Statute shall be substituted, namely:—*

“Statute 73 Qualifications of Academic Staff Member :—

(a) For being appointed to any post in the University service mentioned in column 2 of Appendix III, a person shall possess the minimum qualifications mentioned against each such post in column 3 of the Appendix III and fulfill the criteria as prescribed in the Statute *vide* Appendix II.

(b) If the Selection Board is satisfied that candidates with prescribed qualifications or experience or both are not available for the selection and make a report to the State Government to that effect, then the State Government may relax a higher basic qualification or experience or both in making the appointments as may be necessary. ”

5. *For Appendix I, Appendix II and Appendix III of the said Statutes, the following shall be substituted, namely :—*

APPENDIX - I

(Statute 41)

QUALIFICATION FOR THE ACADEMIC POSTS.

| Sr. No. (1) | Designation of the post (2) | Qualification (3) |
|----------------|--|---|
| 1. | Director of Instruction, Director of Research or Director of Extension Education. | (1) A Ph.D. in any Faculty of agriculture and allied sciences. An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department ; OR An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent ; (2) Experience of guiding at least five post graduate students ; (3) Ability to initiate, organize and coordinate teaching, research and extension education ; (4) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ; (5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) prescribed by the University. |
| 2. | Dean of Faculty | (1) A Ph.D. in any Faculty of agriculture or allied sciences ; |

| (1) | (2) | (3) |
|------------------------|-----|---|
| | | <p>An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least three years experience shall be in the position of regular Head of the Department ;</p> <p style="text-align: center;">OR</p> <p>An eminent Scientist or Teacher, having at least eighteen years experience in the field of teaching or research or extension education, out of which at least five years experience shall be in the cadre of regular Professor or its equivalent ;</p> <p>(2) Experience of guiding at least five post graduate students ;</p> <p>(3) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p> <p>(4) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ;</p> <p>(5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).</p> |
| 3. Associate Dean. | | <p>(1) A Ph.D. in respective faculty ;</p> <p>A minimum fifteen years experience in the field of teaching or research or extension education, out of which at least three years experience as Head of the Department.</p> <p style="text-align: center;">OR</p> <p>A minimum fifteen years experience in the field of teaching or research or extension education out of which five years experience shall be in the cadre of regular professor or its equivalent ;</p> <p>(2) Experience of guiding at least five post graduate students ;</p> <p>(3) Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching-learning process ;</p> <p>(4) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p> <p>(5) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating ;</p> <p>(6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).</p> |
| 4. Head of Department. | | <p>(1) A Ph.D. in respective discipline ;</p> <p>A minimum twelve years experience in teaching or research or extension education, out of which at least three years experience shall be in the cadre of regular Professor or its equivalent ;</p> <p style="text-align: center;">OR</p> <p>A minimum twelve years experience in teaching or research or extension education, out of which seven years experience shall be in the cadre of Associate Professor or its equivalent ;</p> <p>(2) Experience of guiding at least three post graduate students ;</p> <p>(3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process ;</p> <p>(4) Ability to initiate, organize and co-ordinate teaching, research and extension education ;</p> |

| (1) | (2) | (3) |
|-----|------------|--|
| | | (5) Evidence of at least ten published papers in recognized journals having National Academy of Agricultural Science rating; |
| | | (6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS). |
| 5 | Professor. | (1) A Ph.D. in respective discipline; |
| | | (2) A minimum of eleven years experience in teaching or research or extension out of which three years shall be in the cadre of regular Associate Professor or its equivalent; |
| | | (3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process; |
| | | (4) Experience of guiding at least two post graduate students; |
| | | (5) Evidence of at least 10 published papers in recognized journals having National Academy of Agricultural Science rating. |
| | | (6) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS). |

APPENDIX III

(Statute 73)

QUALIFICATIONS FOR THE POSTS OF ACADEMIC STAFF MEMBERS

| Sr. No. (1) | Designation of the post (2) | Qualification (3) |
|----------------|--------------------------------|---|
| 1 | Associate Professor. | (1) A Ph.D. in respective discipline; |
| | | (2) A minimum eight years of experience in teaching or research or extension education in the position of Assistant Professor or its equivalent; in a University or Accredited grant -in- aid College, Recognized Research Institution Excluding the period of Ph.D.; |
| | | (3) Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process with evidence of having guided two post graduate students worked on advisory committee of five post graduate students in the discipline where masters programme is not available; |
| | | (4) Evidence of at least five published papers in recognized journals having National Academy of Agricultural Science rating; |
| | | (5) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS). |
| 2 | Assistant Professor. | (1) Ph.D. in relevant discipline; |
| | | OR |
| | | Masters degree in relevant discipline from an accredited University along with National Eligibility Test (NET) conducted by Indian council of Agriculture Research (ICAR) / University Grants Commission (UGC) / Council of Scientific and Industrial Research (CSIR) or similar test accredited by the University Grants Commission (UGC) like State Level Eligibility Test (SLET) / State Eligibility Test (SET). |
| | | (2) National Eligibility Test (NET) / State Level Eligibility Test (SLET) / State Eligibility Test (SET) shall also not be required for such masters |

| (1) | (2) | (3) |
|-----|----------------------------|---|
| | | programme in disciplines for which National Eligibility Test (NET) / State Level Eligibility Test (SLET) / State Eligibility Test (SET) is not conducted. |
| 3 | Senior Research Assistant. | Masters degree in the respective discipline. |
| 4 | Junior Research Assistant. | Bachelor's degree in the respective faculty. |

APPENDIX II

(Statute 52)

(Evaluation of candidates for past performance and personal interview)

The API Scores in Category I, II and III are required for adjudging the eligibility of the candidate and API score in Category III shall also be taken into account for calculating the weightage in the evaluation.

