

MIZORAM UNIVERSITY, AIZAWL-796 004, MIZORAM
PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) PROFORMA FOR DIRECT RECRUITMENT OF TEACHERS
BASED ON THE ACADEMIC PERFORMANCE INDICATORS (API)

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

S.No.	Nature of Activity	Maximum Score
I.1	Lectures, seminars, tutorials, practical, contact hours undertaken as percentage of lectures allotted	50
I.2	Lectures or other teaching duties in excess of the UGC norms.	10
I.3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students.	20
I.4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc	20
I.5	Examination duties (Invigilation; question paper setting, evaluation of answer scripts) as per allotment	25
Total Score		125
Minimum API Score Required		75

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

S.No.	Nature of Activity	Maximum Score
II.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, advise and counseling)	20
II.2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
II.3	Professional Development activities (participation in short-term courses, talks, lectures, membership of Associations, dissemination of knowledge through general articles and activities not covered in Category III below).	15
Total Score		50
Minimum API Score Required		15

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

S No	Particulars (enclose details of each item in support of your claim as annexure)		
III. A	Research Papers Publication*		
		i. Refereed Journals (15 per publication)	
		ii. Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers: 10 per publication.	
	iii. Conference proceedings as full papers, etc. (Abstracts not to be included) (10 per publication).		
III. B	Other Research Publications (Books, chapters in books, other than refereed journal articles).		
		i. Text or Reference Books Published by International Publishers with an established peer review system	
		a) Sole Author (50 per book).	
		b) Sole Editor (30 per book).	
	c) Chapter in edited Book (10 per chapter).		
		ii. Text or Reference Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	
		a) Sole Author (25 per book).	
		b) Sole Editor (20 per book).	
		c) Chapter in edited Book (5 per chapter).	
		iii. Text or Reference Books by other local publishers with ISBN/ISSN numbers.	
		a) Sole Author (15 per book).	
		b) Sole Editor (10 per book).	
		c) Chapter in edited Book (3 per chapter).	
		iv. Text or Reference Books by other local publishers without ISBN/ISSN number	
		a) Sole Author (10 per book).	
	b) Sole Editor (7 per book).		
	c) Chapter in edited Book (2 per chapter).		
	v. Chapters contributed to edited knowledge based volumes published by International Publishers (10 per chapter).		
	vi. Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers (5 per chapter).		

	vii. Editing of the Proceedings of Seminar/Symposia/Conference/Workshop etc.
	a) International Level (Sole Editor- 30 per publication).
	b) National Level (Sole Editor- 20 per publication).
	c) Regional Level: (Sole Editor- 10 per publication).
	d) State Level: (Sole Editor- 7 per publication).
III. C	RESEARCH PROJECTS
	i. Completed/Ongoing Sponsored Projects. (In case of Co-PI points are to be shared in 70:30 ratio).
	a) Major Project with grants >Rs. 30 Lakhs for Sciences and Rs. 5 Lakhs for Others (20 per Project).
	b) Major Project with grants above Rs.5 Lakhs upto 30 Lakhs for Sciences and above Rs. 3 Lakhs upto Rs. 5 Lakhs for Others (15 per Project).
	c) Minor Project with grants above Rs. 50,000 upto Rs. 5 Lakhs for Sciences and above Rs. 25,000 upto Rs. 3 Lakhs for Others (10 per Project).
	ii. Completed/Ongoing Consultancy Projects
	Grants mobilized with a minimum of Rs. 10 Lakhs for Sciences and minimum of Rs. 2 Lakhs for Others (10 per Project). In case of Jt. venture points are to be shared in 70: 30 ratio.
	iii. Projects Outcome/Output: :Patent/Technology transfer/ Product/Process (for Sciences) and Major Policy document of Govt. Bodies at Central/State level (for Others).
	a) International Level (50 per outcome/output).
	b) National Level (30 per outcome/output).
III. D	RESEARCH GUIDANCE (In case of joint supervision points are to be shared in 70: 30 ratio)
	i. M. Phil. (Degree awarded only) (3 per candidate).
	ii. Ph. D. (Degree awarded only) (10 per candidate).
	iii. Ph. D. Thesis submitted (7 per candidate).
III.E	POST DOCTORAL DEGREE: D. Sc/D. Litt. from an university based on post-doctoral thesis (30 points)
III. F	PARTICIPATION IN TRAINING COURSES/CONFERENCE/SEMINAR/WORKSHOP

		<p>i. Refresher courses, Methodology workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes</p> <p>a) Duration two weeks or more (20 per course).</p> <p>b) Duration one week (10 per course).</p>
		<p>ii. Participation and Presentation of research papers (oral/poster) in Conferences/ Seminars/ workshops etc. [If a paper presented is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (F) (ii)).</p> <p>a) International conference (10 per participation/presentation).</p> <p>b) National (7.5 per participation/presentation).</p> <p>c) Regional/State level (5 per participation/presentation).</p> <p>d) Local –University/College level (3 per participation/presentation).</p> <p>iii. Invited lectures or presentations in Conferences/Seminars/Training Courses/Refresher Courses/Orientation Courses or chairmanship/ co-chairmanship in Conferences/Seminars etc.</p> <p>a) International Level (10 per lecture/chairmanship).</p> <p>b) National Level (5 per lecture/chairmanship).</p> <p>c) Regional Level (3 per lecture/chairmanship).</p> <p>d) Local- University/College Level (2 per lecture/chairmanship).</p>
III.G	TRAINING COURSES / CONFERENCE /SEMINAR/WORKSHOP ORGANISED	
		<p>I. Refresher courses, Methodology workshops, Training Course, Summer/Winter School/Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes</p> <p>a) Duration two weeks or more (30 per course). In case of Co-coordinator points are to be shared in 70: 30 ratio.</p> <p>b) Duration up to one week (20 per course). In case of Co-coordinator points are to be shared in 70: 30 ratio.</p> <p>II. Seminar/symposia/conference/workshop organized. In case of Co-convener/Jt. Organizing Secretary points are to be shared in 70: 30 ratio.</p> <p>a) International (30 per seminar etc).</p> <p>b) National (25 per seminar etc).</p> <p>c) Regional (15 per seminar etc).</p> <p>d) State level (10 per seminar etc).</p>

			e) PAC/PAMC meetings of UGC/CSIR/DST/DBT/ DoE/MoEF/MoES/ICSSR/ICHR/ICPR etc (15 per meetings) .
III. H.	AWARD/HONOURS/RECOGNITIONS (PROFESSION RELATED)		
			a) International level honour/recognition/award (30 per award) .
			B) National level honour/recognition/award (25 per award) .
			c) Regional level honour/recognition/award (20 per award) .
			d) State level honour/recognition/award (15 per award) .
III.I	PEER REVIEWING OF PAPERS/PROJECT PROPOSAL/EVALUATION OF PROJECT COMPLETION REPORT etc		
			a) For Refereed Journals (10 per paper)
			b) For Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers (7.5 per paper)
			c) For Conference proceedings as full papers, etc. (5 per paper)
			d) Evaluation of Project Completion Report (15 per report for major project and 7 for minor project)
			e) Evaluation of Project Proposals (10 per report for major project and 5 for minor project)

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – 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. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

**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)).

New indicators have been added on the strength of clause 4 of the Explanatory notes for Annexure I-III.