

SAM HIGGINBOTTOM INSTITUTE OF AGRICULTURE, TECHNOLOGY & SCIENCES

(Formerly Allahabad Agricultural institute)

(Deemed to be University)

Allahabad

PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) PROFORMA FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY TEACHERS BASED ON ACADEMIC PERFORMANCE INDICATORS (APIs)

Academic Session.....

Section: A (General Information)

1. Name of the Applicant:_____

2. Department:_____

3. Faculty /School:_____

4. Communication Address of the Applicant:

5. E-mail:_____

6. Mobile no.:_____

7. Academic Qualification :-

Exam Passed	University / Institution	Area of Specialization	Year of Passing	% / CGPA
B.Sc. / B.A / B.Com / B. Tech. /BE				
M.Sc. /M.A / M.Com / M. Tech /				
M. Phil				
Ph. D				
NET/SLET/SET or equivalent				

8. Date and nature of first Appointment in

SHIATS:_____

9. Pay Scale with AGP at first

Appointment:_____

10. Date of Regular

Appointment:_____

11. Pay Scale on Regular

Appointment:_____

12. Date of

Confirmation:_____

13. Date of Assistant Professor Senior Scale (AGP 7000 /

8000):_____

14. Present

Designation:_____

15. Date of Appointment on Present

Designation:_____

16. Present Pay Scale with

AGP:_____

17. Position Applied

for:_____

18. Pay Scale of Applied

Post:_____

Signature of Applicant

Note: Provide necessary credentials regarding above mentioned details. Otherwise mention N/A.

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**ACADEMIC PERFORMANCE INDICATORS (APIs) FOR PROMOTION UNDER CAREER
ADVANCEMENT SCHEME (CAS)**

Section B

Name of Applicant:

Department:

Designation:

Pay Scale:

Category I: Teaching, Learning and Evaluation Related Activities

1. * Lecture, Tutorial, Practical undertaken as percentage of lecture located. **(Annexure B – I – 1)**

:-

2. Lectures or other teaching duties in excess of the UGC/ICAR/AICTE/PCI/NCTE norms

(Annexure B – I – 2; if any) :-

3. Preparation and Imparting of Knowledge / instruction as per curriculum **(Annexure B – I – 3; if any) :-**

4. Syllabus enrichment by providing additional resources to students (**Annexure B – I – 4; if any**) :-

5. Use of Participatory and Innovative Teaching – Learning Methodologies (**Annexure B – I – 5; if any**) :-

6. Updating of subject content, Course Improvement (**Annexure B – I – 6; if any**) :-

7. Examination Duties (Coordinator, invigilator, question paper setting, flying squad, Paper evaluation)

(Annexure B – I – 7; if any) :-

8. Student Feedback report dully signed by Head of the Department:-

Note: *Enclose Teaching Schedule even and odd semester wise.

Provide necessary credentials for above mentioned details in year or semester wise.

Category II: Co-curricular, Extension and Professional Development Related Activities

1. Student related co-curricular activities, extension and field based activities

(Annexure B – II – 1; if any) :-

2. Position held in Organization linked with Extension work and National Services

(Annexure B – II – 2; if any) :-

3. Student and Staff related Socio Cultural and Sports Programmes (Organize or Participate)

(Annexure B – II – 3; if any) :-

4. Community Work related activities **(Annexure B – II – 4; if any) :-**

5. Contribution to Corporate Life and Management of the Department or the Institution:

i. Institutional Governance Responsibilities **(Annexure B – II – 5 – i; if any) :-**

ii. Participation in Committee concerned with any aspect of Departmental or institutional activity **(Annexure B – II – 5 – ii; if any):-**

iii. Organized below mentioned programmes as Coordinator/Co-chairman/Convener/Co-convener/Secretary/Joint secretary/Treasurer (mention with date and place):-

a. Organized Conference / Seminar / Symposia (**Annexure B – II – 5 – iii – a; if any**) :-

b. Organized Workshop / Training (**Annexure B – II – 5 – iii – b; if any**) :-

c. Organized Faculty Development Programmes / Technology Based Entrepreneurship Development Programme (**Annexure B – II – 5 – iii – c; if any**) :-

d. Any other (**Annexure B – II – 5 – iii – d; if any**) :-

6. Professional Development Activities:

i. Participation in Conference, Seminar, Symposia, Workshop, Training without Paper Presentation (mention with date, place and duration):

a. Participate in Conference / Seminar / Symposia (**Annexure – B – II – 6 – i – a; if any**)