CATEGORY I - TEACHING (a), RESEARCH (b) , EXTENSION RELATED ACTIVITIES (c) AND OTHER ACTIVITIES (d)

The maximum scores required for computing Academic Performance Indicator (API) for self assessment of academic staff under different activities *viz.* (a) teaching (b) research (c) extension activities are provided in Table-1A. The Academic Performance Indicator (API) Academic Performance Indicator (API) required for other officers (Technical officers, Deputy Director of Researchs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier) should be calculated as per Table – 1B.

Table 1A : API scores for Teaching (a), Research (b) and Extension Activities (c)

| Sr. No. | Nature of Activity | Maximum Score |
|---------|--|---------------|
| (1) | (2) | (3) |
| 1 | (a) Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated or | 50 |
| | (b) Initiation, formulation and execution of research projects/experiments which are duly approved by competent authority or | 50 |
| | (c) Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies. | 50 |
| 2 | (a) Lectures or other teaching duties in excess of the University Grants Commission (UGC) norms or | 10 |
| | (b) Assistance in the research project or | 10 |
| | (c) Innovative extension work carried out [Farmer Field Schools (FFS) , Farmer Scientist Forum (FSF) , Information Communication Technology (ICT)] based modules. | 10 |
| 3 | (a) Preparation and imparting knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students or | 20 |
| | (b) Patent or recommendation or variety release or development of implements or machinery or product development or feed or gear or craft or technology or | 20 |
| | (c) Preparation and imparting of knowledge or instruction to the clientele (preparation of notes, handouts, publications for used of farmers or extension workers) | 20 |

| (1) | (2) | (3) |
|------------------------------------|--|------------|
| 4 | (a) Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc. or | 20 |
| | (b) Innovative research work carried out with use of advanced technology or equipments or | 20 |
| | (c) Use of innovative extension teaching methodologies (Information Communication Technology (ICT s) and Audio-visual aids) | 20 |
| 5 | (a) Examination duties (Invigilation, question paper setting, evaluation or assessment of answer scripts) as per allotment. or | 25 |
| | (b) Preparation of research reports, attendance in research meetings, presentation of research report or | 25 |
| | (c) Participation in extension programmes as per allotment (trainings, mass media, farmer's rallies, exhibitions, meetings etc.) | 25 |
| Total Score— | | 125 |
| Minimum API score required— | | 75 |

Note .— The candidate shall fill in only one activity from a or b or c from points Sr. No. 1- 5 in Table- 1A.

Further, computing the API score, candidate should considered the instructions provided below in (a), (b) & (c) for teaching, research and extension activities, respectively.

(a). Instruction for filling up scores of Teaching, Learning and Evaluation Related Activities

(i) Lectures, seminars, tutorials, practicals, contact hours undertaken

| Indicators/Activities | Max. Score |
|--|----------------|
| Lectures or Practicals or Tutorials or Contact classes taken should be based on verifiable record. Each contact hours carry 3 points | Max Score : 50 |

(ii) Lectures or other teaching duties in excess of the norms

| Indicators/Activities | Max. Score |
|--|----------------|
| If teacher has taken classes exceeding University Grants Commission (UGC) norm, then two point to be assigned for each extra contact hour of classes | Max Score : 10 |

(iii) Preparation and imparting knowledge or instruction as per curriculum; syllabus enrichment by providing additional resources to students

| Indicators/Activities | Max. Score |
|--|----------------|
| Imparting of knowledge or instruction <i>vis a vis</i> with the prescribed material (Text book or Manual etc.) and methodology of the curriculum (100% compliance = 20 points) | Max Score : 20 |

(iv) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.

| Indicators/Activities | Max. Score |
|--|------------|
| Updating of Course, design of curriculum, (Five points per course) | 10 |
| Preparation of resource material, fresh reading materials, Laboratory manuals etc. Five points each. | 10 |
| Use of Innovative teaching-learning methodologies; use of Information Communication Technology ; Updated subject | 10 |
| a. Information Communication Technology Based Teaching material : Ten points each | |
| b. Interactive Courses : Five points each | |
| c. Participatory Learning modules: Four points each | |
| Developing and imparting Remedial/Bridge Course and Counseling modules (each activity : Five points) | 10 |
| Developing and imparting soft skill or communication skill or personality development courses or modules (each activity : Five points) | 10 |
| Developing and imparting specialized teaching-learning programmes (each activity: five points) | 10 |
| Organizing and conduction of popularization programmes/training courses in computer assisted teaching or web based learning and e-library skills to students | 10 |
| (a) Workshop or Training course : ten points each | |
| (b) Popularization program : five points each | |
| Maximum Aggregate Limit | 20 |

(v) Examination Related Work

| Indicators | Max. Score |
|---|------------|
| College or University Semester End or Annual Examination work as per duties allotted. (Invigilation - 10 points; Evaluation of answer script - five points; Question paper setting - five points)(100% compliance = twenty points) | 20 |
| College or University examination or Evaluation responsibilities for internal or continuous assessment work as allotted (100% compliance = ten points) | 10 |
| Examination work such as co-ordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = ten points) | 10 |
| Maximum Aggregate Limit | 25 |

(b). Instruction for filling up scores of Research Activities :

(i) Initiation, formulation and execution of research project

| Indicators/Activities | Max. Score |
|---|------------|
| Ten marks per project or experiment as principal investigator | 50 |

(ii) Assistance in the research project

| Indicators/Activities | Max. Score |
|--------------------------------|------------|
| Two marks per project assisted | 10 |

(iii) Patent or recommendation or variety release or development of implements or machinery or product development or Feed or Gear or craft or technology.

| Indicators/Activities | Max. Score |
|--|------------|
| Ten marks per patent or variety release or | 20 |
| Five points each development of implements or machinery or product development or Feed or Technology developed or recommendation | |
| Five marks per activity those who helped in patents and variety released | |
| Two marks each for development of implements or machinery or product development or Feed or Technology developed or recommendation | |

