



संत लौगोवाल अभियांत्रिकी एवं प्रौद्योगिकी संस्थान,
लौगोवाल, संगरूर, पंजाब - १४८ १०६
(मानव संसाधन विकास मंत्रालय के अधीन)

Sant Longowal Institute of Engineering and Technology,
Longowal, Distt. Sangrur, Punjab - 148106
(Deemed To Be University under MHRD)

Ref. No. : Adm/2999-3005

Dated : 17-9-18

OFFICE ORDER

In pursuance of decision of the Board of Management taken in its 29th meeting held on 28.05.2018 vide agenda item No.29.10, "Advisory Committee on Faculty Recruitment (ACoFAR)" was constituted vide Office Order No.SLIET/DIR/772-774 dated 29.06.2018.

The draft Rules for Promotion of Faculty under Career Advancement Scheme (CAS) have been prepared by the ACoFAR. The draft Rules for Promotion of Faculty under CAS are being uploaded on the website of the Institute. All the stakeholders are requested to visit the Institute's website, study the same and send their comments/suggestions **by 24.09.2018 in the Office of Registrar**, so that these rules could be finalized by the ACoFAR and placed before the Board of Management in its next meeting for approval.

J.S. Dhillon
17/09/2018
(Dr. J.S. Dhillon)

Professor (EIE) & Chairman, ACoFAR

Copy to :

1. Director, SLIET - for kind information, please.
2. Registrar
3. All Deans/HODs - with a request to circulate amongst all faculty members working in the departments.
4. Faculty In-charge(ACSS) -with a request to upload the enclosed draft Rules for Faculty under CAS on the website of the Institute.
5. File copy.

**Draft Rules and Regulations
for Promotion of Faculty
under
Career Advancement Scheme (CAS)**

(Applicable w.e.f. September/ October 2018)



Sant Longowal Institute of Engineering & Technology

(Deemed to be University under MHRD, Govt. of India)

Longowal, District Sangrur-148106, Punjab, India

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Sant Longowal Institute of Engineering & Technology
(Deemed to be University under MHRD, Govt. of India)
Longowal, District Sangrur-148106, Punjab, India

**Rules for Promotion of Faculty under
Career Advancement Scheme (CAS)**

1. SHORT TITLE, APPLICATION AND COMMENCEMENT

- 1.1 The “Advisory Committee on Faculty Recruitment (ACoFAR)” was constituted for governing the promotion procedure of faculty in the Institute under Career Advancement Scheme, as per decision of the Board of Management taken in its 29th meeting held on 28.05.2018 vide Item No. 29.10.
- 1.2 These Rules and Regulations are called the SLIET Rules for Promotion of Faculty under Career Advancement Scheme (CAS) and will be read and implemented in conjunction with the All India Council for Technical Education (AICTE) (Career Advancement Scheme for the Faculty and Other Academic Staff in Technical Institutions-Degree) Regulations, 2012 amended from time to time.
- 1.3 These Rules and Regulation shall apply to every regular faculty members of the Institute.
- 1.4 A faculty member of the Institute means Professors, Associate Professors and Assistant Professors, who is a full time salaried employee of the Institute and does not include honorary, visiting, part-time, contractual and ad-hoc faculty.
- 1.5 These Rules and Regulations shall come into force with effect from the date of approval of Board of Management of the Institute.
- 1.6 In these Rules & Regulations, the context; otherwise requires, -
 - a. “ACoFAR” means Advisory Committee on Faculty Recruitment
 - b. “AICTE” means the All India Council for Technical Education, New Delhi.
 - c. “Appendix” means the Appendix appended to these Rules.
 - d. “Appointing Authority” means the Director, SLIET in case of Group `B` & `C` and the BoM for Group `A` posts.
 - e. “BoM” means the Board of Management of the Institute.
 - f. “CAS” means Career Advancement Scheme for the faculty of the Institute.
 - g. “CGPA” means Cumulative Grade Point Average
 - h. “Chairman” means the Chairman of the Board of Management of the Institute.
 - i. “Department” in relation to the Institute means an academic unit of the Institute engaged in academic activities (like teaching, research, etc) generally relating to a particular discipline or area.
 - j. “Director” means the Director of the Institute.
 - k. “HoD” means head of the Teaching Department of the Institute
 - l. “Institute/SLIET” means Sant Longowal Institute of Engineering & Technology, Longowal, District- Sangrur, Punjab, PIN – 148106.
 - m. “MHRD” means Ministry of Human Resource Development, New Delhi.

- n. "MoA" means the Memorandum of Association of the Institute as amended from time to time.
 - o. "President" means the President of the Society of the Institute
 - p. "UGC" means University Grants Commission, New Delhi.
- 1.7 Anything, otherwise, not contained in these rules shall be governed/regulated by the AICTE/MHRD/BoM guidelines issued in this regard from time to time.
- 1.8 If any revision / rules of CAS are notified by MHRD / AICTE / BoM, the same will be applicable from the date notified by these Bodies.