:-

- b. Participate in Workshop / Training / Short Term Training Course (one week duration)
(Annexure B – II – 6 – i – b; if any) :-

- c. Participation in Orientation Courses / Refresher Courses / Winter School / Summer School **(Annexure B – II – 6 – i – c; if any) :-**

7. Membership in Bodies / Committees (mention with year):

- i. Membership / Participation in State / Central Bodies / Committees on Education, Research and National Development such as UGC/ ICAR / ICHR / ICMR / DST, etc.

(Annexure B – II – 7 – i; if any) :-

- ii. Membership of Professional Bodies at National Level:

- a. Membership of ISCA, INSA, ICAI, ICWAI, ICSI, ISAE etc. **(Annexure B – II – 7 – ii – a; if any) :-**

- b. Member of Committees of any University / Institute **(Annexure B – II – 7 – ii – b; if any) :-**

- c. Member of Editorial / Advisory Board of journals referring of research papers of Journals with Impact Factor or NAAS rating etc. **(Annexure B – II – 7 – ii – c; if any) :-**

8. Invited as Guest Speaker to Delivered Lecture in Conference / Seminar, etc (mention date and place) **(Annexure B – II – 8; if any) :-**

9. Published articles in News Papers, Magazines or any other Publication (not covered in category III) **(Annexure B – II – 9; if any) :-**

Category III: Research and Academic Contribution

1. *Research Paper Publication in Journals :-

- i. Number of Refereed Journals with Impact Factor 5 and above **(Annexure B – III – 1 – i; if any) :-**

- ii. Number of Refereed Journals with Impact Factor between 3 and 5 / NAAS Rating between 2 and 4 **(Annexure B – III – 1 – ii; if any) :-**

- iii. Number of Refereed Journals with Impact Factor between 1 and 3 / NAAS Rating between 1 and 2 **(Annexure B – III – 1 – iii; if any) :-**

- iv. Number of Refereed Journals with impact Factor 1 or below 1 / NAAS rating 1 or below 1. **(Annexure B – III – 1 – iv; if any)**

v. Number of full Papers published in proceeding of Conference / Seminar, etc.

(Annexure B – III – 1 – v; if any) :-

Note: *Only Thomson Reuter / NAAS rated indexed journals shall be considered.
Evidence to be provided (enclosed Copy of Front page of the paper published which includes Journals Name, Title of the paper, Authors Name, ISSN/ISBN number and Impact Factor / NAAS rating)

2. Research publication in books, Chapter in books :-

i. Number of text or reference books published as author or co-author by International publisher with an established peer review system **(Annexure B – III – 2 – i; if any) :-**

ii. Number of Subject books published as author or co-author by National level publisher with ISBN / ISSN number **(Annexure B – III – 2 – ii; if any) :-**

iii. Number of Chapter edited in knowledge based volumes published by International publisher **(Annexure B – III – 2 – iii; if any) :-**

iv. Number of Chapters edited in knowledge based volumes published by National publisher with ISBN / ISSN number **(Annexure B – III – 2 – iv; if any) :-**

3. Number of Paper Presented (Oral / Poster) in Conference / Seminar / Symposia, etc.

(Annexure B – III – 3; if any) :-

4. Research Project Work:

i. Sponsored projects completed / ongoing (mention the title of the project, sponsoring agency, duration and present status of the project and amount mobilized) :-

a. Number of Major projects amount mobilized with grants above Rs. 30.00 lakhs
(Annexure B – III – 4 – i – a; sanction letter) :-

- b. Number of Major projects amount mobilized with grants above Rs. 5.0 lakhs to Rs. 30.0 lakhs **(Annexure B – III – 4 – i – b; sanction letter) :-**

- c. Number of Major projects amount mobilized with grants above 3.0 lakhs up to 5.0 lakhs.

