



SIR C R REDDY COLLEGE ELURU, W.G.District, A.P.

Performance Based Appraisal System (PBAS)

&

Sir C R R Career Advancement Scheme (CRR CAS)

The faculty members shall be considered for the promotion from one Academic Level/Graduate pay to another as per the Sir C R R Career Advancement Scheme (CRR CAS) and Academic Performance Indicators (API) grading and Research Score (RS) CRR CAS is based on the 'UGC Regulations on Minimum Qualification for Appointment of Teachers in College and Measures for the Maintenance of Standards in Higher Education 2018 (dated July 18, 2018). The following Academic Performance Indicators (API) stipulate the minimum requirement in terms of API grading and Research Score for annual increment and promotion.

Table 1. API Category 1- Teaching, Learning, Evaluation (TLE)

Sl. No.	Activity	Grading Criteria
1.	Teaching Hours (Theory & Practical)	80% and above – Good Below 80% but above 70% - Satisfactory
2	Value added / Add –on, Certificate Courses	Less than 70% - Not satisfactory
	Number of classes taught/total classes assigned x 100	

Table 2. API Category II- Co-curricular, Extension & Professional Development (CEP)

Sl. No.	Activity	Grading Criteria
1.	Institutional/Departmental Administration/Development Dean/Director/CoE/HoD/Deputy CoE/Academic Programme Co-ordinator	<ul style="list-style-type: none"> • Involved in at least 3 activities - Good • 1-2 Activities - Satisfactory • Not involved / undertaken any of the activities - Not satisfactory
2.	Administration related duties: Examination/Admission/Institutional & Departmental Documentation/IQAC/Secretary of Academic Council/ BoS	
3.	Examination related duties: ESE Evaluation, Invigilation, Question Paper setting (Internal & external), Scrutiny.	
4.	Student support activities: Programme Officer of NSS/NCC Officer / Club coordinator/Cell, Association & Committee coordinator (maximum of two) Class animator/mentor/counselor/trainer in life skills education, placement etc. Editor of college annual magazines/official institutional publication	
5.	Student related co-curricular and extension activities: NCC/NSS/CSA/Cultural/Sports/Extension (Social outreach programme/Rural exposure programme /NSS & CSA camp- minimum two days.	
6.	Coordination of activities: Convener & Co-Convener of Seminar/Conference/Workshop/ Exhibition/FDP/Study tour/Industrial visit/Common College functions & programmes.	
7.	Research guidance: Evidence of active involvement in guiding Ph.D scholars	
8.	Research Projects: Conducting Minor/Major research projects sponsored by institution/state/national/international bodies	
9.	Publication: At least one single or joint publication in peer-reviewed or UGC- CARE listed journals.	
10.	Expertise: Resource person/chief guest in conference/workshop/seminar/FDP/ invited talk/member in governing body/academic council/BoS in other HEIs	

Table 3. API Category III- Research Score (RS)

Sl. No.	Details	Score
1.	Research Publication: i. Indexed in Scopus/WoS/SCI ii. Refereed/UGC Indexed with impact factor	15 10
2.	Publication other than research papers i. Book (International Publisher) ii. Book (National Publisher) iii. Chapter in Book iv. Editor of Book v. Translation work – chapter/research paper vi. Translation work – book	25 20 5 10 3 10
3.	Innovation and ICT enabled Pedagogy i. Development of innovative pedagogy ii. Design of new curricula/course iii. MOOC (Complete design and execution) iv. Subject expert for MOOC v. E-content development (internal MOOC)	5 2 per course 20 2 per module 5 per course
4.a.	Research Guidance i. Awarded – Ph.D ii. Submitted – Ph.D iii. Submitted & Awarded Ph.D in the same year	10 5 15
4.b.	Research projects (Completed) i. External Agency Funded Project (Grant>Rs.5 lakhs) ii. External Agency Funded Project (Grant<Rs.5 lakhs) iii. Institution funded project	10 5 5
4.c.	Research Projects (Ongoing) i. External Agency Funded Project (Grant>Rs.5 lakhs) ii. External Agency Funded Project (Grant<Rs.5 lakhs) iii. Institution funded project	5 3 3
4.d.	Consultancy Projects	10
5.a.	Patents i. International ii. National	20 15
5.b.	Policy document submitted i. International ii. National iii. State	10 7 4
5.c.	Awards and Fellowship i. International ii. National	7 5
	i. International (within India) ii. National iii. State/University	7 5 3

