

**PERFORMANCE BASED ASSESSMENT SYSTEM (PBAS)
FORMAT**

Under

**Career Advancement Scheme
As per UGC Regulations, 2018**

2024

**Internal Quality Assurance Cell (IQAC)
RTMNU**

Name of Applicant:	
Department of Affiliation:	
Post applied:	

Appendix II

Table - 1

S.No.	Activity	Grading Criteria	Self assessment	Scrutiny committee assessment	Enclosure page no.
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory			
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Coordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities			

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management &	Self assessment	Screening committee assessment	Enclosure Page no
1.	Research Papers in Peer-Reviewed with Thomson Reuters indexing or UGC listed Journals	08 per paper	10 per paper			
2.	Publications (other than Research papers)					
	(a) Books authored which are published by ;					
	International publishers	12	12			
	National Publishers	10	10			
	Chapter in Edited Book	05	05			
	Editor of Book by International Publisher	10	10			
	Editor of Book by National Publisher	08	08			
	(b) Translation works in Indian and Foreign Languages by qualified faculties					
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula					
	(a) Development of Innovative pedagogy	05	05			
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course			
	(c) MOOCs					
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20			
	MOOCs (developed in 4 quadrant) per module/lecture	05	05			
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02			
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08			
	(d) E-Content					
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12			
	e-Content (developed in 4 quadrants) per module	05	05			

	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02			
	Editor of e-content for complete course/ paper /e-book	10	10			
4	(a) Research guidance					
	Ph.D.	10 per degree	10 per degree			
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded			
	(b) Research Projects Completed					
	More than 10 lakhs	10	10			
	Less than 10 lakhs	05	05			
	(c) Research Projects Ongoing :					
	More than 10 lakhs	05	05			
	Less than 10 lakhs	02	02			
	(d) Consultancy	03	03			
5	(a) Patents					
	International	10	10			
	National	07	07			
(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)						
	International	10	10			
	National	07	07			
	State	04	04			
(c) Awards/Fellowship						
	International	07	07			
	National	05	05			
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)					
	International (Abroad)	07	07			
	International (within country)	05	05			
	National	03	03			
	State/University	02	02			

Signature of Applicant:

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i)	Paper in refereed journals without impact factor	-	5 Points
ii)	Paper with impact factor less than 1	-	10 Points
iii)	Paper with impact factor between 1 and 2	-	15 Points
iv)	Paper with impact factor between 2 and 5	-	20 Points
v)	Paper with impact factor between 5 and 10	-	25 Points
vi)	Paper with impact factor >10	-	30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/ Principal/ Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co- supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.