(Annexure B – III – 4 – c; sanction letter)

- d. Number of Minor projects from Central / State funding agencies with grants above Rs. 50,000.00 up to Rs. 5.0 lakhs **(Annexure B – III – 4 – i – d; sanction letter) :-**

- ii. Number of Consultancy projects completed /ongoing with grant mobilized between Rs. 1.0 lakh to Rs. 10.0 lakhs (mention the title of the project, sponsoring agency, duration and present status of the project and amount mobilized) **(Annexure B – III – 4 – ii; sanction letter) :-**

- iii. Number of Completed projects and report accepted by funding agency (mention the title of the project, sponsoring agency, duration of the project and amount mobilized)

(Annexure B – III – 4 – iii; acceptance letter of funding agency) :-

iv. Project outcome /output at National or International level as Patent, Technology Transfer, Product, etc. **(Annexure B – III – 4 – iv; certificate of patent, technology transfer, product etc.) :-**

Note: Enclose credentials for each above mentioned details.

5. Research Guidance:

- i. *Number of M. Phil / P.G thesis degree awarded:_____ **(Annexure B – III – 5 – i)**
- ii. *Number of Ph. D thesis degree awarded:_____ **(Annexure B –III – 5 – ii)**
- iii. *Number of Ph. D thesis submitted:_____ **(Annexure B –III – 5 – iii)**

Category IV –

Confidential report of faculty member must be submitted in a sealed envelope along with this form.

Note: *Enclose the list of research scholar with their ID, year of degree awarded / submitted, topic, etc. separately for M. Phil / P.G and Ph. D programme.

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

Signature of the Faculty.....

Designation.....

Department.....

Verified and Forwarded by

.....
Head of Department

.....
School Dean

.....
Faculty Dean

List of Annexure:

Section: A

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

Section: B – I

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

Section: B – II

1.	2.
3.	4.
5. i	5. ii
5. iii (a)	5. iii (b)
5. iii (c)	5. iii (d)
6. i (a)	6. i (b)
6. i (c)	7. i
7. ii (a)	7. ii (b)
7. ii (c)	8.
9.	

Section: B – III

1. i	1. ii
1. iii	1. iv
1.v	2. i
2. ii	2. iii
2. iv	3.
4. i (a)	4. i (b)
4. i (c)	4.i (d)
4. ii	4. iii
4. iv	5.

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Academic Performance Indicator under Career Advancement Scheme (CAS) Promotion of Teachers of SHIATS for Academic Year.....

(Please see detailed instructions of this API proforma on pg no. 18 – 20 before filling out Category I and II)

Category I – Teaching, Learning and Evaluation Related Activities

Sl. No.	Nature of Activity	Max. Score	Self Assessment Score*	Verified API Score#
1.	Lecture, Tutorial, Practical undertaken as percentage of lecture allocated	50		
2.	Lectures or other teaching duties in excess of the UGC/ICAR/AICTE/PCI/NCTE norms.	10		
3.	Preparation and imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students.	20		
4.	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement, Student Feedback etc.	20		
5.	Examination duties (invigilation; question paper setting, evaluation / assessment of answer scripts) as per	25		
	Total Score	125/year		
	Minimum API Score Required	75/year		

Note: *filled by the applicant
#for Office use

Category II – Co-curricular, Extension and Professional Development Related Activities

Sl.no.	Nature of Activity	Max. Score	Self Assessment Score*	Verified API Score#
1.	Student related co-curricular, extension and field based activities (such as extension work through NSS / NCC and other channels, cultural activities, subject related events, advisement and counselling.	20		
2.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and	15		
3.	Professional development activities (such as participation in seminars, conferences, short term training courses, talks, lectures, membership of associations, dissemination and general articles publications not covered in Category III).	15		
	Total Score	50/year		
	Minimum API score required	15/year		