2. GENERAL PROCEDURE/GUIDELINES

- 2.1 Faculty members who wish to be considered for promotion under Career Advancement Scheme may submit in writing to the Registrar, within three months in advance of the due date, stating that he/she fulfils all qualifications under CAS and submit the Performance Based Appraisal System (PBAS) on prescribed proforma as evolved by the Institute duly supported by all credentials as per the Academic Performance Indicator (API) guidelines set out in the Institute Regulations. In any event, the Institute shall send a general circular "Call for Applications for CAS" promotions from eligible candidates.
- 2.2 The incumbent faculty must be on the roll and active service of the Institute on the date of consideration by the Selection Committee for Promotion through Career Advancement Scheme.
- 2.3 Candidates who do not fulfil the minimum score requirement under the API Scoring System (Given in Rule-4) or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she is successfully got re-assessed.
- 2.4 If a candidate applies for promotion immediately on completion of the minimum eligibility period and is successful, the date of promotion will be made applicable from the date of completion of minimum period of eligibility.
- 2.5 If, however, the candidate finds that he/she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be affected from the date of fulfilment of the eligibility conditions.
- 2.6 CAS promotion, being a personal promotion to the incumbent faculty holding a substantive sanctioned post, on superannuation or leaving the Institute by the individual incumbent, the said post shall revert to its original cadre.
- 2.7 All recommendations of the Selection Committee shall take effect only from the date of approval of the BoM or any later date as decided by the Board. **There shall be no retrospective financial implementation of recommendations of the Selection Committee except fixation of pay on notional basis from the date of fulfilment of eligibility conditions.**
- 2.8 The requirement of Vigilance Clearance Certificate from CVO of the Institute is essential for promotion to every stage under CAS.
- 2.9 The period spent on Extra Ordinary Leave, Study Leave (Other than QIP and special scheme of Government of India) during the period of assessment will not be counted towards service for the purpose of promotion under Career Advancement Scheme.

3. STAGES OF PROMOTION UNDER CAS AND ELIGIBILITY CRITERIA

The eligibility criteria along with proposed scores for Academic Performance Indicators (APIs) for promotions under Career Advancement Scheme(CAS) has been devised based on the guidelines prescribed by the AICTE, New Delhi duly adopted by the Institute in its 29th BoM (Item No.29.10). The stages of Promotions of faculty under Career Advancement Scheme and eligibility criteria are described below:

3.1 Entry Level Assistant Professor (Stage 1, APL-10 of Rs.57700-98200) to Assistant Professor (Stage 2, APL-11 of Rs.68900-117200).

- i. Entry Level Assistant Professor (Stage 1) or equivalent Grade Pay in 6th CPC, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the higher Academic Pay Level-11 of Rs.68900-117200 (Stage 2) after completion of four years' service as Assistant Professor.

Entry Level Assistant Professor (Stage 1) or equivalent Grade Pay in 6th CPC, possessing M.Phil. Degree or a Post-Graduate Degree in the professional courses (M.E. / M.Tech.), approved by the relevant statutory body, shall be eligible, for moving to the higher Academic Pay Level-11 of Rs.68900-117200 (Stage 2) after completion of five years' service as Assistant Professor.

Entry Level Assistant Professor (Stage 1) or equivalent Grade Pay in 6th CPC, who does not have Ph.D. or M.Phil. or a Master's Degree in the relevant professional course (M.E. / M.Tech.), shall be eligible, for moving to the higher Academic Pay Level-11 of Rs.68900-117200 (Stage 2) only after completion of six years' service as Assistant Professor.

- ii. Minimum API scores using PBAS scoring Performa prescribed by the Institute as per the norms provided in Rule-4.
- iii. One orientation and one Refresher/ Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE/ QIP / Central Govt./State Govt./ TEQIP / CIILP/ ISTE/ NITTTR/ IIT/DTE/ SBTE/ University / SWAYAM / Advance NPTEL etc.
- iv. Consistently Good Annual Performance Appraisal Reports (APAR/ACRs) for the assessment period.
- v. Screening-cum-Verification process for recommending promotion. Candidates may be asked to appear before the Screening-cum-Verification Committee for personal interaction.

3.2 Assistant Professor (Stage 2, APL-11 of Rs.68900-117200) to Assistant Professor (Stage 3, APL-12 of Rs.79800-131700).

- i. Assistant Professor who has completed five years of service in the Academic Pay Level-11 of Rs.68900-117200 (Stage 2) or equivalent Grade Pay in 6th CPC shall be eligible, subject to meeting API based PBAS requirements laid down by these Regulations, to move up to next higher Academic Pay Level-12 of Rs.79800-131700 (Stage 3).
- ii. Minimum API scores using PBAS scoring Performa prescribed by the Institute as per the norms provided in Rule-4.
- iii. 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 weeks duration approved or conducted by AICTE/ QIP /

Central Govt./State Govt./ TEQIP / CIILP/ ISTE/ NITTTR/ IIT/DTE/ SBTE/ University / SWAYAM / Advanced NPTEL etc.

- iv. Consistently Good Annual Performance Appraisal Reports (APAR/ACRs) for the assessment period.
- v. Screening-cum-Verification process for recommending promotion. Candidates may be asked to appear before the Screening-cum-Verification Committee for personal interaction.

3.3 Assistant Professor (Stage-3, APL-12 of Rs.79800-131700) to Associate Professor (Stage 4, APL-13A of Rs.131400-204700):

- i. Assistant Professor completing three years of teaching in the Academic Pay Level-12 of Rs.79800-131700 (Stage-3) or equivalent Grade Pay in 6th CPC shall be eligible, subject to the qualifying conditions and the API based PBAS requirement prescribed by these Regulations, to move to the Academic Pay Level-13A of Rs.131400-204700 (Stage-4) and to be designated as Associate Professor. **Ph.D. Degree is mandatory requirement for moving to the higher grade of Associate Professor (Stage 4, APL-13A of Rs.131400-204700).** Two years' post Ph.D. experience as Assistant Professor is desirable for promotion to the post of Associate Professor (Stage-4).
- ii. Minimum API scores using PBAS scoring Performa prescribed by the Institute as per the norms provided in Rule-4.
- iii. 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 minimum one-week duration approved or conducted by AICTE/ QIP / Central Govt./State Govt./ TEQIP / CIILP/ ISTE/ NITTTR/ IIT/DTE/ SBTE/ University / SWAYAM / Advanced NPTEL etc.
- iv. At least three publications (**preferably one publication in Web of Science / SCOPUS during assessment period**) in the entire period as Assistant Professor (twelve years).
- v. Consistently Good Annual Performance Appraisal Reports (APAR/ACRs) for the assessment period.
- vi. A Selection Committee process as stipulated in these Regulations.
- vii. Industrial training of 2-4 weeks in reputed industry is desirable during service period of Stage I, II and III. (applicable w.e.f. January 2021)

