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From

Director General Higher Education,
Haryana, Panchkula.

To

1. The Registrar, Kurukshetra University, Kurukshetra.
2. The Registrar, Maharishi Dayanand University, Rohtak.
3. The Registrar, Ch. Devi Lal University, Sirsa.
4. The Registrar, Bhagat Phool Singh Mahila Vishvidyalya, Khanpurkalan (Sonapat).
5. All the Principals of Govt./Non Govt. Aided Colleges in the State.

Memo No. KW 7/18-2009 CIV (3)

Dated, Panchkula the: 20-9-12

Subject

Guidelines for Academic Performance Indicator score system for Asstt. Professor and Associate Professor and other Academic Staff in Govt. and Private Aided Colleges in Haryana under Career Advancement Scheme (CAS).

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Kindly refer to the subject noted above.

Guidelines for the Academic Performance Indicator score system are hereby sent to you. It is requested that these guidelines may be strictly adhered to while making promotions under CAS and in recruitments.

Enclosure: Guidelines.

[Signature]
20/9/12
Deputy Director -IV,
for Director General Higher Education
Haryana, Panchkula.

Guidelines for Academic Performance Indicator (API) scored system for Assistant Prof. and Associate Professor and other Academic Staff in Government And Private Aided College In Haryana Colleges under Career Advancement Scheme (CAS).

1. These guidelines will be applicable on recruitment and CAS promotion of teachers and other academic staff working in affiliated colleges covered under Govt. Notification No. 07/18-09 C-IV (3) dated 21.07.2011.
2. The Internal Quality Assurance Cell (IQAC) shall be established in all colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the principal as Chairperson. The IQAC shall act as the documentation and record keeping centre for the institution including assistance in the development of the API criteria based PBAS Performance laid down in the notification dt. 21.7.2011 and as illustrated with these guidelines.
3. The API score given hereunder will be applicable from the academic session 2012-13. The academic session means 1st July to 30th June of every year.
4. The API score will be considered on yearly performance basis for the purpose of CAS.
5. If a teacher is considered for CAS promotion in 2013-14, one year API score for 2012-13 alone will be required for assessment.
If the next stage of a teacher is due in the academic session 2014-2015 the only two years API score i.e. 2012-13 and 2012-14 will be counted for the purpose and so on leading progressively for the complete Assessment period for the years required for the purpose, as per Govt. Notification dated 21.07.2011.
6. An Assistant Professor having post graduate with NET qualification with grade pay of Rs. 6,000/- will be placed in the grade pay of Rs. 7,000/- after six years service subject to fulfilling all other requirements of PBAS/API as given in the notification and illustrated in these guidelines. The period for Assistant Professor having M.Phil and Ph.D degree will be five and four years respectively, as the case may be. Provided further if an Assistant Professor possesses Ph.D degree in lieu of relaxation of NET as essential eligibility condition, then he will be treated at par of Assistant Professor having post graduate degree with NET qualification.
7. An Assistant Professor in the grade pay of Rs. 7,000/- will be moved to grade pay of Rs. 8,000/- after completion of 5 years service in grade pay of Rs. 7,000/- subject to meeting the API based PBAS requirements.
8. An Assistant Professor completing three years of service shall be eligible subject to the qualifying conditions and the API based PBAS requirements to move to the next higher grade. (i.e. pay band IV with G.P. Rs. 9000)
9. A teacher who wishes to be considered for promotion under CAS may submit in writing to the college authorities that he fulfils all qualifications under CAS and submit to the college the PBAS proforma as evolved under these guidelines duly supported by all credentials.
10. Candidates who do not fulfil the minimum score requirement under the API scoring system or those who obtain less than 50% in the expert assessment 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 successfully got re-assessed.