Note: *filled by the applicant
#for office use

Category III – Research and Academic Contribution

1. Research Publication Work:

Sl. no.	Particulars	Faculties of Engineering/ Agriculture/ Animal Husbandry/ Health Science/ Sciences / Management	Faculties of Humanities / Physical Education / Library Science / Theology	Max. Score	Self Assessment Score+	Verified API Score#
I.	*Research Paper Publication in Journals	i. Refereed Journals with Impact Factor 5 and above/NAAS Rating 4 and above.	i. Refereed Journals with Impact Factor 2 and above/NAAS Rating 2 and above.	45/ publication		
		ii. Refereed Journals with Impact Factor between 3 and 5/NAAS Rating between 2 and 4.	ii. Refereed Journals with Impact Factor between 1 and 2/NAAS Rating between 1 and 2.	35/ publication		
		iii. Refereed Journals with impact Factor between 1 and 3/NAAS rating between 1 and 2.	iii. Refereed Journals with impact Factor 1 or below 1 /NAAS rating 1 or below 1.	25/ publication		
		iv. Refereed and Indexed Journal	iv. Refereed and Indexed Journal	15/ publication		
		v. Conference/Seminar proceedings as full papers (Abstracts not to be included)	v. Conference/Seminar proceedings as full papers (Abstracts not to be included)	10/each publication		
II.	Research Publication in (Books, chapters in books, other than refereed journal articles)	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/sole author and 10/each chapter edited in book		
		Subject books by National level publishers/State and Central govt. Publications with ISBN/ISSN numbers.	Subject books by National level publishers/State and Central govt. Publications with ISBN/ISSN numbers.	25/sole author and 5/each chapter in edited book		
		Subject books by other local publishers with ISBN/ISSN numbers.	Subjects books by other local publishers with ISBN/ISSN numbers.	15/sole author and 3/each chapter in edited		
		Chapters in knowledge based volumes published by International Publishers.	Chapters in Knowledge based volumes published by International publishers.	10/each chapter		
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers.	Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers.	5/each chapter		
				Total		

Note: *Only Thomson Reuter/NAAS rated index journals shall be considered.
+filled by the applicant
#for office use

2. Research Project Works:

Sl. no.	Particulars	Faculties of Engineering/ Agriculture/ Animal Husbandry/ Health Science/ Sciences / Management	Faculties of Humanities / Physical Education / Library Science / Theology	Max. Score	Self Assessment Score*	Verified API Score#
I.	Sponsored Projects completed / ongoing	Major projects amount mobilized with grants above 30.0 lakhs.	Major projects amount mobilized with grants above 5.0 lakhs.	20/each major project		
		Major projects amount mobilized with grants above 5.0 lakhs up to 30 lakhs.	Major projects amount mobilized with grants above 3.0 lakhs up to 5.0 lakhs.	15/each major project		
		Minor projects from Central/State funding agencies with grants above 1.0 lakh up to 5.0 lakhs.	Minor projects from Central/State funding agencies with grant above 50,000.00 up to 3.0 lakhs.	10/each minor project		
II.	Consultancy projects completed / ongoing	Amount mobilized with minimum of Rs. 10.0 lakhs.	Amount mobilized with minimum of Rs. 1.0 lakh.	10/each consultancy Project		
III.	Completed projects: quality evaluation	Completed project report (Accepted by funding agencies)	Completed project report (Accepted by funding agencies)	20/each major project and 10/each minor project		
IV.	Projects outcome/ outputs	Patent/Technology transfer/Product/ Process	Policy document of Govt. bodies at Central and State level	30/each National level output or patent and 50/each for international level		
				Total		

Note: *filled by the applicant
#for office use

3. Research Guidance:

Sl.no.	Particulars	Faculties of Engineering/ Agriculture/ Animal Husbandry Health Science/ Sciences / Management	Faculties of Humanities / Physical Education / Library Science / Theology	Max. Score	Self Assessment Score*	Verified API Score#
I.	M.Phil/P.G	Degree Awarded	Degree Awarded	3 per student		
II.	Ph. D	i. Degree Awarded	i. Degree Awarded	10 per student		