(iv) Innovative research work carried out with use of advanced technology or equipments

| Indicators/Activities | Max. Score |
|--|------------|
| per innovative work ten marks (To be judged by Head department or Head institute.) | 20 |

(v) Preparation of research reports, attendance in research meetings, presentation of research report

| Indicators/Activities | Max. Score |
|---|------------|
| Preparation of research reports, attendance in research meetings, presentation of research report for each activity 2.5 marks | 25 |

(c). Instruction for filling up scores of Extension Activities:

(i) Extension activities organized for the dissemination of technologies such as demonstration, trainings, group meetings, lectures, farmer's rallies

| Indicators/Activities | Max. Score |
|--|------------|
| Extension education activities should be based on verifiable records ten points per activity | 50 |

(ii) Innovative extension work carried out (FFS, FSF, ICT based modules)

| Indicators/Activities | Max. Score |
|--|------------|
| If the scientist has organized or carried innovative extension work in addition to the assigned activities then two points should be allotted for each innovative extension work-- | 10 |
| Imparting knowledge or instructions by developing study materials and methodology for curriculum delivery | |
| Use of innovative extension teaching methods, use of Information Communication Technologys- | |
| Information Communication Technologys based teaching material- | |
| Interactive courses- | |
| Participatory learning material- | |
| Developing and imparting courses or counseling modules- | |
| Developing and imparting soft skills- | |
| Organization and conducting of training programmes | 50 |

(iii) Preparation and imparting of knowledge or instruction to the clientele (preparation of notes, handouts, publications for used of farmers/extension workers)

| Indicators/Activities | Max. Score |
|--|------------|
| Informative notes, pretend handouts, folders, charts posters, booklets etc.— 2.5 points each. | 20 |

(iv) Use of innovative extension teaching methodologies (Information Communication Technologies and Audio-visual aids)

| Indicators/Activities | Max. Score |
|---|------------|
| Development of web based literature, interactive teaching CDs, Audio CDs Video Clips, Electronic display boards etc.— 5 points each. | 20 |

(v) Participation in extension programmes as per allotment (training, mass media, farmer's rallies, exhibitions, meetings etc.)

| Indicators/Activities | Max. Score |
|---|------------|
| Trainings, Mass media, farmer's rallies, exhibitions, meetings etc.—2 points each | 25 |

Table 1 B: API scores for other officers (Technical officers, Deputy Director of Research Farm superintended, incharge central workshop curator any other posts which are not covered earlier).

| Sr. No. | Confidential Report (CR) grading | API Score |
|---------|----------------------------------|-----------|
| (1) | (2) | (3) |
| 1 | A+ | 125 |
| 2 | A | 100 |
| 3 | B+ | 75 |
| | Minimum API score required | 75 |

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

Based on the academic staff's self-assessment, the category II is proposed for computing API scores for co-curricular and extension activities and professional development related contributions. The minimum API score required from this category is 15. The details of activities considered in this category are given in Table-2A for co-curricular and extension activities and professional development activities of academic staff (teaching, research and extension) and Table-2B for other activities (Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier):

Table 2A . API Scores for Category-II : Co-curricular, Extension and Professional development related activities (teaching, research and extension)

| Sr. No. | Nature of Activity | Maximum Score |
|---------|---|---------------|
| (1) | (2) | (3) |
| (i) | Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling) | 20 |
| (ii) | Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities | 15 |

| (1) | (2) | (3) |
|-----------------------------------|--|-----------|
| (iii) | Professional Development activities (Such as participation in seminars, conferences, short term training courses, talks lectures, membership of associations, dissemination and general articles, not covered in Category III below) | 15 |
| Minimum API Score required | | 15 |

The candidate shall consider the following guidelines for calculating the API scores for this category.

(i) Student related Co-curricular activities (Sr. No. i of Table-2A)

| Indicators/Activities | Max. Score |
|---|------------|
| Institutional Co-curricular activities for students such as field studies or educational tours, industry-implant training, Experiential learning and placement activities (5 point each) | 10 |
| Positions held or Leadership role played in organization linked with Extension Work and Programme officers, National service Scheme (NSS), NCC officer or any other similar activity (each activity 10 points) Participation in NCC, NSS activity – 2 points each | 10 |
| Students and Staff related Socio cultural and Sports Programmes, campus publications (college level 2 points, university level 5 points) | 10 |
| Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or drought relief, small family norms etc. (5points each) | 10 |
| Maximum Aggregate Limit | 20 |

(ii) Contribution to corporate Life and Management of the Institution (Sr. No. ii of Table-2A)

| Indicators/Activities | Max. Score |
|--|------------|
| Contribution to corporate life in Universities or colleges through meeting, popular lectures, subject related events, articles in college magazine and souvenirs (2 points each) | 10 |
| Institutional Governance responsibilities like, Chairman/Vice Chairman or member of student council, Chairman or member or member secretary of Statutory bodies. Rector, College farm incharge, Associate Dean's Representative (ADR), Internal Quality Assessment Cells (IQAC) Co-coordinator (10 points each) Monitor, Instrumentation cell etc- 5 points each | 10 |
| Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee, member of various college and university level committees (5 points each) | 10 |
| Responsibility for, or participation in committees for Students welfare, counseling and Discipline (5 each) | 10 |
| Organization of Conference, Training: International (10 points); national/ regional (5 points) | 10 |
| Maximum Aggregate Limit | 15 |

(iii) Professional Development Related Activities (Sr. No. iii of Table-2A)

| Indicators/Activities | Max. Score |
|--|------------|
| Membership in profession related committees at state and national level | |
| a. At national level: 3 points each | |
| b. At state level: 2 points each | 10 |
| Participation in subject associations, conferences, workshops, seminars without paper presentation (Each activity: 1 point) | 10 |
| Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 point) | 10 |
| Membership or participation in Bodies or Committees on Education and National Development-5 points each | 10 |
| Publication of articles in newspapers, magazines or other publications (not covered in category III); TV talks, radio talks etc. (1 point each) | 10 |
| Maximum Aggregate Limit | 15 |