3.4 Associate Professor (Stage-4, APL-13A of Rs.131400-204700) to Professor (Stage-5, APL-14 of Rs.144200-211800)

- i. Associate Professor completing three years of service in Stage-4, APL-13A of Rs.131400-204700 or equivalent Grade Pay in 6th CPC and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher Academic Pay Level-14 of Rs.144200-211800 (Stage-5). Three years' experience as Associate Professor after acquiring Ph.D. degree is must for promotion to the post of Professor (Stage-5).
- ii. Minimum yearly/cumulative API scores using the PBAS scoring proforma prescribed by the Institute as per the norms provided in Rule-4.

- iii. A minimum of five publications (**preferably three publications in Web of Science / SCOPUS during assessment period**) since the period that the faculty is placed in Stage-3.
- iv. Consistently Good Annual Performance Appraisal Reports (APAR/ACRs) for the assessment period.
- v. A selection committee process as stipulated in these Regulations.
- vi. Industrial training of 4-6 weeks in reputed industry is desirable during service period of Stage I, II, III and IV. (applicable w.e.f. January 2021)

4. CRITERIA FOR AWARDING ACADEMIC PERFORMANCE INDICATOR (API) SCORE UNDER CAS AS WELL AS DIRECT RECRUITMENT

For each category, even though several avenues of activities and their API scores are given to provide choice/ opportunity to the faculty, maximum limit of scores that can be given or carried forward under each category/ area during the assessment period is indicated below. The self-assessment scores are further to be based on the indicators / activities given below.

NB. The self-assessment score of the assessment period is subject to verification by the Institute and by the Screening-cum-Verification Committee or Selection Committee as the case may be.

4.1 CATEGORY: I. TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Maximum Scores Allocated : 125

Minimum API Score Required : 75

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

i.	Lectures/Seminars/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score will be assigned if a faculty has taken less than 80% of the assigned classes. Maximum Score of 50 if there is 100% performance in taking the classes and proportionate score up-to 80% performance, below which no score will be given) Note: Maximum API score of 50 is to be divided among two semesters equally. For each semester API score would be allocated to each subject on pro-rata basis taking AICTE prescribed load as the maximum.	Maximum Score:50
ii.	Lectures or other teaching duties (except self-studies courses) in excess of the AICTE norms. If faculty has taken classes exceeding AICTE norms, then two points to be assigned for each extra hour of classes/ credit. Marks will be allocated as per the policy given at 4.1(i) above. Maximum Score of 10 if there is 100% performance	Maximum Score:10
iii.	Preparation and Imparting of knowledge/ instruction as per curriculum with the prescribed material (text book/ manual etc), syllabus enrichment by providing additional resources to students (100% compliance=20 points)	Maximum Score:20
	(a) Extra assignments apart from regular six assignments (5 questions per assignment) per subject.	01 point for each

		extra assignment subject to 2 points maximum per subject.
	(b) Extra quizzes with minimum of 10 questions	01 point for each extra quiz subject to 2 points maximum per subject.
	(c) Study Material development for a subject (Theory/Practical) (Laboratory Manual (set of experiment), course material, e-resources, question bank for ICD, UG, GATE/NET etc.)	4 for each subject maximum of 12.
	(d) UG/ICD Project Guidance	2 per Group maximum 8 points
iv.	Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.	Maximum Score 20
	(a) Updating of courses, design of curriculum (5 per subject)	10
	(b) Participatory and Innovative Teaching/Learning Process with materials for problem-based learning, case studies, group discussions etc. <ul style="list-style-type: none"> • Interactive Courses: 5 points per course • Participatory Learning Modules: 5 points per module • Case Studies: 5 points per study 	10
	(c) Use of ICT in Teaching/Learning process with computer aided methods like power-point/ Multimedia/ Simulation/ Software/Video etc. (Use of any one of these in addition to chalk and Board: 5 points per course)	10
	(d) Developing and imparting Remedial/ Bridge Courses (each activity: 5 points)	10
	(e) Organizing and conduction of popularization programs/ training courses in computer assisted teaching/ web-based learning and e-library skills to students <ul style="list-style-type: none"> • Workshop/ Training course (3-5 days): 5 points for each • Popularization programme: 5 points for each 	10
	(f) Developing of laboratories, Initiative for purchase of equipment (minimum 5 lakhs), development of software. (Each activity 5 points)	10
v.	Examination duties (Invigilation, question paper setting, evaluation/assessment of answer scripts) as per allotment	Maximum Score 25
	(a) End semester/ Annual Examination work as per duties allotted. (Invigilation- 5 points; Evaluation of answer scripts – 10 points; Question paper setting- 5 points) (100% compliance = 20 points) Note: 1. No score to be claimed if no examination duties are assigned.	20

	2. Points can be claimed only if duties are actually performed by the faculty without any adjustments.	
	(b) Minor examination/ evaluation responsibilities for internal/ continuous assessment work as allotted (100% compliance=10 points)	10
	(c) Examination work such as coordination, Centre Superintendent, Deputy Superintendent or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10

4.2 **CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES DURING ASSESSMENT PERIOD**

