

Mahatma Gandhi University, Kottayam

Proforma for promotion under UGC Career Advancement scheme.

(In accordance with UGC 2018 regulation)

Read: 1) GO(P)No 18/2019/H.Edn. Dtd 29-06-2019, 2) GO(P)No 28/2019/H.Edn. Dtd 29-06-2019, 3) GO(P)No. 29/2019/H.Edn. Dtd 30-09-2019. 4) U.O. No. 5020/ACL/2019/MGU dated 19-10-2019

Name of the College :-.....

The college is with minority status: Yes/No

Department/ Subject :-.....

(As per the university approval order)

Proposal for promotion of: Dr. /Sri. /Smt:-.....

Promotion as:

College Librarian (stage I to Stage II/ Academic Level 10 to 11)

College Librarian (Stage II to Stage III/ Academic Level 11 to 12)

College Librarian (Stage III to Stage IV/ Acd Level 12 to Acd Lvl 13A)

College Librarian (Stage V/Acd Level 13A to 14)

(Please indicate (√) whichever is applicable)

Period of Assessment of Promotion:

From.....To.....

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

1	Name (English Block Letters)	
	Malayalam	
2	Father's Name	
3	Date and Place of Birth	
4	Gender	
5	Nationality	
6	Religion	
7	Indicate Category: SC/ST/OBC/OEC/General category	
8	Whether differently abled? (Divyang)	
9	Current Designation & AGP/Academic Level	
10	Date of last Promotion with Post/ Grade promoted to with UO reference.(if applicable)	
11	Designation and grade pay/Academic Level to which promotion required?	
12	Date of Eligibility of Promotion	
13	Basic Pay and AGP(if any) of the Present Scale	
14	Date of Approval of Deputy Director for the last promotion (if	

	any)*	
15	Date and Designation of Joining service*	
16	Permanent Address with PINCODE	
17	Address for Communication with PINCODE	
18	Phone numbers (Off. Res. Mob) and email Id	Office- Residence- Mobile- Email-
19	University's Examiner Code	
20	Date in which University teachers portal last updated	

* copy of the certificate is to be attached

21. Academic Qualifications

Qualification	University/Board	Year of Passing	% of marks obtained	Division/Class/Grade	Subjects/Specialization
SSLC/Equivalent					
Higher Secondary/Equivalent					
UG					
PG					
Others					

22. Research Degrees

Qualification	Title	Date of award	University
M.Phil/M.Tech			
PhD			
D.Sc/D.Lit/Others			

23. Record of academic service prior to joining the current post

Institution	Designation	Essential qualification for the post at the time of appointment	Nature of appointment (Regular/fixed term/temporary/Adhoc)	Nature of duties (Teaching/Research/others)	Scale of Pay	Date of Joining and Date of leaving	Reason of Leaving

Note: Please indicate in a separate sheet attached, the following

- The essential qualification for the post held where not lower than the qualifications prescribed by the University.
- The post is / was in an equivalent grade or of the pre revised scale of pay.

- c. Whether applied through proper channel
 d. Whether possess the same minimum qualifications as prescribed by UGC for appointment of the post.
 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 each appointment.
 f. The previous appointment was not as Guest Lecturer for any duration.

24. Posts held after appointment at this institution

Designation	Department	Date of joining		Grade
		From	To	

25. Recognized Orientation/Refresher/ Winter /Short Term/MOOC Courses attended

Name of the Course/Summer school	Name of Institution & Place	Duration	Sponsoring Agency

26. List of most significant UGC listed/peer reviewed Publications (For the purpose of evaluation)

Sl. No	Title of Paper	Name of Journal/Publisher in case of Book	Date of Publication and Impact factor if any	Volume number and Pages

Attach copy of the publications.

27. Whether an Approved Research Guide- Yes/No

If Yes, Give the details in the following table

Name of the Institution/University at which guide ship is approved	Date in which the guide ship approved	Number of students enrolled for PhD/ M.Phil	Number of students submitted the thesis	Number of students awarded the Degree

28. Details of Leave

Duration	Nature of Leave (other than CL)	Purpose

Declaration

I hereby declare that the information provided is true to the best of my knowledge.

Place:-

Date:-

Name and Signature of the teacher

Countersigned by the Head of the Institution

Annual Self Assessment for the Performance Based Appraisal System (PBAS) PROFORMA for promotion under CAS

[As per UGC Regulations (IV Amendment), 2016, UGC Regulations 2018]

SESSION/ACADEMIC YEAR.....