Table 2 B: API scores for other officers (Technical officers, DDRs, Farm superintend, incharge central workshop, curator any other posts which are not covered earlier)

| Sr. No. | Confidential Report (CR) grading | API Score |
|-----------------------------------|----------------------------------|-----------|
| (1) | (2) | (3) |
| 1 | A+ | 50 |
| 2 | A | 30 |
| 3 | B+ | 15 |
| Minimum API score required | | 15 |

CATEGORY III : RESEARCH AND ACADEMIC CONTRIBUTION

Based on the academic staff's self assessment, API scores are required for research and academic contributions. The minimum API score required by academic staff from this category is different for different levels of selection. The API score in this category is required for adjudging the eligibility and also for computing the weightage in evaluation. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

Table 3 : Maximum points for calculating API for research and academic contributions.

| Sr.No. | APIs | Faculties of Agriculture or Agril. Engg. or Fisheries or Forestry | Max. points for Academic staff |
|--------|------------------------------|--|--------------------------------|
| (1) | (2) | (3) | (4) |
| (A) | Research papers published in | Referred Journals periodicals having International Standard Book Number (ISBN) / International Standard Serial Number (ISSN) | 15 for publication |
| | | Conference proceedings as full papers, etc. (Abstracts not to be included) | 10 for publication |

| (1) | (2) | (3) | (4) |
|------------------------------|--|--|---|
| (B) | Research publications (books, chapters in books, other than referred journal articles) | Text or reference Books published by International publishers with an established peer review system. | 50 for each author and 10 for chapter in edited books |
| | | Subjects books by National level publishers/ State and Central Govt. Publications with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN). | 25 for each author and 5 for chapter in edited books |
| | | Subject books by other local publishers with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN). | 15 for each author and 3 for chapter in edited books |
| | | Chapters contributed to edited knowledge based volumes published by International Publishers. | 10 for Chapter |
| | | Chapters in knowledge based volumes by Indian /National level publishers with International Standard Book Number (ISBN)/ International Standard Serial Number (ISSN) numbers and with numbers of national and international directories. | 05 for Chapter |
| (C) RESEARCH PROJECTS | | | |
| (C) i | Sponsored Projects carried out/ongoing | (a) Major projects amount mobilized with grants above 30.0 lakhs. | 20 for each project |
| | | (b) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakhs. | 15 for each project |
| | | (c) Minor projects (amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh). | 10 for each project |
| (C) ii | Consultancy Projects carried out/ongoing | Amount mobilized with minimum of Rs. Fifty thousand only. | 10 per every Rs. Fifty thousand only |
| (C) iii | Revolving fund | 25% above the target 35% above the target | 5 points 10 points 5 points for 10% more than the target |
| (C) iv | Products testing | Product or chemicals or equipment or machine, etc. testing | 5 points each |
| (C) v | Completed projects Quality evaluation | Completed project report (Acceptance from funding agency). | 20 each major project and 10 each minor project |
| (C) vi | Projects Outcome/ outputs | Patent or Technology transfer or product or process or Recommendations. | 15/ each for State level/ 30/ each national level output or patent/50 / each for International level |

| (1) | (2) | (3) | (4) | |
|--|--|--|---------------------------|-------------------------|
| (D) RESEARCH GUIDANCE | | | | |
| (D) i | M. Phil. | Degree awarded | 03 each candidate | |
| | ii | M.Sc. /M.Tech. | Degree awarded | 03 each candidate |
| | | M.Sc. /M.Tech. | Member Advisory Committee | 2 points each candidate |
| (D) iv | Ph.D. | Thesis submitted- Major advisor | 07 each candidate | |
| | Ph.D. | Degree awarded- Major Advisor | 03 each candidate | |
| | Ph.D. | Co-major Advisor | 7 points | |
| | Ph.D. | Member Advisory Committee | 05 each candidate | |
| (E) TRAINING COURSES AND CONFERENCE/SEMINARS/ WORKSHOP PAPERS | | | | |
| (E) i | Refresher Courses, Methodology Workshops, Training, Teaching- Learning- Evaluation Technology Programmes, Soft skills development programmes, Faculty Development Programmes (Max. 30 points). | (a) Not less than two weeks duration | 20 each | |
| | | (b) Two week duration | 10 each | |
| (E) ii | Papers in Conferences or Seminars or workshops etc.* | Participation and presentation of research papers (oral or poster) in | | |
| | | (a) International conference | 10 each | |
| | | (b) National | 7.5 each | |
| | | (c) Regional or State level | 5 each | |
| | | (d) Local-University or College level | 3 each | |
| (E) iii | Invited lectures or presentations for conferences or symposia | (a) International (b) National level | 10 each 5 | |

*If a paper presented in conference/seminar is published in the form of proceedings, the points would accrue for publication (A) and not under presentation (E) (ii).

CATEGORY III (i) : RESEARCH, ACADEMIC, EXTENSION AND ADMINISTRATIVE CONTRIBUTION FOR PROFESSORS / HODs / ASSOCIATE DEANs / DIRECTORs ...