Maximum Scores Allocated : 50

Minimum API Score Required: 15

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

S. No	Nature of Activity	Score
(i)	Extension and Co-curricular, Extension and Professional Development Related Activities	Maximum Score 20
	(a) Institutional Co-curricular activities for students such as field studies/ educational tours, industrial training and placement activity (5 point each)	10
	(b) Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO or any other similar activity (each activity 10 points)	10
	(c) Students and Staff Related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points, institutional level 5 points)	10
	(d) Community work such as values of National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points)	10
(ii)	Contribution to Corporate Life and Management of the Institution	Maximum Score 15
	(a) Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each)	10
	(b) Institutional Governance responsibilities like, Dean, Director, Warden, Bursar, School Chairperson, IQAC Coordinator, Registrar, Chairman / Vice Chairman SET, Deputy Registrar, Assistant Registrar, TEQIP Co-ordinator, Training & Placement Officer, Head of a Department/Section In-charge etc. (10 points for each completed year)	10
	(c) Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee, examination co-ordinator etc. (2 points each),	10
	(d) Responsibility for, or participation in committees for Students Welfare, Counselling and Discipline (2 points each).	10

	(e) Responsibilities of Laboratory In-charge (Laboratory In-charge 5 each)	10
	(f) Organization of Conference / Training Programme * As Chairman/Organizational Secretary: International (10 points), National/regional (5 points) * As member of the organizing committee (1 point each) * As Co-ordinator, co-chairman, co-convener, Treasurer, Jt. Secretary (3 point each)	10
(iii)	Professional Development Related Activities	Maximum Score 15
	(a) Membership/participation in State/ Central Bodies/ Committees * At National level: 3 points each * At State Level : 2 points each	10
	(b) 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 points)	10
	(c) Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks; television programmes (2 points each)	10
	(d)	

4.3 CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the faculty's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by faculty from this category is different for different levels of promotion. The parameters listed in table of Category-III (Research and Academic Contributions) shall have following capping in relation to the total API Score claimed by the candidates:

- III(A): Research Papers (Journal etc.) 30%
- III(B): Research Publications (Books etc.) 25%
- III(C): Research Projects 20%
- III(D): Research Guidance 10%
- III(E): Training Courses and Conf./Seminar etc. 15%

The self-assessment score will be filled by the faculty and is based on verifiable criteria and will be finalized by the screening/selection committee.

S.N.	APIs	Engineering/ Sciences	Faculties of Languages/ Humanities/ Management	Maximum points for University and college faculty position
III (A)	Research Papers* (Published in Journals)	Indexed*	Indexed*	15 per Publication
		Refereed Journals*	Refereed Journals *	10 per Publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ ISSN numbers.	5 per Publication
		Conference proceedings as full papers, etc. (Abstracts not to	Conference proceedings as full papers, etc. (Abstracts not to	5 per Publication

III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	be included)	be included)	
		Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 per book as sole author; 10 per chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 per book as sole author, and 5 per chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 per book as sole author, and 3 per chapter in edited books
		Chapters contributed to edited knowledge-based volumes published by International Publishers	Chapters contributed to edited knowledge-based volumes published by International Publishers	10 per Chapter
		Chapters in knowledge-based Volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge-based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 per/ Chapter
III C	Research Projects			
III C (i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above 20.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 per Project for Principal Investigator (PI) and 10 per Project for Co-PI(s)
		Major Projects amount mobilized with grants above 5.0 lakhs up to 20.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 per Project for PI and 7.5 per Project for Co-PI(s).
		Minor Projects (Amount mobilized with grants above Rs.	Minor Projects (Amount mobilized with grants above Rs.	10 per Project for PI and 5 per Project for Co-PIs

		50,000 up to Rs. 5 lakh)	25,000 up to Rs. 3 lakh)	
III C (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.1.00 lakh	Amount mobilized with minimum of Rs. 0.50 lakhs	10 for PI and 5 for Co-PI(s) for every Rs.1.0 lakhs and Rs.0.50 lakhs, respectively
III C (iii)	Completed projects: Quality Evaluation	Completed project Report	Completed project report	20 for PI and 10 for Co-PI(s) for each major project and 10 for PI and 5 for Co-PI(s) for each minor project
III C (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30 for PI and 15 for Co-PI(s) for each national level output or patent and 50 for PI and 15 for Co-PI(s) for each International level output or patent
III D	Research Guidance			
III D (i)	B.E. / B.Tech./ Diploma/ ICD	Completed only	Completed only	1 Points for each project
III D (ii)	M.E./ M. Tech./ MBA/ M.Phil/ Post Graduate	Degree awarded only	Degree awarded only	3 Points for each candidate
		Thesis submitted	Thesis submitted	2 points for each candidate
III D (iii)	Ph.D.	Degree awarded only	Degree awarded only	10 Points for each candidate
		Thesis submitted	Thesis submitted	7 Points for each candidate
III E	TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS ATTENDED/ORGANIZED			
III 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	(a) Not less than two weeks duration	20 points each
		(b) One-week duration	(b) One-week duration	10 points each
III E (ii)	Papers in Conference/ Seminars/ workshops etc.**	Participation and Presentation of research papers	Participation and Presentation of research papers	

		(oral/poster) in	(oral/poster) in	
		a) International Conference	a) International Conference	10 Points each
		b) National	b) National	7.5 Points each
		c) Regional/ State level	c) Regional/State level	5 Points each
		d) Local – University/ College level	d) Local – University/ College level	3 Points each
III E (iv)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) International	10 Points each
		(b) National level	(b) National level	5 Points each
III E (v)	Short Term Courses Organized			
		STC organized	STC organized	10 Points per week
		With minimum 30% expert lectures delivered and 50% expert lectures must be from outside Experts	With minimum 30% expert lectures delivered and 50% expert lectures must be from outside Experts	15 Points per week
		With minimum 50% expert lectures and 50% expert lectures must be from outside Experts	With minimum 50% expert lectures and 50% expert lectures must be from outside Experts	20 Points per week.
III F	Citation of publications/patents			
III F (i)	Research Paper	Citation in referred journals/proceedi ngs with ISSN/ISBN numbers (indexed only of Web of Science/ Scopus/Google scholar and excluding self- citation or citation by any of the co-authors)	For each paper if cited between 1-5	5 points each paper
			For each paper if cited between 6- 10	10 points each paper
			For each paper if cited between 11- 20	20 points each paper
			For each paper if cited above 20	30 points each paper

Wherever relevant to any specific discipline, the API score for paper in indexed/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 25 points

Note:

1. Refereed Journal will be accepted as per AICTE/UGC approved list.
2. Indexed- Journal indexed by Web of Science, Scopus, Scimago, ESCI, ZR, CASSI,

EBSCO A-Z, Index Copernicus, SCI, ISI, ORCID, AHCI etc. will be accepted.