Research Score for research paper would be augmented as follows based on Thomson Reuters Impact Factor List:

- i. Paper in a peer-reviewed journal 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

Research Score sharing in case of joint-research:

- a) Two authors: 70% of the total value of publication for each other.
- b) More than two authors: 70% of the total value of publication for First/Principal/Corresponding author and 30% of the total value of publication for each of the joint authors.
- c) Joint Projects: Principal investigator and co-investigator would get 50% each.

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Table 4. Selection Criteria

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Ph.D, M.Phil., NET/KSET, PG 	<ul style="list-style-type: none"> • Ph.D, NET/KSET • 15 Years of experience • RS-75 in the last academic year/RS of 50 average in the last five academic years. • 17 years of experience in Industry with significant contribution with 	<ul style="list-style-type: none"> • Ph.D, NET/KSET • 18 Years of experience • RS-120 in the last academic year/RS of 50 average in the last five academic years. • 20 years of experience in Industry with significant contribution with

Table 5. Promotion Criteria

Assistant Professor			Associate Prof. Academic Level 13A	Professor Academic Level 14
Academic Level 10	Senior Scale Academic Level 11	Selection Grade Academic Level 12		
<ul style="list-style-type: none"> • Ph.D. • NET/M.Phil. • PG 	<ul style="list-style-type: none"> • Ph.D-4 years of experience in level 10 • PG with NET-5 years of experience in level 10 • PG-6 years of experience in level 10 <p><i>And in all the years:</i></p> <ul style="list-style-type: none"> • TLE-Good • CEP-Good • RS-20 	<ul style="list-style-type: none"> • Ph.D-5 years of experience in level 11 • PG with NET-7 years of experience in level 11 • PG-9 years of experience in level 11 <p><i>And in all the years:</i></p> <ul style="list-style-type: none"> • TLE-Good • CEP-Good • RS-30 	<ul style="list-style-type: none"> • Ph.D mandatory & -3 years in academic level 12 • PG -6 years in CRR(A) with significant contribution to college* <p><i>And in all the years:</i></p> <ul style="list-style-type: none"> • TLE-Good • CEP-Good • RS-50 	<ul style="list-style-type: none"> • Ph.D mandatory and 3 years in academic level 13A <p><i>And in all the years:</i></p> <ul style="list-style-type: none"> • TLE-Good • CEP-Good • RS-60

TLE – Teaching Learning & Evaluation | **CEP**- Co-curricular Extension Professional Development | **RS** – Research Score

Note:

* Significant contribution in institutional Administration/Development for minimum 9 years.

** The criteria of promotion would be applicable as per the need of the institution and discretion of the management.

*** Promotion from one level to another level will be based on the entry-level qualification of that level.

Criteria for faculty who obtain NET or Ph.D after joining Sir C RR(A)

- a) Awarded Ph.D. in level 11
 - i. NET qualified faculty one year can be relaxed for promotion to level 12
 - ii. PG qualified faculty, two years can be released for promotion to level 12
- b) Awarded Ph.D. in level 12
 - i. NET qualified faculty two years can be relaxed for promotion to level 13A
 - ii. PG qualified faculty, three years can be released for promotion to level 13A
- c) NET Qualification in level 11 by a PG qualified faculty, one year can be relaxed for promotion to level 12.

PRINCIPAL