(To be completed and submitted for each academic year of the assessment period)

PART B : ACADEMIC PERFORMANCE INDICATORS

(Please see detailed instruction of this PBAS proforma before filling out this section)

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

Sl No	Nature of Activity	Score obtained
a	1. Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points)	
	2. Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc (15 Points)	
	3. User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)	
i	Total(1+2+3) (Maximum 70)	
b	b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	
ii.	Total (Maximum 15)	
c	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	
iii	Total (Maximum 15)	
	Grand Total (i+ii+iii) (Maximum 100)	

Nature of Activity	Univ.Assistant Librarian/College Librarian		Deputy Librarian		Librarian	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
<p>a) Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points)</p> <p>Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc (15 Points)</p> <p>User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)</p>	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20	55	Actual hours spent per academic year ÷ 20
<p>b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management</p>	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10
<p>c).Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms</p>	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

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

Sl No	Nature of Activity	Score obtained
a	Student related co-curricular, extension and field based activities	
	i. Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels. (Maximum 15)	
b	b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities. (Maximum 15)	
c	c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) (Maximum 15)	
	Total (a+b+c) (Maximum 45)	

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

CATEGORY: III. RESEARCH AND ACADEMIC CONTRIBUTIONS**III (A) Research papers published in Journals****(i) Referred Journals as notified by the UGC**

S. No.	Title with page Nos.	Journal	Sl.No. in UGC list	ISSN/ ISBN	Whether peer reviewed. Impact Factor, if Any	No. of Co-authors	Whether you are the main author	Score

(ii) Other reputed journals as notified by the UGC

S. No.	Title with page Nos.	Journal	Sl.No. in UGC list	ISSN/ ISBN	Whether peer reviewed. Impact Factor, if any	No. of Co-authors	Whether you are the main author	Score

III (B) Publications other than journal articles(Books, Chapters in Books)

S. No.	Title with page Nos.	Book Title, Editor & Publisher	ISSN/ ISBN	Whether peer reviewed.	No. of Co-authors	Whether you are the main author	Score

III (C) Research Projects

(i) Sponsored Projects

S.No.	Title	Agency	Period	Grant/ Amount Mobilized (Rs.Lakh)	Score

(ii) Consultancy Projects

S.No.	Title	Agency	Period	Grant/ Amount Mobilized (Rs.Lakh)	API Score

(iii) Project outcome/outputs

a. Patent/technology transfer/product/process

S.No.	Description/Patent	International/National	API Score

b. Major Policy document prepared for International Bodies/
Central/State Government/Local Bodies

S.No.	Description/Patent	International Bodies/ Central/State Government/ Local Bodies	API Score

III (D) Research Guidance

Sl.No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score
i.M.Phil or equivalent (for Degree awarded only)		NA		
ii. Ph.D or equivalent				
PG (Project)		NA		
UG (Project)		NA		

III (E) Fellowships, Awards and Invited Lectures delivered in Conference/Seminars

(i) Fellowship/Awards

S.No.	Award/Fellowship	International/National /State orUniversity level	Awarded by	API Score

(ii) Invited Lectures and Papers at International /National/ State/ University/ Local/College Level.

S.No	Title of the Lecture/Paper & Academic Session	Title	Organized by	Whether International/ National/State/ University/Local /College Level	API Score
Total under III(E) (i +ii)					
(Limited to 20% of the minimum fixed for Category III)					

III (F) Development of e-learning delivery process/material

S.No.	Module/Title	API Score

Total API Score claimed under Category III	
Total API Score after Expert Evaluation under Category III	

IV. SUMMARY OF API SCORES

Category	Criteria	Minimum API Required	Maximum API	Total-API Score for Assessment Period
I	Procurement, organization, and delivery of knowledge and information through Library services			
II	Professional Development, Co- curricular & Extension activities			
III	Research and Academic Contributions			
Total				

LIST OF ENCLOSURES : *(Please attach, copies of certificates, sanction orders, papers etc., wherever necessary)*

1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

I certify that the information provided is correct as per records available with the University/College and/or documents enclosed along with the duly filled PBAS Proforma.