3. Impact Factor: As described by Web of Science, Scopus, Scimago, ESCI, ZR, CASSI, EBSCO A-Z, Index Copernicus, SCI, ISI, ORCID, Thomson Reuters, AHCI etc.

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

Note: The API Score for joint publications/ book will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned faculty, the first/Principal author and the corresponding author/supervisor/mentor of the faculty would share equally total score, if the number of authors are more, then the first two authors would share equally 60% of the total points and the remaining authors would share equally 40% of the points.

Examples:

Suppose a joint publication carried 10 marks, then the distribution of marks will be as under:

- i. In case there are only two authors i.e. first/Principal author and the corresponding author/supervisor/mentor then both the authors are eligible for 10 marks each.**
- ii. In case there are three authors then first/Principal author and the corresponding author/supervisor/mentor are eligible for 6 marks each and the third author for 4 marks.**

4.4 MINIMUM APIS AS PROVIDED TO BE APPLIED FOR THE PROMOTION OF FACULTY UNDER CAS AND WEIGHTAGES FOR EXPERT ASSESSMENT

Sr. No.	Category of API Score	Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Associate Professor (Stage 4) to Professor (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	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)	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 Committee	Selection Committee	Expert Committee
V #	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100.	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge	50% - Contribution to Research. 30% - Assessment of domain knowledge and	50% - research. 50% - Performance evaluation and other credential by referral

Minimum required for promotion is 50)			and teaching practices. 20 % - Interview performance	teaching practices. 20 % - Interview performance	procedure
---------------------------------------	--	--	---	---	-----------

Evaluation by Selection Committee (Complete component)

- API scores are the merely minimum eligibility for appearing before Selection Committee.
- Candidate has to score minimum 50% in the Expert Assessment for promotion to next higher Stage as per Rule-2.3.

5. APPLICATION FORM/PROFORMA FOR PROMOTION UNDER CAS

The Proforma to be filled up by the faculty for promotion under Career Advancement Scheme has been devised by the Institute as per AICTE, New Delhi Regulations 2010 and 2012. The same is attached at **APPENDIX-I**. All the faculty seeking promotion under Career Advancement Scheme are required to apply for the same in the prescribed proforma only. Any application for promotion under CAS, which is not on the prescribed proforma will not be entertained and will be rejected straightway.

6. COUNTING OF PAST SERVICE

The regular active service within the Institute will only be considered for promotion under CAS. The service rendered by any faculty other than the SLIET will not be considered towards promotion under CAS.

7. PRELIMINARY SCREENING COMMITTEES

7.1 The Preliminary Screening Committee shall consist of the following:

Preliminary Screening Committee (Level-1) (For Verification of API Scores)

- | | | |
|------|--|----------|
| i. | Head of the concerned Department | Chairman |
| ii. | Two Professors or Associate Professors of the Department to be nominated by the Director | Member |
| iii. | One Professor or Associate Professor of other Department | Member |

Preliminary Screening Committee (Level-2)

(For overall screening)

- | | | |
|------|---|----------|
| i. | Two Deans to be nominated by the Director (Out of which one will act as Chairman) | Chairman |
| ii. | Head of the concerned Department | Member |
| iii. | Registrar or his nominee | Member |

7.2 The Preliminary Screening Committee will scrutinize the application of the faculty seeking promotion under CAS to assess that the application is complete in all respect and supporting with all requisite documents.

7.3 To assess eligibility of the candidate for promotion under CAS in terms of length of service required qualifications and other general conditions.

7.4 To assess that the candidate is tentatively fulfilling the API Score Criteria.

7.5 The Preliminary Screening Committee if satisfied that the candidate is fulfilling the pre-requisite qualifications to be considered for promotion under CAS may recommend the Director to consider the candidate(s) by the respective Screening-cum-Evaluation or Selection Committee.

7.6 If required under special circumstances, preliminary screening may be got done from external experts (outside Institute) as nominated by the Director.

8. **SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCESS**

- 8.1. While CAS promotions from a lower grade to a higher grade of Assistant Professor shall be decided by a "Screening cum Evaluation Committee", those to the grades of Associate Professor and Professor shall be decided by respective Selection Committees, by adhering to the criteria laid down for API score in PBAS.
- 8.2 The meetings of the Screening-cum-Evaluation/Selection Committee will be convened by the Chairman of the Selection Committee as and when necessary.
- 8.3 Four members of the Selection Committee shall form the quorum, consisting of at least two experts.
- 8.4 All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all the members of the selection committee in the minutes.
- 8.5 Recommendations of the Selection Committee/Screening-cum-Verifications Committee will be placed before the BOM, for final approval and subsequent issue of promotion/appointment orders by the Registrar.
- 8.6 If the Board of Management is unable to accept the recommendations of the Selection Committee, it shall record its reasons about it.
- 8.7 **Screening-cum-Verification Committees**

The Screening-cum-Verification Committee for promotion of faculty from Assistant Professor (Stage-1 to Stage-2) and Assistant Professor (Stage-2 to Stage-3) shall consist of:

- | | | |
|------|--|-------------|
| i. | Director | Chairperson |
| ii. | One nominee of MHRD, New Delhi | Member |
| ii. | One Expert from the Directory of Subject Experts approved by the BOM to be nominated by the Director | Member |
| iii. | Dean to be nominated by the Director | Member |
| iv. | Head of the Department concerned
(if the post of selection is being made higher in status than occupied by the Head of the Department, one nominee of the BoM be included). | Member |

8.8 **Selection Committees**

The Selection Committees for promotion of faculty from Assistant Professor to Associate Professor (Stage-3 to Stage-4) and Associate Professor to Professor (Stage-4 to Stage-5) shall consist of:-

- | | | |
|------|--|-------------|
| i. | Director | Chairperson |
| ii. | One nominee of MHRD, New Delhi | Member |
| ii. | Three Experts from the Directory of Subject Experts approved by the BOM to be nominated by the Director | Member |
| iii. | Dean to be nominated by the Director | Member |
| iv. | Head of the Department concerned
(if the post of selection is being made higher in status than occupied by the Head of the Department, one nominee of the BoM be included). | Member |

9. DIRECTORY OF SUBJECT EXPERTS

- 9.1 The Institute will create a panel of Subject Experts and update it preferably on annual basis.
- 9.2 The list will be prepared by taking inputs from Departments. Director may also add extra names or delete some from the list.
- 9.3 Normally, the experts should be drawn from NITs, IITs, IIMs, NITTTRs, IISERs, IISc, IEST, Centre / State University Departments, major R&D Laboratories/Technical & R&D Institute of repute such as CSIR, ICAR, DAE, ISRO, DRDO etc., CFTIs, major industry and top 100 NIRF Ranking Institutes' of current year.
- 9.4 The list, along with postal and electronic address, designation, specialization and other relevant particulars of proposed experts is to be placed before the Board of Management for approval.
- 9.5 It is extremely important that the suggested panel of experts is examined critically by the Board and any member with questionable integrity is removed.
- 9.6 Normally, the experts shall be invited by the Director from the approved Directory of Subject Expert. However, in case the experts from the approved Directory is / are unable to attend / not available, the Director may invite experts other than those in the Directory of Experts preferably from IITs / NITs, with intimation to the Chairman, BoM.

10. RESIDUARY MATTERS:

In regard to matters not specified or referred to in these Rules, the faculty in the posts specified in these Rules shall be governed by the directions/regulations of the AICTE/BOM and other Orders applicable to the teaching employees of the SLIET in general.

11. POWER OF RELAX:

If the BOM, on recommendations made by the Director to that effect, is of the opinion that it is necessary or expedient to do so for reasons to be recorded in writing, it may relax any of the provisions of these Rules.

12. REPEAL AND SAVINGS:

All the earlier guidelines/decisions of the BOM or any authority regarding the matters governing method of promotion of faculty in respect of the posts included in these Recruitment Rules shall stand repealed on the date on which these Rules come into force.

13. INTERPRETATIONS:

Any question relating to interpretation of these Rules, the decision of the BOM shall be final unless otherwise specifically included in these Rules.

14. ABBREVIATIONS RELATED TO THESE RULES AND REGULATIONS

- “API” means Academic Performance Indicators
- “PBAS” means Performance Based Appraisal System
- “TEQIP” means Technical Education Quality Improvement Programme.
- “CIILP” means Canada India Institute Industry Linkage Program
- ”CPC” means Central Pay Commission
- “ISTE” means Indian Society for Technical Education
- “NITTTR” means National Institute Technical Faculty Training & Research
- “IIT” means Indian Institute of Technology
- “DTE” means Directorate of Technical Education

- “SBTE” means State Board of Technical Education
- “NIT” means National Institute of Technology
- “IIM” means Indian Institute of Management
- “IISER” means Indian Institute of Science Education & Research
- “IISc” means Indian Institute of Science.
- “IEST” means Indian Institute of Engineering Science & Technology
- “CSIR” means Council of Scientific and Industrial Research
- “ICAR” means Indian Council of Agricultural Research
- “DAE” means Department of Atomic Energy
- “ISRO” means Indian Space Research Organization.
- “DRDO” means Defence Research and Development Organization
- “CFTI” means Central Funded Technical Institution
- “ESCI” means Emerging Course Citation Index
- “ZR” means Zoological Record
- “CASSI” means Chemical Abstracts Services Source Index
- “SCI” means Science Citation Index
- “ISI” means International Scientific Indexing
- “NIRF” means National Institute Ranking Framework
- “NEPTEL” means National Programme on Technology Enhanced Learning
- “QIP” means Quality Improvement Programme

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APPENDIX-I

Sant Longowal Institute of Engineering & Technology
(Deemed to be University under MHRD, Govt. of India)
 Longowal, District Sangrur-148106, Punjab, India
www.sliet.ac.in

Circular No.

Date

PBAS Proforma for promotion under AICTE Career Advancement Scheme

Application for promotion from: _____
Period of Assessment for the purpose of promotion (including grace period, if any):
From _____ to _____

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

1	Name (in Block Letters)	:	
2	Father's Name/Mother's Name	:	
3	Department	:	
4	Current Designation & Grade Pay	:	
5	Date of Last Promotion with date and order Number	:	
6	Position and grade pay/level for which an applicant under CAS?	:	
7	Date of eligibility for promotion	:	
8	Date and Place of Birth	:	
9	Sex	:	
10	Marital Status	:	
11	Nationality	:	
13	Address for correspondence (with Pin code)	:	
14	Permanent Address (with Pin code)	:	

14.a	Contact Number	:
14.b	E-Mail	:

15. Academic Qualifications (Matric onwards):

Examination	Specialization	University/Board	Year	CGPA/ % of marks obtained	Division & Distinction
Matric					
Intermediate (10+2)					
Bachelor's Degree (BE/B.Tech./B.Sc./BBA)					
Master's Degree (ME/M.Tech./M.Sc./MBA)					
Ph.D					
D.Sc./D.Litt.					
Other Exams (if any)					