Based on the teacher's self assessment, API scores are proposed for research, academic, extension and administrative contributions. The minimum API score required by teachers from this category is different for different levels of promotion / direct recruitment. The self-assessment score will be based on verifiable criteria and will be finalized by the screening / Maharashtra Agricultural Universities Recruitment Board.

| S.N. | APIs | Faculties of Agriculture or Agril. Engg. or Fisheries or Forestry | Max. points for University and college teachers position |
|-------------|--|---|--|
| (1) | (2) | (3) | (4) |
| III (A) i | Research papers published in | (i) Referred Journals periodicals having ISSN numbers. | 15 each publication |
| | | (ii) Conference proceedings as full papers, etc. (Abstracts not to be included) International National State Level. | 15 each publication 10 each publication 7.5 each publication |
| | | (iii) Technical articles published but not covered above (excluding popular articles). | 05 each publication |
| III (A) ii | Papers in Conferences or Seminars or Workshops etc. | Participation and presentation of research papers (oral or poster) in. | |
| | | (a) International conference | 10 each |
| | | (b) National | 7.5 each |
| | | (c) Regional or State level | 5 each |
| III (A) iii | Abstract published | (d) Local- University or College level | 3 each |
| | | International | 5 each |
| | | National | 3 each |
| | | State level | 2 each |
| III (B) | Research publications (books, chapters in books, other than referred journal articles) | Local | 1 each |
| | | Text or reference Books published by International publishers with an established peer review system | 50 / each author and 10 / chapter in edited books |
| | | Subjects books by National level publishers/ State and Central Government Publications with ISBN numbers. | 25 / each author and 5 / chapter in edited books |
| | | Subjects books by other local publishers/ e publication. | 15/each author and 3/chapter in edited books |
| | | Chapters contributed to edited knowledge based volumes published by International Publishers | 10 / chapter |
| | | Chapters in knowledge based volumes by Indian/National level publishers. | 05 / Chapter |
| | Worked as editor of book / periodical/ abstract book/ souvenir. | 05 each | |

| (1) | (2) | (3) | (4) | |
|---|--|---|---|-------------------------|
| III (C) EXTERNALLY FUNDED PROJECT | | | | |
| III (C) i | Sponsored Projects carried out or ongoing | (a) Major project amount mobilized more than Rs. 1 crore. | 50 each project | |
| | | (b) Major project amount mobilized with grants Rs.30.0 lakhs to 1 crore. | 20 each project | |
| | | (c) Major project amount mobilized with grants above Rs.5.0 lakhs upto Rs.30.0 lakhs. | 15 each project | |
| | | (d) Minor project (amount mobilized with grants above Rs.50,000 upto Rs.5.0 lakhs. | 10 each project | |
| III (C) ii | Consultancy Projects carried out / ongoing | Amount mobilized with minimum of Rs. Fifty thousand only. | 10 per every Rs. Fifty thousand only. | |
| III (C) iii | Revolving fund | 25% above the target | 5 points | |
| | | 35 % above the target | 10 points 5 points for 10% more than the target | |
| III (C) iv | Product testing | Product or chemicals or equipment/ machine, etc. testing | 5 points each | |
| III (C) v | Completed projects Quality evaluation | Completed project report (Acceptance from funding agency) | 20 each major project and 10 each minor project | |
| III (C) vi | Project Outcome or outputs | Variety released or Technology or products or process developed or Recommendations or Software's or Models or gadgets | 20 each for State Level / 30 each for National Level. | |
| III(C) vii | Registration under IPR | Patent or GI or Trademark or copy right etc. | 50 each | |
| III (D) RESEARCH GUIDANCE | | | | |
| III (D) i | M.Phil. | Degree awarded | 3 each candidate | |
| | | ii M.Sc. or M.Tech. or M.F.Sc. | Degree awarded | 3 each candidate |
| | | iii M.Sc. or M.Tech. or M.F.Sc. | Member Advisory Committee (Degree awarded) | 2 points each candidate |
| III(D) iv | Ph.D. | Degree awarded - Major Advisor | 10 each candidate | |
| | | Ph.D. | Co-major Advisor | 7 points |
| | | Ph. D. | Member Advisory Committee | 5 each candidate |
| III (E) TRAINING COURSES AND CONFERENCE / SEMINARS WORKSHOP PAPERS | | | | |
| III (E) i | Participated in Refresher Courses, Methodology Workshops, Training, Teaching - Learning - Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes | (a) Not less than two weeks duration | 20 each | |
| | | (b) Two weeks duration | 10 each | |
| III(E) ii | Organized the refreshers course or seminar or symposium or workshop etc. | Convener | 15 each | |
| | | Co-convener or secretary | 10 each | |

| (1) | (2) | (3) | (4) |
|---|--|---|---|
| III(E) iii | Lecture delivered as resources person in seminar or symposium or workshop, refreshers course or training etc. | International National State Level University Level | 15 each 10 each 5 each 3 each |
| III(E) iv | Worked as chairman or rapporteurs in seminar or symposium or workshop or conferences etc. | (a) Chairman International National State (b) Rapporteurs International National State | 10 each 5 each 3 each 5 each 3 each 2 each |
| III (F) TEACHING | | | |
| III (F) i | Teaching as per the prescribed norms | | 15 per year |
| III (F) ii | Expert lecture or guest - faculty or adjunct faculty | Within the University Outside the University | 3 each 2 each |
| III (F) iii | Visiting professor to other organization or university | | 2 each lecture |
| III (F) iv | Evaluation of Ph. D. thesis | | 5 each |
| III (F) v | Evaluation of Master thesis | | 3 each |
| III (F) vi | Curriculum Development | University level National level | 5 each 7 each |
| III (G) MEDALS / AWARDS AND HONORS | | | |
| III (G) i | International | | 15 each |
| | National | | 10 each |
| | State level | | 5 each |
| | Fellow | | 5 each |
| | Post Doctoral fellow | | 25 each |
| | National Professor | | 25 each |
| | National Scientist | | 25 each |
| | Best oral presentation | | 5 each |
| | Best poster presentation | | 5 each |
| | Appreciation letter by University Authority | | 3 each |
| III (H) ADMINISTRATIVE | | | |
| III (H) i | Officers those who are working as Officer-In-Charge / ADR / Superintendent of School / Director of Farm / HoD / Association Dean | | 20 each year |