Signature of the Teacher with Designation,

Place
Date

Signature of HoD/Principal

To be filled by the Screening/ Selection committee

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

Item	Description	Max Score	Score obtained in each assessment year					
a		70	20xx	20xx	20xx	20xx	20xx	20xx
b		15						
C		15						
	TOTAL API SCORE SECURED IN CATEGORY: I	100						
	Grand Total							

Name & Signature of the Subject experts of the Screening/Selection Committee

Category II. Co-Curricular, Extension, Professional Development related activities

Item	Description	Max Score	Score obtained in each assessment year					
			20xx	20xx	20xx	20xx	20xx	20xx
II (i)	a. Student related Co-curricular extension & field based activities	15	20xx	20xx	20xx	20xx	20xx	20xx
	i. Discipline related co-curricular activities (eg., remedial classes, career counselling, study visit, student seminar and other events)							
	ii. Other Co-curricular activities(cultural, sports, NSS, NCC etc.)							
	iii. Extension and dissemination activities (public/popular lectures/talks/seminars etc.)							
II(ii)	b. Contribution to Corporate Life and Management of the Department & Institution through participation in academic and administrative committees and responsibilities	15						
	i. Administrative responsibility (including as Dean/Principal/Chairperson/Convener/Teacher in-charge/similar other duties that require regular office hrs. for its discharge)							
	ii. Participation in BoS, Academic & Administrative Committees							
II(iii)	Professional Development Activities	15						
	TOTAL API SCORE SECURED IN CATEGORY: II	45						
	Grand Total							

Name & Signature of the Subject experts of the Screening/Selection Committee

Category III-Research & Academic Contributions

Item	Description	Score obtained in each assessment year					
		20xx	20xx	20xx	20xx	20xx	20xx
III. A	Research papers published in Journals						

	(iii) Referred Journals as notified by the UGC						
	(iv) Other reputed journals as notified by the UGC						
III. B	Publications other than journal articles(Books, Chapters in Books)						
III. C	Research Projects						
	(iv) Sponsored Projects						
	(v) Consultancy Projects						
	(vi) Project outcome/outputs						
III. D	Research Guidance						
III. E	Fellowships, Awards and Invited Lectures delivered in Conference/Seminars						
	i. Fellowship/Awards						
	ii. Invited Lectures and Papers at International /National/ State/ University/ Local/College Level.						
III. F	Development of e-learning delivery process/material						
	TOTAL API SCORE SECURED IN CATEGORY: III						

Name & Signature of the Subject experts of the Screening/Selection Committee

Check List

College Librarian Stage I to Stage II [academic level 10-11] (Screening Committee)

Minimum requirement	Years of service required			Minimum API required				orientation	refresher	Final result
	PhD Holders 4 yrs	M.Phil Holder 5 yrs	Others 6 yrs	Category I 80/yr	Category II 50/ assmt period	Category III 20/ assmt period	Category II+III 90/Assmt period	One	One	Passed/ failed
Stage I to II										

College Librarian Stage II to Stage III [academic level 11 to 12] (Screening Committee)

Minimum requirement	Years of service required		Minimum API required				Orientation/ refresher	Final result
	5 years in Stage II		Category I 80/yr	Category II 50/ assmt period	Category III 50/ assmt period	Category II+III 120/ Assmt period	Refresher course two	Passed/ failed
Stage II to III								

College Librarian Stage III to Stage IV [academic level 12 to 13A] (Selection Committee)

Minimum requirement	Years of service required	Minimum API required				Short term course	Publications (in entire period as assistant professor-12 years)			Final result
		Category I 75/yr	Category II 50/ assmt period	Category III 75/ assmt period	Category II+III 150/ Assmt period		PhD Holders 1	M.Phil Holders 2	Others 3	
Stage III to IV										

Name & Signature of the Subject experts of the Screening/Selection Committee

Summary of API Score							
	Total API for the Period From..... To.....	Total API score for the Assessment period					
API Secured in CATEGORY I							
API Secured in CATEGORY II							
API Secured in CATEGORY III							
API Secured in CATEGORY (II+III)							

Name & Signature of the Subject experts of the Screening/Selection Committee

Score Sheet for Selection Committee of Stage 4

Maximum Score :100

Area of Assessment	Category			
	Assistant Professor (Stage 3) to Associate Professor/ Equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor /Equivalent Cadres (Stage 5)	Professor (stage5) to Professor (Stage 6)	Score Achieved

Name, Designation & Signature of the Members of the Committee

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Instructions

Area of Assessment	Category		
	Assistant Professor (Stage 3) to Associate Professor/ Equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor /Equivalent Cadres (Stage 5)	Professor (stage5) to Professor (Stage 6)
Research Contribution			
Main Knowledge & Teaching Practices { For professor 5 to professor 6- Performance evaluation and other credential by referral procedure}			*
Interview Performance			

*Performance evaluation and other credential by referral procedure.