Serial Number of Proof Attached

16. Record of service in SLIET

Designation	Essential qualifications for the post at the time of appointment	Nature of appointment (Regular/ Fixed term/ Temporary/ Adhoc)	Nature of Duties	Pay-Scale	Period		Total experience
					From	To	

17. Record of academic service prior to joining SLIET (please attach relevant certificates of service experience)

Institution	Designation	Nature of appointment (Regular/ Fixed term/ Temporary/ Adhoc)	Nature of Duties	Pay Scale	Period	
					From	To

Serial Number of Proof Attached

Please Indicate, whether in previous service:

- a) The essential qualifications of the post held were not lower than the qualifications prescribed by the AICTE. **Yes/No**
- b) The post is/was in an equivalent grade or of the revised scale of pay. **Yes/No**
- c) Whether applied through proper channel. **Yes/No**
- d) Whether possess the same minimum qualifications as prescribed by the AICTE for appointment to the post. **Yes/No**
- e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institution, for such appointments. **Yes/No**
- f) The previous appointment was not as guest lecture for any duration, or an ad-hoc or in a leave vacancy of less than one year duration. **Yes/No**

18. **Total period of teaching Experience: (in Years)**

19. **Short Term Courses attended:**

S.No.	Title	Place	Duration	No. of weeks (1/2/3)	Sponsoring Agency

Serial Number of Proof Attached

20. **List of Publication (for the purpose of evaluation, attach copy of only best five publications):**

Sr.No.	Authors	Title	Journal	Vol/No./Yr./pp	Indexed by	Impact Factor

21. **Any other relevant information:**

22. FUTURE PLANS

(Please provide a brief write up of your future plans for teaching and research)

i) Teaching:

ii) Research:

**23. List of self-attested testimonials attached (original to be produced at the time of interview)
Please tick \checkmark the ones applicable**

- i. Matriculation Mark sheet / certificate
- ii. Graduation mark sheets/ degree
- iii. Post-Graduation mark sheets/ degree
- iv. M.Phil. degree
- v. Ph.D./ M.Phil. Degree
- vi. Experience Certificates other than SLIET
- vii. Post-Doctoral Fellowship
- viii. Award (s)/ Fellowship (s)
- ix. Academics Distinctions
- x. Academic duties performed
- xi. Administrative duties performed
- xii. Research Publications including Books
- xiii. Seminars/ Conferences/ Workshops/ Training Programmes attended
- xiv. Seminars/ Conferences/ Workshops/ Training Programmes organized
- xv. Research Guidance (No. of Students Guided)
- xvi. Research Projects
- xvii. Papers presented in Seminars/ Conferences/ Workshops
- xviii. Peer recognition/citation of publications
- xix. Consultancy undertaken
- xx. Others

Total Number of above self-attested testimonials attached _____ (in words _____
_____)

N.B. Applications without the above self-attested testimonials will not be entertained.

Certificate/Declaration

I, _____ son/ daughter of _____ hereby declare that all the statements and entries made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information being found false or incorrect or ineligibility being detected before or after the Selection Committee or at any other stage, my candidature/ appointment may be cancelled by the SLIET, Longowal.

Date : _____

Signature of the applicant
Name _____

Verified by the Reporting Officer/HoD

Signature of Head of Department

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PART B: ACADEMIC PERFORMANCE INDICATORS
(To be filled by the Candidates)

Name : _____ Present Designation : _____

Department : _____

Summary of API score for the Assessment Period

(Candidate has to fill information up-to Sr. no. 7 only)

S. No.	Type of activity	Details
1.	Teaching Learning, Evaluation for last year of assessment period (category I)	
2.	Co-curricular, Extension and Professional for last year of assessment period (category II)	
3.	Total of category I and II of last academic year of assessment period*	
4.	Total average under category I and II*	
5.	Research & Academic Contribution for assessment period (Category III) with capping of each sub-categories	
6.	% Weightage of Category I+II	
7.	% Weightage of Category III	
8.	Total of 6 and 7 above	
9.	% of Interview performance by Selection Committee	
10.	Percentage Distribution of Weightage Points in the Expert Assessment (Total Weightage = 100. Min. Required for promotion is 50)	

* Faculty may score additional 10 points from either Category I or II to achieve minimum score required under category I + II

Dated:

(Name & Signature)

CATEGORY I: Teaching, Learning and Evaluation Related Activities

(Details of most recent academic year of the assessment period is to be given)

(i). TEACHING WORK ASSIGNED

(Semester I)

Duration : _____ to _____

S. No.	Semester/Class	Sub. Code	Subject Name	No. of hours engaged per week			Total scheduled classes	Classes held	%age held	API Score
				L	T	P				
Total API Score										
Serial Number of Proof Attached										

(Semester II)

Duration : _____ to _____

S. No.	Semester/Class	Sub. Code	Subject Name	No. of hours engaged per week			Total scheduled classes	Classes held	%age held	API Score
				L	T	P				
Total API Score										
Serial Number of Proof Attached										

(Summer courses)

Duration : _____ to _____

S. No.	Semester/Class	Sub. Code	Subject Name	No. of hours engaged per week			Total scheduled classes	Classes held	%age held	API Score
				L	T	P				
Total API Score										
Serial Number of Proof Attached										

Period	API Score
Semester I (Max. 25)	
Semester II (max. 25)	
Teaching load in excess of AICTE norms including extra load during semester and summer term (max. 10)	
Total API score	

(ii) Reading/ Instructional material consulted, and additional knowledge resources provided to students							
S. No.	Semester /Class	Sub. Cod	Sub. Name	Consulted	Prescribed	Additional Resource provided	API Score
API Score based on preparation and imparting of knowledge/ instruction as per curriculum and syllabus enrichment by providing additional resources to students (maximum score:20)						API Score	
Serial Number of Proof Attached, if any							