| (1) | (2) | (3) | (4) |
|---|---|---|---------------------|
| III (H) ii | Additional charge held more than six months duration | Same post Higher post | 5 10 |
| III(H) iii | Worked as Chairman / Member of selection committee | Chairman Member | 10 5 |
| III(H) iv | QRT Member | | 15 |
| III (I) Extension Activities | | | |
| III (I) i | OFT or FLD or FFS or FSF or Extension training programme implemented or extension methodology developed. | | 5 each |
| III (I) ii | Coordinated mass media programme | | 5 each |
| III (I) iii | Development or production of ICT tools | | 5 each |
| III (J) Infrastructure Development | | | |
| III (J) i | Land acquisition development | | 10 |
| III (J) ii | Moderation of Lab. or farm or class rooms | 1 to 5 lakhs 5 to 50 lakhs 50 to 100 lakhs More than 1 crore | 5 10 15 20 |
| III (K) Special Contributions | | | |
| III (K) i | Special contributions not covered above i.e. Avishkar, Ashwamegh, Indradhnushya, Avhan, leadership development, softskill, etc. duly certified by competent authority | | 5 each |

TABLE - 4

MINIMUM APIS AS PROVIDED IN TABLE 1, TABLE 2, TABLE 3, TO BE APPLIED FOR THE PROMOTION OF ACADEMIC STAFF UNDER CAREER

ADVANCEMENT SCHEME (CAS) IN UNIVERSITIES AND WEIGHTAGES FOR EXPERT ASSESSMENT

| | | Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2) | Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3) | Assistant Professor to Associate Professor/ equivalent cadres (Stage 3) to Professor/ equivalent cadres (Stage 4) | Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5) | Professor (Stage 5) to Professor (Stage 6) |
|-----|--|---|---|---|---|--|
| I | Teaching-learning Evaluation Related Activities (Category I) Table-1 | 75/Year | 75/Year | 75/Year | 75/Year | 75/Year |
| II | Co-curricular Extension and Profession related activities (Category II) Table-2 | 15/Year | 15/Year | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) Table - 3 | 10/Year (40/ assessment period) | 20/Year (100/ assessment period) | 30/Year (90/ assessment period) | 40/Year (120/ assessment period) | 50/Year (500/ assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Board | Selection Board | Expert 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 Assessment of domain knowledge and teaching practices. 20% - Interview performance | 50% - Contribution to Research Assessment of domain knowledge and teaching practices. 20% - Interview performance | 50% - Research Performance evaluation and other credential by referral procedure |

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

TABLE - 4 (a)

Percentage Distribution of Weightage Points in the Expert Assessment

| Sr. No. | Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4) | Associate Professor (Stage 4) to Professor/equivalent cadres (Stage 5). | Professor (Stage 5) to Professor (Stage 6). | |
|---------|--|---|--|--|
| 1 | Percentage 30% - Distribution Contribution of Weightage to Research Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | 50% - Assessment Interview performance to Research of domain knowledge and teaching practices. | 20% - Interview performance to Research of domain knowledge and teaching practices. | 50% - Contribution to Research and other credential evaluation by referral procedure |
| 2 | Distribution 30 % Weightage be calculated from API Category III | (1) Content of Topic – 20 Marks (2) Communication Skill- 20 Marks (3) Answering ability- 10 Marks | 50 % Weightage be calculated from API Category III | (1) Content of Topic– 10 Marks (2) Communication Skill- 10 Marks (3) Answering ability- 10 Marks |

TABLE - 5

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE 1 TABLE 2, TABLE 3 AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF ACADEMIC STAFF, IN AFFILIATED COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

| | Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2) | Assistant Professor/ equivalent cadres : (Stage 2 to Stage 3) | Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4) | Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts. |
|---|---|---|---|---|
| I Teaching-learning Evaluation Related Activities (Category I) Table-1 | 75/Year | 75/Year | 75/Year | 75/Year |
| II Co-curricular Extension and Profession related activities (Category II) Table-2 | 15/Year | 15/Year | 15/Year | 15/Year |
| III Minimum total average Annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year |
| IV Research and Academic Contribution (Category III) Table-3 | 5/Year (20/assessment period) | 10/Year (50/assessment period) | 15/Year (45/assessment period) | 20/Year (60/assessment period) |
| Expert Assessment System | Screening Committee | Screening Committee | Selection Board | Selection Board |
| 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 | 20% - Contribution to Research** 60% Assessment of domain knowledge and teaching practices. 20% -Interview performance Distribution as per Table 5 (a) | 30% - Contribution to Research*** 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance Distribution as per Table 5 (a) |

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I +II.

** The 20% weightage be calculated by considering the maximum limit of 600 marks in Category III

*** The 30% weightage be calculated by considering the maximum limit of 800 marks in Category III

e.g. Weightage to be calculated as under:

$(20 \times \text{Actual API Score})/600$ and $(30 \times \text{Actual API Score})/800$

TABLE - 5 (a)

Percentage Distribution of Weightage Points in the Expert Assessment

| Sr. No. | Assistant Professor to (Stage 3) Associate Professor/ equivalent cadres (Stage 4) | Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts. |
|---------|--|---|
| 1 | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | 20% - Contribution to Research 60%-Assessment of domain knowledge and teaching practices. 20% - Interview performance |
| 2 | Distribution | 30% - Contribution to Research 50%-Assessment of domain knowledge and teaching practices. 20% - Interview performance |
| | 20 % Weightage be calculated from API Category III | (1) Content of Topic-20 Marks (2) Communication Skill- 20 Marks (3) Answering ability- 20 Marks |
| | | 30 % Weigh- tage be calculated from API Category III |
| | | (1) Content of Topic – 15 Marks (2) Communication Skill- 15 Marks (3) Answering ability- 20 Marks |

TABLE – 6

Minimum Scores for APIs for Nomination of academic staff in Universities and weightages in Selection Committees to be considered alongwith other specified eligibility qualifications stipulated in the Statute.