Minutes of the Screening Committee

1. Name of the candidate -
2. Name of the College -
3. Present Designation -
4. Designation and AGP to which promotion is sought -

Recommendation

We have carefully verified the service details, certificates and API score as shown in the PBAS proforma and other mandatory requirements. The Candidate is recommended / not recommended for promotion as(Designation) from.....(date) under career advancement scheme of UGC regulation 2016 (IV amendment) and Mahatma Gandhi University, U.O. No. 5020/ACL/2019/MGU dated 19-10-2019.

Screening/Selection Committee Members Present

Sl. No	Name of the Member	Official Address	Signature with Date
1			
2			
3			
4			
5			
6			
7			

Instruction to the Principal/Head of the Institution

1. Send proposal for each candidate separately, for easy verification.
2. Promotion order in form No 6 from the manager has to be attached along with each proposal.
3. Pay fixation Statement, option and declaration stamen of the incumbent.
4. Documents to be attached along with the proposal for promotion are
 - a. Service book of the teacher
 - b. PhD/M.Phil/M.Tech/LLM certificate with attested copies.
5. Principal shall circulate notice to all the teaching departments inviting proposal for promotion and the teacher may submit the proposals in the prescribed format.
6. After getting the applications from the teachers, Principal shall request the University for the subject experts for the screening/selection committee clearly indicating the subjects and the stages of promotion of each candidate.

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

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

Category	Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library / Physical education / Management	Maximum score for University / College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number.	Text/Reference Books, published by International Publishers, with ISBN/ISSN number.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications.	Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publications.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University.	International –10 per Chapter National – 5 per Chapter
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively
III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer / Product / Process	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government –20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE			
III(D) (i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate

UGC Regulations 2010 IV Amendment

III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate
Iii	PG(Project)	Degree awarded	Degree awarded	3
Iv	UG (Project)	Degree awarded	Degree awarded	2
III E	Fellowships, Awards and Invited lectures delivered in conferences / seminars			
III(E) (i)	Fellowships/ Awards	International Award/Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15 per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship
		State/University level Award from academic bodies	State/University level Award from academic bodies/associations	5 Per Award
III(E) (ii)	Invited lectures / papers	International	International	7 per lecture / 5 per paper presented
		National level	National level	5 per lecture / 3 per paper presented
		State/University level	State/University level	3 per lecture / 2 per paper presented
		Local/College Level	Local/College Level	2 per lecture / 1 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III(F)	Development of e-learning delivery process/material			10 per module

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

APPENDIX - III TABLE - VIII (A)

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

Category	Activity	Assistant / College Librarian (Stage 1 to Stage 2)	Assistant / College Librarian (Stage 2 to Stage 3)	Assistant/College Librarian (Stage 3) to Deputy/College Librarian (Stage 4)	Deputy Librarian (Stage 4) to Librarian (Stage 5)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions – Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
IV	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% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and	50% Library publication work 30% Assessment of innovative Library service and organization of digital library
	Minimum required 50))			Organizational skills 20 % - Interview performance	services 20% Interview performance

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

APPENDIX-III - TABLE IX

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

Sl.No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/ College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (A) of Appendix III for Librarian cadres in universities and for college Librarian cadres. (II) One Orientation and one Refresher Course of 3/4 weeks duration (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) / College Librarian (senior scale) to Assistant Librarian (selection grade) / College Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) / College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (A) of Appendix III for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) to Deputy Librarian / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (A) of Appendix III. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders. (ii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the Regulation and in Table VIII (A)
4.	University Librarian (Stage 5) (For universities only)	Deputy Librarian in universities with three years of completed service in Stage 4.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table VIII (A). Librarians may combine two assessment periods (in Stages 3 and 4) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in stage 3 (iii) Evidence of innovative library service and organization of published work. (iv) A selection committee process as stipulated in the regulation and in Table VIII (A)

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