(iii) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.		
S.No.	Short Description	API Score
	Total Score (maximum score:20)	
Serial Number of Proof Attached, if any		

(iv) Examination duties assigned and performed:					
S.No.	Type of Examination Duties	Date and time	Duties Assigned	Extent to which carried out (%)	API Score
	Total Score (Max:25)				
Serial Number of Proof Attached					

CATEGORY: II. CO-CURRICULAR, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES**(Details of most recent academic year of the assessment period is to be given)**

S.No.	Type of Activities /Position	Duration/Date and time	Contributions	API Score
(i)	Extension, Co-curricular & field-based Activities			
	Total (Maximum20)			
(ii)	Contribution to corporate life and Management of the Institute		Yearly/ Semester wise responsibilities	API Score
	Total (Maximum: 15)			
(iii)	Professional Development Activities e.g. Organizing STC/ Seminar/ Conference/Continuing education program			
	Total (Maximum 15)			
Total Score (i+ii+iii)				
Serial Number of Proof Attached, if any				

CATEGORY: III. RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS
(Details of entire assessment period is to be given)

(For promotion to Professor, period from start of stage 3 can be counted along-with stage 4)

(A) Published Papers in Journals

S.N.	Title with Vol/No./Yr./PP	Journal	ISSN/ISBN No.	Whether peer reviewed. /Indexed (Impact factor, if any)	No. of Co-authors	Whether you are the main author	API Score

Serial Number of Proof Attached

B (i) Articles/ Chapters published in Books

S.N.	Title with page no.	Book Title, editor & publisher	ISSN/ISBN No.	Whether peer reviewed.	No. of Co-authors and Date of Publication	Whether you are the main author	API Score

Serial Number of Proof Attached

B(ii) Full papers in Conference Proceedings

S.N.	Title with page no.	Details of conference Publications	No. of Co-authors and Date of publication	Whether you are the main author	API Score

Serial Number of Proof Attached

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

S.N.	Title with page no.	Type of Book & Authorship	Publisher & ISSN/ISBN No.	Whether Peer Reviewed	No. of Co-author & Date of Publication	Whether you are the main author	API Score

Serial Number of Proof Attached

C (i). Ongoing Research Projects

S.N.	Title	Agency	Duration			Grant/ Amount Mobilized (Rs Lakhs)	API Score
			From	To	Years		

Serial Number of Proof Attached

C (ii). Ongoing Consultancy Projects

S.N.	Title	Agency	Duration			Grant/ Amount Mobilized (Rs Lakhs)	API Score
			From	To	Years		

Serial Number of Proof Attached

C (iii). Completed Research Projects

S.N.	Title	Agency	Duration			Grant/ Amount Mobilized (Rs Lakhs)	Whether Policy document/ patent as outcome	API Score
			From	To	Years			

Serial Number of Proof Attached

C (iv). Completed Consultancy Projects and Outcome

S.N.	Title	Agency	Duration			Grant/ Amount Mobilized (Rs Lakhs)	Whether Policy document/ patent as outcome	API Score
			From	To	Years			

Serial Number of Proof Attached

(D) Project/Research Guidance

S.N.	Number Enrolled	Thesis Submitted	Degree Awarded	API Score
Dip. /B. E. Project				
M. Phil or Equivalent				
Ph.D or Equivalent				

Serial Number of Proof Attached

E(i) Training Courses, Teaching-Learning-Evaluation Technology, Faculty Development Programs attended

S.N.	Programme/ Title	Duration			Organised by	API Score
		From	To	No. of weeks		

Serial Number of Proof Attached

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

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

Serial Number of Proof Attached

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

S.N.	Title of Lecture/ Academic Session	Title of Conference/Seminar etc	Date(s) of the event	Organised by	Whether International/ National/State	API Score

Serial Number of Proof Attached

F(i) Citations of publications/patents etc.

S.N.	Title with page no.	Journal	ISSN/ISBN No.	Author names			
1							
Details of citation(s)							
	Title with page no.	Journal	Author(s)	ISSN/ISBN No.	Whether indexed	Whether cited by author/co-author	API Score
i							
ii							
iii							
2.							
I							
II							

Serial Number of Proof Attached

Note: The Total Score under Category-III may be calculated as per following capping:-

The parameters listed in table of Category-III (Research and Academic Contributions) shall have following capping in relation to the total API Score claimed by the candidates:

- III(A) : Research Papers (Journal etc.) 30%
- III(B) : Research Publications (Books etc.) 25%
- III(C) : Research Projects 20%
- III(D) : Research Guidance 10%
- III(E) : Training Courses and Conf./Seminar etc. 15%

IV SUMMARY OF API SCORES

	Criteria	Last Academic Year	Total – API Score for Assessment Period	Annual Av. API Score for Assessment Period
I	Teaching, Learning and Evaluation related Activities			
II	Co-curricular, extension, professional development etc.			
	Total = I + II			
		Last Academic Year	Previous total of assessment period	Sum Total of assessment period
III	Research and Academic Contribution			

OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

S.N.	Details (Mention Year, Value etc. where relevant)

Certificate/Declaration

I, _____ son/ daughter of _____ hereby declare that all the statements and entries made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information being found false or incorrect or ineligibility being detected before or after the Selection Committee or at any other stage, my candidature/ appointment may be cancelled by the SLIET, Longowal.

Date: _____

Signature of the applicant
Name _____

Verified by the Reporting Officer/HoD

Signature of Head of Department

N.B: The individual PBAS Performa duly filled along with all enclosures, submitted for CAS promotions will be duly verified by the Institute as necessary and placed before the Screening-Cum-Evaluation Committee or Selection Committee for assessment /verification.