| | Assistant Professor / equivalent cadres (Stage 1) | Associate Professor / equivalent cadres (Stage 4) | Professor /equivalent cadres (Stage 5) |
|---|--|--|--|
| Minimum Qualification and Minimum API Scores | Minimum Qualification as stipulated in this Statute API not applicable. | Minimum Qualification as stipulated in this Statute and Consolidated API score requirement of 300 points from category III of APIs | Minimum Qualification as stipulated in this Statute and Consolidated API score requirement of 400 points from category III of APIs |
| Selection Board criteria / weightages (Total Weightages = 100) | (a) Academic Record and Research Performance (50%) (b) Assessment of Domain Knowledge and Teaching Skills (30%) (c) Interview performance (20%) (As per Table 6 a) | (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%) (As per Table 6 b) | (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%) (As per Table 6 b) |

TABLE - 6 (a)

Distribution of Academic Record and Research Performance (50%), Assessment of Domain Knowledge and Teaching Skills (30%) and Interview performance (20%) for Nomination of Assistant Professor

| Academic Record and Research Performance (50%), (1) | Assessment of Domain Knowledge and Teaching Skills (30%) (2) | Interview performance (20%) (3) |
|---|--|--|
| <p><i>(A) Academic Qualification- Maximum 14 Marks</i></p> <p>(i) M. Sc. or M.Tech. First Class- 4 marks</p> <p>(ii) M. Sc. or M.Tech. With Distinction- 8 marks</p> <p>(iii) Ph. D. – 12 marks</p> <p>(iv) Additional degree or Diploma in relevant field from recognized institution – 2 marks each</p> <p>(v) Post Doctoral Fellowship–2 marks</p> <p>(vi) State or National or Professional Society Award or Gold Medal or Fellowship – 2 marks each</p> <p>(vii) NET – 3 marks</p> | <p>(1) Content of Topic – 10 Marks</p> <p>(2) Communication Skill- 10 Marks</p> <p>(3) Answering ability- 10 Marks</p> | <p>For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.</p> |
| <p><i>(B) Employment and record and experience – Maximum 10 Marks</i></p> <p>(i) 2 marks for every completed year of experience over and above the minimum experience of 2 years of Masters and for Ph. D. full experience to be counted</p> <p>(ii) Number of courses taught or No. of Research Projects or No. of Extension activities– 1 marks each</p> | | |
| <p><i>(C) Service in Remote areas or Affected areas – Maximum 2 Marks</i></p> <p>One mark for each completed year of service (Remote Area or Affected area to be defined by the individual University.)</p> | | |
| <p><i>(D) Significant contribution in relevant field and leadership – Maximum 5 marks</i></p> <p>Patent or Release of variety or technology or joint agresco recommendations or design or product or process development or Farm development or Production of seed or Biofertilizers or Bioagents or Nursery Management or Livestock management or Extension activities or Developments of Teaching Aids or Practical manuals. —1 mark each year</p> | | |

TABLE - 6 (a)—concl'd.

| (1) | (2) | (3) |
|-----|--|-----|
| | <p><i>(E) Award / Recognition -</i> <i>Maximum 3 marks.</i></p> | |
| | <p><i>(i) National & State level award -</i> 1 mark each</p> | |
| | <p><i>(ii) Best Paper or Poster</i> Award - 0.5 mark each</p> | |
| | <p><i>(iii) Member of</i> the District or State Level Committee - 1 mark each</p> | |
| | <p><i>(iv) Member of Professional</i> Society - 1 mark each.</p> | |
| | <p><i>(F) Summer / Winter School /</i> <i>Refresher course / Seminar /</i> <i>Symposia - 0 Marks</i></p> | |
| | <p><i>(G) Publications (First three authors</i> <i>will get marks) - Maximum 15 marks</i></p> | |
| | <p><i>(i) Referred Journal Articles - 2 marks each</i></p> | |
| | <p><i>(ii) Conference or Technical Publication—</i> 1 mark each</p> | |
| | <p><i>(iii) Folder or popular articles -</i> 0.5 mark each</p> | |
| | <p><i>(H) International Exposure -</i> <i>Maximum 1 mark</i></p> | |
| | <p>International trainings or symposia or seminars or conference within country or aboard - 1 mark each.</p> | |

TABLE-6 (b)

Distribution of Academic Record (20%) and Research Performance (40%), Assessment of Domain Knowledge and Teaching Skills (20%) and Interview performance (20%) for Nomination of Associate Professor and Professor

| Academic Performance (20%), (1) | Research performance based on API score and quality of publications (40%) (2) | Assessment of Domain Knowledge and Teaching Skills (20%) (3) | Interview performance (20%) (4) |
|--|---|--|--|
| <p>(A) Academic Qualification- Maximum 2 Marks (i) Ph. D. – Minimum Qualification; (ii) Additional Degree or Diploma in any field from recognized institution – 1 mark each; (iii) Post Doctoral Fellowship – 1 mark (iv) State or National or Professional Society Award or Gold Medal or Fellowship – 1 mark each; (vii) Fellow of Professional Society – 1 mark each</p> | <p>(A) Associate Professor : The 40% weightage be calculated by considering the maximum limit of 600 marks in category III in respect of the candidates appearing for Associate Professor by direct recruitment. (B) Professor : The 40% weightage be calculated by considering the maximum limit of 800 marks in category III in respect of the candidates appearing for Professor and above cadre by direct recruitment. e.g. If a candidate obtains 600/800 marks in category III he will get full 40 marks and the marks will be calculated proportionately below the maximum limit prescribed above for respective cadres.</p> | <p>(A) Associate Professor : (1) Content of Topic – 5 Marks. (2) Communication Skill- 5 Marks. (3) Answering ability- 10 Marks. (B) Professor : (1) Content of Topic – 5 Marks. (2) Communication Skill- 5 Marks. (3) Answering ability- 10 Marks.</p> | <p>For personal interview, a candidate getting less than seven marks on an average of the marks given by all members, combined shall be rejected even if his or her total grade is higher than that of other candidates.</p> |
| <p>(B) Employment and record and experience – Maximum 3 Marks</p> | | | |
| <p>(i) 2 marks for every completed year of experience over and above the minimum experience in the cadre of Assistant Professor/ Associate Professor or it's equivalent post.</p> | | | |
| <p>(C) Service in Remote areas/ Affected areas – Maximum 0.5 Mark.— 0.5 mark for each completed year of service (Remote Area/ Affected area) to be defined by the individual University.</p> | | | |
| <p>(D) Significant contribution in relevant field and leadership – Maximum 2.5 marks</p> | | | |
| <p>(i) Patent or Release of variety or technology or joint agresco recommendations or design or</p> | | | |