		ii. Thesis submitted	ii. Thesis Submitted	7 per student		
				Total		

Note: *filled by the applicant
#for office use

4. Training Courses and Conference/Seminar/Workshop attended and Paper Presented:

Sl.no.	Particulars	Faculties of Engineering/ Agriculture/ Animal Husbandry/ Health Science/ Sciences / Management	Faculties of Humanities / Physical Education / Library Science / Theology	Max. Score	Self Assessment Score*	Verified API Score#
I.	Research Methodology, Orientation programme, Faculty Development Programme Training	i. Refresher course/Orientation course/summer school/winter school of not less than three weeks duration	i. Refresher course/Orientation course/summer school/winter school of not less than three weeks duration	20/each event		
		ii. Workshop, Training of one week duration.	ii. Workshop, Training of one week duration.	10/each event		
II.	Paper presentation in Conference / Seminar/ Workshop etc.*	Participation and Presentation of research papers (Oral/Poster) in :-				
		i. In International Conference etc.	i. In International Conference etc.	10/each		
		ii. In National Conference etc.	ii. In National Conference etc.	7.5/each		
		iii. In Regional/State level	iii. In Regional/State level	5/each		
		iv. University/College	iv. University/College	3/each		
III.	Invitation to deliver lecture in Conference / Seminar	i. International level	i. International level	10/each		
		ii. National level	ii. National level	7.5/each		
		iii. State/Regional level	iii. State/Regional level	5/each		
		iv. University/College level	iv. University/College	3/each		
				Total		

Note: *Filled by the applicant
#for office use

*If a paper presented in Conference / Seminar and full paper published in the form of Proceedings, the point would accrued for the publication 1(I (v)) and not under Presentation 4 (II).

Summary of API Scores

Sl.no.	Category	Verified Total API Score
I.	Teaching, Learning and Evaluation related activities	
II.	Co-curricular, Extension, Professional Development related	
	Total I + II	
III.	Research and Academic Contribution	
	Total Score I + II + III	

- Note:**
- I. Minimum API score required in category – I is 75 points / year
 - II. Minimum API score required in category – II is 15 points / year
 - III. Minimum API score required in category – III :-
 - **For Promotion under CAS –**
 - i. For Assistant Professor (AGP 7000) – 10 points / year
 - ii. For Assistant Professor (AGP 8000) – 20 points / year
 - iii. For Associate Professor – 30 points / year
 - iv. For Professor – 40 points / years
 - v. For Senior Professor – 50 points / year
 - **For Direct Recruitment –**
 - i. For Assistant Professor – N/A
 - ii. For Associate Professor – 300 points
 - iii. For Professor – 400 points
 - IV. Minimum Total Annual API score required from category I, II, and III for CAS Promotion –
 - For Assistant Professor from AGP 6000 to 7000 – 110 / year
 - For Assistant Professor from AGP 7000 to 8000 – 120 / year
 - For Assistant Professor to Associate Professor AGP 8000 to 9000 – 130 / year
 - For Associate Professor to Professor AGP 9000 to 10000 – 140 / year
 - For Professor to Senior Professor AGP 10000 to 12000 – 150 / year

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

Signature of the Faculty.....

Designation.....

Department.....

Department
Checked

Head of the
Verified and

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Instruction for filling up Category I & II of API Proforma

Category I: Teaching Learning and Evaluation Related Activities

Maximum Score Allocated: 125

Minimum API Score Required: 75

Sl.no.	Nature of Activity	Max. Score
1.	Lecture, Tutorial, Practical should be based on verifiable records. No score should be assigned if a teacher has taken less than 80% of the assigned classes. No score should be deducted for classes not held or missed due to (i) students not turning up or bunking classes, (ii) any other reason beyond the control of the teacher. 10 points for 80% classes taken and 2 points for each additional percentage of classes taken.	50
2.	If a teacher has taken classes exceeding UGC norms, then two points to be assigned for each extra hour of classes / credit per week.	10
3.	Imparting of Knowledge / instruction as per curriculum with the prescribed material (Text book / manual etc.), syllabus enrichment by providing additional resources to students	20
4.	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	
	i. Participatory & Innovative Teaching-Learning process with material for problem based learning, case studies, group discussion, project work, product development. (03 points each activity)	10
	ii. Use of ICT in teaching-learning process with computer aided methods like Power Point/Multimedia/Simulation/Software etc. (use of any one of these in addition to Chalk & Board: 5 points each)	20
	iii. Developing and imparting Remedial/Bridge courses (03 points each activity)	10
	iv. Developing and imparting soft skills/communications skill/personality development courses/modules, etc. (3 points each activity)	10
	v. Developing and imparting specialized teaching-learning programmes in Physical Education, Library; innovative compositions and creations in music, performing and visual arts and other traditional areas. (03 points each activity)	10
	vi. Organizing and conduction of popularization programmes/training courses in computer assisted teaching/ web based learning, e-library skills to student, etc. a) Workshop / Training course: 5 points each b) Popularization programmes: 3 points each	10
	Maximum Aggregate Limit for Sl. no.4	20
5.	Examination duties as per allotment	
	i. College/University semester Examination work as per duties allotted (Invigilation – 5 points, Evaluation of answer scripts – 5 points, Question paper setting – 5 points) (100% compliance =15 points)	15
	ii. Examination work such as coordination, or flying squad duties etc. (10 points)	10
	iii. College/University examination/evaluation responsibilities for internal assessments/seminars/assignment/continuous assessment work such as allotted. (100% compliance = 15 points)	15
	Maximum Aggregate Limit for Sl. no. 5	25