| (1) | (2) | (3) | (4) |
|--|-----|-----|-----|
| <p>product or process development or Farm development- 1 mark each;</p> | | | |
| <p>(ii) Farm development or Nursery Management or Livestock Management or Production of Seed or Biofertilizers or Bioagents or Extension activities or Development of teaching aids or practical manuals - 1 mark each</p> | | | |
| <p>(E) Award / Recognition - Maximum 1 mark :—</p> | | | |
| <p>(i) National & State level award – 1 mark each;</p> | | | |
| <p>(ii) Best Paper/Poster Award – 0.5 mark each;</p> | | | |
| <p>(iii) Member of the State/National Level Committee – 0.5 mark each;</p> | | | |
| <p>(iv) Member of Professional Society – 1 mark each.</p> | | | |
| <p>(v) Reviewer or Referee of journal – 0.5 mark each.</p> | | | |
| <p>(F) Externally funded projects/ Inter Institutional Projects – Maximum 1.5 marks :—</p> | | | |
| <p>(i) Competitive grant projects funded by agencies other than host University regular programme – 1 mark each;</p> | | | |
| <p>(ii) Joint Project of the University with State or Centre or Public or Private Sectors – 1 mark each.</p> | | | |
| <p>(G) Summer or Winter School or Refresher course or Seminar or Symposia - Maximum 1 mark</p> | | | |
| <p>(i) Course Director or Co-ordinator – 1 mark each</p> | | | |
| <p>(ii) Resource Person – 0.2 mark each lecture.</p> | | | |
| <p>(H) Publications (Marks will be given for first three authors) – Maximum 7.5 marks :—</p> | | | |
| <p>(i) Articles in NAAS rated journals – Marks as per NAAS rating;</p> | | | |
| <p>(ii) Articles in Referred Journals other than NAAS – 1 mark each;</p> | | | |
| <p>(iii) Conference or Technical Publication – 0.5 mark each;</p> | | | |
| <p>(iv) Folder or Popular articles – 0.2 mark each;</p> | | | |
| <p>(v) Books – 1 mark each.</p> | | | |

| (1) | (2) | (3) | (4) |
|---|-----|-----|-----|
| (I) Institutional Building - Maximum | | | |
| 0.5 mark :— | | | |
| Lab or farm or workshop development Rector or Monitor or NSS Programme Officer or NCC Incharge or Students Welfare activities or Monitoring and co-ordinating of teaching or research or extension activities. | | | |
| (J) International Exposure - Maximum | | | |
| 0.5 mark :— | | | |
| (i) International trainings or symposia or seminars or symposia or workshop or study tour/visiting professor within country or abroad – 0.5mark each; | | | |
| (ii) Experience of working in International Institute within India or abroad – 0.5 mark or year of experience. | | | |

TABLE - 7

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF ACADEMIC STAFF THROUGH CAREER ADVANCEMENT SCHEME

| Sr. No. | Promotion of Academic Staff through CAS | Service requirement | Minimum Academic Performance Requirement 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 M.Tech, M.V.Sc. or six years of service who are without Ph.D. / M.Phil / PG Degree in Professional Courses. | (i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be; (ii) TWO Refresher or Research Methodology Course of 2/3 week duration; (iii) Screening cum Verification process of recommending promotion. |
| 2. | Assistant Professor / equivalent cadres From Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2. | (i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be; (ii) One course or programme from among the categories of methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development programmes and Faculty Development Programmes of 2/3 week duration; (iii) Screening cum Verification process of recommending promotion. |
| 3. | Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professor with completed service of three years in Stage 3. | (i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be; (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 will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D. holders; (iii) One course or programme from among the categories of methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development programmes and Faculty Development Programmes of minimum one week duration; (iv) A Selection Board process as stipulated in this Statute and in Tables 4 or 5 as the case may be. |
| 4. | Associate Professor (Stage 4) to Professor / equivalent cadres (Stage 5) | Associate Professor with completed service of three years in Stage 4. | (i) Minimum yearly / cumulative API scores using PBAS scoring proforma as per the norms provided in Table 4 or 5 as the case may be. Academic Staff members 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 academic staff is placed in Stage 3. |

5. Professor (Stage 5) to Professor (Stage 6) Professor with completed service of ten years. (universities only)
- (iii) A Selection Board process as stipulated in this Statute and in Tables 4 or 5 as the case may be.
- (i) Minimum yearly / cumulative API scores using PBAS scoring proforma as per the norms provided in Table 4.
- (ii) Additional credentials are to be evidenced by :
- (a) post-doctoral research outputs of high standard ;
- (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., etc. ;
- (iii) A review process by an Expert committee process as stipulated in this Statute and in Table 4.
- * For academic staff seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all other who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in this Statute, will be applicable.

By order and in the name of the Governor of Maharashtra ;

DR. SUDHIRKUMAR GOEL ;
Additional Chief Secretary to Government.