Category II: Co-curricular, Extension and Professional Development Related Activities.**Maximum Score Allocated: 50****Minimum API Score Required: 15**

Sl.no	Nature of Activity	Max. Score
1.	Extension, Co-curricular and Related Activities	
i.	Institutional Co-curricular activities for students such as field studies/educational tours/Industrial tour/ field training/ quiz contest/ debate etc. (03 points each)	10
ii.	Positions held/leadership role played in organization linked with Extension work and National service like NSS, NCC, Red Cross, Eco-club, Women cell or any other similar organisational activity (03 points each)	10
iii.	Student and Staff related Socio Cultural and Sports Programmes (organizing such program (s) or contributing by participating in any of the program (s) at interdepartmental or intercollegiate or interuniversity level) a) Interdepartmental: 05 points b) Intercollegiate level: 05 points c) Interuniversity level: 10points	10
iv.	Community work such as values of National integration, environment democracy, social work, scientific temper flood or draught relief, tree plantation, energy conservation etc. Through lectures / awareness programmes or through TV/satellite/Radio etc. (03 points each)	10
	Maximum Aggregate Limit for Sl.no. 1	20
2.	Contribution to Corporate life and Management of the Institution	
i.	Institutional Governance responsibilities such as Dean, HoD, warden, member of University Court, Member of Executive Council, Member of Academic Council. (03 points each)	15
ii.	Participation in committee concerned with any aspect of departmental or institutional activity such as admission, purchase, time-table, campus development, inspection, library, students welfare, guidance & counselling, placement, anti-ragging, Proctorial duty, cultural committee etc. (03 points each)	15
iii.	Organization of conferences/Seminars/Symposia/Workshops/Training as Coordinator/Co-chairman/Convener/Co-convener/Secretary/Joint secretary/Treasurer etc. a) International (07 points each) b) National (05 points each) c) Regional (03 points each) As member of the Organizing or Advisory Committee of (a) above (03 points each) As member of the Organizing or Advisory Committee of (b) above (02 points each) As member of Organizing or Advisory Committee of (c) above (01 point each)	10
iv.	Organization of Faculty Development Programmes/Technology Based Entrepreneurship Development Programme as Coordinator/Co-chairman/Convener/Co-convener/Secretary/Joint secretary/Treasurer etc. (05 points each)	10
	Maximum Aggregate Limit for Sl.no. 2	15
3.	Professional Development Activities	

	i. Participation in subject association, conference, seminars, symposia, workshop without paper presentation (02points each), visits abroad for research collaborations or delivered lectures (at least one week duration and excluding from	10
	ii. Invited Lectures in Orientation Courses/ Refresher Courses. (05 points each)	10
	iii. Participation in Short Term Training courses less than one week duration in Education Technology, Curriculum Development, Professional Development, Examination Reforms, Institutional Governance, new and emerging fields/subject/technologies. (05 points each)	10
	iv. Membership/participation in State/Central bodies/committees on Education, Research and National Development such as UGC/DST/ICMR/ICAR/ICHR etc. (05 points each)	10
	v. Membership of Professional Associations/Bodies at the National level (like ISCA, INSA, ICAI, ICWAI, ICSI etc.); membership of committees like Board of Studies (UG and PG) of any University/Institute; Editorial/Advisory committees/boards of Journals; referring of research papers of journals with Impact Factor or NAAS rating etc. (05 points each)	10
	vi. Publication of articles in News papers, Magazines or other publications (not covered in category III) (02 points each)	10
	Maximum Aggregate Limit for Sl. no. 3	15

